

	Cenikor
Application Completeness Check for 2026 HSAB Funding	Youth Recovery Community
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	5 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 spell out organization name and program name completely, without acronyms.

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:

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

Program Name: Youth Recovery Community(YRC)

Amount of Funds Requested: \$15,000.00

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

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

1. Summarize the program for which funding is being requested, the services it provides, and the clients it serves. The Youth Recovery Community Program offers year around Peer Recovery Support for adolescents and young adults 13-21 and their family members. Family members are parents, grandparents, and other family members responsible for the adolescent. Peer Support services focuses on an adolescent's mental health, physical health, and social and emotional needs. Trained Peer Recovery Leaders provide encouragement and assistance for challenges encountered. Along with training Cenikor Peer Recovery Leaders have lived experience to support youth enrolled in the YRC Program. Services for youth consist of both individual, group sessions, fun and sober activities and community service projects. Family members receive individual sessions through a trained YRC Family Coordinator.

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
There are excellent opportunities for individuals and families to move to the City of San Marcos. The increasing development of neighborhoods, amazing parks, family-friendly events, and an outstanding school system continue to attract new families to the area. However, this surge in population also brings new challenges to the

City of San Marcos—one of which is the rise in mental health and substance use issues among youth. According to the National Institute of Health, “Approximately 22% of adolescents in the United States are estimated to have a mental health (MH) disorder, and between 4.6% and 13–32% of adolescents meet the criteria for substance use disorders.” Research has confirmed that the human brain is not fully developed until the age of 25. The prefrontal cortex, which is responsible for decision-making and reasoning, is still maturing during adolescence. The introduction of alcohol and other drugs during this critical period of growth can impair learning, hinder academic success, strain relationships with parents and teachers, and increase the likelihood of engaging in violent or criminal behavior. If left unaddressed, substance use during adolescence can persist into adulthood.

Each service our Peer Recovery Leaders provide has a positive impact on both the adolescent and their families, creating a pathway to recovery. Recovery promotes wellness, enhances coping skills, decision-making, and supports graduation from high school. Recovery also assists adolescents to set goals for their present and future for education, employment, and personal development—equipping them with the tools to move forward positively into young adulthood.

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

The need for YRC services has continued to increase over the years. Growing numbers of harmful substances have unfortunately made their way to San Marcos. The fentanyl crisis is an alarming problem for our community, families, and schools. However, Cenikor Peer Recovery Leaders are trained to respond to urgent needs of adolescents. Specifically, our presence in San Marcos has centered around adolescents in the criminal justice system because of the high needs of this population. The strong relationship with the Hays County Juvenile Probation Department spanning over many years allows our Peer Recovery Leaders to provide services in the form of weekly group sessions. The YRC also has established a partnership with the Juvenile Detention Center in San Marcos to serve the adolescents at this facility. Also, the YRC Program also has a long-established partnership with Texas State University to serve students through a weekly group on campus and individual sessions.

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 for nearly a decade for the YRC Program. The San Marcos YRC was chosen to receive funding nine years ago as a pilot program to implement Peer Recovery Services. Funding was received again from the State of Texas five years ago for the YRC to serve San Marcos, Hays County and other surrounding counties. Current Peer Recovery Leaders and the Family Coordinator have all received required training to implement the program successfully. New YRC Peer Recovery Leaders receive the necessary training to begin services. Ongoing training is also part of the current Health and Human Services contract for all YRC team members.
2. What specific, measurable outcomes or results do you hope to achieve with this program?
- Measurable monthly and yearly outcomes are the number of adolescents, young adults, and family members served. This outcome is established by the Health and Human Services Commission. The results and long-term outcomes for adolescents enrolled in the YRC Program is to reduce adolescent and young adult substance use and ultimately for adolescents to achieve recovery. Measurable outcomes for family members are to receive

education on stress management, increase positive coping skills, and self-care techniques to improve physical and mental health. Healthy parenting practices and supportive parenting skills provide positive outcomes to engage adolescents in the recovery process. Family members in need of their own mental health and substance use treatment are given support and resources to access the care needed.

