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# 2020 YEAR IN REVIEW

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# FROM THE CHAIR

*If we have learned anything from this crazy year of 2020 it is that as individuals, businesses, communities and organizations we must be prepared on a moment's notice to pivot and adapt.*

*As the current chairman of Ten at the Top, I am very pleased to say that I think TATT has done an excellent job in 2020 adjusting as needed to continue to support an ever-changing dynamic in the Upstate.*

*Prior to the onset of the pandemic, TATT was moving forward initiatives related to mobility, entrepreneurship, land use, education, talent attraction, and senior needs. While some of the specific elements of each effort have been altered by the pandemic, these issues remain important to the region and TATT continues to move forward in each of these areas.*



*As the pandemic became a focal point for everyone, Ten at the Top quickly developed a platform that provided easy access for people looking for information related to services, health and other areas impacted by the pandemic. Over the first three months of the pandemic, TATT connected more than 100,000 people, businesses and organizations with resources through a regional link repository, weekly e-newsletter updates and consistent social media posts.*

*To help people with food insecurity during the pandemic, TATT partnered with Clemson University and Upstate United Ways to create a regional food access map. The framework is now being used to develop a statewide food access map.*

*In addition to the pandemic, another emerging issue in 2020 has been community safety and the relationship between law enforcement and local communities. Following incidents in Minnesota and Kentucky, Ten at the Top convened the Creating a Safer Upstate Discovery Committee consisting of more than 50 stakeholders representing law enforcement, local governments, community organizations and businesses. The result has been a series of recommendations designed to support a united Upstate where the safety of law enforcement officers and residents is equally valued. Moving forward, TATT will continue to convene a steering committee that will look to advance the initial recommendations.*

*Because the pandemic has eliminated the ability to convene in-person meetings, TATT quickly adapted to the virtual world and the results have been very successful. Since March, TATT has hosted more than 50 virtual meetings and workshops with a wide range of participants from across the Upstate. These include a series of Listening Tour sessions with rural counties as well as regular TATT CHAT sessions in which leaders have provided updates on what is happening across the region.*

*Looking back on all that TATT has done to support the Upstate during these challenging times, I believe you can very accurately argue that the organization has never been more vital to the success of the Upstate than it has been in 2020. We are very grateful for the leadership and financial support that TATT has received from our board & committee members and funding partners. It is through your commitment that we have been able to quickly pivot and continue to support the region this year.*

*Best Wishes,*

A handwritten signature in blue ink that reads "Terence V. Roberts".

*Terence Roberts, 2020-2021 TATT Chair*

# WHY TEN AT THE TOP?

"Furman University is proud to be involved with Ten at the Top. We value the relationships we have built and the connections we have made for our students, faculty and staff, and we appreciate the important information shared through events such as "TATT Chats" and the opportunity we have to contribute to and participate in those forums."

Liz Seman, Chief of Staff, Liaison to the Board of Trustees at Furman University

"It is rare to be asked to be part of such a groundbreaking effort as the Creating a Safer Upstate Discovery Committee, but rarer still to craft a comprehensive, obtainable and sustainable set of recommendations in just 4 meetings. It is a testament to the quality and commitment of the Committee members that such a clear purpose, strategy and goals were so concisely detailed in such a short period of time to address pressing social issues. I am proud to support the work of Ten at the Top and the recommendations of the Creating a Safer Upstate Committee."

Rick Danner, Greer Mayor and Vice President, Business Development Executive, Countybank

"The value of TATT to our area can not be overstated- it has touched every facet of our regional economy - workforce, transportation, social services, support to the needy. And during this year of the Covid-19 pandemic, it used virtual tools to surpass anyone's expectations and continue servicing it's partners!"

Doug Stephenson, Project Director, Equus Workforce Solutions, SC Works Greater Upstate

"TATT's Unsung Heroes event gave me the opportunity to meet so many people in the Upstate, surrounding communities, and families. Not just people but true heroes, most of which don't consider themselves heroes because they live life daily helping others just by being themselves. If that is not an honor in itself, getting to know these people, their stories, and hearing what others have to say about them is one of the greatest honors of all time. Without individuals such as these, there would be no hope for others that are in need of it. These people make a difference when no one else does, when another is feeling hopeless and for that they are heroes. It was an honor and a pleasure to be a part of TATT's Unsung Heroes event to honor and recognize such extraordinary individuals within, not only, my own community but others in the upstate that I call home."

Frannie Stockwell, Executive Director, Cherokee County Chamber of Commerce

"The pandemic forced employers to adapt to new laws and navigate unique legal issues related to their workplaces. My involvement with the UEE created an opportunity to interact with many small businesses impacted by these developments. We were able to stay abreast of the developments and develop ways to be more resilient to related issues moving forward."

