

	Cenikor
Application Completeness Check for 2026 HSAB Funding	Prevention
Amount Requested	\$15,000
Questions	
Are all questions answered?	yes
Is the application signed? (this is a certification)	yes
Does the program have measurable outcomes?	yes
Is the agency a Human Services Agency?	yes
Is the agency overseen by a Board of Directors?	yes
Required Attachments	
BUDGETS	
1. Program budget for current fiscal year	Yes
2. Program budget proposed for next fiscal year	Yes
3. Budget showing the exact uses of the HSAB funding, to be included in the contract	Yes
BOARD OF DIRECTORS INFORMATION	
4. Board of Directors membership roster	Yes
5. Board of Directors City of Residence	Yes
6. Board of Directors Meeting Attendance Record	Yes
7. Board of Directors membership criteria	Yes
ORGANIZATION INFORMATION	
8. Current IRS Form 990, pages 1 and 2 (not required for churches)	Yes
9. Non-discrimination policy statement	Yes
PROGRAM INFORMATION	
10. Final Performance Report for 2024 Funding (if funded)	Yes
11. Letters of support for the program - how many	3 letters
12. Policies and Procedures for the proposed Program, if available	Not available

City of San Marcos Human Services Grants
FY2026 Application

I. SUMMARY INFORMATION

Please s Applicant Organization: Cenikor

Contact Name: Carla Merritt, LMSW,CPS

Telephone: [REDACTED]

Contact E-Mail Address: [REDACTED] Website: www.cenikor.org

Mailing Address: 1205 SH 123, suite 200 San Marcos, Texas 78666

San Marcos Service Address for this Program: 1205 SH 123, suite 200 San Marcos, Texas 78666

Who is authorized to execute program documents? (Name, Title) Bill Bailey Cenikor President and CEO.

Program Name: Prevention and Behavioral Health Promotion

Amount of Funds Requested: \$15,000.00

What percentage of the cost of this program is requested as funding through this application 5%

Spell out organization name and program name completely, without acronyms. Cenikor

II. QUESTIONS

All questions must be answered. Please type your answers. Application evaluations will be based on, but not necessarily limited to the criteria stated in each section.

OVERVIEW

Summarize the program for which funding is being requested, the services it provides, and the clients it serves.

The purpose of the Cenikor Prevention Program is to address problems related to underage alcohol use, underage tobacco use, marijuana use and prescription drug use. In addition, the program promotes behavioral health and wellness strategies designed to educate youth and adults. The population served is across the life span.

COMMUNITY NEED AND JUSTIFICATION –15 POINTS

Evaluation: documentation and justification of the need for the program in the City of San Marcos.

1. Describe in detail the need for this program in San Marcos.

The fast growth of the City of San Marcos has led to an increase in the number of families living in San Marcos. This increase has brought about a great need for Prevention services due to the many life challenges individuals and families are experiencing. According to the Center for Disease Control adverse childhood experiences (ACES) are children between the ages of 0-17 living with a parent who has mental health or substance use issues, living with food insecurity or in poverty, and feeling unsafe in their own home or neighborhood. Children Living in an environment where there is not consistent or adequate support contributes to early substance use

experimentation. Prevention services educate and encourage individuals and families in the San Marcos community to adopt practices for a healthy life style. Consistent Prevention programming is the most cost-effective approach to deterring substance use. The Cenikor Prevention team delivers health and wellness education focusing on physical health, mental health and positive coping skills. Research shows the longer a young person delays experimenting with tobacco, alcohol, or other drugs the less likely a substance use disorder will develop as an adult. Prevention education is the key to supporting families and individuals in the San Marcos community.

2. Has the need for this program been increasing in recent years?

Families increasingly face greater life stressors impacting their mental health needs. Without education and resources the result often leads to parents suffering from anxiety, depression, and other behavioral difficulties. Children and adolescents are directly affected by their parents and family members experiences. Lacking consistent parental support experimenting with tobacco/vaping, underage drinking, and prescription drug use at younger ages continue to rise. The Cenikor Prevention team educates on the topics of self-esteem, positive decision making, mental health awareness, self-regulation of emotions and consequences of tobacco, underage alcohol use, marijuana, and prescription drugs. Topics are geared to appropriate ages and grade levels to ensure best practices. Parents are provided educational presentations on mental health, and the effects of alcohol, and other drugs on a developing adolescent and how to reduce the risk of their child experimenting with substances.

IMPLEMENTATION –15 POINTS

Evaluation:

- *The application demonstrates that resources needed to manage the proposed program are available and ready.*
- *Applicant has clearly defined objectives focusing on results and measurable outcomes vs. only program activities descriptions and numbers served.*
- *Past performance of programs funded by Human Services Grants has met expectations.*

1. Are all resources in place to be able to implement this program? If not, what is missing?

Yes, all resources are in place and have been established for numerous decades. The San Marcos Prevention program was established in the early 1990's and has continued to be chosen by the State of Texas Health and Human Services Commission(HHSC) to receive funding. Monthly and yearly outcomes are established by the Health and Human Service Commission which provides the framework for services. The outcomes are recorded daily and weekly after each service in an internal tracking system, and in the HHSC documentation system on a monthly basis. HHSC has to approve all documentation for the outcomes each month. A yearly total is then compiled at the end of the HHSC Fiscal Year. The outcomes are reviewed by the Prevention Team each week and a monthly report is sent to Cenikor leadership for accountability purposes. Past performance of the Prevention program funded by the City of San Marcos Human Services Grant has continually met expectations.

