



MINUTES
BOARD of DIRECTORS MEETING
FEBRUARY 28, 2019 - 4:30 PM
PATRICK CENTER ANNEX

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 Thrive Upstate Website prior to the meeting.

Members Present: Bob Ariail, Interim Chair
Christy Bright, Interim Vice Chair
Clyde Baucom, Treasurer
Alex McNair
Bern Mebane
Jason Strand (unofficial)

Members Absent: Paul Hamberis
Amanda Walkup

Staff Present: Tyler Rex
David Bright
Sandy Brown
Al Hill

Peggy White
Stacy Whitsel
Sonja Welch

Call to Order: Bob Ariail, Interim Chair, called the meeting to order at 4:39 PM. A quorum was present.

Approval of Consent Agenda: The Consent Agenda items included the January 24, 2019 Board Minutes, the Health and Safety Report, Dashboard and Services at a Glance reports, and Board Policies 100-6, 100-8, 100-9, 100-10, and 400-9. **A Motion: To approve the Consent Agenda items. Bern Mebane made the motion to approve with a second by Alex McNair. The motion passed.**

Executive Director's Report: Tyler Rex introduced the new Director of Nursing, Sonja Welch, who made brief remarks.

Kay Brooks, Director of the HASCI Department, introduced Shannon Ward, a participant in the Head and Spinal Cord Injury Program. Ms. Ward spoke about a car accident that resulted in brain trauma and the difficulty of having to relearn self-care skills, memory skills, and develop self-esteem with the assistance of speech and physical therapy. She has held a job for two years, and is setting new goals and working toward a bright future. Her mother, Barbara DeWeese, also spoke. She talked about the life-changing accident, resulting disabilities, and the emotional challenges. She is very grateful for HASCI services and staff, who were patient with Shannon, counseled her, and helped her to be more self-confident.

Ms. Brooks presented information on brain injury recovery.

Mr. Rex reviewed highlights of the Executive Director's Report provided in the packet.

Abuse, Neglect, and Exploitation. The state has seen an increase in the rates of abuse, neglect, and exploitation of individuals with disabilities. As a result, Thrive Upstate management has taken the following steps:

- Required all employees to immediately take refresher training on abuse, neglect and exploitation in addition to the annual training requirement.

- All incidents are reviewed by the Risk Management Committee to identify risks and trends.
- All incidents are reviewed by the Executive Director, Quality Assurance Director, Human Resources Director, and Department Director to ensure the appropriate response to incidents is taken and preventative measures applied.
- Continuing development of a professional culture at Thrive Upstate

Workers Comp Data. Human Resources and department managers have been working to reduce the number of accidents, injuries, and lost time. Safety audits and tours are ongoing, and employees now have the opportunity to work on “light duty” status in administrative offices following an accident, which has significantly reduced lost time.

New Director of Nursing. Sonja Welch has begun working at Thrive Upstate and brings many years of director-level nursing management.

Early Intervention & Fee for Service. The Early Intervention program, KidVentures, will transition to a retrospective “fee for service” model beginning July 1, 2019, and has requested training and technical support from DDSN in preparation.

Mr. Rex said another management takeover is planned for July, where staff visit a residence in the evening, provide a meal, and interact with the individuals and DSPs. He invited the Board of Directors to participate.

He received feedback from DDSN staff that Thrive Upstate’s Final Rule Plan prepared by Stacy Whitsel and Elise Hardin was the best in the state.

Alliant, an organization contracted by DDSN to monitor contract compliance, visited Thrive recently. They were onsite for 4-1/2 hours, which is a much shorter time than usual. Reviewers shared that the individuals they met were happy and liked their staff, which is a testament to the care staff give individuals. A full report is pending.

The Greenville Greeters were attending the Barbara Stone event, and WYFF-TV is preparing a feature.

Approval of Human Rights Committee Candidate: The Human Rights Committee Liaison, Liza Bryant, recommended approval of Ms. B.J. Martell for appointment to the HRC. Ms. Martell’s application was provided to the Board. **A Motion: To approve the nomination of B.J. Martell to the Human Rights Committee. Alex McNair made the recommendation with a second by Bern Mebane. The motion passed unanimously.**

Generators / Transfer Switches: Mr. Rex informed that DHEC regulations require all ICF and CRCF residences to have both a shelter-in-place plan with a way to generate back-up power, and a relocation site that has power generation capability. In November, the Board approved the installation of a transfer switch at the Patrick Center to enable a generator to be used as a power source in the event the Patrick Center was needed as an evacuation site. The installation of the transfer switch has been completed. An agreement with DDSN has been signed to use its portable generator, depending on its availability. This would meet the relocation component of the DHEC requirement.