Michael Nail, Associate Attorney at Ogletree Deakins, Sponsor of the Upstate Entrepreneur Ecosystem



# OUTREACH + ENGAGEMENTS

## PROGRAMS + INITIATIVES

**39** PROGRAMS & INITIATIVES IN 2020

**781** PARTICIPANTS IN 2020

440 PROGRAMS & INITIATIVES  
SINCE 2010 WITH 8,392  
PARTICIPANTS



## PRESENTATIONS



**5** GIVEN IN 2020

**114** ATTENDEES IN 2020

213 PRESENTATIONS SINCE 2010 WITH 8,445 ATTENDEES



**2** CONDUCTED IN 2020

**44** PARTICIPANTS IN 2020

40 CONDUCTED SINCE 2010 WITH 9,290 PARTICIPANTS

## REGIONAL SURVEYS



**456**

INDIVIDUALS  
ENGAGED WITH  
TATT IN 2020



**277**

ORGANIZATIONS  
ENGAGED WITH  
TATT IN 2020



**10** MEETINGS IN 2020

**250** ATTENDEES IN 2020

## TATT MEETINGS

## REGIONAL FORUMS



**34**

REGIONAL  
ENGAGEMENTS

**1,333**

PARTICIPANTS

**1,000** REGIONAL ENGAGEMENTS

**44,532** PARTICIPANTS

SINCE  
**2010**

# TEN AT THE TOP COVID PIVOT

### COVID-19 Upstate SC Links to Information and Resources



With schools, organizations, businesses and many others canceling events and altering schedules due to the COVID-19 virus, having access to reliable and timely information as well as details about available resources is critical. In our role as a regional connector, Ten at the Top is working with local entities to try to compile and maintain a repository of links to information individuals, businesses and institutions may need regarding the latest cancellations, available community resources and health information.

[Click here to stay up to date with the latest COVID-19 updates from across the Upstate.](#)

[Need a break? Click here for our regional events calendar with virtual events](#)

[Find food pantries, grocery assistance and more with our new Upstate Food Access Map](#)

#### State and Local Media Coverage

Many newspapers have temporarily removed their paywalls so that COVID-19 coverage is available to everyone. Check out these state, regional, and local media sources for closings and cancellations as well as the latest COVID-19 news, with national and local developments.

WSPA  
SCETV  
WYFF

Anderson Independent Mail  
The State Coronavirus Live Updates  
Greenville News Coronavirus Updates  
Spartanburg Herald-Journal/GoUpstate.com  
GSA Business Report  
Greenville Journal  
GVL Today Coronavirus Updates  
Earth FM COVID-19 News  
Greenwood Index-Journal COVID-19 Coverage  
Lwin' Upstate  
Greenville Business Magazine: Coronavirus—What's Next



Wear a mask. Slow the spread.

Click the image for debunking of COVID-19 and mask myths, plus more ways to stay safe.

**For a stronger Upstate, you need to be counted!**

**TAKE THE CENSUS**



[census.gov](#)  
English: 844-330-2020  
Español: 844-468-2020

Have you taken the census yet? Click on the image to be counted!

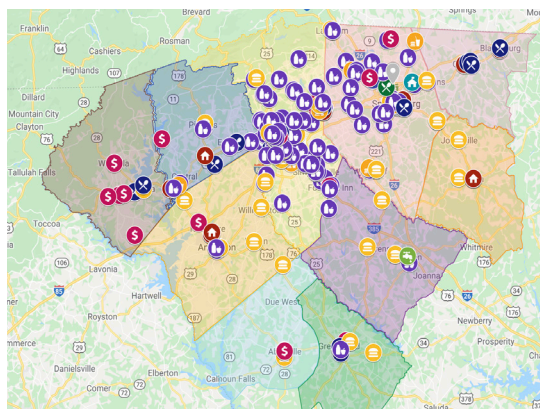
Beginning in early March of 2020, TATT joined most other businesses, local governments and non-profit organizations across the country in pivoting focus towards the growing global health crisis as well as the economic crisis that quickly developed as a result of the shutdown of non-essential in-person businesses.

As an organization that uses convening and connecting as a way to engage the community, Ten at the Top was able to very quickly re-direct our primary focus to how we could help compile and share information needed by Upstate organizations and residents during this time of crisis while still serving as a regional connector, through primarily virtual platforms.

On March 16th, TATT created the Upstate COVID-19 Community Link Repository that ultimately included links to more than 100 health, utility, education, business, government and many other resources across the Upstate.

An increased presence on social media as well as weekly e-newsletters with specific resources and insight from a variety of sector leaders from across the region provided additional opportunities for TATT to connect with Upstate residents and to share important community information.

Recognizing the need for a continued platform to keep stakeholders connected during a time of social distancing, TATT quickly began a series of virtual workshops for our Entrepreneur Ecosystem committee. We also began a TATT CHAT virtual series that provided regular opportunities for stakeholders from across the region to connect with each other and hear updates on key issues impacting the region.



