

POLICY

Series:	Governance	COA: GOV 7
		CFOP: NA
Policy Name:	Conflict-of-Interest	
Policy Number:	GOV002	
Review Date:	3/19/2026	
Revision Date:	3/26/2026	
Effective Date:	06/26/2008	
Applicable to:	Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board Directors, officers, employees, consultants, and volunteers	

PURPOSE: Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board Directors, officers, employees, consultants, and volunteers will act with honesty, integrity, and openness in all their dealings as representatives of the agency. Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation promotes a working environment that values respect, fairness, and integrity. Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation have a clearly stated mission and purpose, approved by the Family Partnerships of Central Florida Board of Directors, in pursuit of the public good. All its programs support that mission and all who work for or on behalf of Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation understand and are committed to that mission and purpose.

References: HR2502 – Conflict of Interest, GOV011 Governance Model
Section 409.987, Florida Statutes

POLICY:

The Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board of Directors recognizes that potential or perceived conflicts-of-interest may exist on the part of board director, officers, employees, consultants, or volunteers in carrying out their respective roles with Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation. It is the policy of the Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board of Directors that board directors, officers, employees, consultants, and volunteers shall have the continuing, affirmative duty to appropriately report any personal ownership, interest, or other relationship that might affect their ability to exercise impartial and ethical judgment in the area of their responsibilities.

In support of this policy, The Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board Chairs and Board Committee Chairs will inquire at the beginning of each regularly scheduled board meeting if any board director has a potential conflict related to any item or topic appearing on the draft agenda for that meeting and if any board director has a business relationship with any other board director. The questions and responses will be reflected in the minutes of each meeting. If a board director discloses a potential conflict s/he will complete the Conflict-of-Interest Disclosure which is attached hereto and will refrain from participation in any discussion or vote related to the disclosure.

In accordance with Florida Statutes, section 409.987:

As used in this subsection, the term:

“Activity” includes, but is not limited to, a contract for goods and services, a contract for the purchase of any real or tangible property, or an agreement to engage with a lead agency for the benefit of a third party in exchange for an interest in real or tangible property, a monetary benefit, or an in-kind contribution.

“Conflict-of-interest” means when a board director or an officer, or a relative of a board director or an officer, of a lead agency does any of the following:

- a. Enters into a contract or other transaction for goods or services with the lead agency
- b. Holds a direct or indirect interest in a corporation, limited liability corporation, partnership, limited liability partnership, or other business entity that conducts business with the lead agency or proposes to enter into a contract or other transaction with the lead agency. For purposes of this paragraph, the term “indirect interest” has the same meaning as in FS. 112.312.
- c. Knowingly obtains a direct or indirect personal, financial, professional, or other benefit as a result of the relationship of such board director or officer, or relative of the board director or officer, with the lead agency. For purposes of this paragraph, the term “benefit” does not include per diem and travel expenses paid or reimbursed to board director or officers of the lead agency in connection with their service on the board:
 1. Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board Directors, officers, employees, consultants, and volunteers shall provide disclosure at least annually regarding their participation as a board director, director, officer, employee or volunteer of any other organization and request to complete a Conflict-of-Interest form.
 2. Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board Directors, officers, employees, consultants, and volunteers shall provide a disclosure statement upon engagement. At any time that a potential conflict of interest arises or there are any changes to the initial disclosure, it is the responsibility of each board director, officer, employee, consultant, or volunteer to immediately disclose any potential conflict-of-interest which arises at any time by requesting a new Conflict-of-Interest form.
 3. Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board Directors, officers, employees, consultants, or volunteers who knowingly participate in activities that constitute a conflict-of-interest as described above, without proper reporting through the Conflict-of-Interest Policy the existence of such a conflict, may be subject to consequences and/or actions that may result in the termination of the relationship with Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation, impact on professional licensure, certification, associations, accreditation etc.

Approved by the Family Partnerships of Central Florida Board of Directors on March 26, 2026.

AS APPROVED BY THE BOARD OF
DIRECTORS:



ERIC AUSTIN
Board Chair

Signature Date: 4/15/2026

BY DIRECTION OF THE PRESIDENT AND CHIEF
EXECUTIVE OFFICER:



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

Signature Date: 4/16/2026



CONFLICT-OF-INTEREST DISCLOSURE

APPLICABLE TO FAMILY PARTNERSHIPS OF CENTRAL FLORIDA, THE NATIONAL CENTER FOR INNOVATIONS AND EXCELLENCE, AND THE FAMILY PARTNERSHIPS FOUNDATION BOARD DIRECTORS, ALL OFFICERS, EMPLOYEES, CONSULTANTS AND VOLUNTEERS.

Name: _____
(PRINT)

Family Partnerships of Central Florida Policy GOV002 requires that each Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board Director, officer, employee, consultant, and volunteer provide an initial Conflict-of-Interest Disclosure of potential conflicts of interest in serving as a Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board Director, officer, consultant, or volunteer. Family Partnerships of Central Florida, The National Center for Innovation and Excellence, and the Family Partnerships Foundation Board Directors will complete this Conflict-of-Interest Disclosure form annually.

I acknowledge that I have read and understand Family Partnerships of Central Florida’s Conflict of Interest Policy, GOV002

_____ I am in compliance with the policy.

_____ I am reporting the following potential conflicts (including any financial business relationship between board director or system of care service providers).

_____ I am reporting other organizations of which I am a Board Director, Officer, employee, consultant, or volunteer.

I understand that I am expected to report promptly any changes in my affiliations or business relationships that might affect compliance with this policy. I also understand that I could be held personally liable for failure to disclose a conflict of interest in which an improper personal benefit is derived, or which violates the law.

Signature: _____ Date: _____

Disclosures required above are as follows:

FPOCF Board Approved March 26, 2026