



MINUTES
BOARD of DIRECTORS MEETING
AUGUST 22, 2019 - 4:30 PM
PATRICK CENTER ANNEX

Notice of the meeting was sent to all Board Members, The Greenville News, 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: Christy Bright, Interim Vice Chair
Clyde Baucom, Treasurer
Paul Hamberis
Bern Mebane
Bryant Nixon (unofficial)
Jason Strand
Amanda Walkup

Members Absent:
Bob Ariail
Alex McNair

Staff Present:	Tyler Rex	Elise Hardin
	David Bright	Peggy White
	Sandy Brown	Stacy Whitsel
	Al Hill	Dee DiCarlo
	Alicia Grubel	Charles Randall

Call to Order: A quorum being present, Christy Bright, Interim Vice Chair, called the meeting to order at 4:35 PM. Tyler Rex, Executive Director, introduced guests Robin Blackwood, District 4 Representative on the SCDDSN Commission, and Bill Welch, parent of an individual served in the Residential Department and owner of Hobby Master and employer of two individuals served by Thrive Upstate.

Approval of Consent Agenda: The Consent Agenda items included the June 27, 2019, Board Minutes, the June and July Health and Safety Reports, June and July Dashboard and Services at a Glance reports, and Board Policies 400-6 and 400-7.

Mr. Rex commented on the Health and Safety Report that the number of abuse, neglect and exploitation cases have decreased, but the number of severe cases of abuse have increased. To combat this trend and raise awareness, employees are retaking courses and video surveillance is being considered in residences with the most vulnerable individuals. Also, the July Dashboard report revealed a 40 percent turnover rate, which is down from 54%. The target rate is 25 percent. **A Motion: To approve the Consent Agenda items as presented. Bern Mebane made the motion to approve with a second by Paul Hamberis. The motion passed unanimously.**

Highlighted Program—Employment Services: Walter Shuler, Employment Manager, and Bambi Griggs, Employment Specialist, spoke on their roles in supporting individuals in being successful in employment settings developed for them. They prepare individuals for employment with training in communication, job skills, interview skills, resumes, behaviors, and arrange for a contact person on the job.

Bill Welch, who owns Hobby Master, and has hired two individuals, made comments. He said these employees have exceeded his expectations and have been a blessing.

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

Video Surveillance Cameras in Common Areas. He informed that video surveillance of common areas was being considered for nine ICF and CRCF residences that house the most vulnerable individuals. A policy would be developed in alignment with DDSN's directive on the use of cameras and submitted to the Board for review. Families would be informed and invited to provide input, and approval of the Human Rights Committee would be required. A quote for \$11,457 has been obtained from Safe Solutions, a company that currently provides fire alarm services to Thrive Upstate. Board approval for this expense would be required. Video may assist in cases of injury of an unknown cause and in cases of abuse and neglect.

Patrick Center Campus Security. Patrick Center Campus security measures were investigated to include a card swipe entry system in the Patrick Center and Annex and securing the lobby areas to prevent free access to the buildings, a badge system, and a notification system using the phone system. The cost of these measures is \$16,110. Discussion followed. Mr. Rex said these measures may need to be tabled due to the present financial situation. The Executive Committee requested the full Board hear the proposals.

Thrive Gives Five. Thrive Upstate's annual United Way fundraising campaign will occur on August 23 to support United Way and give employees an opportunity to give back to the community.

HASCI Service Transition. HASCI is shifting from state funding to waiver-funded services at the drop-in center, requiring the space to be licensed, new procedures implemented, and significant staff training.

Early Intervention—Fee for Service. KidVentures, Thrive Upstate's early intervention program, is also changing its funding system from an annual grant funding model to the retrospective fee-for-service model.

Sunland Logistics Expansion. Plans are in the works to expand the number of individuals working at Sunland to 30 individuals with pay up to \$11 per hour.

Executive Director Conference. Thrive Upstate hosted a statewide executive director conference in Greenville as part of the SC Human Service Providers Association that was attended by over 40 executive directors from across the state. The Greenville Greeters welcomed everyone.

Statewide Issues.

- Funding—The Mercer rate study report has not yet been distributed.
- HCBS Final Rule—Several of Thrive Upstate's facilities will be subject to "heightened scrutiny", and Thrive Upstate will need to demonstrate these facilities are not institutional, based on access to the community, training, and other aspects of the services provided.