Building on previous efforts to build interactive regional asset maps, in partnership with Clemson University and Upstate United Ways, TATT developed an interactive regional food access map to help identify available food resources across the region for people dealing with food insecurity.

# TEN AT THE TOP COVID PIVOT



As the year progressed, Ten at the Top continued to focus on our role as a virtual regional connector, but also re-doubled our focus around some of the key long-term initiatives that have been part of the TATT work for some time, including Upstate mobility and access to transportation, entrepreneurial support, senior needs, land use/professional planning, air quality and others. In addition, following incidents in Minnesota and Kentucky, Ten at the Top began convening law enforcement officials and community leaders around the issue of creating a safer Upstate.

## ACTIONS TAKEN BY TATT IN 2020

### TATT as a Convener and Connector:

- Created regional COVID-19 information link repository
- Shared community information on social media
- Distributed weekly e-newsletter with resource information
- Hosted regular TATT CHAT zoom meetings
- Partnered with Clemson & United Ways to create an Upstate Food Access Map
- Helped connect community partners
- Helped DHEC identify COVID testing locations in the Upstate
- Continued work on key Upstate issues
- Hosted Virtual Listening Tour to learn about key issues within the seven non-urban counties in the region

### TATT Supporting the Increase of Collective Capacity in the Upstate:

- Creating a Safer Upstate Initiative
- Upstate Entrepreneur Ecosystem
- Upstate Mobility Alliance
- Upstate Senior Issues Group
- Upstate Comprehensive Plan Analysis
- Teacher Pathway Initiative
- Community Vibrancy

# ONLINE RESOURCES



Ten at the Top plays an important role in compiling regional information and presenting resources for residents in the Upstate, in an effort to make it easier to locate services and activities across the region.

First created in 2017, Ten at the Top maintains eight interactive regional asset maps. These provide a wealth of information on aid organizations, public institutions, parks and landmarks, and much more. Categories include:

- Senior Services
- Child Well-Being
- Cultural Assests
- Outdoor Activity & Recreation
- Local Government Offices
- Schools, Colleges & Universities
- Business Ecosystem
- Food Access

## COVID-19 Upstate SC Links to Information and Resources

In our role as a regional connector, Ten at the Top is working with local entities to try to compile and maintain a repository of links to the information you need.

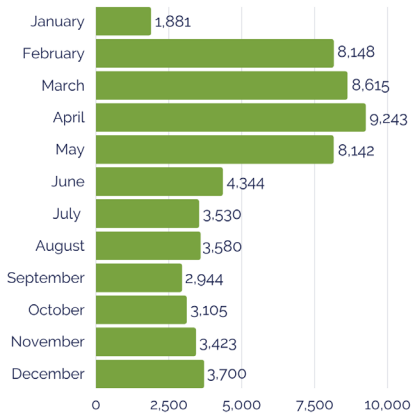
With the unexpected challenges of COVID-19, Ten at the Top developed and now maintains a page on the website dedicated to resources and latest news regarding the pandemic. The page on the site serves as a hub of a multitude of resources for communities across the Upstate to share information on and receive up-to-date news regarding COVID-19.



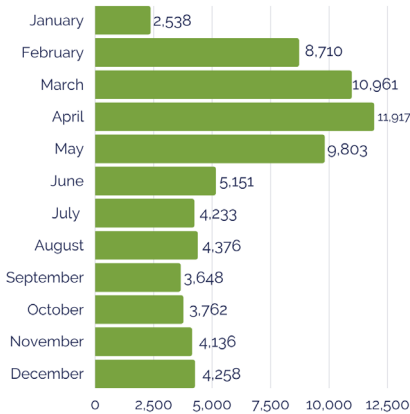
# DIGITAL OUTREACH

## 2020 WEBSITE OUTREACH

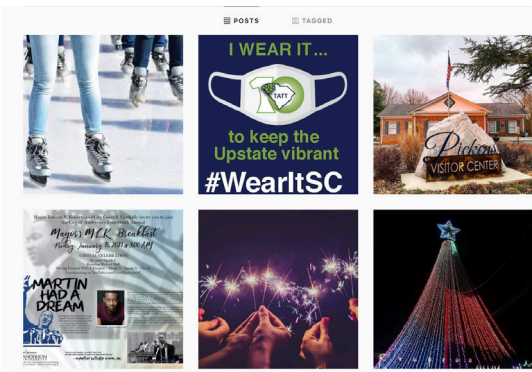
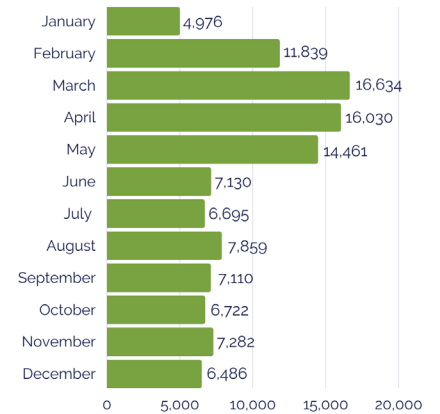
### WEBSITE USERS



