

Greenville First Steps Board of Directors
Annual Meeting/ December Board meeting
December 8, 2023: SC Childrens Theatre

Members present: Eric Hassman, Carrie Silver, Amy Fowlkes, LaVonda Bowman, Susan Stevens, Corey McDowell, Cynthia Sosebee, DeeDee Washington, JoKeitha Seabrook, Kelly Byers

This meeting also included a number of guests including Derek Cromwell, Kerry Cordan, Sen Ross Turner

1. Welcome Eric Hassman, Board Chair
Eric welcomed everyone. Special welcome to SCFS staff and Sen Ross Turner for joining us for our annual meeting
2. Approval of September minutes Eric Hassman
Minutes were sent out to board earlier this week
Motion to approve: Corey McDowell, Second: JoKeitha. Motion passed
3. Triple P Greenville & What Works SC Award Beth Jamieson
Beth presented the summary of the What Works SC Award- presented by Riley Institute at Furman University to Triple P Greenville. This award is only the second time a First Steps program has won- speaks to impact of Early Childhood programs on our schools and students
4. Board meeting dates: Eric Hassman
Fri Feb 9
Fri April 12
May TBA - approval of Board members, officers, FY25 budget
Fri Sept 13
Fri Dec 13 Annual meeting
5. Board member elections, appointments update Derek Lewis
(see attached)
Derek provided update on appointments. No action taken

6. Endowed Fund update

Derek Lewis

Endowed Fund balance: \$630,787 (Nov 30)

Invested \$12,000 during 2023: 10 Little Free Libraries and books

Anonymous donor pledged 1:1 match through Dec 15

Collected \$15,000 during November



GreenvilleFirstSteps.org/donate

7. Childcare Roundtable with Sen. Ross Turner

Derek Lewis

Notes from discussion included

8. Adjourn

Perhaps thank Sen. Turner for attending

Thank community members for participating in the Annual Meeting

No motion needed, just adjourn

The following board members have been **appointed**:

Susan Stevens appointed by Greenville County School Board

The following individuals are **awaiting appointment** (from Greenville Legislative Delegation or from Greenville County Council)

Name	Appointing Entity	Current Term ends
Kelly Byers	Legislative Delegation	June 2024
Corey McDowell	Legislative Delegation	June 2024
LaVonda Paul	Legislative Delegation	June 2024
Carrie Silver	Legislative Delegation	June 2024
Deedee Washington	Legislative Delegation	June 2024
Travis Wharton	Legislative Delegation	June 2024
Jane Yates	DHEC appointee Legislative Delegation	June 2024
Cynthia Sosebee	SHARE designee- Legislative Delegation	June 2024
Amy Fowlkes	Library designee- County Council	July 2023
Ned Moore (replacing Jennifer James)	DSS Designee- Legislative Delegation	July 2023

The following individuals are **awaiting Board Election** (will occur May 2024)

Name	Appointing Entity	Current Term ends
Emily Pettigrew	Elected by Board	June 2024
JoKeitha Seabrook	Elected by Board	June 2024
Eric Hassman	Elected by Board	June 2024



Snapshot of Childcare services available for Greenville County Families

Prepared by: Greenville First Steps

Contact: Derek Lewis, derek@greenvillefirststeps.org 864-423-5316

Population of children 0-5 (Greenville County):

35,700 children 0-5 in Greenville County (Annie E Casey)

5,300 children 0-5 in poverty in Greenville County (US census)

Greenville County Childcare Capacity:

- 216 Registered childcare providers- DSS capacity of 25,000 children
- Majority childcare providers (68%) operating at less than 75% capacity

Current and projected childcare needs in Greenville County:

	Current needed childcare slots per age group*	Projected need based on 2040 growth projections
Infant/Toddler Childcare	3,500	5,000
3K	2,500	3,800
4K	0	0

(*Need calculated as 65% total population less number of actual childcare slots provided through 216 registered childcare providers)

Three greatest challenges facing Childcare Sector:

1. Workforce: Recruiting staff
2. Workforce: Onboarding, Training and Retaining staff
3. Facility needs: Lack of availability of space to provide services

1. Workforce: Recruiting staff:

Challenges:

- **68%** of Greenville County Childcare providers report operating at less than 75% DSS licensed capacity because of lack of staff.
- **\$9-\$12/hour**: Average pay for childcare workers in Greenville County
- Most providers **do not offer health care, retirement**, or other benefits
- **64%** providers named “Recruiting staff” as their greatest concern
- **75%** providers reported lack of staff will result in **maintaining current reduced capacity**, or **reducing capacity** over next 12 months

Opportunities:

- Establish a tax incentive for licensed childcare providers which includes personal income tax breaks or access to Medicaid (see Louisiana)
- Expand fund for one time “start-up” dollars that centers can apply for going through initial approval-training phase for director training, facility improvements, staff recruitment

2. Workforce: Onboarding, Training, Retaining staff:

Challenges:

- **53%** reported new hire employee turnover rates of **4 months**
- **24%** providers reported **Retaining Staff** as a greatest workforce concern
- **18%** providers reported **Fingerprinting process delays** as greatest workforce concern
- **Fiscal cliff**: Greenville County providers received **\$80 million** in one-time funds from DSS and others during Covid, many used those for recurring costs including employee raises. 15% providers are concerned that when these funds dry up they won't be able to retain staff.

Opportunities:

- Establish a WAGES program (e.g., North Carolina) that offers state salary supplements
- Establish an apprentice program that allows 16-18 year olds to work in childcare sector, to count in ratios, and to earn college credit towards Early Childhood Education degrees

3. Facility needs:

Challenges:

- **Business prohibitions**
Some local municipalities “home-based business” prohibitions apply to in-home childcare
Federally subsidized housing prohibits “home-based business”
Apartment complexes (and their insurers) prohibit home based businesses
- **Land/Mortgage/Construction costs** make new construction cost prohibitive (\$6 million for a new center and land)

Opportunities:

- Loosen “home based business” prohibitions at local level and in federally subsidized housing
- Recruit churches to offer on site childcare
- Encourage use of modular and facilities
- Require new business ventures receiving tax breaks to include onsite childcare