



MINUTES
BOARD OF DIRECTORS MEETING
1700 RIDGE ROAD, GREENVILLE
JANUARY 22, 2026
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:

George McLeer, Vice Chair
Clyde Baucom
Paul Hamberis
Bern Mebane
Bryant Nixon
Deborah Pickens (unofficial)

Members Absent:

Jason Strand, Chair
Bob Ariail
Autumn Shearin
Peter Mathias

Staff Present:

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

Alicia Grubel, Director, Quality Assurance
Beverly Jackson, Assoc. Dir., Quality Assurance
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 4:37 PM by George McLeer, Vice Chair.

Public Comments: There were no public comments.

Consent Agenda: Copies of the following Consent Agenda items were provided to the Board of Directors prior to the meeting. Mr. McLeer read the name of each Consent Agenda item.

- a. Board Minutes Draft, December 4, 2025
- b. Dashboards—November and December and Med Error Report
- c. Approval of Policies 100-1, 100-3, 100-5, 100-7, 200-1

A Motion: To approve the Consent Agenda items as presented. Bryant Nixon made the motion to approve, and Bern Mebane provided a second. The motion passed unanimously.

Annual Conflict of Interest Policy 100-7: Tyler Rex, Executive Director, reviewed it was an annual requirement for the Board members to receive a copy of Policy 100-7 Conflict of Interest and to sign an Acknowledgment Form signifying receipt of the policy. A Disclosure Form was also provided for Board members to inform of any conflicts of interest.

Room and Board Rates: Mr. Rex informed that room and board rates for individuals living in Residential Services are examined by the auditors annually. Rates are adjusted based on audit findings and submitted to the SC Department of Behavioral Health and Developmental Disabilities (BHDD). A memo from BHDD was included in the Board packet approving the 2026 Room and Board Rate for the facility types, both HUD and non-HUD. **A Motion:** To approve the 2026 Room and Board Rates as provided. A motion was made by Bern Mebane with a second by Clyde Baucom. Motion passed unanimously. There was brief discussion.

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

- Balance Sheet. The Current Ratio for November was 2.49 and 2.25 for December
- 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

Ms. White informed that Thrive withdrew \$500,000 from the LGIP in December to fund payroll. Due to the unexpected death of a key OIDD employee, Thrive did not receive the November funds yet. However, the December funds were received in January. The withdrawn funds will be replaced in the LGIP account when practical.

After switching to a new payroll system, Ms. White noted the payroll seems high, and she is reviewing it.

Election of Officers: Bern Mebane, reported that the Nominating Committee and Jason Strand met to develop a slate of nominees to serve in the positions of Chair, Vice Chair, and Treasurer. **Bern Mebane brought a motion from the Nominating Committee to accept the nominations of George McLeer for Chair, Peter Mathias for Vice Chair, and Bryant Nixon for Treasurer. The motion from committee does not require a second.** Mr. McLeer called for nominations from the floor. There were none. He then confirmed those nominated had agreed to serve. **The motion to approve the slate of officers was unanimously approved.**

Executive Director's Report: Due to the prediction of an approaching winter storm, Mr. Rex reported that, after Hurricane Helene one and one-half years ago, Thrive now has a supply of portable generators located throughout the county for use in residences if power is out. Also, a 4-wheel vehicle has been rented for the duration of the storm.

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

- Greenlink Steering Committee Membership
- Payroll/Time & Attendance Transition (PAYCOM)
- FY26 Goals & Objectives

- Quality Management System: Alicia Grubel's Quality Assurance Department overview was postponed one month in the interest in saving time due to the busy January's agenda.
- Christmas Parade

Executive Session for a Legal Matter: Mr. McLeer announced an Executive Session to receive information on a legal matter. **A Motion: To adjourn into Executive Session. Motion was made by Bryant Nixon with a second by Bern Mebane. Motion passed unanimously.**

The Board rose out of Executive Session. **A Motion: To re-enter Public Session. Motion by Bern Mebane with a second by Bryant Nixon. Motion passed.** Mr. McLeer stated that no decisions or polling had occurred in Executive Session.

New Business: There was no new business.

Adjournment: **A Motion: To adjourn the Board meeting. The motion was made by Clyde Baucom with a second by Bern Mebane. Motion passed, and the meeting concluded at 5:31 PM.**

Respectfully Submitted By: Sandra Brown
Sandra Brown, Executive Assistant

Approved By: George P. McLeer
George McLeer, Chair

2/26/2026
Date

The next Board Meeting is on February 26, 2026.