### WEBSITE SESSIONS



### WEBSITE PAGEVIEWS

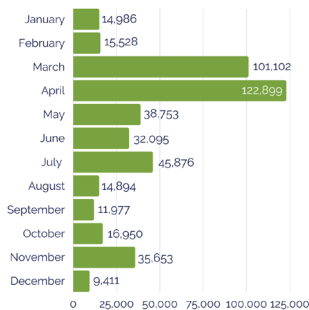


Ten at the Top also maintains a regional calendar as part of the #UpstateVibe365 campaign. Upstate Vibe is a community vibrancy social media campaign that highlights many activities across the region every day of the year.

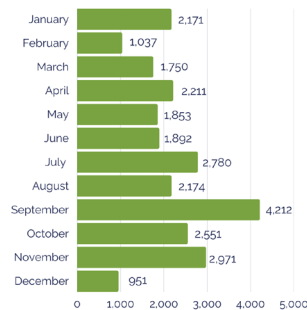
The calendar was created specifically to showcase the Upstate as a destination for arts and culture, and the subsequent campaign encourages people to share their fun Upstate experiences on social media.

## 2020 SOCIAL MEDIA OUTREACH

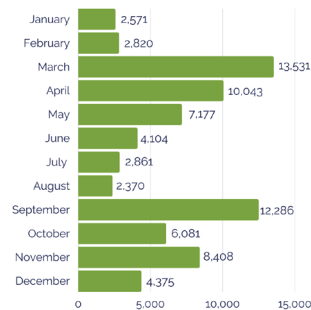
### FACEBOOK REACH



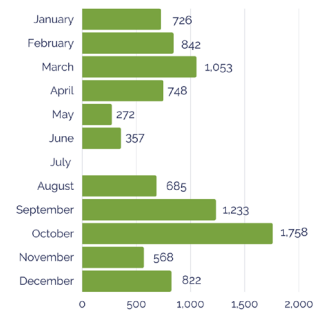
### LINKED-IN REACH



### TWITTER REACH



### INSTAGRAM REACH



Over the course of 2020, we saw the world go virtual. From online shopping platforms booming to local businesses using social and digital media as a communication tool, an online presence not only was desired, but necessary.

Ten at the Top realized the importance of social and digital media and utilized Facebook, Instagram, Linked-In and Twitter as platforms of communication. Using social platforms to showcase the work of Ten at the Top as a whole, as well as Upstate news and through Upstate Vibe 365, was one of many pivots and had proven success. Our use of social and digital media expanded to virtual events. During the Upstate Unsung Heroes Virtual Event, live streaming and content shares had proven results of reaching users.

# TATT CHAT + LISTENING TOUR



I had a nice time chatting with South Carolinians @tenatthetop\_sc. We discussed my latest work around #COVID19, #OpportunityZones, relief for small businesses, and more.

I will always work to find solutions and fight for the needs of South Carolinians.



Recognizing that though we could not meet in person, being connected across the Upstate was still vital, in early April Ten at the Top began holding a weekly TATT CHAT over Zoom during which leaders from across the Upstate shared updates on what was happening in various sectors and counties. After convening weekly April - May, the sessions were moved to every other week for the remainder of 2020.

Special guests who participated in the calls included Senator Tim Scott, Congressman Jeff Duncan, Congressman William Timmons, Clemson University Deputy Chief of Staff Kyra Lobbins, Furman University Chief of Staff & Greenville County Councilmember Liz Seman, CEO of OneSpartanburg Allen Smith, CEO of Upstate Warrior Solutions Charlie Hall, DHEC Director of Environmental Affairs Myra Reece, and Sara Hazzard, CEO of the South Carolina Manufacturers Alliance.

In addition to a special guest, each session included an update from several counties across the region. We especially want to thank the more than 50 community partners who took time to share a county update during a TATT CHAT. We also want to thank TATT Chairman Terence Roberts for serving as the host of each session.

Moving into 2021, Ten At The Top plans on continuing the twice-monthly virtual sessions at least through June.

21	770	291	37
TATT CHAT SESSIONS	TOTAL ATTENDEES	UNIQUE ATTENDEES	AVG. ATTENDEES PER SESSION

## Upstate Virtual Listening Tour

In June, Ten at the Top hosted a Virtual Listening Tour in the seven non-urban counties of the Upstate to provide an opportunity for leaders and stakeholders within the counties to share about their specific experiences and challenges related to COVID-19 and to help identify specific resources or areas where TATT and partners from across the region can help support local efforts as we transition from crisis to recovery mode. View the Key Takeaways graphic on the following page.

