Talbot Family Network
Board of Directors Meeting
Tuesday, May 17, 2022 · 2:30pm · Meeting is open to the public*
Talbot County Education Center (12 Magnolia Street, Easton) or VIRTUAL
(To participate virtually, use [ZOOM link on the TFN website](#))

Agenda

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Through collaboration with public and private entities, Talbot Family Network will identify and develop support systems for a healthy, safe, caring and equitable community for all Talbot County children and families.

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Welcome and Call to Order   Katie Dilley

Approval of April Board Meeting Minutes   Katie Dilley

FY23 NOFA – Update   Nancy Andrew

FY22 CPA – Year End Budget Modification   Nancy Andrew

Director Update   Nancy Andrew

Guest Presentation (3-4pm)
    Dan Duncan, Clear Impact
    Collective Impact, Results Based Accountability, and an Asset Approach

Adjourn Meeting   Katie Dilley

Next meeting -   **June 21, 2022 at 2:30pm**
    (3rd Tuesday of the month; generally, no meetings in July, August, December)

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Quorum is 51% of the total board membership inclusive of at least one presiding officer. (8 of 15 members)

* Meetings are open to the public; however, the Board (or Committee as the case may be) reserves the right to meet in closed session in accordance with the Maryland Open Meetings Act, as applicable.

Talbot Family Network
Board of Directors Meeting Minutes
Tuesday, May 17, 2022 • Talbot Board of Education Office and via Zoom

In Attendance:

IN PERSON - Marlene Thomas; Kelly Griffith; William Johnson; Linda Webb; Samantha Martinez; Pamela Chollet; Chief Anthony Smith: Nancy Andrew

VIRTUAL - Katie Dilley; Berenice Orellana; Jazmine Paxon; Cindy Green

Absent: Corey Pack; Estella Ramirez; Dr. Maria Maguire

Chair Katie Dilley called the meeting to order at 2:35 PM.

The minutes from the April 19, 2022 Board meeting were approved as submitted. Kelly Griffith made the motion, with second by William Johnson. All in favor; none opposed.

Nancy shared the required documentation of the April 19, 2022 closed session under General Provision Art. 3-305(b):1 to discuss and vote on Executive Director compensation starting in FY23. This document was included in the minutes for the April 19, 2022 Board meeting.

FY23 NOFA

The State identified no deficiencies in Talbot County's FY 2023 NOFA response, so Nancy will begin working on FY 23 contracts. An RFP for the after-school program has been issued. The pre-application meeting is scheduled for Tuesday, May 24 with letters of intent due on Monday, May 23.

FY22 CPA – Year End Budget Modification

As approved by the Board, Nancy met with the Finance Committee to gain approval on FY22 year-end CPA budget modifications. The Finance Committee approved the move of the maximum dollars anticipated when they met on May 10, 2022. The Career Pathways vendor anticipates spending all but $212. That $212 and remaining funds in the Board Costs line item ($549) have been moved into the Racial Equity program. The final CPA budget modifications are less than anticipated, and those modifications were submitted to the State on May 16.

Director Update
- The State has audited TFN's FY 2021 expenditures and agrees with TFN reporting. TFN will return $8,081 in unspent funds to the State.
- The State also audited two grants that closed in FY 2021. The auditor agrees with TFN's accounting on the regional trauma grant. There are some questions about the regional training grant, so Nancy will work with the auditor to resolve these questions.

- Nancy has been doing outreach to community partners around the Indieflix film *Race to be Human*. TFN has access to the film until June 2023.
- The first *Factuality* session is scheduled for June 7 and is nearly full.
- Board members have been providing feedback on the draft Family Economics Survey. Next steps are finalizing and translating the survey, then distribution to the community.

Juvenile Justice Reform
With time available before the scheduled Clear Impact presentation, William Johnson gave an update on Juvenile Justice Reform through the Maryland Department of Juvenile Services as enacted by the Maryland General Assembly. The reforms must be implemented as of June 1, 2022.

Guest Presentation - Collective Impact, Results Based Accountability, and an Asset Based Community Development (Dan Duncan, Clear Impact)
- This is an approach encouraged by the State for results areas that could benefit from community-level focus and change.
- Dan's PowerPoint presentation and link to documents, including asset mapping toolkit, will be shared with Board members.

Adjourn Meeting Katie Dilley

Next meeting - June 21, 2022 at 2:30pm
(3rd Tuesday of the month; generally, no meetings in July, August, December)

The meeting was adjourned at 4:05pm.

Submitted by: Linda Webb

Welcome

Dan's Experience

In his current role, Dan brings a wealth of Results-Based Accountability (RBA), Asset-Based Community Development (ABCD), and Collective Impact experience to Clear Impact clients across the US and the world. He uses his experience to help clients and communities achieve even greater community-level Outcomes.

After receiving a Masters of Social Work (MSW) from Arizona State University, Dan started his professional career as the Co-Founder and Executive Director of the Community Food Bank and the Executive Director of Information and Referral Services, both in Tucson, Arizona. Prior to joining Clear Impact, he spent 30 years as a United Way leader.

He has served more than twenty-seven years as a faculty member of the ABCD Institute and past board president.

Assumptions for Creating Community Level Change

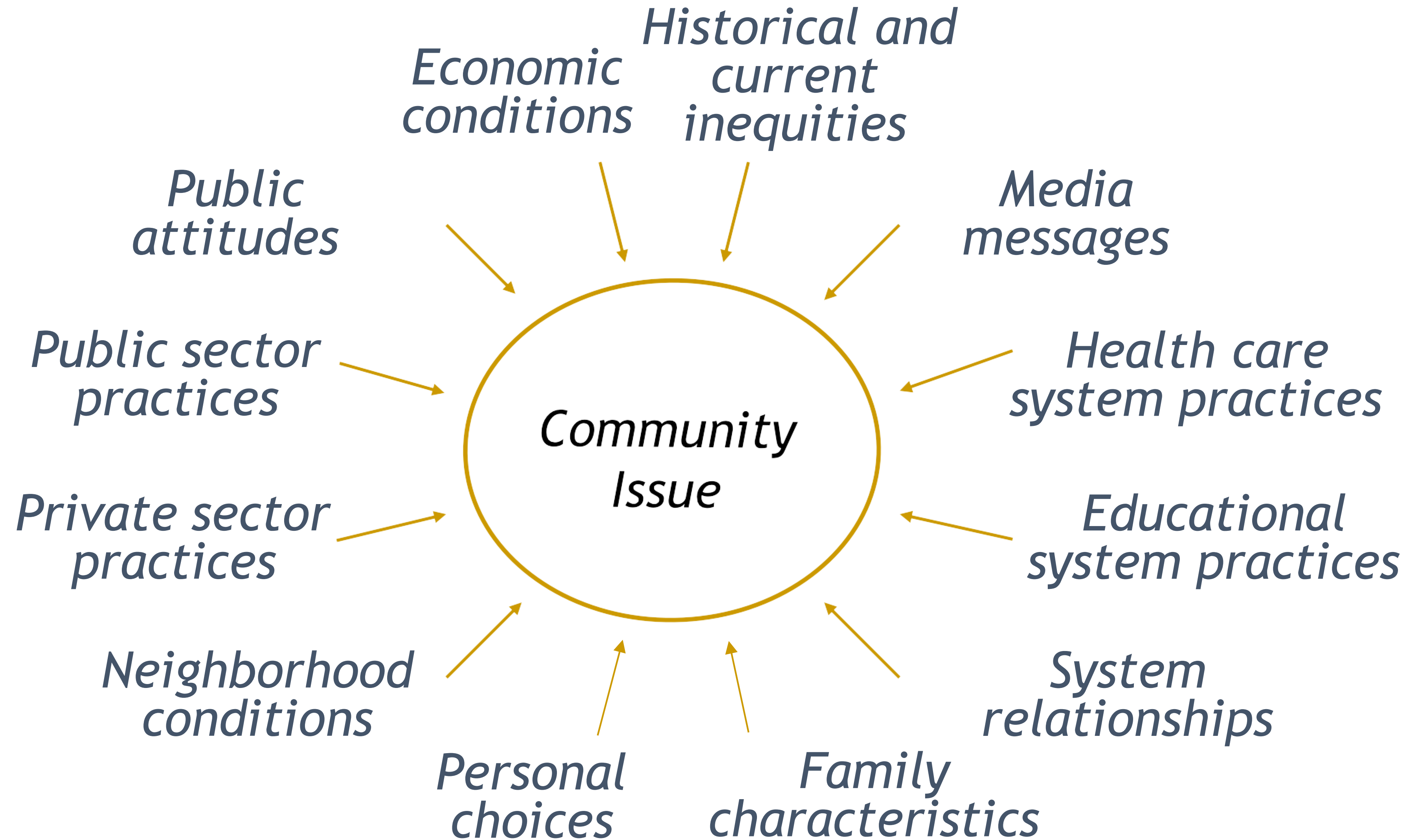## Acknowledge how complex the lives of those in our communities are

