



MINUTES
BOARD OF DIRECTORS MEETING
1700 RIDGE ROAD, GREENVILLE
OCTOBER 23, 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, Vice Chair
Clyde Baucom, Treasurer
Paul Hamberis
Peter Mathias
Bryant Nixon

Members Absent:

Bob Ariail
Bern Mebane
Autumn Shearin

Staff Present:

Tyler Rex, Executive Director
Sandy Brown, Executive Assistant
Angie Ballenger, Director-Day Services
David Bright, Director-HR
Peggy White, Director-Finance
Stacy Whitsel, Finance Director

Alicia Grubel, Quality Assurance Director
Beverly Jackson, Assoc. Quality Assurance Dir.
Jonathan Osterud, Director-IT

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 4:32 PM by Jason Strand, Chair.

Public Comments: There were no public comments.

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

- a. Board Minutes Draft, September 25, 2025
- b. Dashboard and Med Error Report—September
- c. Approval of Policies
 - 1) 100-25 Policy Development (*minor edits*)
 - 2) 100-26 Volunteers (*minor edits*)
 - 3) 100-27 Family Involvement (*updated & terminology edits*)
 - 4) 200-04 Business Associates Agreement (*updated terminology*)

A Motion: To approve the Consent Agenda items as presented. Peter Mathias made the motion to approve, and George McLeer provided a second. The motion passed unanimously.

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

- Balance Sheet. The Current Ratio was 2.75.
- 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

External Audit Approval and Management Letter: The FY2026 audit was reviewed by Luke Vickery, CPA of the Manley Garvin firm. A copy of the audit was sent to the Board by email, as well as the AUP letter. **A Motion: To accept the FY2026 audit as presented. The motion was made by George McLeer with a second by Peter Mathias. The motion passed unanimously.** Mr. Vickery said a clean, unmodified opinion was issued for Thrive Upstate and Ayres Housing, GA Properties, Browning Development and Stone Development HUD corporations. He complimented Ms. White and Charles Randall and the Finance team. Chairman Strand expressed appreciation to Peggy White and her team and to Manley Garvin's team.

Executive Director's Report: Mr. Rex announced directors quarterly will be invited to come to Board meetings to talk about goals. He introduced Stacy Whitsel, Director of Residential Services. Ms. Whitsel reported on efforts her team make to overcome challenges in filling bed vacancies. Currently there are only three beds to fill. She also talked about strengthening on-the-job training/mentoring for Direct Support Professionals and Program Managers from two weeks to 90 days. There are 252 total beds and 300 Residential employees, and the Residential Department generates \$15-18 million revenue. The Residential Department serves people to the end of life. In the last year-and-a-half, hospice has been introduced in Thrive Upstate homes. Mr. Rex said he is grateful for Ms. Whitsel's expertise on the Thrive Upstate team.

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

- Quarterly Update on Annual Goals & Objectives
 - FY Strategic Plan
 - Compliance Scores
 - Financial Performance
- Job Fair—Successful; will repeat job fair next spring.
- Tariff Impact—One enclave suspended temporarily; another reduced one day per week.
- Greer CTH Renovation Photos

New Business: Chairman Strand announced Clyde Baucom wishes to step back from his duties as Board Treasurer and Finance Committee Chair, and to honor his wish, his resignation was accepted. Mr. Baucom will continue serving as a member of the Board of Directors. Chairman Strand expressed gratefulness on behalf of the Board for his nearly 10 years of dedicated service, guidance, and shared expertise. Mr. Rex also expressed his gratitude.

Chairman Strand outlined an option for the remaining members of the Finance Committee to continue meeting with Peter Mathias heading the meeting. Other options were outlined for the Nominating Committee to meet and propose a nomination for Treasurer at the December 4th Board meeting or to work on nominations for a Treasurer and along with other officers for the January Board Meeting.

A Motion: To defer the nomination of a Treasurer until the January Board Meeting, during which time the Nominating Committee will meet to develop a full slate of officers for election. In the interim,

the Finance Committee will continue to meet, with Peter Mathias as leader, to hear the financial reports and approve minutes, with other business to be deferred to the Board meeting. Bryant Nixon made the motion with a second by Peter Mathias. The motion passed unanimously.

Chairman Strand reminded that two Board members' terms will expire November 30th but these Board members can serve until they are replaced or reappointed by the governor.

Adjournment: A Motion: To adjourn the Board meeting. The motion was made by Paul Hamberis with a second by George McLeer. The motion passed, and the meeting concluded at 5:47 PM.

Respectfully Submitted By: Sandra Brown
Sandra Brown, Executive Assistant

Approved By: Jason Strand
Jason Strand, Chair

12/4/25
Date