The Key Takeaways from the sessions included:

- Collaboration was a key to success across counties
- Social service agencies worked to support vulnerable populations
- School districts played a key role with food & internet
- Lack of transportation kept people from accessing e-learning, meal distribution, and jobs
- Lack and expense of high-speed internet highlighted as a barrier to communication in all counties
- COVID-19 has spotlighted the fragility of small businesses in rural communities
- Long term sustainability & general uncertainty a concern
- Job training programs still critical
- Struggle to regain community vibrancy
- Concerns for the future of arts & culture programs

7	132	104	19
LISTENING TOUR SESSIONS	TOTAL ATTENDEES	UNIQUE ATTENDEES	AVG. ATTENDEES PER SESSION

# LISTENING TOUR TAKEAWAYS



June, 2020

## Ten at the Top Virtual Listening Tour: What We Learned

Counties included Abbeville, Cherokee, Greenwood, Laurens, Oconee, Pickens, and Union

Attendees included leaders from local governments, community organizations, and local stakeholders

## OUR BIGGEST TAKEAWAYS

The lack of transportation kept people from accessing hot spots for e-learning, meal distribution, and jobs

The lack of and expense of high-speed internet was highlighted as a barrier to communication in all counties

COVID-19 has spotlighted the fragility of small businesses in rural communities



### SCHOOL DISTRICTS

provided meals, wi-fi hot spots to download eLearning materials



### COLLEGES AND UNIVERSITIES

supported students unable to travel to and from home states and countries



### COLLABORATION

among municipalities, county officials, chambers of commerce, United Ways and more provided a network of support



### COMPUTER LITERACY

has been identified as an issue in reaching seniors



### SOCIAL MEDIA

has played an important role in many communities



## NEXT STEPS

- Develop strategy for rural mobility access
- Create entrepreneur webinar series to connect small businesses to resources
- Conduct senior needs workshops
- Continue to look for opportunities to support those impacted by the pandemic and corresponding economic crisis



# ANNUAL REGIONAL AWARDS



On Wednesday, November 18, Ten at the Top hosted the Celebrating Upstate Unsung Heroes Virtual Event in place of the annual Celebrating Successes Luncheon. While this event focused on honoring the many unsung heroes who have gone above and beyond for their communities during the COVID-19 pandemic, two of TATT's traditional awards were also presented, The Burdette Leadership Award and The Welling Award for Regional Collaboration.



This event marked the fifth year that the Burdette Leadership Award has been given in recognition of Carol Burdette, the first female chair of Ten at the Top. The 2020 recipient of this award was Beth Padgett, who recently retired from serving as Executive Director of Compass of Carolina. This award is given to women who have stood out for their leadership and service across the Upstate, and Beth has demonstrated that through her volunteer work and career at Compass of Carolina, along with her current service as the District Governor for Rotary District 7750.

"Though we would have preferred to honor our award winners and Upstate Unsung Heroes during an event where everyone was in-person, it was great to be able to recognize deserving recipients with a virtual audience of 300+ watching," said Dean Hybl, Executive Director of Ten at the Top.

The Welling Award for Regional Collaboration, named after Ten at the Top's founding chairman, Irv Welling III, is awarded to individuals or organizations that embody the spirit of thinking and acting regionally.

This year the recipient of the Welling Award for Regional Collaboration was Michelin North America, for leading and fostering collaboration around the issue of mobility through their funding of the Upstate Mobility Alliance and support for the movement of people and goods across the Upstate. Mobility is critical to the mission of Michelin North America, which operates several facilities in the Upstate. They have spent significant time, energy and resources championing this issue across the Upstate, country and globe.







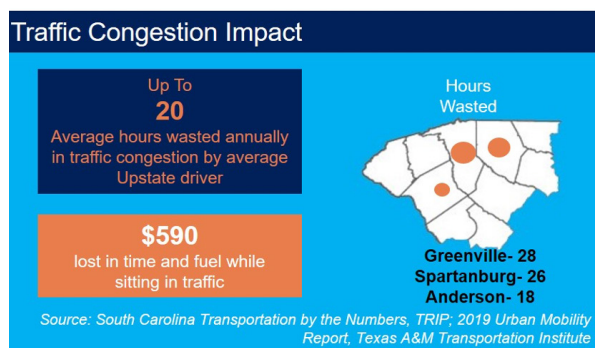
# **2020**

## **INITIATIVES UPDATES**

# UPSTATE MOBILITY ALLIANCE



The Upstate Mobility Alliance Vision is for the Upstate to be a vibrant and connected region, where transportation policy and investments promote innovation, sustainable development, and economic prosperity for all residents and businesses.