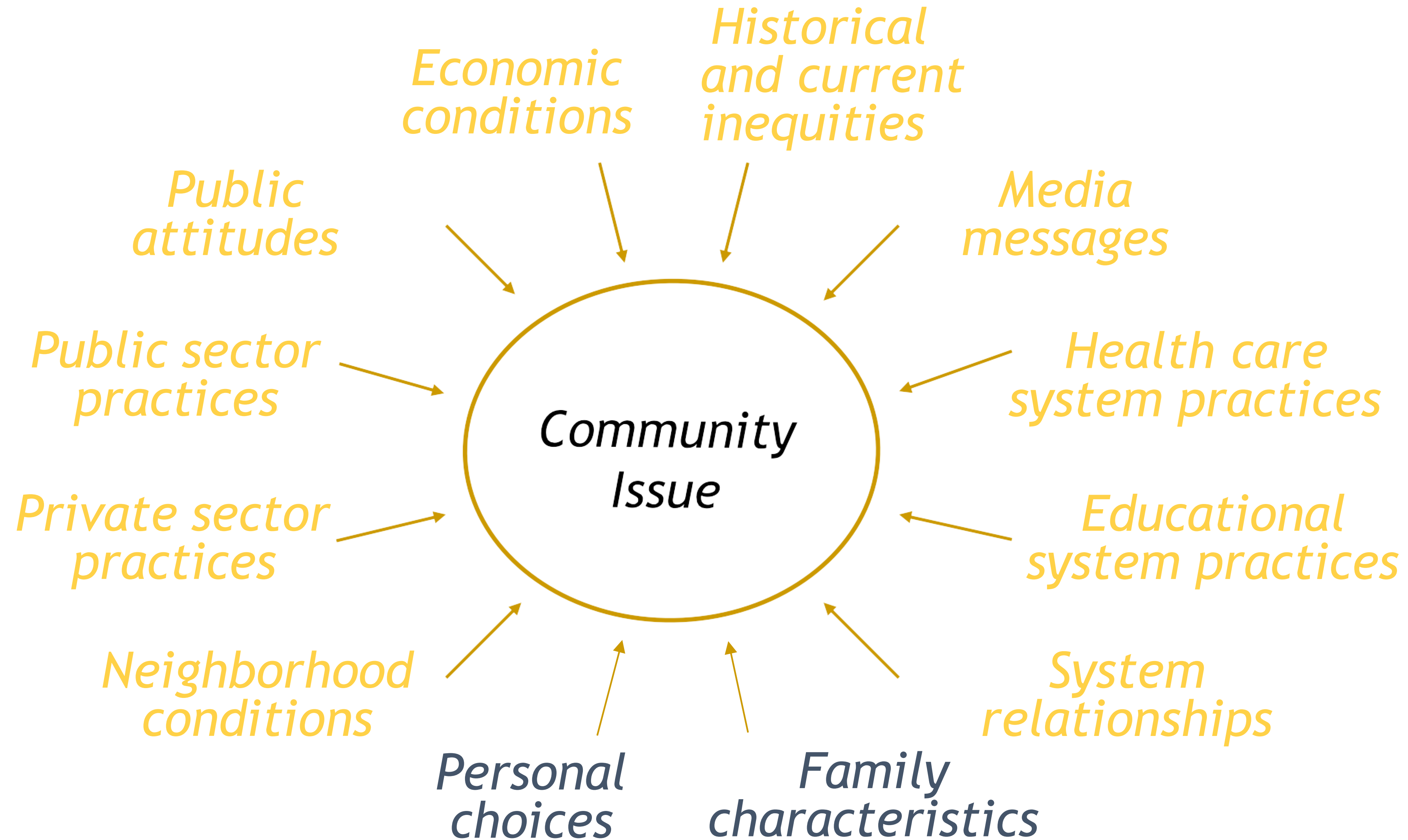# Simple, Complicated and Complex Problems

Many Factors Contribute to Pressing Community Issues

For Effective Change We Must Address More of the Factors
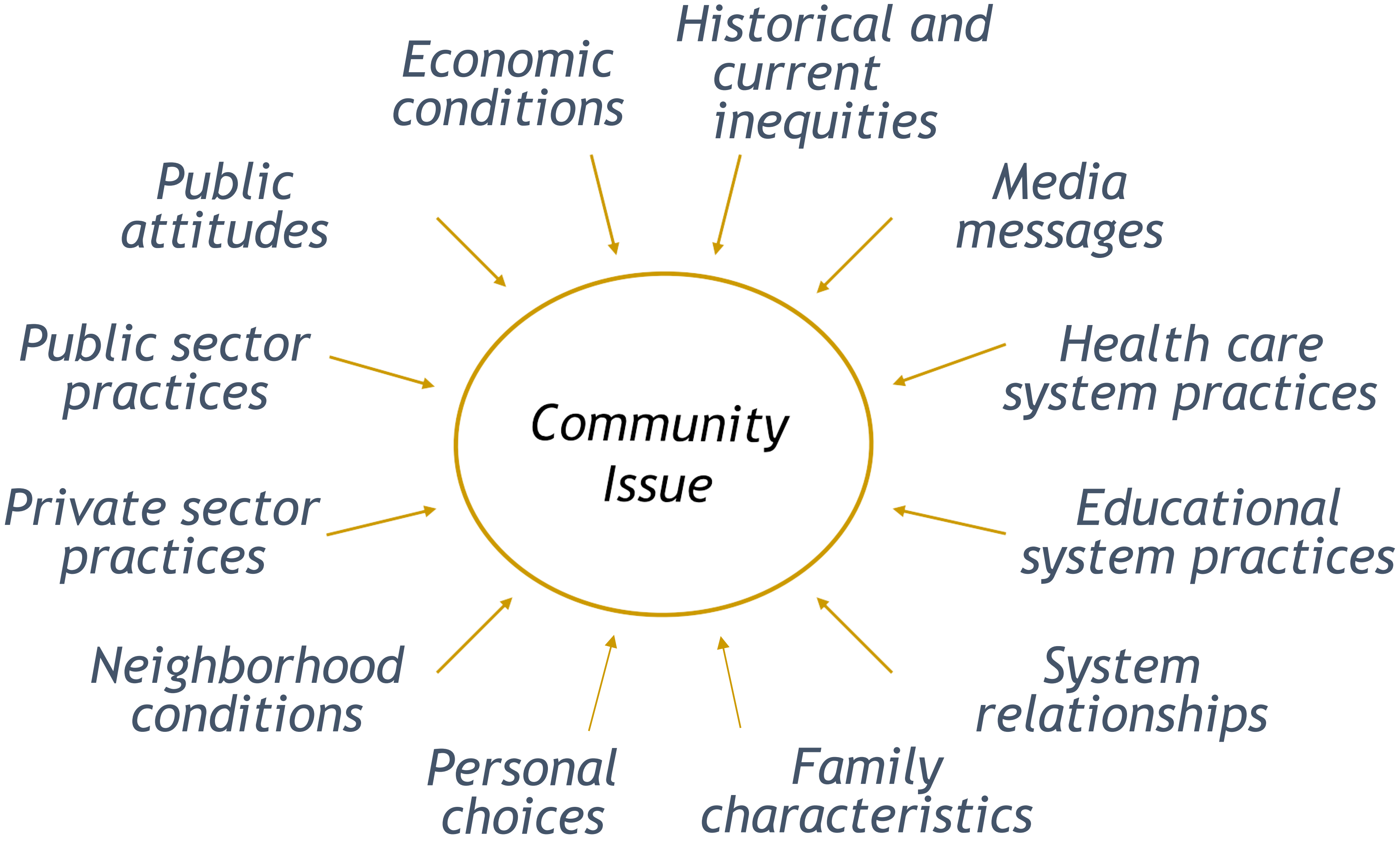
Assumptions for Creating Community Level Change

- Effective collective impact requires a wide variety of strategies and data to know what is working

- It is not just about better programs – It calls for changes in policies, institutions and structures – everything is on the table

- Real impact requires community and residents to be involved – as producers and co-producers of their own and their community's well-being

- Communities have an abundance of resources. The issue is that they have not been identified and engaged – it is not just about money

- We need to conduct our work through a racial equity lens

Collective Impact 1.0 - Conditions

Common Agenda
- **Common understanding** of the complex problem
- **Shared vision** for change

Shared Measurement
- **Collecting data** and **measuring results**
- Focus on **performance management**
- **Shared accountability**

Multiple Reinforcing Activities
- Differentiated approaches
- **Coordination through joint plans of Action**

Continuous Communication
- **Consistent and open** communication
- Focus on building **trust**

Backbone Support
- **Separate organization(s) with** staff
- Resources and skills to **convene** and **coordinate** participating organizations

FSG REIMAGINING SOCIAL CHANGE

John Kania & Mark Krame

The limitations of Collective Impact 1.0:

- The Common Agenda often focused on improving programs and services, not based on the hope and dreams of the people served.

- An excessive focus on short-term data and metrics

- A sense that the coordination of services was the goal

- Insufficient attention to the role of community in the change effort;

- An understatement of the role of policy and systems change

- An over-investment in backbone support.