2. What specific, measurable outcomes or results do you hope to achieve with this program?

The specific measurable outcomes are the following:

- Number of youths receiving education curriculum during the school year and summer months.
- Number of youths and adults receiving educational presentations on health and wellness topics and specific topics on underage drinking, marijuana, other drug use i.e. fentanyl, and tobacco and vaping.
- Number of youths and adults receiving participating in structured and fun educational events with the focus on self-care of an individual's physical and mental health and discourage the use of the substance use as a coping tool.
- Number of youths and adults that attend a San Marcos community event i.e. Movies in the Park, Hays County Health Department Back to School event, National Nite Out etc.

3. If funding is not available at the requested amount, what is the minimum Human Services Grant funding needed to be able to run this program?

If funding is not available at the requested amount the minimum amount needed would be \$10,000.00

IMPACT AND COST EFFECTIVENESS –15 POINTS

Evaluation:

- *impact on the identified need*
- *implementation costs compared to impact*
- *use of available resources (financial, staff, volunteer)*
- *impact compared to other applicants*

1. Programs can provide value by deeply impacting the lives of a few, with effects that may ripple through generations, or by providing smaller but meaningful impact to a larger group. Describe in detail the impact this program will have on the identified need and on San Marcos residents.

Elementary Students enrolled in SMCISD will receive weekly classroom-based curriculum, presentations and positive activities centering on health and wellness, healthy choices, and positive coping skills.

Middle and High School Students enrolled in San MCISD will also receive weekly classroom-based curriculum, presentations and positive activities centering on health and wellness, healthy choices, and positive coping skills. In addition, this age group also receives information on awareness and consequences of tobacco/ vaping, underage drinking, marijuana, and prescription misuse/use.

Summer Programs Children of all ages enrolled in summer programs receive Prevention services through long standing relationships with community partners.

Adults and Parents residing in San Marcos will receive information on health and wellness, mental health, and how to initiate conversations concerning substance use with their child.

2. Briefly describe other funding sources, volunteers, or in-kind donations that will be used with this program. The Health and Human Services Commission funds almost the entirety of the Prevention Program. However, the match dollars are the responsibility of Cenikor to secure. Other funding resources differ from year to year depending on local resources capacity of funding through Hays County, United Way, or the Lions Club.

3. How many total annual unduplicated direct clients is this program expected to serve? What percentage will be San Marcos residents?

The Prevention team served 15,910 youth and 2,414 adults from July 2024 through June 2025 during the Cenikor Fiscal year. This number will continue to increase due to new partnerships the Prevention Program has established and the demand for educational presentations such as fentanyl and mental health topics. The percentage of San Marcos residents will be 50 percent.

COMMUNITY SUPPORT – 15 POINTS

Evaluation:

- *A minimum of three letters of reference that indicate strong local support for the program and the agency's ability to implement it as described in the application. Letters must be in support of the specific program requesting funding, not the agency as a whole. Letters will preferably be from San Marcos residents as well as direct clients of the program.*

- *Evidence that volunteers play a vital role in the program or agency's operation.*
- *Evidence that board members are actively involved in and supportive of the agency*

1. What actions do Board members take to support the programs of the agency?
The Cenikor Board Members provide monetary support, engagement with community outreach, fundraising activities, and building relationships with other supporters, and referral partners.
2. Briefly describe the number and role of volunteers in the program or agency's operation
The Cenikor Board is an active and established board of 18 members. The Board members are unpaid volunteers who provide a vital role with many years of experience surrounding fiduciary and operational insight

COUNCIL PRIORITIES - 30 POINTS

1. How long has this program served San Marcos residents? (10 points if at least 2 years)
The Cenikor Prevention Program has served San Marcos Residents for 35 years.
2. Does the agency have an office in San Marcos? (10 points if it does)
Cenikor has an office in San Marcos at 1205 SH 123, suite 200.
3. Describe how this funding will create an increase in services or an increase in the number of people served. (10 points if creates an increase)
The funding received from the City of San Marcos allows the Prevention Program to continue by meeting the HHSC contract requirement to seek community match dollars. The number of services requested by the San Marcos community continues to rise with the increasing population of families who have school aged children. For example, during the 2024-2025 school year our Prevention team educated San Marcos High School 9th and 12th graders on the dangers of Fentanyl. The number served with this service alone was 958 youth and 59 adults in total.

RISK - 10 POINTS

1. How many years' experience does the agency have in implementing a program of this size and complexity? (5 points if more than 5 years).
Cenikor was established in 1967 serving the adult population and expanded to serving youth in a residential capacity. Nine years ago, the previous agency (Hays Caldwell Council on Alcohol and Drug Abuse) merged with Cenikor. Prevention services continued because of the longevity, need and impact of the program. To this date there is not another HHSC funded Prevention program in San Marcos.
2. What percentage of the program's funding is non-City? (5 points if at least 50%)
Ninety percent of the Cenikor Prevention program is non-City.

