



**MINUTES
BOARD OF DIRECTORS MEETING
1700 RIDGE ROAD, GREENVILLE
DECEMBER 4, 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
Bern Mebane
Bryant Nixon
Deborah Pickens (unofficial)

Members Absent:

Bob Ariail
Autumn Shearin

Staff Present:

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

Beth Justice, KidVentures Director
Beverly Jackson, Assoc. Quality Assurance Dir.
Jonathan Osterud, Director-IT
Mark Miller, Operations 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 4:32 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, October 23, 2025
- b. Dashboard and Med Error Report—October
- c. Approval of 2026 Board Meeting Schedule
- d. Review of Executive Director's Spending Limit to Include Credit Card

A Motion: To approve the Consent Agenda items as presented. Bern Mebane made the motion to approve, and George McLeer provided a second. The motion passed unanimously. There was no discussion.

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

- Balance Sheet. The Current Ratio was 2.66.
- 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

Tyler Rex, Executive Director, noted that progress was made filling bed vacancies from 16 vacancies to 9. He also commented that on November 1, new Residential rates took place, and HASCI grants of \$9,300 per month are expected, all of which will improve the financial situation. Discussion followed on the Residential rate.

Department Spotlight – KidVentures: Mr. Rex announced directors will quarterly be invited to come to Board meetings to talk about goals. Beth Justice, Director of Early Intervention (EI), provided information on the KidVentures program, which serves children birth to 5 years old and referred by the SC Office of Intellectual and Developmental Disabilities (OIDD). Referrals birth to 3 years old are also received from BabyNet. Once referred, families are interviewed and an Individual Family Service Plan is developed, with parents choosing goals for the child. Treatment is provided in the home once a week. Families are guided by modeling training. Referrals are made to occupational therapy and physical therapy as needed. Early Interventionists help families to transfer into services provided in schools. KidVentures currently serves 105 children with a staff of five. BabyNet services are under the Department of Health and Human Services (DHHS) and are federally funded. OIDD state funds pay for EI for 3-5 year olds. There is no waiting list for EI services. There are 26 EI providers in Greenville County. Mr. Rex said he is grateful for Beth, who is respected statewide.

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

- CAN Talks 2025
- Window World Donation
- Statewide Notes
- Early Intervention Program Overview
- Dabo All In Foundation Grant
- Caterpillar Employee of the Month
- Poinsett Christmas Parade 2025

New Business: Chairman Strand reminded that Board officer elections take place every January. The Nomination Committee, Bern Mebane and Paul Hamberis, will meet soon to develop nominations for the Chair, Vice Chair, and Treasurer positions to be voted on at the January Board meeting. Board members can also make recommendations to the committee.

Adjournment: A Motion: To adjourn the Board meeting. The motion was made by George McLeer. The motion received a second and passed, and the meeting concluded at 5:28 PM.

Respectfully Submitted By: Sandra Brown
Sandra Brown, Executive Assistant

Approved By: George McLeer
George McLeer, Vice Chair

1/22/2026
Date

The next Board Meeting is on January 22, 2026.