- Limited focus on Equity

Collective Impact 3.0 – The Transformation

Management Paradigm

→

Movement Building Paradigm

In a movement-building approach, by contrast, the emphasis is on reforming (even transforming) systems where improvements alone will not make a difference.
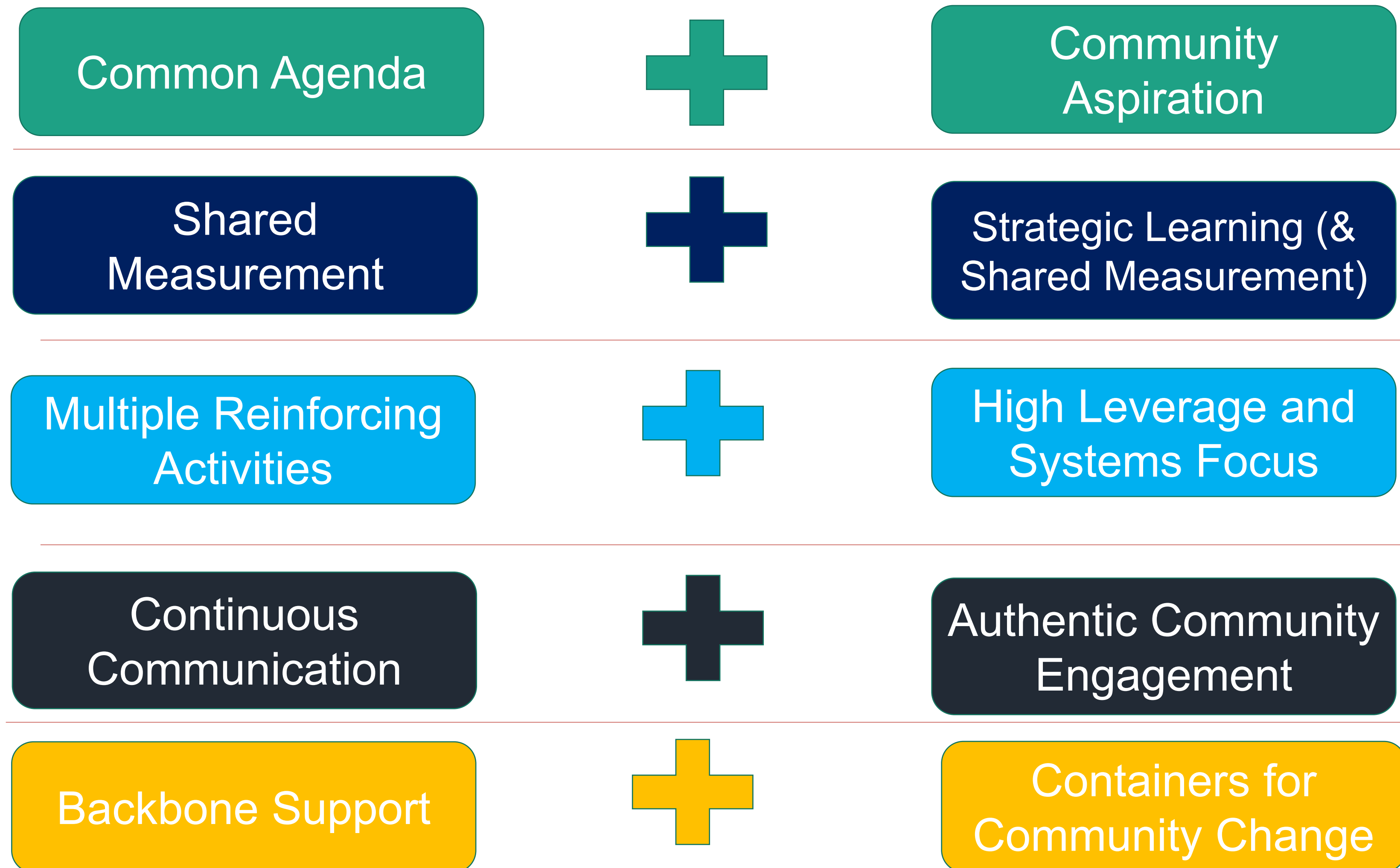
Movement-building leaders bring together a diverse group of stakeholders, including those not in traditional institutions or seats of power, to build a vision of the future based on common values and narratives.

Movements "open up peoples' hearts and minds to new possibilities," "create the receptive climate for new ideas to take hold," and "embolden policymakers" and system leaders.

Movements change the ground on which everyday political life and management occur.

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Collective Impact 3.0 - Transformation

Common Agenda	**+**	Community Aspiration
Shared Measurement	**+**	Strategic Learning (& Shared Measurement)
Multiple Reinforcing Activities	**+**	High Leverage and Systems Focus
Continuous Communication	**+**	Authentic Community Engagement
Backbone Support	**+**	Containers for Community Change

TAMARACK INSTITUTE

Questions

Five Key Components to help you implement Collective Impact 3.0

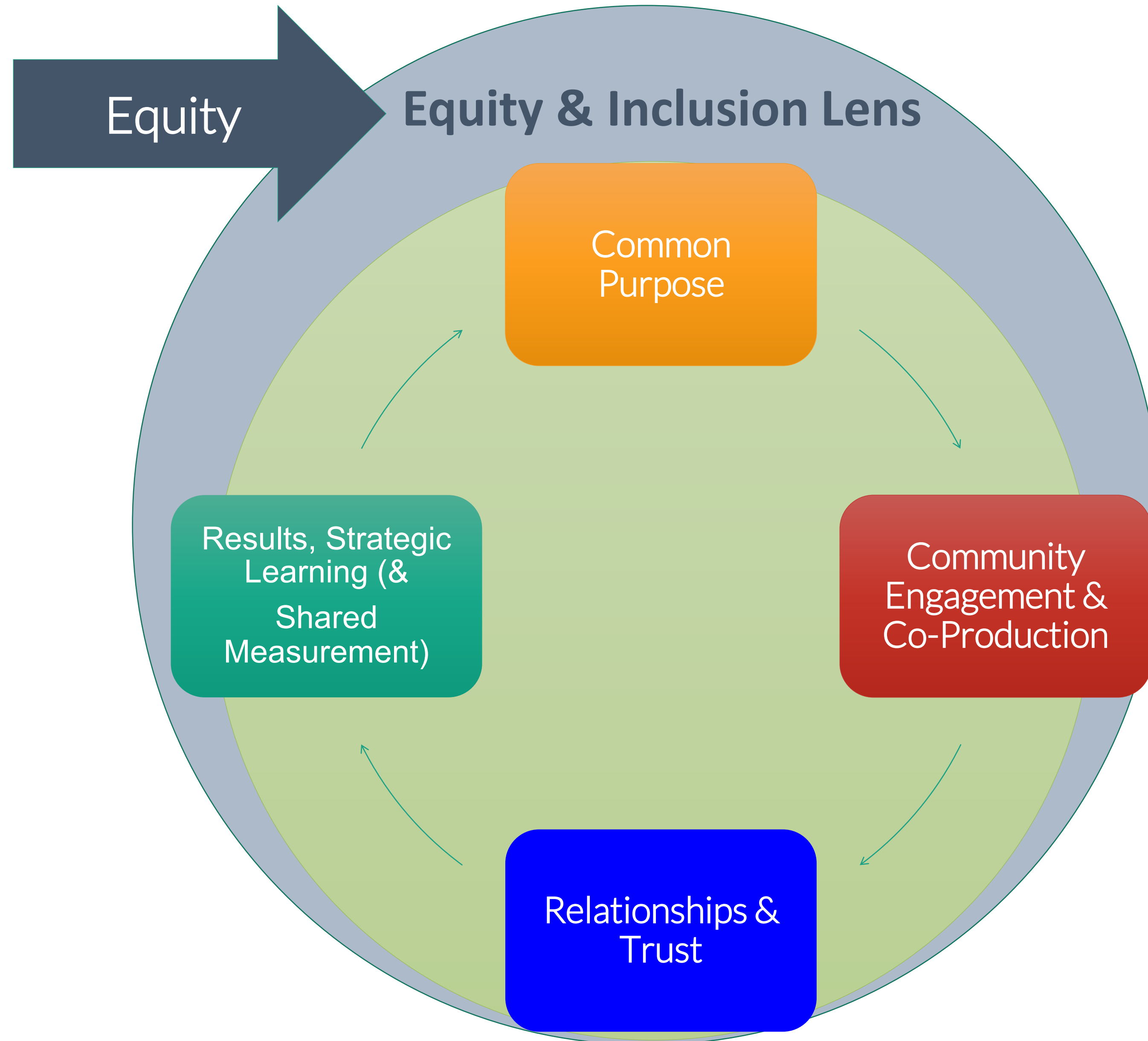https://clearimpact.com/resources/publications/components-effective-collective-impact/