III. FUNDING RESTRICTIONS

By signing this application I certify the following to be true:

1. All Human Services Grant funding will be spent on San Marcos residents, except for school-based programs, in which case it may be spent within the San Marcos Consolidated Independent School District boundary.
2. Funding requested is not more than 50% of the total funding for the agency.
3. Funding will not be used to fund more than 20% of a full time position.
4. Agency has been in existence for at least 2 years. (This can include serving communities other than San Marcos.)

SUBMITTAL APPROVED BY:



Signature

7/15/25

Date

Matt Kuhlman

Printed Name

Vice President / CFO / COO

Title



HUMAN SERVICES ADVISORY BOARD GRANT QUARTERLY PERFORMANCE REPORT

Agency Name: Cenikor

Program Name: Prevention Education

Program Year: 2024

Reporting Period: (check one)

- ☐ January through March (due April 30)
- ☐ April through June (due July 31)
- ☐ July through September (due October 31)
- ☒ **October through December (due January 31)**

Submit report to: cgriffith@sanmarcostx.gov

PROGRAM STATUS

Please provide a written description of actions taken this period and how they helped achieve your program goals.

The Prevention team provided weekly Health and Wellness curriculum education at Travis, Hernandez, and Dezavala elementary schools. Red Ribbon Week presentations were held at Rodriguez and Dezavala Elementary schools. Fentanyl presentations were held at San Marcos High School for all Freshman students. A Fentanyl presentation was also held for the San Marcos CISD Student Health Advisory Council (SHAC). In December the team wrapped up Fall services and planned for spring semester services.

PROGRAM BENEFICIARIES

For the program that received HSAB funding, please report either number of unduplicated individuals served or number of unduplicated households served.

Check one: X _____ Unduplicated Individuals _____ Unduplicated Households

	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Year to Date
Total Served	924	4223	2511	2065	9,723
San Marcos Residents Served	924	4223	2511	2065	9,723
% San Marcos Residents	100%	100%	100%	100%	100%

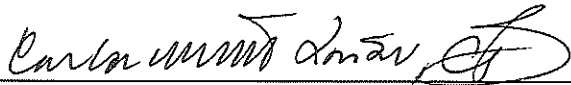
PROGRAM EXPENDITURES

For the final report of the year, please provide a bulleted list that briefly summarizes how the HSAB funding was spent.

- HSAB Funding was spent to provide match dollars as required by Health and Human Services Commission to ensure we comply with regulations for the Prevention of Substance Use/Misuse Grant.
-
-
-
-
-
-
-

Certification:

I certify that to the best of my knowledge and belief the information reported in this Quarterly Performance Report is factual and accurate.


Signature

1/28/2025
Date

Carla Merritt
Printed name

Carla Merritt, Prevention & Recovery Director
Title

Cenikor Foundation
Fiscal Year 2025
San Marcos Budget

	Pevention	Youth Recovery Community	Other Programs	Total Budget
Revenue				
Public Support	\$2,439	\$813	\$0	\$3,252
Cash Contributions/Event Income	\$0	\$0	\$0	\$0
Direct Government Aid	\$0	\$0	\$0	\$0
Inkind Contributions	\$0	\$0	\$0	\$0
Insurance/Medicaid/Private Pay/VA	\$0	\$0	\$0	\$0
Government Grant Revenue - HHSC	\$531,453	\$300,232	\$0	\$831,685
Government Grant Revenue - Other	\$13,101	\$8,344	\$260,432	\$281,877
Government Grant Revenue - HSAB Funds	\$15,000	\$7,500	\$0	\$22,500
Rental/Other Income	\$0	\$0	\$0	\$0
Total Revenue	\$561,993	\$316,889	\$260,432	\$1,139,314
Expenses				
Direct Resident Expenses	\$20,600	\$21,950	\$8,600	\$51,150
Personnel Expenses	\$403,998	\$184,298	\$195,878	\$784,174
Insurance	\$3,343	\$5,479	\$1,883	\$10,705
Utilities	\$14,208	\$9,312	\$3,504	\$27,024
Bad Debt Expense	\$0	\$0	\$0	\$0
Marketing & Advertising	\$9,550	\$5,000	\$2,400	\$16,950
Professional Fees & Training	\$1,950	\$3,000	\$25,392	\$30,342
Repairs & Maintenance	\$1,260	\$1,620	\$420	\$3,300
Rental & Lease	\$27,432	\$46,872	\$15,456	\$89,760
Supplies (Kitchen, Office, Event, Etc)	\$4,955	\$2,500	\$2,400	\$9,855
Travel & Vehicle Maintenance/Fuel	\$16,766	\$7,550	\$4,199	\$28,515
Donated Services & Inkind	\$0	\$0	\$0	\$0
Other Expenses	\$6,840	\$500	\$300	\$7,640
Total Operating Expenses	\$510,902	\$288,081	\$260,432	\$1,059,415
EBITDA	\$51,091	\$28,808	\$0	\$79,899
Interest/Taxes	\$0	\$0	\$0	\$0
Depreciation	\$0	\$0	\$0	\$0
Change in Net Assets	\$51,091	\$28,808	\$0	\$79,899
Administrative Overhead	\$51,091	\$28,808	\$0	\$79,899
Change in Net Assets after Overhead	\$0	\$0	\$0	\$0

