



**MINUTES
BOARD OF DIRECTORS MEETING
1700 RIDGE ROAD, GREENVILLE
SEPTEMBER 25, 2025
4:30 PM**

Thrive Upstate's Board meetings are open to the public. Notice was provided by posting the Agenda in the Administration and Annex buildings and on Thrive Upstate's website. Notification by email was made to Greenville County Council and the Families email distribution group.

Members Present:

Jason Strand, Chair
George McLeer, Sr., Vice Chair
Bob Ariail
Paul Hamberis
Peter Mathias
Bern Mebane
Autumn Shearin

Members Absent:

Clyde Baucom, Treasurer
Bryant Nixon

Staff Present:

Tyler Rex, Executive Director
Sandy Brown, Executive Assistant
Angie Ballenger, Director-Day Services
David Bright, Director-HR
Beverly Jackson, Assoc. Quality Assurance Dir.
Mark Miller, Director-Operations
Jonathan Osterud, Director-IT

Charles Randall, Assoc, Director of Finance
Peggy White, Director-Finance
Stacy Whitsel, Finance Director

Call to Order: A quorum was present at the Board of Directors meeting with members attending in person and by videoconferencing. The meeting was called to order at 4:30 PM by Jason Strand, Chair.

Public Comments: There were no public comments.

Employee Spotlight: Tyler Rex, Executive Director, introduced Shanna Booker and presented her with an award recognizing her retirement with 28 years of dedicated, caring service as a residential home manager. Many staff and individuals she supported came to honor her. Ms. Booker spoke, giving credit for her successes to the individuals and Residential Department management.

Approval of the Consent Agenda: Copies of the following Consent Agenda items were provided to the Board of Directors prior to the meeting.

- Board Minutes Draft, August 28, 2025
- Dashboard and Med Error Report

A Motion: To approve the Consent Agenda items as presented. George McLeer made the motion to approve, and Bob Ariail seconded the motion. The motion passed unanimously.

August 2025 Financial Reports: Peggy White, Director of Finance, presented highlights of the following financial reports for August, which were provided to Board members by mail and email prior to the meeting.

- Balance Sheet. The Current Ratio was 2.73
- Profit and Loss
- Profit and Loss Comparison-All months, All Funds
- Year/Year Comparison
- Cash Flow Projection
- Comparison of Cash Flows for FY24 vs. FY25
- Contract/Vendor Summary

Approval of Human Rights Committee (HRC) Member Application: Jason Strand, Chair, reported an application to serve on Thrive Upstate's Human Rights Committee was received for Board approval. Mr. Wayne Toney's application, Policy 600-2 Human Rights Committee, and a letter of recommendation were provided to the Board. **A Motion:** Bob Ariail made a motion to approve Mr. Toney's application to serve on the HRC, and Paul Hamberis provided a second. The motion passed unanimously.

Executive Director's Report: Mr. Rex reported on the following topics:

- Direct Support Professional Appreciation Week—Mr. Rex spoke on how vital DSPs are to Thrive's mission.
- Residential Vacancy Process—He described the lengthy process of a residential placement and pointed out that individuals are served through the end of life.
- Annual Financial Audit—The audit is completed and will be sent to OIDD by September 30th.
- Fountain Inn Day Program Project—Time and energy is being focused on Day Program spaces being made more engaging to individuals since space is no longer needed for work activities.
- Sunland Enclave—Individuals are back at work at Sunland.
- CAN Talks—To be held on October 21 at Center Stage, at 6:40 PM. An individual and a staff member will be speakers.
- Other Community Notes—Thrive will be included in Greater Good Greenville's new non-profit directory; Thrive participated in Greenville Women Giving's 20th anniversary celebration.

Expiring Board Terms/Application Process: Two Board members' terms will expire November 30th. Information regarding renewing applications was provided. The application period ends September 30th.

New Business: Bob Ariail, Board member, spoke on the status of the Thrive Upstate Foundation. He reviewed that the original plan for the foundation was to solicit donations, but without having staff to accomplish that goal, efforts have stalled. The three founding members have come to the conclusion that success in raising funds is unrealistic. Discussion followed. Mr. Ariail suggested the foundation be on the Board agenda in future for further discussion.

Adjournment: **A Motion:** To adjourn the Board meeting. The motion was made by Bern Mebane with a second by George McLeer. The motion passed, and the meeting concluded at 5:25 PM.

Respectfully Submitted By:


Sandra Brown, Executive Assistant

Approved By:


Jason Strand, Chair

Date

10/23/25