



**MINUTES
BOARD OF DIRECTORS MEETING
1700 RIDGE ROAD, GREENVILLE
FEBRUARY 26, 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, Chair
Peter Mathias, Vice Chair
Bryant Nixon, Treasurer
Paul Hamberis
Bern Mebane
Deborah Pickens
Jason Strand

Members Absent:

Bob Ariail
Clyde Baucom

Staff Present:

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

Alicia Grubel, Director, Quality Assurance
Beverly Jackson, Assoc. Dir., Quality Assurance
Mark Miller, Operations Director
Tracy Brown, Program Manager-Activities
Jonathan Osterud, IT 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 George McLeer, Chair.

Public Comments: There were no public comments.

Individual Spotlight: Tyler Rex, Executive Director, recognized two individuals from Piedmont Skills-Patrick Center Day Services, Ola Mayfield and Joshua Frady, and presented them with certificates. They took a safe food handling course, passed a test, and received a certificate. Additionally, Ms. Mayfield successfully completed a first aid, CPR, and AED course.

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. January 22, Board Minutes Draft
- b. Dashboard and Med Error Report—January
- c. Review of Agency Insurance Policies
- d. Approval of Policies:
 - i. 100-6 Board Governance: Standing Committees
 - ii. 100-8 Board Governance: Executive Director

- iii. 100-9 Board Governance: Board/Executive Director Relationship
- iv. 100-10 Board Governance: General

A Motion: To approve the Consent Agenda items as presented. Jason Strand made the motion to approve, and Deborah Pickens seconded the motion. There was no discussion. The motion passed unanimously.

Board Committee Assignments: George McLeer, Chair, reported that vacancies in the Finance Committee and the Human Resources/Nominating Committee have been filled. Bryant Nixon was elected as Treasurer in January and will hold the Finance Committee chair position. He also reported that Deborah Pickens has joined the HR/Nominating Committee, and Paul Hamberis will serve as the committee chair.

January 2026 Financial Reports: Charles Randall, Associate Director of Finance, presented highlights of the January financial reports, which were provided to Board members by mail and email prior to the meeting.

- Balance Sheet. The Current Ratio for January was 2.51.
- 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

Budget Timetable, FY 2026-2027: A copy of the Budget Timetable was provided, and Mr. Randall reviewed the details. Final budget approval will be on the Board agenda for the June 25th Board meeting.

Human Rights Committee: The Human Rights Committee is charged with protecting the due process rights of people receiving services and advises on the acceptability of procedures and programs involving rights issues. Members are volunteers appointed by the Board of Directors for three-year terms. The applications of Cynthia Chase, Gabrielle Ferguson, and Carissa Neibarger were submitted to the Board for approval. **A Motion:** To approve the applications of Cynthia Chase, Gabrielle Ferguson, and Carissa Neibarger to serve on the Human Rights Committee for three-year-terms. Bern Mebane made the motion to approve, with Deborah Pickens providing a second. The motion passed unanimously.

Executive Director's Report: Tyler Rex presented the February Executive Director's Report.

- New employment enclave - Book Warehouse Outlet in Easley
- Disability Employment Fair - connecting with employers and sharing Thrive's employment initiatives
- Severe Winter Storm – tested Thrive's emergency preparedness with relatively little issues
- Special Olympics Basketball – two Thrive Upstate basketball teams competed
- Thrive Upstate Prom – annual prom held at Tremont Church of God
- Leadership Development
 - Alicia Grubel, Director of Quality Assurance, recently completed a master's in social work
 - Samantha Blakely, Associate Director of Day Programs, and Beverly Jackson, Associate Director of QA, are participating in year-long executive leadership training by the SC Human Service Providers Association
 - In-house leadership training for managers by Residential, HR, and Training teams
 - Executive Director asked by Furman University to participate in a program for students in the Institute for Advancement of Community Health

Mr. Rex introduced Alicia Grubel, Director of Quality Assurance, who is respected statewide for her expertise. Ms. Grubel and Beverly Jackson makeup the QA team. Ms. Grubel reviewed her team's main duties in the incident reporting system, which includes critical incidents, deaths, and abuse, neglect, and exploitation incidents. The QA team conducts internal reviews and coordinates external reviews of critical incidents with local law enforcement, DSS, SLED, and long-term care ombudsman. The QA team chairs the quarterly meetings of the Safety and Risk Management Committee, which tries to identify trends in incidents, both positive and negative, and makes recommendations to mitigate risks. The QA team also coordinates with the Policy Committee to ensure Thrive's policies align with SCOIDD, SCDPH, and Medicaid policies and directives.

QA offers quarterly training with departments focusing on operational and programmatic compliance. The first training held in January focused on the OIDD contract compliance review process. Ms. Grubel also chairs the statewide QA counterpart team. Bern Mebane complimented Thrive's leadership initiatives.

New Business: There was no new business.

Adjournment: **A Motion:** To adjourn the Board meeting. The motion was made by Bern Mebane with a second by Bryant Nixon. The motion passed. The meeting concluded at 5:20 PM.

Respectfully Submitted By: 
Sandra Brown, Executive Assistant

Approved By: 
George McLeer, Chair

3/26/2026
Date

The next Board Meeting is on March 26, 2026.