Cenikor Foundation
Fiscal Year 2026
San Marcos Budget

	Pevention	Youth Recovery Community	Other Programs	Total Budget
Revenue				
Public Support				\$0
Cash Contributions/Event Income	\$0	\$0	\$0	\$0
Direct Government Aid	\$0	\$0	\$0	\$0
Inkind Contributions	\$0	\$0	\$0	\$0
Insurance/Medicaid/Private Pay/VA	\$0	\$0	\$0	\$0
Government Grant Revenue - HHSC	\$375,251	\$296,450	\$0	\$671,700
Government Grant Revenue - Other	\$4,750	\$603	\$265,443	\$270,795
Government Grant Revenue - HSAB Funds	\$15,000	\$15,000	\$0	\$30,000
Rental/Other Income	\$0	\$0	\$0	\$0
Total Revenue	\$395,001	\$312,052	\$265,443	\$972,495
Expenses				
Direct Resident Expenses	\$11,308	\$21,950	\$11,304	\$44,562
Personnel Expenses	\$286,014	\$177,065	\$172,983	\$636,062
Insurance	\$5,507	\$8,852	\$3,666	\$18,025
Utilities	\$9,668	\$10,795	\$2,994	\$23,457
Bad Debt Expense	\$0	\$0	\$0	\$0
Marketing & Advertising	\$2,400	\$2,500	\$1,248	\$6,148
Professional Fees & Training	\$6,284	\$7,400	\$28,944	\$42,628
Repairs & Maintenance	\$2,400	\$2,400	\$1,200	\$6,000
Rental & Lease	\$14,232	\$46,572	\$9,672	\$70,476
Supplies (Kitchen, Office, Event, Etc)	\$3,348	\$2,500	\$4,801	\$10,649
Travel & Vehicle Maintenance/Fuel	\$6,030	\$3,150	\$4,199	\$13,379
Donated Services & Inkind	\$0	\$0	\$0	\$0
Other Expenses	\$1,920	\$500	\$300	\$2,720
Total Operating Expenses	\$349,111	\$283,684	\$241,311	\$874,106
EBITDA	\$45,890	\$28,368	\$24,131	\$98,390
Interest/Taxes	\$0	\$0	\$0	\$0
Depreciation	\$0	\$0	\$0	\$0
Change in Net Assets	\$45,890	\$28,368	\$24,131	\$98,390
Administrative Overhead	\$45,890	\$28,368	\$24,131	\$98,390
Change in Net Assets after Overhead	\$0	(\$0)	\$0	\$0

Cenikor Foundation National Board of Directors

BOARD MEMBERS

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Ralph Hawkins
Past Chairman
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Houston, Texas

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Assistant Vice President of Operations
Houston, Texas

George Asous
Sr Regional Director
Houston, Texas

Cenikor
Board Attendance
FY25

	Aug-24	Nov-24	Feb-25	May-25
Bailey	X	X	X	X
Baker	X	X	X	X
Crabtree	X		X	X
Fountain	X	X	X	X
Guilfoile	X	X		X
Harris	X	X	X	X
Hawkins	X	X	X	X
Hobbs	X	X	X	
Howard		X	X	X
Marmaduke	X	X	X	X
Klein	X	X	X	
Mount	X	X	X	X
Nicosia	X	X	X	
Reyna	X		X	
Sanford		X	X	X
Schmitz	X	X	X	X
Viator			X	
Vozzella	X		X	



Form 8879-TE

IRS E-file Signature Authorization
for a Tax Exempt Entity

OMB No. 1545-0047

For calendar year 2023, or fiscal year beginning JUL 1, 2023, and ending JUN 30, 2024

2023

Department of the Treasury
Internal Revenue ServiceDo not send to the IRS. Keep for your records.
Go to www.irs.gov/Form8879TE for the latest information.

Name of filer

CENIKOR FOUNDATION

EIN or SSN

76-0031861

Name and title of officer or person subject to tax MATT KUHLMAN
CFO

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I.

1a Form 990 check here	☒	b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b 37,751,557.
2a Form 990-EZ check here	☐	b Total revenue, if any (Form 990-EZ, line 9)	2b
3a Form 1120-POL check here	☐	b Total tax (Form 1120-POL, line 22)	3b
4a Form 990-PF check here	☐	b Tax based on investment income (Form 990-PF, Part V, line 5)	4b
5a Form 8868 check here	☐	b Balance due (Form 8868, line 3c)	5b
6a Form 990-T check here	☐	b Total tax (Form 990-T, Part III, line 4)	6b
7a Form 4720 check here	☐	b Total tax (Form 4720, Part III, line 1)	7b
8a Form 5227 check here	☐	b FMV of assets at end of tax year (Form 5227, Item D)	8b
9a Form 5330 check here	☐	b Tax due (Form 5330, Part II, line 19)	9b
10a Form 8038-CP check here	☐	b Amount of credit payment requested (Form 8038-CP, Part III, line 22)	10b

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that ☒ I am an officer of the above entity or ☐ I am a person subject to tax with respect to (name of entity) _____, (EIN) _____ and that I have examined a copy of the

2023 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at _____ no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

