



**MINUTES
BOARD OF DIRECTORS MEETING
1700 RIDGE ROAD, GREENVILLE
MARCH 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
Clyde Baucom
Paul Hamberis
Bern Mebane
Deborah Pickens
Jason Strand

Members Absent:

Bob Ariail
Bryant Nixon, Treasurer

Staff Present:

Tyler Rex, Executive Director
Sandy Brown, Executive Assistant
Peggy White, Director-Director of Finance
Alicia Grubel, Director, Quality Assurance
Mark Miller, Support Operations Director
Jonathan Osterud, IT Director
Nishant Patel, IT Technician

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 4:31 PM by George McLeer, Chair.

Public Comments: There were no public speakers.

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 the Consent Agenda items.

- a. February 26 Board Minutes Draft
- b. Dashboard and Med Error Report—February
- c. Review of Multi-Year Contracts
- d. Approval of Policies:
 - 100-11 Board Member Expenses
 - 100-12 Policy Regarding Opening Invocations Before Meetings
 - 100-13 Absence of the Executive Director
 - 100-14 Financial Board Approvals
 - 100-23 Requests to be Heard

A Motion: To approve the Consent Agenda items as presented. Clyde Baucom made the motion to approve, and Deborah Pickens seconded the motion. The motion passed unanimously. Tyler Rex, Executive Director, suggested he and the chairman should review policy 100-23.

February 2026 Financial Reports: Peggy White, Director of Finance, presented highlights of the February financial reports, which were provided to Board members by mail and email prior to the meeting.

- Balance Sheet. The Current Ratio for February increased to 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

Executive Director's Report: Tyler Rex presented the March Executive Director's Report. Topics were:

- FY27 Strategic Analysis and Budget. Unable to recoup lost dollars due to bed vacancies, which decreased revenue this year, but plans are being made to finish the year on the right path. Next week, bed vacancies will be reduced to 3. The costs of Residential individuals choosing not to attend day programs will be being examined.
- HASCI Center Grant. Received \$120,000 state-funded grant retro to July 1, 2025.
- Residential Bed Vacancies. Efforts are being made to reduce the time to fill beds.
- Local Law Enforcement Contact. Each year an updated list of facilities with direct management contacts is provided to local law enforcement in the event of emergency.
- Upcoming Events. A list of upcoming events was provided.

Mr. Rex introduced Mark Miller, Director of Support Operations; Jonathan Osterud, Director of Information Technology, Nishant Patel, IT Technician, and Siddhantkumar Desai, System Administrator. Mr. Osterud described the many hats the Information Technology Department team wears, including setting up and maintaining nearly a thousand devices to include computers, servers, printers, laptops, office phones and cell phones; the office phone system; video cameras; door access systems; time-keeping system; maintaining network infrastructure, firewalls, and security patches; and contracts related to these many systems, as well as setting up agency and individuals' televisions. Mr. Rex complimented the remarkable IT team saying Thrive Upstate is very fortunate to have such a talented and responsive team.

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 Paul Hamberis. The motion passed. The meeting was concluded.

Respectfully Submitted By:

Sandra Brown
Sandra Brown, Executive Assistant

Approved By:

George P. McLeer
George McLeer, Chair

4/30/2026
Date

The next Board Meeting is on April 30, 2026.