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.
The YRC Program provides an opportunity for adolescents and young adults to focus on mental health wellness, social and emotional needs and learn and practice positive coping skills. Adolescents and Texas State University students receive year around individual and group services. The YRC Family Coordinator also provides year around services through individual, family, educational resources, and general support to parents, grandparents and other family members involved in the adolescent's life. Fun and Sober events held throughout the year provide an ongoing recovery community that encourages a safe place for positive choices and promotes living a healthy life free of alcohol and other drugs.
 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 YRC 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 total annual unduplicated direct clients served for the YRC Program is approximately 100 direct clients. The percentage of San Marcos residents is 20 percent. This percentage is expected to increase in 2026 due to the number of adolescents that need services at the Juvenile Detention Center.

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.
Due to confidentiality requirements of services the YRC program is not able to utilize volunteers. However, Cenikor has an established and active board made up of 18 members. Cenikor Board Members are unpaid volunteers who provide a vital role with their 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 YRC Program has been in the San Marcos community for 9 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. Our YRC team members can utilize this space during the day or evenings for services. The YRC team also travels to Texas State University, Hays County Juvenile Probation and the San Marcos Detention Center to provide services.
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 YRC 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 and specifically with the number of adolescents involved in the judicial system.

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 then expanded to serving youth in a residential capacity. Nine years ago, Cenikor began providing YRC services in San Marcos and five years ago, the San Marcos YRC was refunded with additional funding from the Health and Human Services Commission.
2. What percentage of the program's funding is non-City? (5 points if at least 50%)
Ninety percent of the Cenikor YRC 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: Youth Recovery Community

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 Youth Recovery Community (YRC) team provided individual and group sessions weekly during the school day and after school and families received peer coaching and education. The YRC team also continued the valuable partnership with the Hays County Juvenile Probation to provide services to youth, parent groups and individual services with the San Marcos multi-county Juvenile Detention Center. The team continued working with the San Marcos Municipal Court to assist the Juvenile Case Coordinators for recovery service provision for youth. YRC youth participated in fun and sober events including a fall festival and a Thanksgiving feast for both the youth and their families. In December the youth participated in a community service project decorating and delivering over 50 Christmas gift bags to the San Marcos Nursing Center.

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: **Unduplicated Individuals** _____ **Unduplicated Households** _____

	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Year to Date
Total Served	223	275	93	256	847
San Marcos Residents Served	55	137	46	128	366
% San Marcos Residents	25%	50%	50%	50%	43.75%

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 YRC 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.

Carla Merritt, Director
Signature

1/28/2025
Date

Carla Merritt
Printed name

Center Prevention + YRC 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
Dallas, TX

Bill Bailey
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Houston, TX

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Pete Guilfoile
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OFFICERS

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Houston, Texas

Kellee Webb
Vice President, Chief of Staff
Houston, Texas

Dan Reynolds
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) **3 17**
4 Number of independent voting members of the governing body (Part VI, line 1b) **4 17**
5 Total number of individuals employed in calendar year 2023 (Part V, line 2a) **5 858**
6 Total number of volunteers (estimate if necessary) **6 75**
7a Total unrelated business revenue from Part VIII, column (C), line 12 **7a -226,185.**
b Net unrelated business taxable income from Form 990-T, Part I, line 11 **7b 46,875.**

Revenue

	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.

Expenses

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.
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.
19 Revenue less expenses. Subtract line 18 from line 12	3,159,452.	-1,227,181.

Net Assets or Fund Balances

	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.
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 PROGRAMSAVAILABLE TO ALL AGES, THESE
PROGRAMS EMPOWER PEOPLE ESPECIALLY YOUTH, COLLEGE-AGED INDIVIDUALS, AND
THEIR FAMILIESTO 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.

LISA DAY
Chief Probation Officer



JESSE DE LEON
Assistant Chief

HAYS COUNTY JUVENILE PROBATION DEPARTMENT
712 S. Stagecoach Trail, Ste. 1268 San Marcos, Texas 78666

To City of San Marcos Human Services Board Members,

Hays County Juvenile Probation has partnered with Cenikor Foundation Youth Recovery Community (YRC) program. The program is offered to adolescents ages 13-21 and encourages and promotes a lifestyle that is free from substance abuse. The program gives adolescents the opportunity to participate in individual and groups sessions on a weekly basis in addition, it supports the adolescent's family through the recovery process.