☒ I authorize LAPORTE, APAC to enter my PIN 11489
ERO firm name Enter five numbers, but do not enter all zeros

as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

☐ As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax

Matt Kuhlman

Date 3/6/2025

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

72654570005

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2023 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature JOHN S. WILES, CPA

Date 03/06/25

ERO Must Retain This Form - See Instructions

Do Not Submit This Form to the IRS Unless Requested To Do So

For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form 8879-TE (2023)

LHA 302521 01-05-24

09460306 755639 11489

2023.05060 CENIKOR FOUNDATION

11489__1

A For the 2023 calendar year, or tax year beginning JUL 1, 2023 and ending JUN 30, 2024

B Check if applicable:

☐ Address change

☐ Name change

☐ Initial return

☐ Final return/terminated

☐ Amended return

☐ Application pending

C Name of organization

CENIKOR FOUNDATION

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite

11931 WICKCHESTER LANE STE 30

City or town, state or province, country, and ZIP or foreign postal code

HOUSTON, TX 77043

F Name and address of principal officer: MATT KUHLMAN

11931 WICKCHESTER LANE, STE 300, HOUSTON, TX

D Employer identification number

** - ***1861

E Telephone number

G Gross receipts \$

41,982,236.

H(a) Is this a group return for subordinates? ☐ Yes ☒ No

H(b) Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. See instructions

H(c) Group exemption number

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: WWW.CENIKOR.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 1967

M State of legal domicile: TX

Part I Summary			
Activities & Governance	1	Briefly describe the organization's mission or most significant activities: CENIKOR FOUNDATION PROVIDES DETOXIFICATION, SHORT-TERM RESIDENTIAL, (CONT'D ON SCHEDULE O)	
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.	
	3	Number of voting members of the governing body (Part VI, line 1a)	17
	4	Number of independent voting members of the governing body (Part VI, line 1b)	17
	5	Total number of individuals employed in calendar year 2023 (Part V, line 2a)	858
	6	Total number of volunteers (estimate if necessary)	75
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	-226,185.
Revenue	7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	46,875.
			Prior Year Current Year
	8	Contributions and grants (Part VIII, line 1h)	21,302,141. 18,284,668.
	9	Program service revenue (Part VIII, line 2g)	18,657,305. 21,870,127.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	197,196. -434,046.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-974,686. -1,969,192.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	39,181,956. 37,751,557.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0. 0.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0. 0.
Expenses	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	22,386,857. 24,594,139.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0. 0.
	b	Total fundraising expenses (Part IX, column (D), line 25)	593,309.
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	13,635,647. 14,384,599.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	36,022,504. 38,978,738.
Net Assets or Fund Balances	19	Revenue less expenses. Subtract line 18 from line 12	3,159,452. -1,227,181.
			Beginning of Current Year End of Year
	20	Total assets (Part X, line 16)	52,833,927. 51,618,252.
	21	Total liabilities (Part X, line 26)	14,045,850. 14,050,053.
Net Assets or Fund Balances	22	Net assets or fund balances. Subtract line 21 from line 20	38,788,077. 37,568,199.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer

MATT KUHLMAN, CFO

Type or print name and title

Date

Paid Preparer Use Only

Print/Type preparer's name

JOHN S. WILES, CPA

Preparer's signature

Date

03/06/25

Check ☐ if self-employed

PTIN

P01222673

Firm's name

LAPORTE, APAC

Firm's EIN

** - ***8864

Firm's address

111 VETERANS MEMORIAL BLVD., #600

METAIRIE, LA 70005-4958

Phone no.

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒ **X****1** Briefly describe the organization's mission:**CENIKOR: A PLACE FOR CHANGE PROVIDING A FOUNDATION FOR BETTER HEALTH AND BETTER LIVES.****2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ **620,572.** including grants of \$) (Revenue \$ **757,715.**)**RECOVERY HOUSING PROGRAM IN HOUSTON (TX), FORT WORTH (TX), CORPUS CHRISTI (TX), AND AMARILLO (TX); SERVING APPROXIMATELY 475 INDIVIDUALS DURING THE YEAR ENDING 6/30/24.****4b** (Code:) (Expenses \$ **27,106,849.** including grants of \$) (Revenue \$ **18,639,913.**)**DETOXIFICATION, INTENSIVE & SUPPORTIVE RESIDENTIAL TREATMENT PROGRAMS IN WACO (TX), HOUSTON (TX), TYLER (TX), CORPUS CHRISTI (TX), AMARILLO (TX), AUSTIN (TX), DALLAS (TX), AND FARMINGTON (NM); SERVING APPROXIMATELY 10,975 INDIVIDUALS DURING THE YEAR ENDING 6/30/24.****4c** (Code:) (Expenses \$ **922,880.** including grants of \$) (Revenue \$ **854,007.**)**OUTPATIENT TREATMENT PROGRAMS IN MULTIPLE LOCATIONS THROUGHOUT TEXAS; SERVING APPROXIMATELY 1,409 INDIVIDUALS DURING THE YEAR ENDING 6/30/24.****4d** Other program services (Describe on Schedule O.)(Expenses \$ **923,283.** including grants of \$) (Revenue \$)**4e** Total program service expenses **29,573,584.**Form **990** (2023)

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

CENIKOR FOUNDATION

Employer identification number

-*1861

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

OUTPATIENT, & RECOVERY HOUSING, SUBSTANCE ABUSE AND BEHAVIORAL HEALTH
SERVICES IN TX AND NM.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

PREVENTION AND YOUTH RECOVERY PROGRAMS AVAILABLE TO ALL AGES, THESE
PROGRAMS EMPOWER PEOPLE ESPECIALLY YOUTH, COLLEGE-AGED INDIVIDUALS, AND
THEIR FAMILIES TO MEET LIFE'S CHALLENGES IN A HEALTHY, SAFE, SUPPORTED
WAY.

