



**MINUTES
THRIVE UPSTATE
BOARD of DIRECTORS MEETING
JUNE 23, 2016
4:30 PM**

Patrick Center Annex Building, Room 112

Notice of the meeting was sent to all Board Members, The Greenville News, The Greenville Journal, WYFF-TV 4, Fox-TV 21, and the Clerk to Council, Greenville County. Notice and agenda were posted in the lobby of the Patrick Center Administration Building and the Patrick Center Annex and the Agency Website prior to the meeting.

Members Present: Bob Ariail, Vice Chair
Clyde Baucom, Treasurer
Cindy Baughan
Jade Cox
Peggy Farmer
Bern Mebane
Bryant Nixon

Members Absent: Alex McNair, Chair
Paul Hamberis

Senior Staff Present: John Cocciolone, Executive Director
Anne Arrington
Curtis Arrowood
Julie Black
Alicia Grubel
Elise Hardin
Al Hill

Sandy Brown, Recording Secretary
Nicole Lomax
Amie Snell
Martin Watson
Peggy White
Stacy Whitsel

Call to Order: The Board of Directors meeting was called to order at 4:40 PM by Bob Ariail, Vice Chair.

Invocation: Peggy Farmer offered the Invocation.

Approval of Consent Agenda: Bob Ariail requested John Cocciolone review the highlights of the Consent Agenda for the Board. Mr. Cocciolone reported Alliant conducted a quality review, and Thrive Upstate received a 93.99% score, which was above the state average of 90.4%. He thanked Alicia Grubel, Quality Assurance Director, and all the departments for their hard work. The employment expansion project is moving along, picking up some individuals from the waiting list. The Program Committee has met and reviewed the employment expansion plans. The Turnover Report shows improvement with turnover among Residential direct care staff declining from 60 to 56%. Organization-wide turnover is down from 45% to 42%. Julie Black and the HR staff and the Training Department are working hard to hire and train good employees. Fund development is progressing with the Garden Party donor development event following the Board meeting and the Vine and Stein fundraiser planned for July 28, for which staff is working on obtaining sponsors. Greenville Journal ads, WYFF TV spots, and billboards will begin soon for the Vine and Stein event.

Mr. Cocciolone commented South State Bank is offering a \$2,000 sponsorship: However, Mr. Cocciolone is disappointed with that amount since the organization has \$2.4 million in their bank. The bank's president offered to meet with Mr. Cocciolone to discuss it, and Mr. Cocciolone invited Board participation.

The Health and Safety Report detailing abuse, neglect, exploitation and critical incidents, shows nothing out of the ordinary.

The Dashboard Report shows progress on turnover; finances are holding strong with \$2.4 million in reserve in the bank; employment for individuals is up; and medication error rates continue to go down. Two years ago, the organization had one of the worst rates in the state, and has improved to one of the best in the state. The full turnover report is provided in the Board Packet.

Bern Mebane inquired about the status of Therap. Curtis Arrowood reported the hardware for Therap has been obtained, and departments are being phased in. Thrive Upstate is up to the state level. However, Therap has not yet impacted the medication error rate, as the state is still working with pharmacists to improve the system before launch.

A Motion: To Approve the Consent Agenda. Bern Mebane presented the motion with a second by Ms. Farmer. The motion passed.

A Motion: To approve the Minutes of the May 26, 2016 Board Meeting. Cindy Baughan made the motion with a second by Bryant Nixon. The motion passed.

Committee Reports: Finance Committee. Al Hill presented the financial report, saying revenue was over expenses \$16,970 in May, and year to date, revenue was over expenses by \$441,733. Items of note include revenue was \$136,485 above budget and expenditures were \$170,174 above budget. He commented of the \$170,174 expenditures, \$140,049 was due to salaries, benefits and overtime for the holiday. Mr. Hill estimated ending the fiscal year at \$450,000-\$475,000 over budget. Mr. Baucom asked if Contract Services revenue is steady, and Martin Watson commented that contract revenue is holding steady or increasing.

Community Engagement Committee. Mrs. Farmer commented 100 guests were expected at the Garden Party donor event. Mr. Cocciolone said \$1,600 was donated through receipt of RSVP cards for the event. Mr. Ariail asked into what account dollars raised goes. Mr. Hill answered that funds raised goes into Revenue under Fund Development.

Mr. Ariail asked about the status of setting up the foundation. Mr. Cocciolone replied that he had recently received the bylaws from the attorney and will review them before sending them to the Board. He said plans are on track for Board approval in July. The next step is to make IRS application and to the state. He estimates the foundation could be up and running within six weeks.

Facilities Needs: Mr. Ariail suggested the Facilities Needs agenda item be postponed pending recommendation of a study committee he planned to appoint. Al Hill distributed a handout on the Employment Services expansion proposal.

Other Business: Mr. Ariail reported that Contract Services staff had previously presented to the Executive Committee regarding the facility needs for the employment expansion plans. Since this project involves facilities, programs, and finance, he appointed several Board members to a Facilities Study Committee to meet, hear staff presentations, formulate a plan and bring a recommendation to the Board in July. Bryant Nixon was appointed chair, with Board members Bern Mebane, Clyde Baucom, Cindy Baughan, and Paul Hamberis. Staff members include Al Hill, Martin Watson, Elise Hardin, Amie Snell, Dale Thompson, and Peggy White.

Mr. Ariail also reviewed that three Board members' terms will expire in December 2016, and July is the month in which Greenville County Council accepts applications for board vacancies; if these members do not reapply, other applications for nomination would need to be submitted for the vacancies by the end of July. Mr. Ariail suggested a Nominating Committee be appointed to seek good candidates for Board membership. Clyde Baucom was appointed chair, with Board members Jade Cox, Peggy Farmer, Bern Mebane, and Bryant Nixon.

All Board members may attend these committee meetings if they wish.

Public Comments: There were no public comments.

Adjournment: A Motion: To adjourn the Board of Directors Meeting. Mrs. Farmer made the motion with a second by Mr. Nixon. The motion passed, and the Board of Directors meeting adjourned at 5:15 PM.

Next Meeting: The next regular meeting of the Board of Directors will be held on July 28, 2016.

Submitted by: Sandra W. Brown 7/28/16
Sandra W. Brown, Recording Secretary Date

Approved by: Robert J. Ariail 7/28/16
Chair Date