Effective Collective Impact 3.0

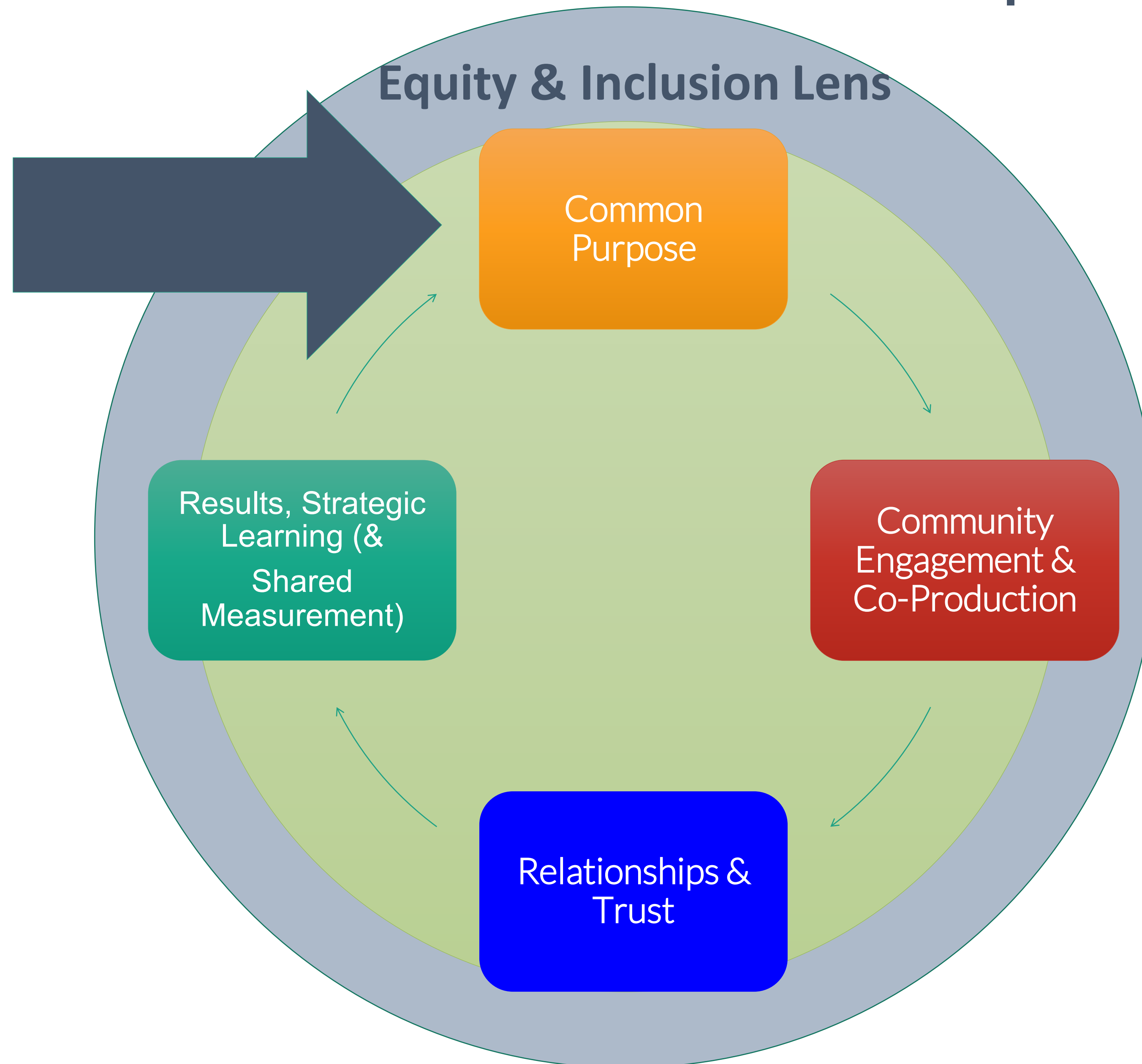# Effective Collective Impact
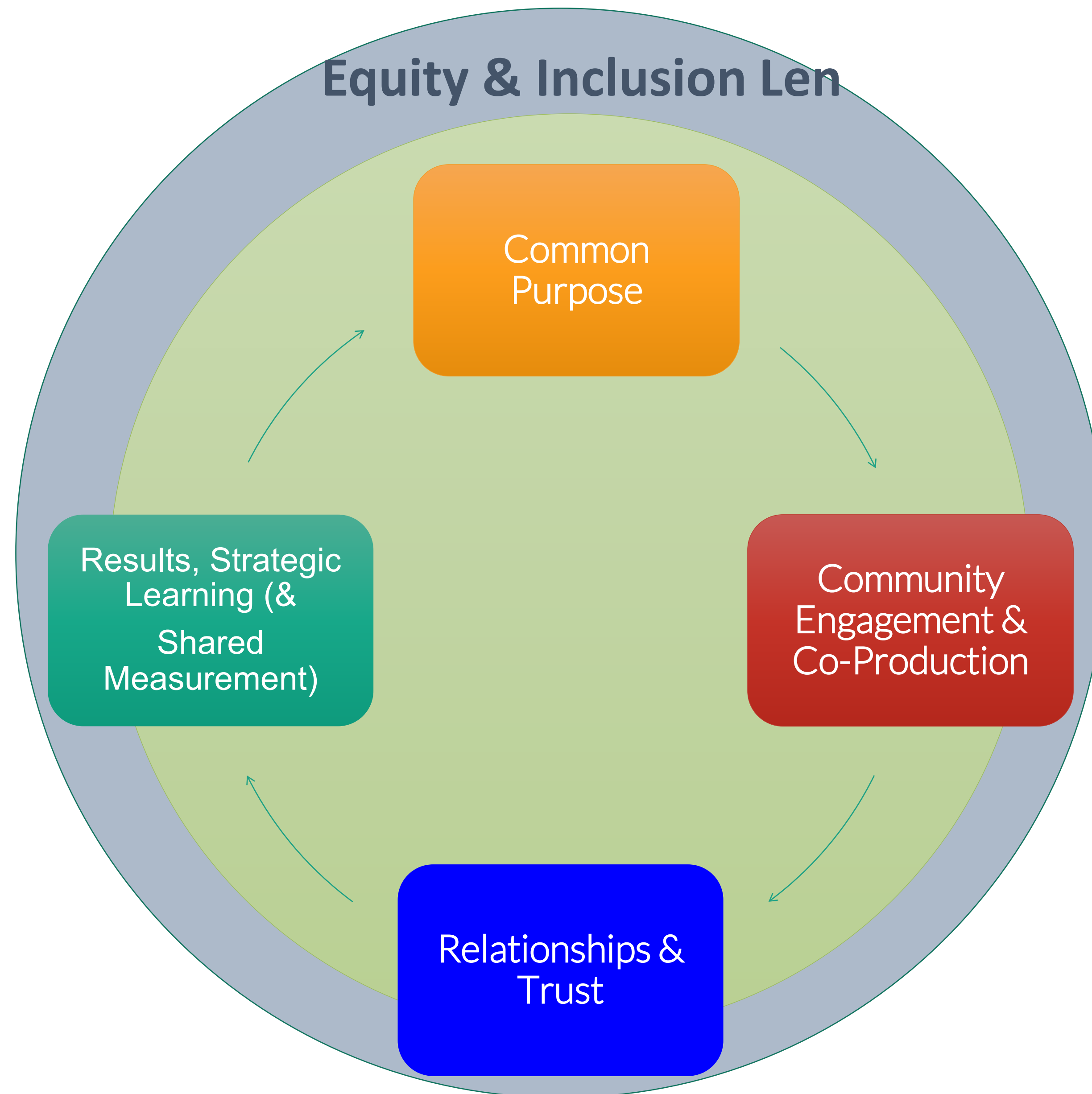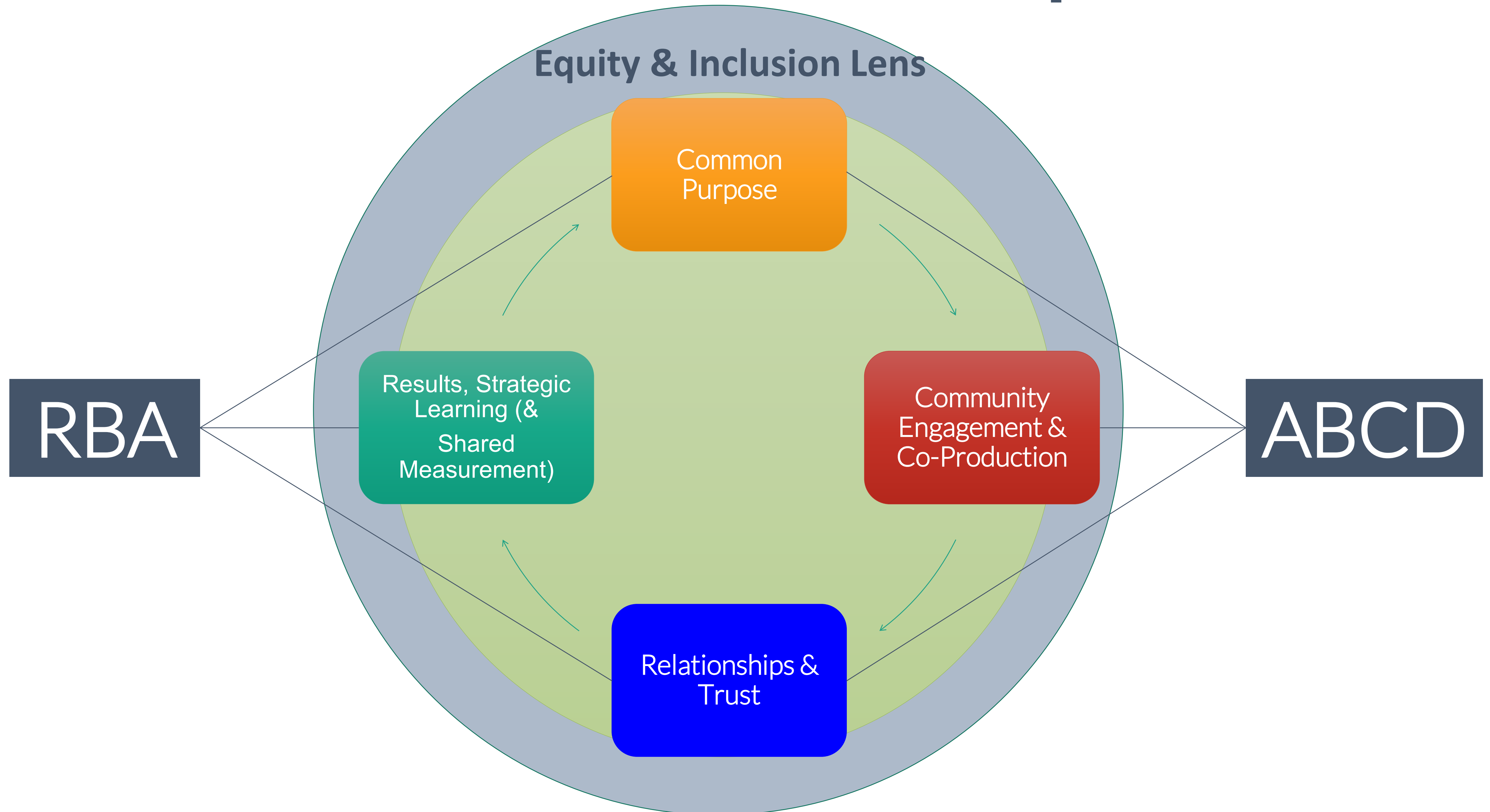
Effective Collective Impact