One major focus during 2020 was to improve access to transportation in our rural communities. Currently there are 6 counties in South Carolina without any access to transportation, with 4 of those being in the Upstate. To address this disparity, the Upstate Mobility Alliance began a rural transportation initiative to bring our communities together to discuss barriers and identify solutions. We have hosted community and business leaders for roundtable listening sessions, moderated informative panel

discussions with transportation providers from around the country sharing information on how to set up and run successful transit systems, and are currently assisting 3 counties in beginning transportation services. We anticipate that by the middle of 2021, 3 of the 4 Upstate counties will be at various stages of implementing transportation initiatives.

Having a robust and actionable strategic plan is vital to keeping an organization moving forward, and the Upstate Mobility Alliance is no exception. After months of discussions and exploration, we identified the Upstate's car-centric culture as an issue we want to tackle, in particular the number of single vehicle commuters across the region. We have outlined a project that will help neighborhoods and businesses create walking, biking and transit friendly environments and recognize them for their efforts.

To help serve as a resource for the Upstate, a new website was unveiled containing information on transit and mobility organizations across the Upstate, recordings of past educational opportunities, and a series of podcast interviews with Upstate leaders who are involved in various aspects of improving our community. For more information and to access these resources, please visit: [www.upstatemobilityalliance.org](http://www.upstatemobilityalliance.org).

**40**

**ALLIANCE  
MEMBERS**

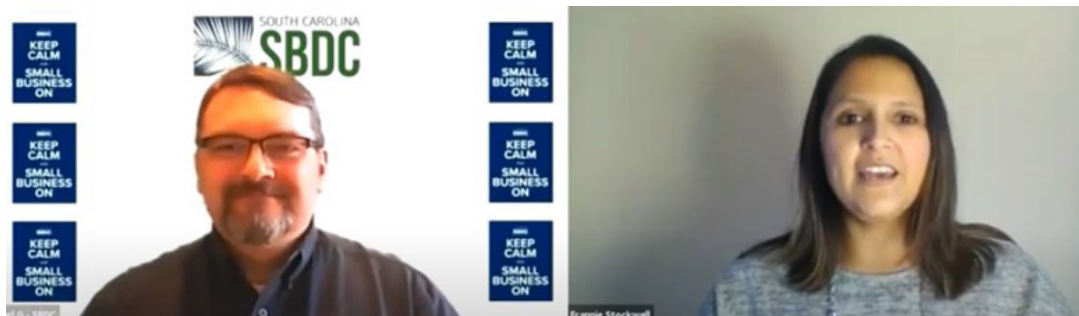
**16**

**PODCAST  
INTERVIEWS**

**25**

**MEETINGS + EVENTS**

# ENTREPRENEUR ECOSYSTEM



Thirteen virtual workshops were held to continue to engage the Upstate Entrepreneur Ecosystem (UEE) with timely presentations designed to provide up-to-date information and tools for entrepreneur service providers. Topics included important information on the CARES Act, lending resources, the importance of financial literacy, economic implications of COVID-19, using digital tools to promote local businesses, mental health for business, and legal counsel from Michael Nail at Ogletree Deakins.

The UEE celebrated Global Entrepreneurship Week in November by promoting Upstate events and with a proclamation from the City of Anderson recognizing the importance of their local small businesses and support organizations.



**Start•Grow  
UPSTATE**  
Your Connection to  
Business Resources

**Frannie Stockwell**  
Executive Director  
Cherokee County Chamber of Commerce  
[fstockwell@cherokeechamber.org](mailto:fstockwell@cherokeechamber.org)  
864-489-5721  
[cherokeechamber.org](http://cherokeechamber.org)

*Interviewed by:*

**Earl Gregorich**  
Greenville Area Manager  
Clemson Region Small Business  
Development Centers  
[egrego5@clemson.edu](mailto:egrego5@clemson.edu)  
864-326-5504  
[SCSBDC.com](http://SCSBDC.com)

**13**  
WORKSHOPS

**270**  
ATTENDEES

**83**  
ORGANIZATIONS

The Start-Grow Upstate Resource initiative began production of videos by local entrepreneur service providers designed to assist entrepreneurs in finding where to go to obtain help with funding and financial coaching, legal assistance, community support and advocacy, recruitment and expansion.

**Ogletree  
Deakins**

 **trehel**  
corporation  
the better building experience

THANK YOU TO UPSTATE ENTREPRENEUR ECOSYSTEM SPONSORS!



# CREATING A **SAFER UPSTATE**



Law Enforcement & Community Relations Task Force, City of Anderson

The Creating a Safer Upstate Discovery Committee was formed to create a platform for constructive dialogue to identify opportunities for collaboration and specific strategies that will create a united Upstate region where all stakeholders work together to ensure that we foster a culture that respects and values the lives of our law enforcement officers and all residents.

The committee met four times and developed recommendations in the form of three goals centered around working together to build healthy relationships between law enforcement, community leaders, and residents, providing regular convening opportunities, and ultimately enhancing trust and healthy relationships.