The program has benefited adolescents by providing them with the skills they need to cope with the issues of life as it relates to substance use. In addition, the program gives adolescents a safe place to socialize and participate in structured activities that are beneficial and geared towards a successful recovery. With increasing number of deaths and injuries amongst adolescents in our community due to substance use Cenikor Foundation and the YRC program gives us another resource to combat the substance abuse that has plagued our community. Hays County Juvenile Probation would like to continue our partnership with Cenikor Foundation to provide continued support for juveniles and their families.

Please contact me at [REDACTED] if you have any questions.

Sincerely,

DeShon Ridge

A handwritten signature in black ink, appearing to read "DeShon Ridge", written over a horizontal line.

Sr. Juvenile Probation Officer

Hays County Juvenile Probation

To whom it may concern,

The YRC is helping me by getting away from family and having fun like being able to talk about my day and how I've been the past few days and other stuff with the group cs there's a lot going on at home and also helping me to stop smoking and give up my bad habits.

Jonathan crites

TEXAS STATE
UNIVERSITY HEALTH SERVICES

June 24, 2025

Dear City of San Marcos Human Services Board Members:

Texas State University Health Services partnered with Cenikor Foundation to establish the Student Recovery Alliance (SRA) at Texas State in October 2017. The program still offers recovery from drugs, alcohol and co-occurring disorders to Texas State students. SRA is open to all students at any level of recovery, or to those who wish to further explore sobriety. We host weekly one-hour meetings, semester events and socials to create connections, and community. The program at Texas State has benefited students by providing a safe space, social support, volunteer opportunities, SMART recovery tools, education, engaging sober activities and resources for treatment and counseling.

This is a critical component in providing recovery support for Texas State students. Texas State University Health Services would like to continue the partnership, expand the program and reach more students who need a dedicated support network of peers to support their recovery.

Please contact me at [REDACTED] or [REDACTED] if you have any questions or need more supporting documents.

Sincerely,

Julie Eckert

Julie Eckert
Assistant Director, University Health Service
Texas State University

Student Health Center - Thorpe Lane
1347 Thorpe Lane
San Marcos, TX 78666

Student Health Center
601 University Drive
San Marcos, TX 78666

Student Health Center - Round Rock
Nursing Building # [REDACTED]
[REDACTED] University Blvd.
Round Rock, TX 78665

phone: [REDACTED] fax: [REDACTED] healthcenter.txst.edu

Texas State University was founded in 1899.
MEMBER THE TEXAS STATE UNIVERSITY SYSTEM

To whom it may concern,

The yrc has helped me by helping me stay sober and has given me different ways to be sober and has gave me different things to do and provide me with some things that I need I plan to stay in the yrc because they give us things to do and be around other people that are sober and do activities.

Nehemiah olivo

To City of San Marcos Human Services Board Members,

The Hays County Juvenile Center is proud to share the success of a recent collaboration with the Cenikor Foundation's Hays Youth Recovery Community (YRC) Program. Together, we have launched a pilot initiative offering youth ages 13 to 17, currently in detention at our facility, the voluntary opportunity to participate in weekly peer-led support groups.

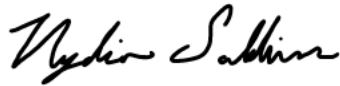
These group sessions, facilitated by YRC trained Peer Recovery Coaches, create a safe space for open dialogue, meaningful peer support, and engaging activities. The program is designed to foster resilience, encourage self-awareness, and instill hope for a brighter, substance-free future. Our youth from across several counties have embraced this opportunity, participating in group discussions that address mental health, emotional well-being, substance use, and real-life challenges. Each session is structured to provide lasting tools that extend beyond detention, including healthy coping strategies, effective communication, emotional regulation, and goal setting.

The pilot program has been warmly received by the youth at our facility, with success reflected not only in their enthusiastic participation but also in the remarkable moments of personal growth we have witnessed—whether through emerging confidence, moments of vulnerability, deeper self-reflection, or a strengthened sense of self-worth.

The Hays County Juvenile Center would like to see the continuum of this impactful partnership that has created a safe and constructive space where youth can reflect, learn, and begin to reimagine their futures. We hope that together with the Cenikor Foundation's Hays Youth Recovery Community, we may help youth build resilience, break cycles of substance use, and leave detention with a renewed sense of possibility.

Please feel free to contact me at [REDACTED] or [REDACTED] if you have any questions.

Sincerely,



Nydia Saldivar

Transitional Coordinator
Hays County Juvenile Center
2250 Clovis Barker Road, San Marcos, TX, 78666