Equity

Just and fair inclusion into a society in which all can

participate, prosper, and reach their full potential.

PolicyLink

Equity & Inclusion: The Foundation of Effective Community Based Work

- Not a separate principle or an add-on

- Requirements
  - Front-end commitment to furthering equity
  - Invites the disaggregation of data
  - Story behind data explores systemic factors perpetuating inequity
  - Engage community members about lived experiences

Effective Collective Impact

Establishing Common Purpose

- Based on hopes and dreams of people we serve – Not just better programs or services

- Requires authentic community engagement,

- An integral component of collective impact from the beginning

- Those impacted by the decisions must be involved in making the decisions

Establishing Common Purpose

Two Questions:

✓ What are the quality-of-life conditions we want for the children, adults, and families in our community?

✓ What would these conditions look like if we could see them?

- From RBA Population Results Questions

Visioning the Future – Creating your North Star

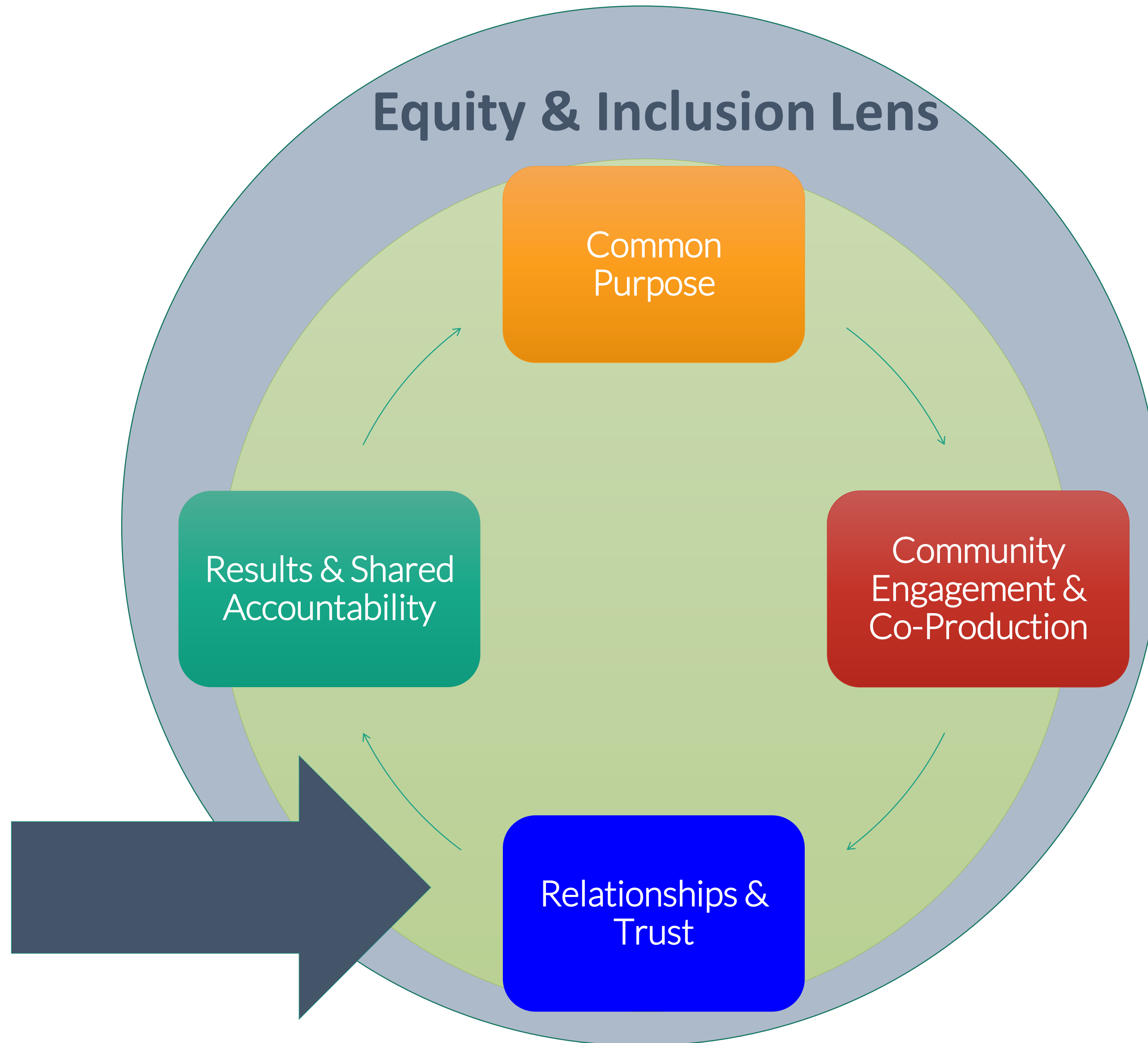How would our community be different 10-15 years from now if we are successful?

Visioning the Future – Creating your North Star

Quick Exercise:

1. Close your eyes.

2. Envision your neighborhood 10 – 15 years from now

3. Put what you see in the Chat

How would our community be different 10-15 years from now if we are successful?