Co-chairs Stinson Ferguson of Ogletree Deakins, and Pickens County Sheriff Rick Clark began inviting key members of the community and law enforcement to participate on three subcommittees (one per goal) that will work together on creating a safer Upstate.

**74**

COMMITTEE  
MEMBERS



**STINSON FERGUSON**  
HAYNSWORTH SINKLER BOYD  
CO-CHAIR

**61**

ORGANIZATIONS



**SHERIFF RICK CLARK**  
PICKENS COUNTY  
CO-CHAIR



# SENIOR ISSUES GROUP



Justine Allen, Event and Program Coordinator, interviewed members of Ten at the Top's Senior Issues Group Steering Committee about how their organizations provided support to seniors during the COVID-19 pandemic. From left to right: James Bennett, Upstate Home Care Solutions; Tim Womack, Appalachian Council on Governments; Andrea Smith, Senior Action; Vee Daniel, Upstate Better Business Bureau of the Upstate.



**3**  
WORKSHOPS  
**71**  
ATTENDEES  
**40**  
ORGANIZATIONS

Virtual workshops with senior care providers were held to bring organizations together across the region.

In August, Ms. Emma McGraw-Meyers, Volunteer President of South Carolina AARP spoke with the group about AARP's social impact areas, the impact of COVID-19 on the senior community, and their response.

In September, Bill Vicary of Just Call Bill, and Andrea Smith of Senior Action discussed Seniors and Technology; the challenges seniors face in finding resources during a digital age, how to address those challenges, and the how senior care providers might communicate more effectively with seniors in the future.

In November, the South Carolina Home Care & Hospice Association brought several staff members online to share all of the ways they support and advocate for seniors in South Carolina.

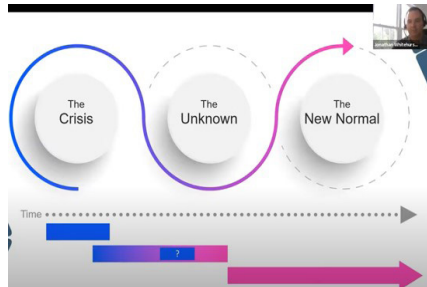


THANK YOU TO SENIORS ISSUES GROUP SPONSORS!

# UPSTATE PROFESSIONAL PLANNERS

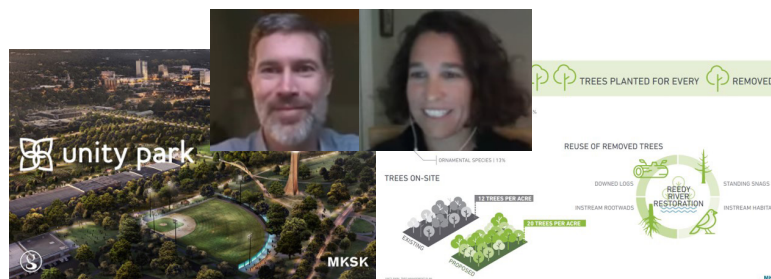
Ten at the Top's Upstate Professional Planners hosted a workshop early in the year to provide valuable insights on holding virtual public meetings. Tee Coker of MKSK (now with the City of Greenville), Jonathan Whitehurst of Kimley-Horn, and David Dyrhaug from the City of Mauldin discussed how their organizations were continuing with business as usual during a very unusual time.

## COMMUNITY MEETINGS BRINGING THE CONVERSATION INTO THE COMMUNITY



**2**  
**WORKSHOPS**  
**42**  
**ATTENDEES**  
**27**  
**ORGANIZATIONS**

The plan for Greenville's Unity Park was presented in November by Darren Meyer of MKSK and Joelle Teachey of TreesUpstate. Unity Park will be a green space intelligently designed to gather, knit together diverse neighborhoods, create opportunities to address affordable housing, and offer an environment that welcomes everyone from Greenville and around the globe.



Ten at the Top contracted with Clemson University's city and regional planning program to hire second-year graduate student Kyle Dool as an intern to review and update the Upstate Comprehensive Plan. Along with Upstate Professional Planner co-chairs Phil Lindler and Michael Forman, Kyle is working with county and city planners throughout the Upstate to update the plan originally completed in 2015 to find similarities among the Upstate that will ultimately provide insights for ubiquitous improvement.

Milliken

ReWa<sup>®</sup>  
renewable water resources

The background of the slide is a stack of several 'UPDATE' cards. The cards are slightly offset from each other, creating a sense of depth. They have a light green to light blue gradient background. Each card features the word 'UPDATE' in a bold, sans-serif font at the top. Below it, there is a section for a signature, followed by a date and a small logo. The cards are arranged in a way that they appear to be part of a larger collection.

# 2020 EVENT UPDATES



# KICKOFF + SUBS AND SUDS



When TATT partners and board members convened for our 2020 Kickoff Reception at the Michelin North America Headquarters on January 30th that no would have predicted it would be more than nine months before TATT would host another in-person networking opportunity.