In order for ICFs or CRCFs to comply with the sheltering-in-place requirement, these residences must have power generation on site. In order to comply with the DHEC regulations, bids were obtained. A copy of the bid with pricing for individual generators/docking stations/transfer switches components was provided. The total of all bid items was \$97,973, which included an installed generator at Travelers Rest ICF (\$10,250); a portable generator and trailer (\$38,448); installation of docking stations at Parkins I and Parkins II residences, which already have transfer switches (\$6,775); and docking stations and transfer switches at four other ICF residences and two other CRCF residences (\$42,500). Mr. Rex recommended

the portable generator and trailer at \$38,448 be removed from the request at this time due to the current budget situation and to preserve cash, and to reconsider this item at the end of the fiscal year, if financially feasible. **A Motion: To approve the installation of a transfer switch and a generator at Travelers Rest ICF residence; the installation of docking stations at Parkins I and Parkins II CRCF residences; and docking stations and transfer switches at four other ICF residences and two other CRCF residences at the bid price quotation of \$59,525. The motion was proposed by Alex McNair with a second by Clyde Baucom. The motion passed unanimously.**

January 2019 Financial Report: Clyde Baucom presented the January 2019 financial report. On the Balance Sheet, he noted the Change Prior Month of Total Assets and Deferred Outflows-Pension was \$147,660 and the Change Prior Year was \$1,934,122. The current ratio was 1.08. It was noted that Accrued wages, FICA and Retirement showed a \$377,673 Change from Prior Year. Peggy White explained the accrual was in preparation for a three-payroll month in May.

On the Profit and Loss statement, Mr. Baucom noted Contract Revenue Actual for January was \$83,425 with a variance of \$32,748 over budget. Year to Date, Contract Revenue showed a Variance of \$55,095. Mr. Baucom complimented staff for their efforts in building business relationships and improving contract pricing. Total Operating Revenue had a Variance Current Month of \$44,942. Total Operating Expenditures for January showed a (\$140,471) Variance. Net Revenue Under Expenses for the month showed a Variance of (\$95,529). For the year to date, the Net Revenue Over Expenses variance was \$125,824.

The Profit and Loss Comparison-All Months report showed Total Operating Revenue in January 2019 to be \$2,293,260. Total Operating Expenditures were \$2,369,557. The Net Loss for the month was (\$76,297). The Net Gain Year to Date was \$239,270.

The Year-to-Year Comparison statement showed a variance of \$144,986 in Total Operating Revenue from January 2018 to January 2019. Total Operating Expenditures showed a variance of \$857,478 from January 2018 to January 2019. The Net Loss Variance from January 2018 to January 2019 was (\$712,492). Mr. Baucom noted Employee Benefits, Individual Assistance and Occupancy were largely the cause.

On the Cash Flow Projection report, Mr. Baucom reported the cash position is improving and is projected to continue to improve through the end of the year. In January, there was an actual Net Increase in Cash of \$98,902. The actual Operating Cash plus LGIP total in January was \$2,292,968. The Operating Cash plus LGIP total for June is projected to be \$1,172,954. Mr. Rex pointed out that \$98,000 for the generator project was factored into the Cash Flow Projection but the Board approved \$58,000.

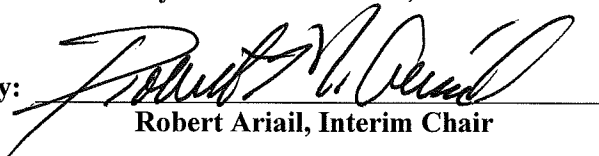
New Business: There was no new business.

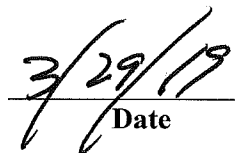
Public Comments: Blanton Newman, a student at J.L. Mann High was tasked through the Dick Riley Institute at Furman to create a fundraising project for a community organization. He chose the J.L. Mann Specials Class. There will be a community awareness event at J.L. Mann on April 7 from 3-6 PM. He invited Thrive Upstate to have an information booth demonstrating how Thrive assists the special needs community. Mr. Rex accepted the opportunity to participate.

Adjournment: The meeting adjourned at 5:57 PM.

Respectfully submitted by Sandra W. Brown, Executive Assistant.

Approved by:


Robert Ariail, Interim Chair


Date