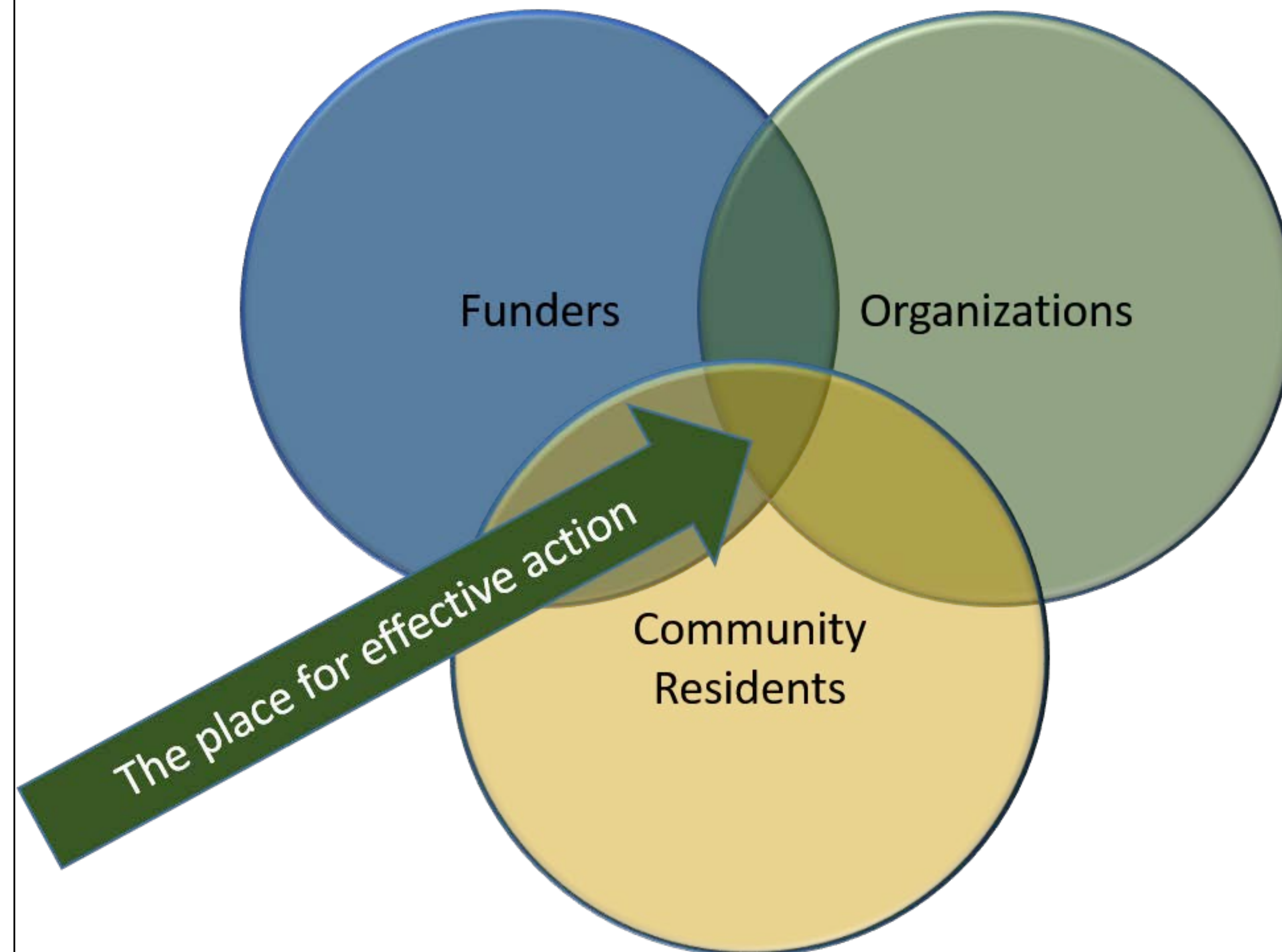# Effective Collective Impact

Collective Impact – Effective Partnerships

- Organizations do not collaborate – people do

- Three cornerstones to effective partnerships

  - Common purpose

  - Relationships

  - Trust

- Build time for relationship and trust building into every activity

- Create a common language - RBA

- When key people transition assume that the partnership re-sets to zero

Relationships & Trust – At all levels

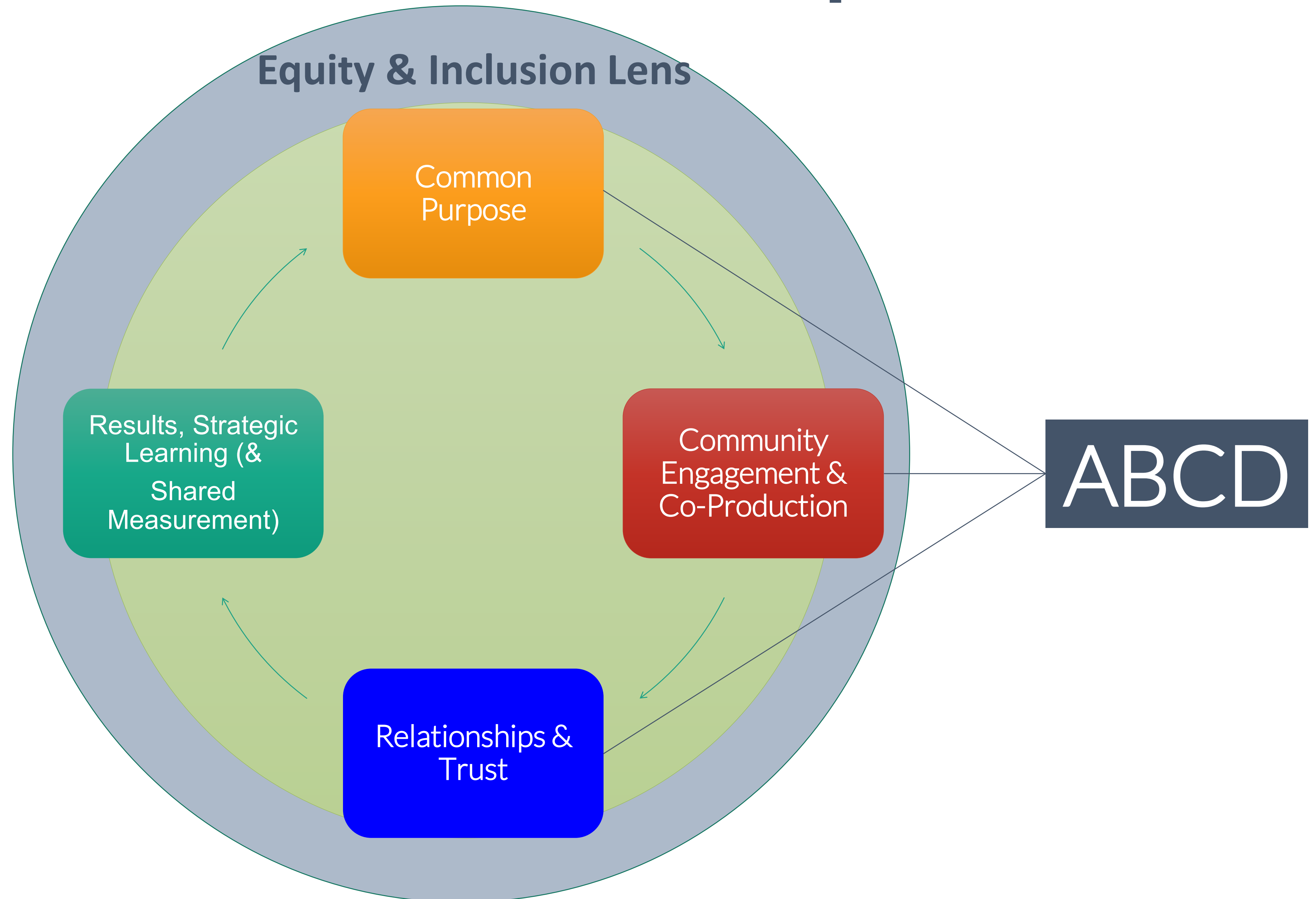Why Relationships are So Important

Everything worth doing happens at the speed of Trust

Questions

Effective Collective Impact

Why Community Engagement & Co-production?

We need Everyone's Gifts to Cross the Finish Line for Individual, Family and Community Well-being

From an individual marathon to a relay race

Circles of Care and Responsibility

Government
Organizations
Social Media
Faith Based
Friends
Family
Individual
Neighbors
Associations
Communities of Interest
Helping Professionals

Circles of Care and Responsibility

Effective Collective Impact 3.0 Strategies Engage all the Circles

Government
Organizations
Social Media
Faith Based
Friends
Family
Individual
Neighbors
Associations
Communities of Interest
Helping Professionals

