



MINUTES
BOARD OF DIRECTORS MEETING
1700 RIDGE ROAD, GREENVILLE
JUNE 25, 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
David Bright, Director of Human Resources
Sandy Brown, Executive Assistant
Alicia Grubel, Director of Quality Assurance
Beverly Jackson, Assoc. Dir., Quality Assurance

Mark Miller, Director of Support Operations
Johnathan Osterud, Director of IT
Charles Randall, Assoc. Director of Finance
Peggy White, Director of Finance
Stacy Whitsel, Director of Residential Services

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.

Consent Agenda: Copies of the following Consent Agenda items were provided to the Board of Directors prior to the meeting. Chairman. McLeer read the list of Consent Agenda items.

- a. Approval of May 28, 2026, Board Minutes Draft
- b. Dashboard and Med Error Report

A Motion: To approve the Consent Agenda items as presented. Jason Strand made the motion to approve the Consent Agenda, and a second was offered by Bryant Nixon. The motion passed unanimously. There was no discussion. Bryant Nixon observed that the med error rate was lower; he requested this to be noted in the record.

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

- Balance Sheet. The Current Ratio for March slightly decreased to 2.39.
- Profit and Loss. SCDHHS Residential Direct Billing actual to budget variance was positive with only one ICF vacancy. Contract Revenue exceeded budget in May. Professional and Consulting Fees showed a negative variance to budget, largely due to behavioral supports fees.
- Profit and Loss Comparison-All Months, All Funds. The net gain for the past four months has shown a positive trend.
- Year/Year Comparison. May-25 YTD Net Gain exceeds May-26 YTD; Much of the May-25 revenue was due to insurance payments for hurricane damage.
- Cash Flow Projection.
- Comparison of Cash Flows for FY24 vs. FY25.
- Contract/Vendor Summary. There are now five enclaves. More than \$200,000 has been paid to individuals by contract vendors this year to date.

Annual State of the Agency/Strategic Plan Report: Tyler Rex, Executive Director, reviewed the Executive Summary and the Annual Report, June 2026. A detailed copy was provided to the Board.

- Executive Summary. Thrive Upstate individuals enjoyed many new experiences this year. Thrive Upstate has progressed further down its path of supporting individuals to improve their quality of life. Thrive employees have reached new levels of quality with Residential licensing scores averaging 97.5% across 78 licensed sites. Dealing with the frequency and severity of critical incidents and the mental health crisis will present significant challenges during the new fiscal year. High residential vacancies in the first half of the year were an issue. The number of residential individuals not attending any type of day program contributed to higher than budgeted overtime expenses. Rising costs in general and in professional services such as nursing and behavioral support contributed to a challenging financial year. The leadership team must transition all programs from the old funding model and complete the process of making each program self-sufficient, while continuing to reach new standards of quality, excellence and new opportunities so that all individuals with disabilities may thrive in life, work and play.
- FY26 Highlights.
- FY26 Data.
- FY26 Results.
- FY27 Budget Considerations.
- FY27 Goals Summary.
- The Path to Self-Sufficiency.

FY27 Annual Operating Budget and Capital Expense Plan: The Budget and Capital Expense Plan were previously reviewed in the Finance Committee and Executive Committee meetings. At the Board meeting, Mr. Rex reviewed the highlights of the FY27 budget, which projects a Net Income of \$253,855. He informed the budget does not assume a rate increase, and should one occur, it will have a positive effect.

On the Capital Expense Plan, flooring replacement for three residences and the nursing clinic are planned, as well as uplifts at Piedmont Skills Blue Ridge, Ridge Road Administration, and Winchester Court Bldgs. 9 and 12 offices. In the Maintenance area, a vehicle tire machine and balancer, and a portable trailer generator that would allow five residences already wired to have emergency power. Additional cameras for remaining program sites and an innovation project are included. Mr. Rex said the Capital Expense Plan does not include preauthorization for purchasing vehicles this year but if vehicle purchases become necessary, Board approval will be sought.

A Motion: Bryant Nixon, Chair of the Finance Committee, brought a motion from the committee to approve the FY27 Annual Operating Budget and the Capital Expense Plan. A motion from

committee does not require a second. The motion passed unanimously. Mr. Nixon commented that a lot of hard work went into the Budget and Capital Expense Plan, and Bern Mebane expressed his approval.

New Business: There was no new business.

Adjournment: There being no further business, Chairman McLeer adjourned the meeting at 5:37 PM.

Respectfully Submitted By: Sandra Brown
Sandra Brown, Executive Assistant

Approved By: George McLeer
George McLeer, Chair

8/27/2026
Date

The next Board Meeting is on August 27, 2026.