

# Family Partnerships of Central Florida

## POLICY

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<b>Series:</b>	<b>Fiscal Management</b>	<b>COA: FIN 1, 2, 3; GOV 6; 5; RPM 2 CFOP:</b>
<b>Policy Name:</b>	Internal Controls	
<b>Policy Number:</b>	GOV202	
<b>Reviewed Date:</b>	5/21/2025	
<b>Revision Date:</b>	5/22/2025	
<b>Effective Date:</b>	10/01/2004	
<b>Applicable to:</b>	Family Partnerships of Central Florida Family of Agencies (FPOCF FOA) Board of Directors, All Family Partnerships of Central Florida (FPOCF FOA) Staff	

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**PURPOSE:** To meet internal control objectives to provide reasonable assurance of the reliability of financial reporting, effectiveness and efficiency of operations and compliance with applicable laws and regulations.

**References:** <https://www.coso.org/Documents/COSO-WBCSD-ESGERM-Guidance-Full.pdf>

### **POLICY:**

The FPOCF FOA Board of Directors, management, and personnel of Family Partnerships of Central Florida FOA has implemented an internal control structure encompassing the five components established by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The five components are:

- Control Environment
- Risk Assessment
- Control Activities
- Information and Communication
- Monitoring

At a minimum, each component shall comprise of the following processes:

### **Control Environment**

The control environment is defined as the “tone at the top” of the organization and is considered the foundation for all other controls. The “tone at the top” term will be defined as management’s leadership and commitment towards openness, honesty, integrity, and ethical behavior. As such, Family Partnerships of Central Florida has established policies and procedures that apply to all FPOCF FOA staff and FPOCF FOA Board directors to include, at a minimum, the following:

- Conflict of Interest
- Code of Conduct
- Affidavit of Good Moral Character
- Clear Assignment of Authority
- Defined Duties and Responsibilities

# Family Partnerships of Central Florida

## **Risk Assessment**

To successfully maintain financial strength and a positive public image, as well as to maintain the quality of services provided to the Brevard, Seminole, Orange, Osceola County community, Family Partnerships of Central Florida has established policies and procedures to identify risks that could impede achievement of Board objectives and to mitigate exposure to those risks to acceptable levels.

The risk exposure tolerance of the FPOCF FOA's Board of Director's is zero. As result, "Avoidance" or "Elimination" of risk is the preferred response to identified issues. When these responses are not feasible to implement, i.e., not cost effective or available, then the "Reduction" or "Sharing" of risk is to be the next course of action. "Acceptance" of risk is to be the last resort. For this to be an acceptable response to identified risk, the probability and impact of the occurrence of the risk must be low.

## **Control Activities**

Policies and procedures are in place to ensure that FPOCF Family of Agencies Board of Directors and management's directives are carried out. Examples of control activities are to include, at a minimum, the following:

- Timely review of performance and exception reports.
- Approval and authorization of transactions.
- Proper segregation of duties.
  1. Specifically, duties will be assigned so no one individual can control all phases of processing a transaction.
- Physical safeguards to access and use assets.
- Maintenance of proper documentation to support financial transactions and reconciliations.
- Information system access and security controls.
- Mandatory vacation practice requires managers and employees to take at least one and preferably two weeks' vacation (not a day here and there) to reduce the risk of embezzlement.
- Control activities are established to mitigate identified risks.

## **Information and Communication**

This component concerns the way that information is communicated throughout the organization. Family Partnerships of Central Florida has developed and maintains systems that capture and deliver pertinent and timely information in a form that enables the FPOCF FOA's Board of Director's, FPOCF FOA management, and employees to carry out responsibilities.

# Family Partnerships of Central Florida

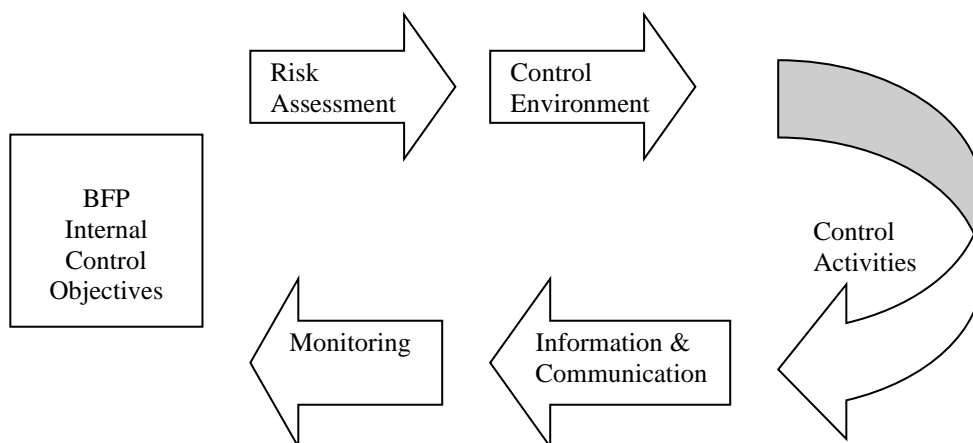
## **Monitoring**

The FPOCF FOA's Board of Director's recognizes that change is constant. Given this fact, to prevent internal control systems and processes from losing effectiveness, these controls are monitored in a timely fashion. Family Partnerships of Central Florida conducts self-monitoring to include the following:

- FPOCF Governance Board of Directors review of governance policies annually.
- FPOCF management will ensure that any changes to governance policies are reflected in operational procedures, implementation of a quality assurance program to effectively monitor services provided to the Brevard, Seminole, Orange, Osceola County Community.
- Maintenance of a Critical Incident Reporting (CIR) process to identify, prevent and control potential adverse outcomes from incidents occurring when providing services to the Brevard Seminole, Orange, Osceola County Community.
- Management will monitor contractual arrangements for equipment and services provided to the organization.
- Monitoring activities typically performed by auditors and contract reviewers are presented to the FPOCF Governance Board of Directors in a timely fashion. It should be noted that the Governance Board recognizes that third party audits are not a part of the Family Partnerships of Central Florida internal control structure unless these firms are specifically contracted to perform this function. As a result, the organization must continue its self-monitoring practices.

## **Internal Control as an Integrated Process**

It is the FPOCF Governance Board's intent that the five internal control components work together in an integrated process as exhibited below:



# Family Partnerships of Central Florida

1. The internal control process begins with management establishing internal control objectives relevant to Family Partnerships of Central Florida's industry and circumstances with consideration of the FPOCF Governance Board's directives outlined in this policy.
2. Management then proceeds with identifying risk that would prevent accomplishing these objectives. They will then determine how to manage the risk through a range of control activities.
3. Management has implemented systems to capture, process, and communicate information needed for effective operation of control activities.
4. This process is followed in the context of the Family Partnerships of Central Florida control environment. All processes and procedures implemented are monitored on a consistent basis to ensure that the internal controls operate properly over time. Adjustments are made accordingly.

Approved by Family Partnerships of Central Florida Governance Board of Directors on May 22, 2025.

AS APPROVED BY THE BOARD OF  
DIRECTORS:



ERIC AUSTIN  
Board Chair

BY DIRECTION OF THE PRESIDENT AND  
CHIEF EXECUTIVE OFFICER:



PHILIP J. SCARPELLI  
President and Chief Executive Officer  
Family Partnerships of Central Florida

Signature Date: 5/30/2025

Signature Date: 5/30/2025