Effective Communities

- Look inside first to solve problems

- Relationships are seen as power

- Have a good sense of assets and capacities, not just needs

- Leaders open doors

- People are involved and take responsibility

Relationship Driven

Community Engagement and Co-Production through the Power of ABCD

Asset-Based Community Development
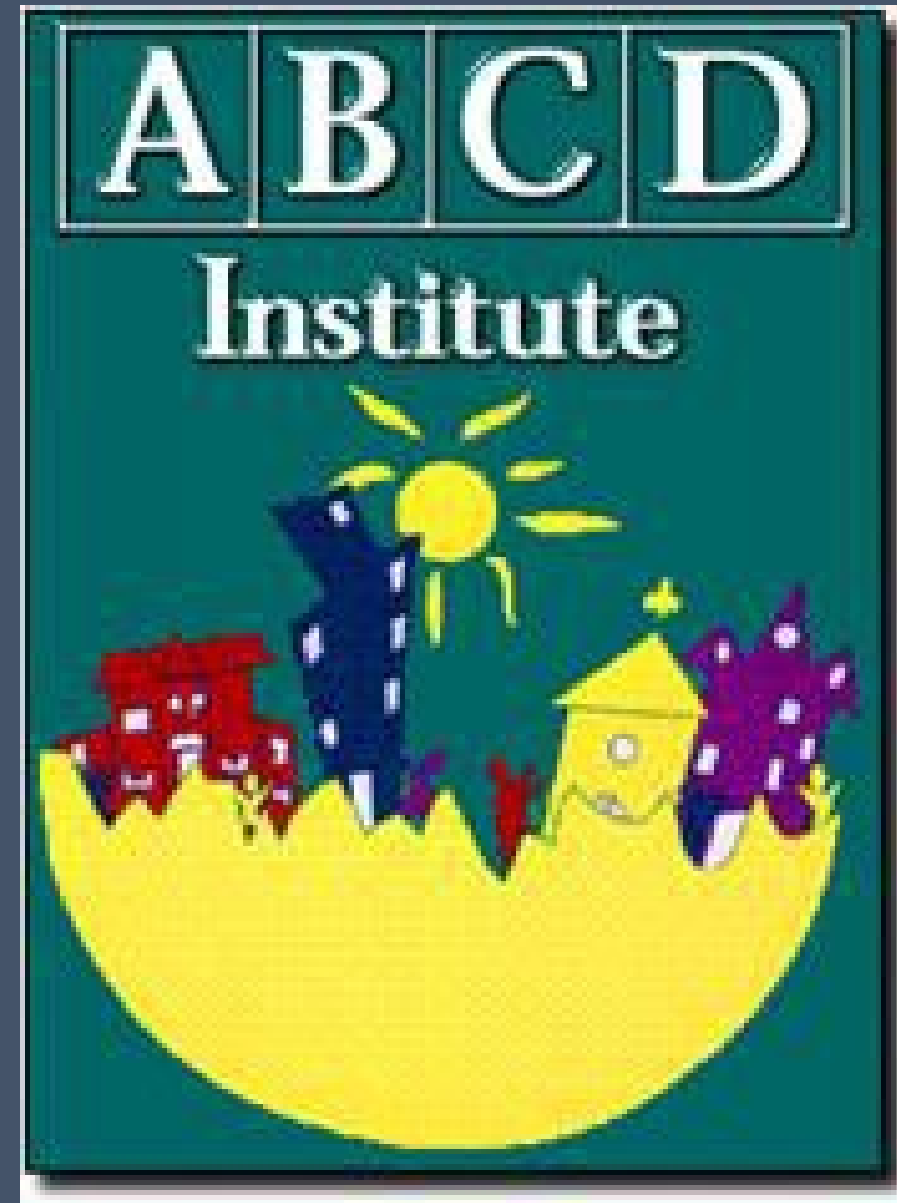
~~What do you need?~~
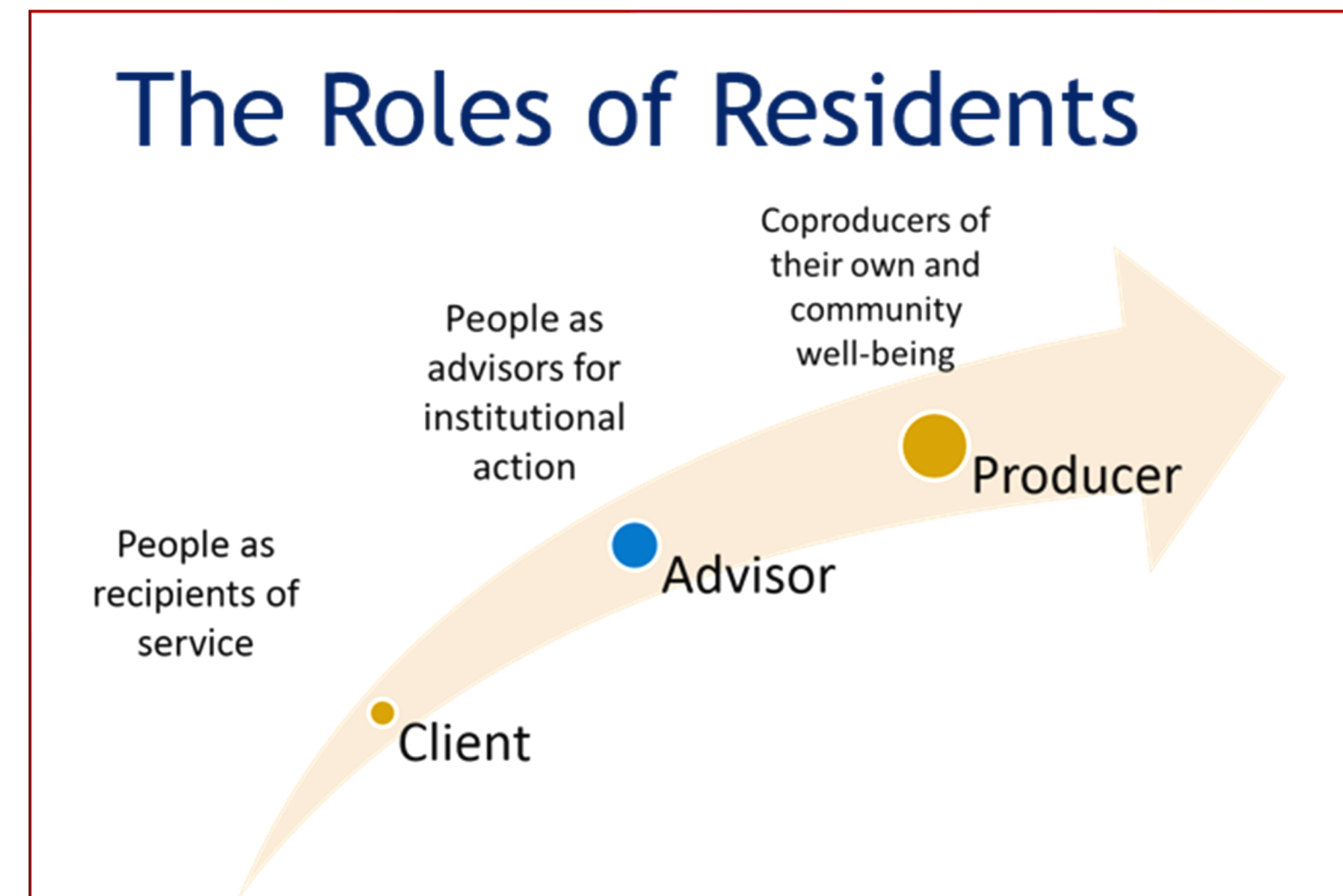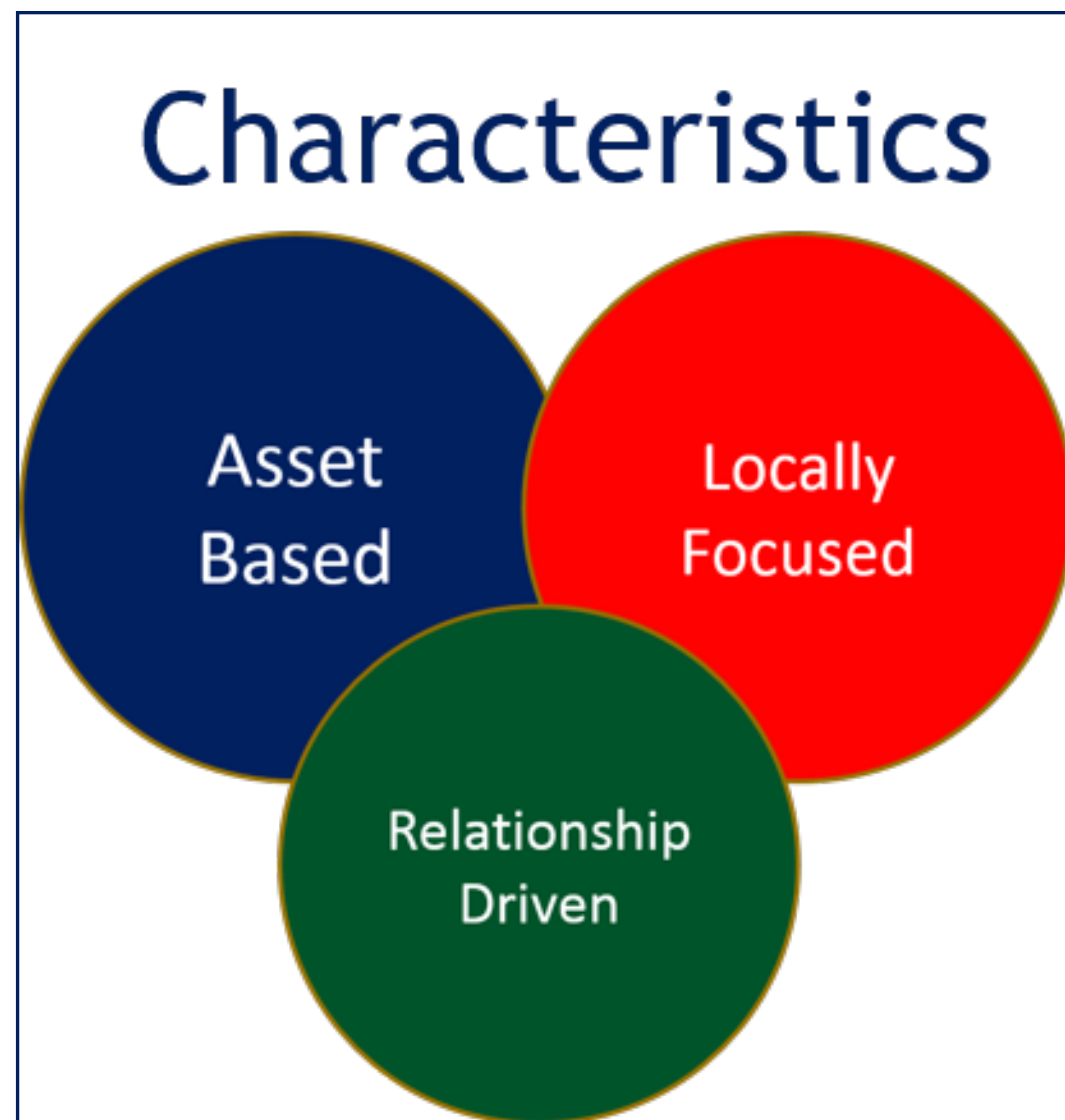
~~What do we need?~~

What can you contribute?