Illustrating their commitment to the Upstate and partnership with Ten at the Top and the Upstate Mobility Alliance, Michelin North America served as the hosts for TATT's annual beginning of the year event.

The fun evening of fellowship and conversation provided a chance to create and build connections while looking forward to the opportunities of the new year and new decade.

By the time Ten at the Top hosted another in-person social event on November 4th at the Fountain Inn Pavilion, the excitement exhibited at the beginning of the year was a distant memory.



Masks, social distancing and individually packaged foods were prominently featured when TATT partners and board members gathered in-person for the first time since the start of the pandemic.

Though it felt a bit different than normal, it was still great to have a chance to visit with friends and make new acquaintances.

The Subs & Suds event provided a chance to hear from the mayors from the cities of Fountain Inn, Simpsonville, Mauldin and Laurens, all of whom are relatively new in their leadership role. Joined by their city managers, each talked about their short and long-term strategies and plans for dealing with the continued growth of their communities.

As we move into 2021, TATT will continue to diligently monitor the safety related with hosting in-person networking and community events with the hope that we will be able to safely gather and enjoy fellowship at some point in the new year.





# UPSTATE UNSUNG HEROES



On Wednesday, November 18th, Ten at the Top hosted the Celebrating Upstate Unsung Heroes Virtual Event in place of their annual Celebrating Successes Luncheon. This event focused on honoring the many individuals throughout the Upstate who have devoted their time and selflessly served their communities during the COVID-19 pandemic.

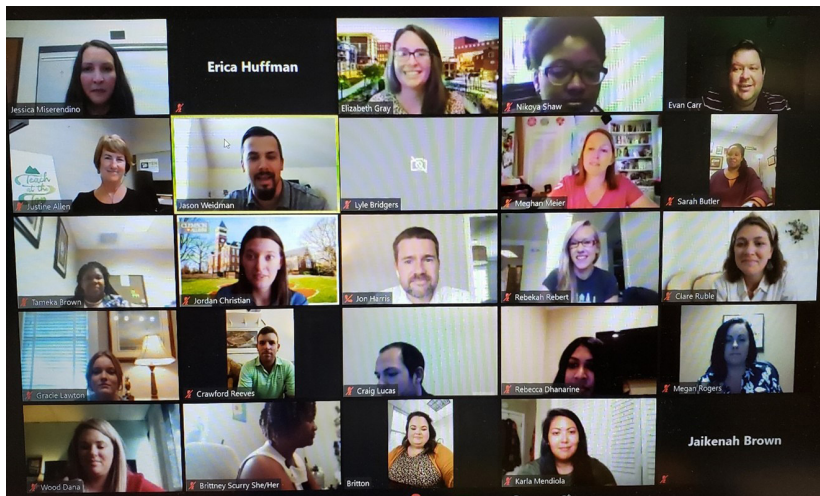


Over 130 nominees were recognized during the event as “Upstate Unsung Heroes.” You can read the full list on the Ten at the Top website. One individual per county was selected to receive special recognition during the event.



“To adapt to these unprecedented times, Ten at the Top felt it was necessary to change both the format and focus of this annual event. We decided to bring the Upstate together by recognizing the hundreds of individuals who have remained committed to serving others amidst the many unfortunate circumstances this pandemic has brought our way,” said Dean Hybl, Executive Director of Ten at the Top. “We hope that our event has not only shown great appreciation to these 132 nominees, but also highlighted the number of heroes we have living amongst us in the 10-county Upstate region that we encounter daily.”

# SNEAK PIQUE



**3**  
WORKSHOPS

**55**  
ATTENDEES

As a lead-up to in-person Pique in 2021, the Young Professionals Sneak Pique series kicked off in September with a fun networking event featuring Upstate Trivia.



In October, Jeff Lee, Performance & Development Manager at AFL presented “Scary Conversations, How to Handle Conflict and Annual Reviews.” Jeff provided valuable insight into managing conflict in the workplace, including dealing with feedback from the boss.



**Alex Moore**

Sr. Director Marketing & Comms  
United Way of the Piedmont  
(Spartanburg, Cherokee, & Union Counties)



**Mary Pat Smith**

Director of Resource Development  
United Way of Anderson County



November's topic was Virtual Volunteerism. Alex Moore, Senior Director of Marketing and Communications, United Way of the Piedmont, and Mary Pat Smith, Director of Resource Development, United Way of Anderson talked about the importance of staying plugged in with boards, your community, and local non-profits during a pandemic.



A blurred background image showing several people in a meeting or conference room, with a whiteboard and a pen visible in the foreground.

# **2020**

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*Ten Counties. One Upstate. Stronger Together.*

Ten at the Top envisions an Upstate region where **collaboration**, **coordination** and **cooperation** across communities and business sectors makes us stronger together.

[www.TenattheTop.org](http://www.TenattheTop.org)

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