PARTICIPANTS RECEIVE EDUCATION AND INFORMATION TO MAKE HEALTHIER
CHOICES, GAIN INSIGHT, AND INCREASE COPING AND RESILIENCY SKILLS.

SERVICES INCLUDE:

- PREVENTION EDUCATION FOR STUDENTS OF ALL AGES
- YOUTH RECOVERY COMMUNITY FOR YOUTH AND YOUNG ADULTS 13-21 WHO WANT TO
PARTICIPATE IN FUN, SOBER ACTIVITIES
- PROJECT AIM FOR YOUNG PEOPLE 18+ WHO WANT TO MAKE POSITIVE LIFESTYLE
CHANGES

EXPENSES \$ 923,283. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION B, LINE 11B:

THE BOARD OF DIRECTORS ARE GIVEN THE OPPORTUNITY TO REVIEW THE FORM PRIOR
TO FILING.

Name of the organization

CENIKOR FOUNDATION

Employer identification number

-*1861

FORM 990, PART VI, SECTION B, LINE 12C:

EACH YEAR, THE BOARD OF DIRECTORS IS REQUIRED TO COMPLETE CONFLICT OF INTEREST FORMS, INDICATED IN THE POLICY, WHICH REQUIRES THEM TO DISCLOSE ANY POTENTIAL CONFLICT OF INTEREST.

FORM 990, PART VI, SECTION B, LINE 15:

THE OFFICERS COMPENSATION IS REVIEWED ANNUALLY BY THE INDEPENDENT COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS AND APPROVED BY THE ENTIRE BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION C, LINE 19:

FORM 990 IS POSTED ON THE CENIKOR FOUNDATION WEBSITE, AT WWW.CHARITYNAVIGATOR.ORG, AT WWW.GUIDESTAR.ORG, AND IS AVAILABLE TO THE PUBLIC UPON REQUEST. SUMMARY FINANCIAL RESULTS ARE REPORTED IN THE ANNUAL REPORT. ADDITIONAL DOCUMENTS AND POLICIES WHICH MUST BE PUBLICLY AVAILABLE ARE PROVIDED UPON REQUEST.

FORM 990, PART XI, LINE 2C

THE AUDIT PROCESS HAS NOT CHANGED FROM PRIOR YEAR.



EMPLOYEE HANDBOOK EMPLOYMENT GUIDELINES

REVISED November 7, 2016

PROPERTY OF CENIKOR FOUNDATION

A message from our President and CEO, Bill Bailey

I want to warmly welcome you to the Cenikor family; we're glad you're here! It is through the efforts of our dedicated staff, which you have now joined, that we are able to provide compassionate, quality programs and services that assist people in learning how to deal with the physical, emotional, spiritual and mental aspects of substance abuse and behavioral health issues. This focus on the whole person is one of the reasons we have such impressive success rates with our clients.

Our programs allow us to provide a continuum of care for helping men and women develop the skills they need to achieve better health and better lives. You will contribute to their success by role modeling professional behavior in your actions and communication every day in the course of your work. Our staff members are the successful professionals that our clients want to become.

All of us, at some point in our lives, have what I call a "moment of clarity" - that moment when we make a life-changing choice, not for instant gratification, but for a brighter future. Perhaps your choice to join Cenikor can be that moment for you. Welcome again, and thanks for choosing Cenikor Foundation as your employer. I look forward to working with you.

Bill Bailey

President and CEO

Mission, Vision and Core Values

Mission

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

Vision

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

Core Values

Health and Wellness

Work, Recovery

Faith, Education

Respect and Accountability

Core Principles of Cenikor Culture

Mission of service for our clients

Role model appropriate, professional behaviors

Strong work ethic; demonstrates integrity

Positive attitude towards work and others

Effective team member

Introduction

These guidelines apply to all Cenikor employees at all locations.

The Guidelines Are Not a Contract

Cenikor has prepared these guidelines to provide general information covering some aspects of your employment and to answer some questions about policies and benefits. They do not address the duration of the employment relationship. They are presented as a matter of information only, and do not describe all circumstances and situations that may arise. These guidelines are not the final word in all cases. Individual circumstances may call for individual deliberation. These guidelines are not intended to bind or limit management in the legal exercise of its managerial discretion.

Employment at Will

You voluntarily entered into employment and are free to leave your employment and terminate the employment relationship at any time for any or no reason. Likewise, Cenikor is free to terminate the employment relationship at any time for any or no reason. Your employment is terminable at will by either party, at any time, and with or without advance notice.

Guidelines May Be Changed

Except for the EEO and harassment policies, Cenikor reserves the right to change, replace, withdraw, modify, suspend or deviate from any of these guidelines without prior notice.

