

PROCEDURE

Series:	Public Relations	COA: RPM 2.01; ETH 3, 3.01, 3.05; GOV 6 ;FIN 2, 3, 4 CFOP : N/A
Procedure Name:	Excess Benefit Transactions	
Procedure Number:	PBR-3004	
Reviewed Date:	02/19/13, 08/05/14, 10/13/16, 10/4/19, 11/16/22 4/10/23, 4/16/24	
Revision #/Date:	4/10/23, 7/21/25	
Effective Date:	01/01/09	
Applicable To:	Family Partnerships of Central Florida, The National Center for Innovation and Excellence and Family Partnerships of Central Florida Foundation	

SUBJECT: Prevention of excess benefit transactions.

PURPOSE: To establish a procedure to define and prevent excess benefit transactions from occurring at Family Partnerships of Central Florida, The National Center for Innovation and Excellence and Family Partnerships of Central Florida Foundation through fund raising ventures or other business transactions.

References:

FPOCF Policies/Procedures: GOV-202, GOV-205, GOV-208, PBR-3001, PBR-3006
IRS Form 990
IRS Form 4720

Definitions

Benefit/Compensation: All financial transaction, including:

- Payments as an employee (whether reported in a W-2 or not)
- Payments as an independent contractor (whether reported in a 1099 or not)
- Revenue-sharing models
- Severance pay
- Transfer of property
- Payment of insurance premiums
- "Perks" (such as dinners, entertainment, spouse's travel costs, etc.)

Disqualified Person: Someone in a decision-making position over a non-profit organization. Examples include anyone who has had substantial influence over the non-profit organization within the past five years, including, but not limited to:

- President and Chief Executive Officer
- Vice President and Chief Operations Officer
- Chief Financial Officer
- Chief Legal Officer
- The organization's financial director/accountant
- A substantial contributor
- An officer, director, or trustee or other voting member of the FPOCF governing body

- Substantial owner of a business that is a major contributor.
- A family member (spouse, child, grandchild, or great-grandchild) of any of the above
- The founder, even if not directly involved with the organization.
- A department head, project manager, or other high-level employee

Excess Benefit Transaction: This occurs when the benefits or compensation received by a disqualified person exceeds the value of that person's contribution. In other words, excess benefits means paying someone more than they are worth.

Fair Market Value (FMV): The value of a property between a willing buyer and seller, neither of which must buy or sell the property or use of the property. Reference procedure PBR3006, Fair Market Value Measurements.

IRS: Internal Revenue Service

Scope

This procedure applies to all fund-raising ventures and other business transactions of FPOCF. Responsibility for the daily management of FPOCF's fund raising is delegated to the Communications Department or designee.

The Communications Department establishes and maintains written procedures for the promotion of fund-raising activities PBR-3001 consistent with governance policy GOV205, Fundraising Management. Such procedures shall include explicit delegation of authority to the people responsible for these functions.

Procedure

An excess benefit transaction can occur in an exchange of compensation and other compensatory benefits in return for the services of a disqualified person, or in an exchange of property between a disqualified person and the applicable tax-exempt organization.

Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and Family Partnerships of Central Florida Foundation will not knowingly provide any excess benefit transactions. To assist in preventing this type of activity, FPOCF will abide by the following process:

For property: Applicable FPOCF personnel will ensure the cost of the property or the cost of using the property is FMV. Within the guidelines mandated by the Governance Board of Directors in governance policy GOV-205 Fundraising Management, Finance staff will determine the FMV of the goods or services as outlined in procedure PBR-3006, Fair Market Value Measurements.

For pay: Applicable FPOCF personnel will make sure that the salary and benefits offered at FPOCF are comparable to what other, similar-sized nonprofits in the same geographic area are paying similarly ranked employees. A compilation of this data at FPOCF will be part of the total Salary Administration Plan administered by the Human Resources Department under the direction of the President and Chief Executive Officer with oversight provided by the FPOCF Governance Board of Directors.

To determine if an excess benefit transaction occurred, include all consideration and benefits exchanged between or among the disqualified person and the applicable tax-exempt organization and all entities it controls.

An excess benefit transaction occurs on the date the disqualified person received the economic benefit from the applicable tax-exempt organization for federal income tax purposes. However, when a single contractual arrangement provides for a series of compensation payments or other payments to a disqualified person during the disqualified person's taxable year, any excess benefit with respect to these payments occurs on the last day of the disqualified person's taxable year.

Correcting an Excess Benefit Transaction

If an excess benefit transaction occurs, Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and Family Partnerships of Central Florida Foundation will require the transaction to be corrected as soon as possible. The correction will be completed per the IRS requirement that the disqualified person correct this transaction by undoing the excess benefit to the extent possible, and by taking any additional measures necessary to place the organization in a financial position not worse than that in which it would be if the disqualified person were dealing under the highest fiduciary standards. The organization is not required to rescind any underlying agreement; however, the parties may need to modify an ongoing contract with respect to future payments.

To do this, a disqualified person will make a payment in cash or cash equivalents equal to the correction amount to the applicable tax-exempt organization. The correction amount equals the excess benefit plus the interest on the excess benefit. The interest rate may be no lower than the applicable Federal rate. There is an anti-abuse rule to prevent the disqualified person from effectively transferring property other than cash or cash equivalents.

With the agreement of the applicable tax-exempt organization, a disqualified person may make a payment by returning the specific property previously transferred in the excess benefit transaction. The return of property is considered a payment of cash (or cash equivalent) equal to the lesser of:

- The FMV of the property on the date the property is returned to the organization, or
- The FMV of the property on the date the excess benefit transaction occurred.

If the payment resulting from the return of property is less than the correction amount, the disqualified person must make an additional cash payment to the organization equal to the difference.

If the payment resulting from the return of the property exceeds the correction amount, the organization may make a cash payment to the disqualified person equal to the difference.

In turn, Family Partnerships of Central Florida, The National Center for Innovation and Excellence, or Family Partnerships of Central Florida Foundation will complete the IRS form number 4720 to promptly notify the IRS of the excess benefit transaction and subsequent measures to correct the error.

BY DIRECTION OF THE PRESIDENT AND
CHIEF EXECUTIVE OFFICER:



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

DATE: 10/22/2025