Judson Property: Mr. Rex updated the Board on the status of the Judson Property. Efforts to give the property to the neighborhood homeowner's association and the county were not successful. Keep Greenville Beautiful is interested in maintaining a community garden on this property, but Greenville County is unwilling to purchase the property. Subsequently, Keep Greenville Beautiful proposed a one-year memorandum of understanding with Thrive Upstate. Mr. Rex informed he had also been contacted by a second realtor with an offer to purchase the property. He feels the need to inform the first realtor of the offer, since he went to the expense of initiating an environmental study. Discussion followed. **A Motion:** Clyde Baucom, Vice Chair of the Executive Committee, brought a Motion from the Executive Committee to authorize the Executive Director to obtain an appraisal of the Judson Property and to sell the property to the highest bidder. The motion passed unanimously.

June and July 2019 Financial Reports: Mr. Rex distributed a handout entitled “Financial Notes, 8/22/19.” He informed since July 1, 2019, there have been (\$196,711) FY19 financial adjustments, which were detailed in the notes. Adjustments to Revenue in FY20 totaled (\$227,337). The management response will be to identify ways to increase revenue, reduce overtime, control expenses, and identify cost cutting measures.

Mr. Baucom reviewed highlights of the June 2019 and July 2019 Financial Reports.

June Balance Sheet. The Change from Prior Year in Cash-Operating was (\$65,882). Current Assets were (\$806,591). The Change from Prior Month in Total Assets and Deferred Outflows-Pension was (\$1,300,988), and the Change from Prior Month was (\$35,462).

June Profit and Loss. Actual Net Revenue under Expenses for June was (\$232,892). Net Revenue over Expenses for June was budgeted at \$19,228, a Variance to Budget of \$252,120). The Actual Net Revenue under Expenses YTD was (\$97,828). The Budget YTD was \$209,605 Net Revenue over Expenses. The Variance to Budget was (\$307,433) Net Revenue under Expenses. Notable YTD Variances to Budget were in Overtime (\$158,534); Employee Benefits (\$117,261); Professional and Consulting Fees (\$146,638); and Individual Assistance (\$291,755).

June Profit and Loss Comparison – All Months. June 2019 Total Operating Expenditures were noted to be \$2,326,389.

June Cash Flow Projection. Mr. Baucom pointed out that earlier projections for Total Receipts for July, August, and September were considerably higher than current projections. Also, earlier projections for Operating Cash plus LGIP were significantly higher than current projections.

June Comparison of Cash Flows for FY18 vs FY19. The Difference in the Operating/LGIP Balance from FY2018 to Current Year FY2019 is (\$533,815).

July Balance Sheet. July numbers are preliminary until the audit is finalized. Mr. Baucom noted Total Assets and Deferred Outflows-Pension Change Prior Month was \$967,605. The Current ratio increased to 0.82 from 0.79 in the previous month.

July Profit and Loss. Actual Net Revenue under Expenses for July was (\$2,162). July Net Revenue was budgeted at \$4,037 – a Variance of (\$6,199).

July Year to Year Comparison. July 2019 YTD showed a Net Loss for Year of (\$2,162).

July Cash Flow Projection. Mr. Baucom commented that Operating Cash plus LGIP projections are higher than reported in June. He said the projection for July was accurate and the July Actual Operating Cash plus LGIP was \$1,683,436. The August projection is \$1,473,552, and the September projection is \$1,614,101.

New Business: There was no new business.

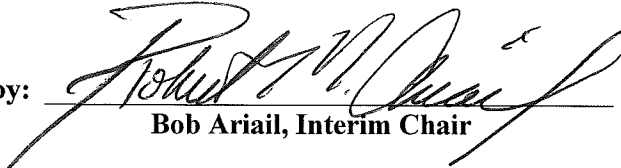
Public Comments: Robin Blackwood, SCDDSN Commissioner, offered comments. She commended Thrive Upstate for the work it does, and thanked Board members for their sacrifice, energy, and willingness to volunteer. She will try to help Thrive address challenges through her role as Commissioner. Her contact information is listed on DDSN’s website.

Executive Session for Legal Update: An Executive Session was on the Agenda to allow the Board an opportunity to hear an update on legal matters. **A Motion: To enter Executive Session to receive an update on legal matters. Amanda Walkup made the motion with a second by Clyde Baucom. The**

motion passed unanimously. The Board re-entered Public Session and stated no actions were taken and no polling occurred in Executive Session.

Adjournment: A Motion: To adjourn the Board of Directors Meeting. Paul Hamberis made the motion with a second by Amanda Walkup. The motion passed unanimously. The meeting adjourned at 6:25 PM.

Respectfully submitted by Sandra W. Brown, Executive Assistant.

Approved by:  Bob Ariail, Interim Chair 9/26/19
Date