Prior Policies and Statements Superseded

These guidelines supersede previous guidelines or policies of Cenikor and all past statements or commitments, oral or written, concerning the terms and conditions of your employment.

No Oral Representations, Contracts or Commitments

Cenikor wants you to clearly understand who within the organization has the authority to make statements, representations, contracts or commitments on behalf of Cenikor. Only the President and CEO of Cenikor has the authority to make statements, representations, contracts or commitments about the nature, terms and conditions of employment at Cenikor, or to enter into contracts or similar commitments with employees. Cenikor will only abide by statements, representations, contracts or commitments that are in writing and signed by both the President and CEO and the employee. The Human Resources staff will execute offer letters at the request and on behalf of the President and CEO. In the absence of such a written agreement, the employee is not entitled to rely on any statement, policy, practice, procedure or commitment of Cenikor. Any contrary oral statements or commitments by an employee or Supervisor, are without authorization, and will not be honored by Cenikor.

Drug-Free Environment

We strongly enforce a drug-free environment. Applicants will be tested prior to employment and may expect to be tested on any given date, with or without suspicion, as a contingency of continued employment. Drug testing methods used by Cenikor may be changed at any time.

EQUAL EMPLOYMENT OPPORTUNITY

Cenikor is proud to be an Equal Opportunity Employer. We respect the dignity and diversity of individual work force members. We also recognize the value of diversity in our organization and strive to employ a diverse workforce similar to the communities and people we serve. Cenikor provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws. Cenikor complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities.

Cenikor assures that all applicants for employment and all Cenikor employees are given equal consideration based solely on job-related factors, such as qualifications, experience, performance and availability. Such equal consideration applies to all personnel actions, including but not limited to recruitment, selection, appointment, job assignment, training, transfer, promotion, merit increases, demotion, termination, layoff, recall, leaves of absence, compensation and benefits. Cenikor reviews, evaluates and monitors all personnel matters to ensure they are in accordance with this policy.

A. EEO Officer

The Human Resources executive is designated as the EEO Officer and is responsible for compliance with federal, state and local EEO laws.

B. Management Responsibilities

All members of management should follow and enforce this policy, supporting equal employment opportunity and reporting any perceived or alleged violation of the EEO policy to the HR executive immediately.

C. Employee Responsibilities

All employees are responsible for becoming familiar with the EEO policy, supporting equal employment opportunity and immediately reporting perceived or alleged violations to their Supervisor or to the Human Resources executive.

D. Reporting and Investigation of Discrimination or Harassment

Cenikor expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, genetic information, disability or veteran status. Improper interference with the ability of Cenikor employees to perform their expected job duties is absolutely not tolerated. It is the responsibility of any employee who witnesses or has been

subjected to discrimination and or harassment to report it immediately to their supervisor or the HR executive. Full information regarding prohibition of employee harassment is located in the Harassment Policy (Appendix F), which is also included in the Employee Handbook and requires employee signature.

IMPORTANT: This policy is not contractual in nature. Cenikor cannot guarantee that there will never be violations of this policy; however, training and enforcement regarding EEO issues is ongoing. Cenikor will act promptly once information is reported, take necessary steps to correct the environment, and discipline all appropriate individuals concerned, up to and including termination.

Upward Mobility

Cenikor's policy is to encourage upward mobility of employees to enhance their positions through education, cross training and other programs, when available. Cenikor offers leadership and professional development programs, annual performance reviews and regular verbal coaching as excellent opportunities to make the most of the career development available as a Cenikor employee. The employee is responsible for communicating to their supervisor their willingness to accept more responsibility and accountability. It is the supervisor and the employee together who will work to outline those areas required to be met by the employee as part of a career development plan. For additional information regarding the leadership and professional development programs, contact the Human Resources department.

Employee Classifications and Eligibility for Benefits

At the first of the month after successful completion of sixty (60) days of employment, full-time employees become eligible and may use applicable insurance benefits. PTO accruals are available after 90 days of consecutive employment (see full PTO policy for additional information).

Full-time employees work a minimum of 40 hours per week. Part-time employees are scheduled to work within a range of up to twenty eight (28) hours per week, with exact hours being scheduled by the supervisor. Your offer letter states which classification of employee you are designated.

Employees who are designated "non-exempt" from the Fair Labor Standard Act (FLSA) will be paid overtime rates for **worked** hours greater than 40 per week. This does not include PTO used in the pay period. Any overtime must be authorized by the supervisor and facility director/program manager.

"Exempt" employees do not receive overtime, as stated in the FLSA.



July 2, 2025

Carla Merritt | Cenikor Foundation

RE: Letter of Support

Dear Board Chair and Members:

On behalf of Community Action, Inc. of Central Texas and the Core Four Partnership, I am writing this letter of support for our community partner, the Cenikor Foundation, and their program described below:

Cenikor Prevention Services provide free, age-appropriate evidence-based curriculum to students of all ages. Students are taught the skills necessary to develop good self-esteem, resist peer and media pressure, and explore tobacco/alcohol/drug-free activities. Prevention Specialists provide presentations to schools, parent groups, community groups, and other venues as requested.

