

# Family Partnerships of Central Florida

## Policy

<b>Series:</b>	<b>Board Governance</b>	<b>COA: GOV 6.05</b> <b>CFOP: N/A</b>
<b>Policy Name:</b>	Succession Plan	
<b>Policy Number:</b>	GOV004	
<b>Reviewed Date:</b>	6/19/2025	
<b>Revision Date:</b>	6/26/2025	
<b>Effective Date:</b>	6/23/2007	
<b>Applicable to:</b>	Family Partnerships of Central Florida (FPOCF) Governance Board of Directors, President and Chief Executive Officer, Vice President and Chief Operations Officer	

**SUBJECT:** Succession Plan

**PURPOSE:** The purpose of this policy is to set forth FPOCF Governance succession plan in the absence of the President and Chief Executive Officer.

Reference: GOV011 Governance Model

**POLICY:**

FPOCF is a non-profit child welfare lead agency charged with the care and protection of Brevard, Seminole, Orange and Osceola County for Florida's abused and neglected children. As such, this policy outlines the succession plan associated with the departure of or incapacitation of the President and Chief Executive Officer.

It is the intent and desire of FPOCF that a seamless provision of services and placement is provided to the children and families in care at all times. This policy outlines the succession plan of interim and permanent transition of duties in the event of the resignation, termination, or sudden loss of the President and Chief Executive Officer.

This policy shall be part of the FPOCF Governance Board succession planning procedures. In the event of a planned departure of the President and Chief Executive Officer, the Vice President and Chief Operations Officer will assume the acting role of President and Chief Executive Officer until the FPOCF Governance Board of Directors has determined its executive search process and timeline.

Following the submission of an accepted resignation by the President and Chief Executive Officer, and upon exit, the Vice President and Chief Operations Officer will assume the interim role of President and Chief Executive Officer until a suitable replacement is identified. Once the President and Chief Executive Officer's resignation is accepted by the FPOCF Governance Board of Directors, the President and Chief Executive Officer will create and present a transition plan to the FPOCF Governance Board of Directors for approval. The plan will specify tasks, training, and a timeline for each functional area of the President and Chief Executive Officer position to be gradually assumed by the Vice President and Chief Operations Officer. The plan will include the interim transition of any identified duties as applicable.

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In the event of an unplanned departure of the President and Chief Executive Officer either by incident or will, the Vice President and Chief Operations Officer will assume the acting role of President and Chief Executive Officer and request to convene an emergency Board meeting to devise a plan of action. The plan will include but is not limited to:

- Identifying the acting Vice President and Chief Operations Officer or delegation of duties;
- Create a Media or Press related response;
- A regular meeting schedule with the FPOCF Governance Board Chair or designee, and
- Establish a plan and timeline of the executive search process if necessary.

In the event of a temporary incapacitation of the President and Chief Executive Officer, the Vice President and Chief Operations Officer will assume all duties of the President and Chief Executive Officer in concert with FPOCF Governance Board guidance. An interim plan will be crafted and approved by the FPOCF Governance Board of Directors. Should the incapacitation of the President and Chief Executive Officer result in long term permanent disability or absence, the Vice President and Chief Operations Officer will act in the role of the President and Chief Executive Officer under the consultation and guidance of the President and Chief Executive Officer if feasible. If the extent of disability limits the President and Chief Executive Officer's ability to serve in this role, the Vice President and Chief Operations Officer in concert with the FPOCF Governance Board of Directors will devise a short- and long-term executive search plan if necessary.

Approved by the Family Partnerships of Central Florida Governance Board of Directors June 26, 2025.

AS APPROVED BY THE BOARD OF  
DIRECTORS:



ERIC AUSTIN  
Board Chair

Signature Date: 8/5/2025

BY DIRECTION OF THE PRESIDENT AND  
CHIEF EXECUTIVE OFFICER:



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

Signature Date: 08/05/2025