Participants will develop and strengthen skills through various Positive Alternative activities designed to provide bonding opportunities and enhance social/emotional learning and wellness. Participants will engage in a series of physical activities/games to promote team building and goal setting to increase confidence and resilience. Arts and crafts will also be offered to help manage/regulate emotions and provide opportunities for creative self- reflection and expression.

Topics can include:

Making healthy choices, creating healthy friendships, conflict resolution, mindfulness/coping with anger and anxiety, teambuilding, communication, social skills, assertiveness, resistance skills to overcome peer pressure, presentations featuring the dangers of substance use, abuse, misuse related to prescription drugs, tobacco/nicotine, alcohol, and marijuana (short and long-term health effects, laws, etc.), and the importance of adopting healthy stress relief strategies and self-care practices.

Our long-term partnership with Cenikor has been highly beneficial to the Core Four Partnership and Community Action, Inc. of Central Texas. They have supported SMTX Mental Health Coalition by serving on the steering committee and have been active supporters of the San Marcos Youth Task Force. They have provided support, services, and programming to many of our youth and young adults in the Greater San Marcos Area. Partnering with them has allowed us to leverage their expertise when discussing topics that are difficult for our youth. They provide a safe space and have an ability to connect with them. We hope to continue our partnership as the Core Four Partnership grows at Community Action, Inc. of Central Texas.

Sincerely,

Cristal Lopez

Cristal Lopez, MA

Youth Services Director | Core Four Partnership

Community Action, Inc. of Central Texas



Community Action, Inc.
of Central Texas
— DEVELOPING OPPORTUNITIES —



June 20, 2025

To the City of Human Service Advisory Board,

On behalf of the Fentanyl Education, Support Training, and Awareness (FESTA) Program, I am writing this letter in support of the Cenikor San Marcos Prevention Program to receive funding through the Human Services Grant. I am currently serving as the Principal Investigator/Project Director of a \$1,872, 567, 5-year Substance Abuse and Mental Health Services Administration (SAMHSA) grant supporting the FESTA Program, which implements substance use prevention efforts throughout Hays County, Texas. We have an actively engaged Community Advisory Board and are conducting outreach events, trainings, and implementing educational curriculum regarding fentanyl to fulfill Tucker's Law for Wimberley and Dripping Springs ISD. Currently, Cenikor is part of our Community Advisory Board, which meets monthly, and as needed, to discuss relevant opioid use issues, trends, and challenges.

The alliance with Cenikor has become very valuable to FESTA. FESTA actively works to decrease the onset and progression of substance misuse and fentanyl in San Marcos, as it serves all youth and adults throughout Hays County. As mentioned, since September of 2024, Cenikor has served on the FESTA Community Advisory Board, and has provided valuable input, feedback, and support in launching and sustaining the FESTA Program.

In addition, the Cenikor Prevention Program has been a key partner in launching Fentanyl presentations to San Marcos High School and Wimberley ISD, both school districts in Hays County. In the Spring, 160 San Marcos High School students and 10 teachers received fentanyl presentations with support and insight from the FESTA Program, and Cenikor staff members assisted with reaching 1,300 students in Wimberley ISD. Long term, there are discussions for the 2025-2026 school year to provide fentanyl presentations to all San Marcos Middle and High School students. The FESTA Program plans to continue our remarkable partnership with Cenikor and work together to serve additional youth and parents throughout San Marcos, Texas.

The FESTA Program is committed to partnering with Cenikor and providing additional support to ensure its success. Thank you for your consideration.

Sincerely,

Kelly Lynn Clary, Ph.D. MSW

Kelly Lynn Clary, Ph.D., MSW

Assistant Professor, School of Social Work

Project Director, [The FESTA Program](#)

SCHOOL OF SOCIAL WORK

601 University Drive | San Marcos, Texas 78666

This letter is an electronic communication from Texas State University.



Travis Elementary School

1437 Post Rd | San Marcos, Texas 78666 | [REDACTED]

July 8, 2025

To Whom It May Concern:

I am writing to express my enthusiastic support for the prevention services provided by Cenikor and to advocate for their continued funding. I have been a resident of the San Marcos community for over 30 years and have worked in our local school district for the past 17 years. During this time, I have witnessed firsthand the vital role Cenikor plays in supporting the well-being of our students and families.

As a school counselor, I have partnered with Cenikor on numerous initiatives that directly address the social, emotional, and behavioral needs of our students. These initiatives have included classroom-based social skills lessons, parent education workshops, drug and alcohol prevention programs, and school-wide informational assemblies. Each of these services has significantly contributed to student growth, increased awareness, and strengthened protective factors across our school community.

Cenikor has consistently demonstrated an ability to adapt and respond to evolving student needs. Most recently, they provided targeted social-emotional learning (SEL) lessons for all 3rd and 4th grade students on our campus. These lessons fostered emotional intelligence, resilience, and conflict-resolution skills—essential foundations for lifelong success.

The work Cenikor does is not only meaningful, but measurable. Their presence in our schools directly supports student achievement and mental health, which in turn positively impacts school climate and academic outcomes. The continuation of these services is crucial for sustaining and expanding this impact. Their programs make a lasting difference in the lives of our students and families, and I look forward to our ongoing partnership in the coming school year.

Sincerely,

Marisa Perez

Travis Elementary School Counselor