What can we do with what we already have to get what we need?

ABCD Principles of Three

Characteristics

- Asset Based
- Locally Focused
- Relationship Driven

The Roles of Residents

- People as recipients of service — Client
- People as advisors for institutional action — Advisor
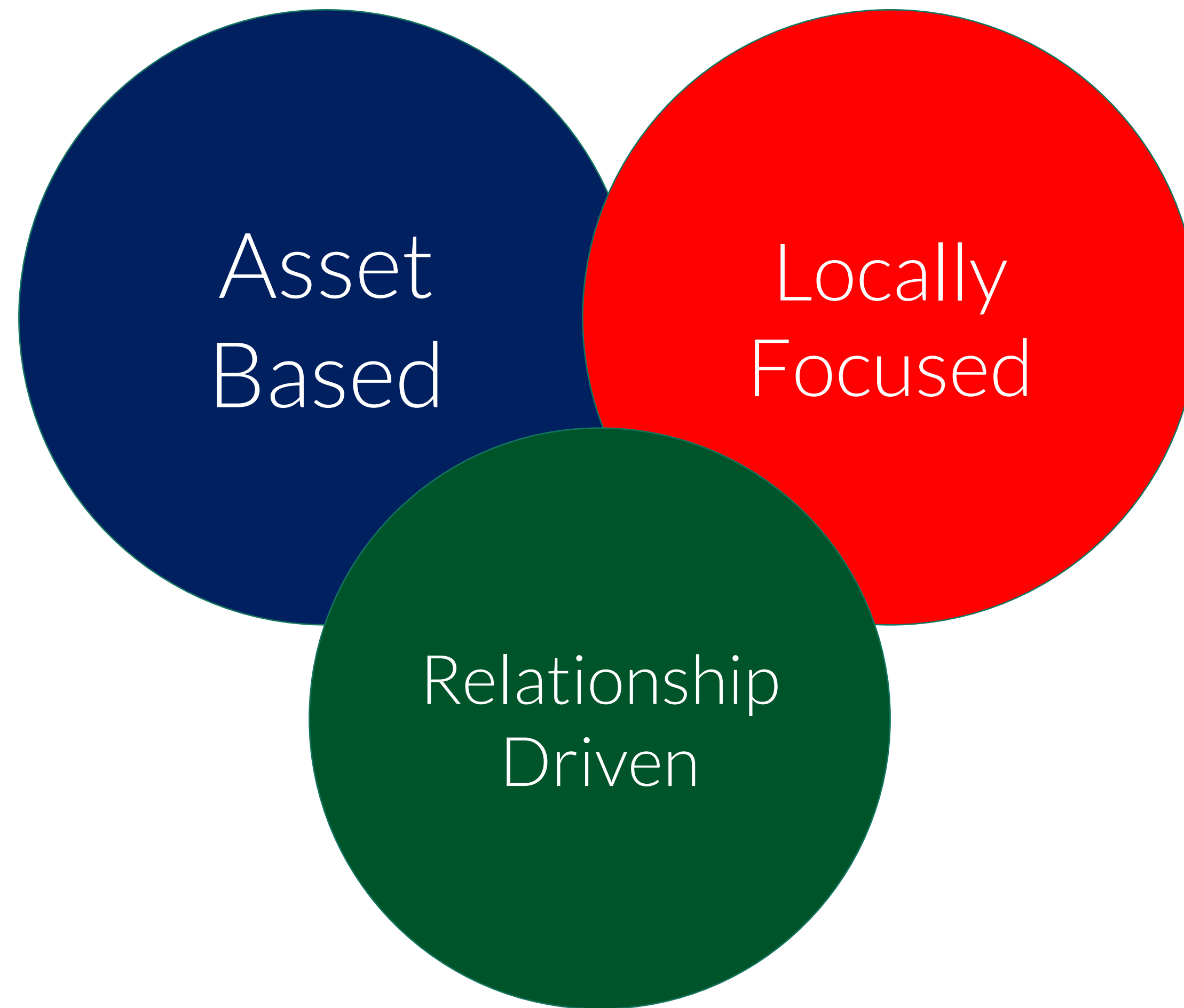- Coproducers of their own and community well-being — Producer

Three Questions

The three strategic questions to drive action and help institutions lead by stepping back:

1. What can residents do by themselves for themselves?
2. What can residents do with a little help from institutions?
3. What do residents need done that they can't do?

Asset Mapping

- **Discover** everyone's gifts and passions
- **Ask** them to share their gifts
- **Connect** people with the same passion to act collectively

ABCD Principle 1

Asset Based

Locally Focused

Relationship Driven

What can we do with what we already have to get what we need?

Asset Based

- Individual talents and skills
- Local associations
- Local institutions
- Land, property, and the environment
- Economic strengths
- Culture & Stories

ABCD Principle 2

The First Three Questions

The three strategic questions to drive action and help institutions lead by stepping back:

1. What can residents do by themselves for themselves?

2. What can residents do with a little help from institutions?

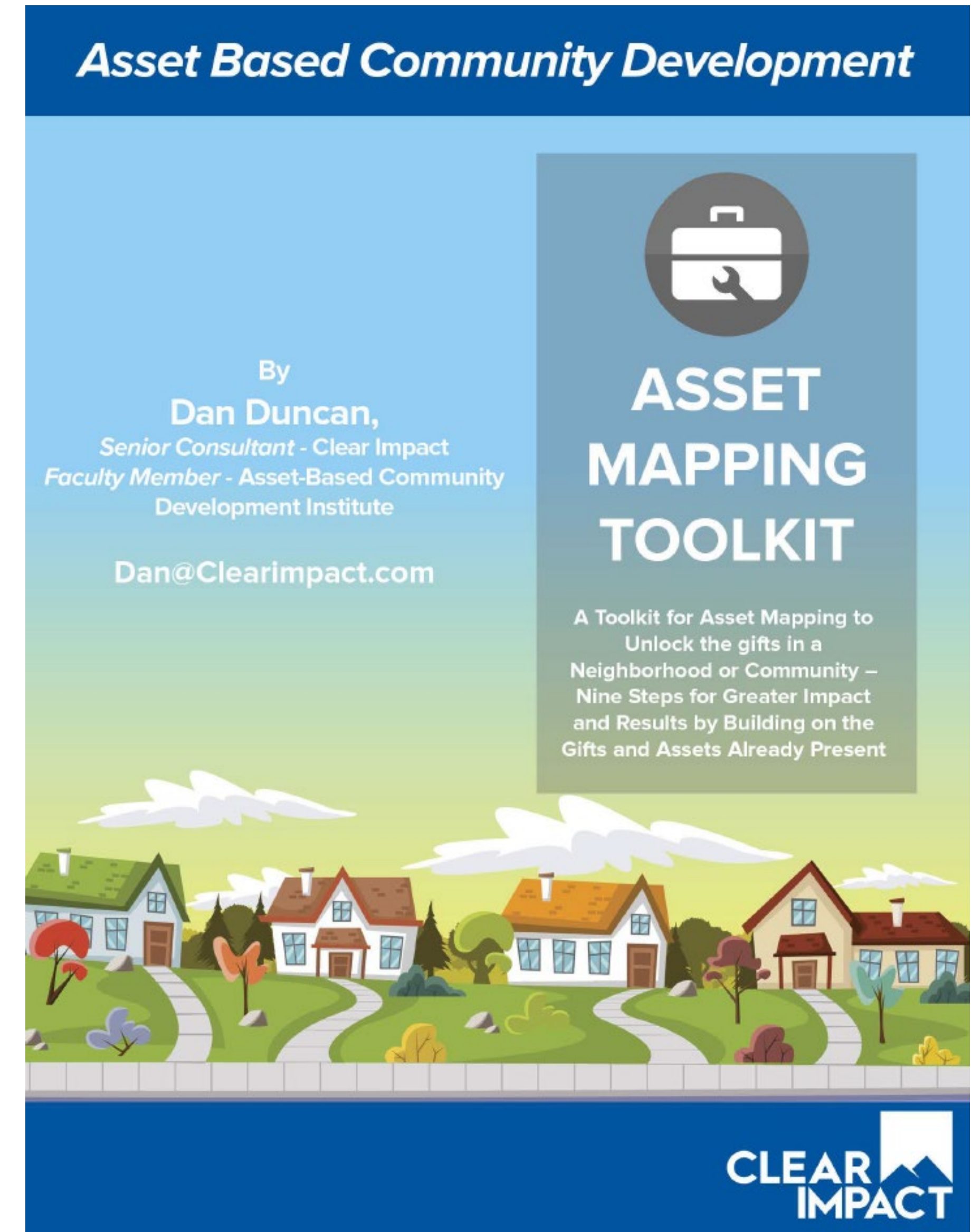3. What do residents need done that they can't do?

The Roles of Residents

Coproducers of their own and community well-being

People as advisors for institutional action

People as recipients of service

Producer

What can you contribute?

Advisor

What do you need and how would you like it delivered?

Client

We know what you need.
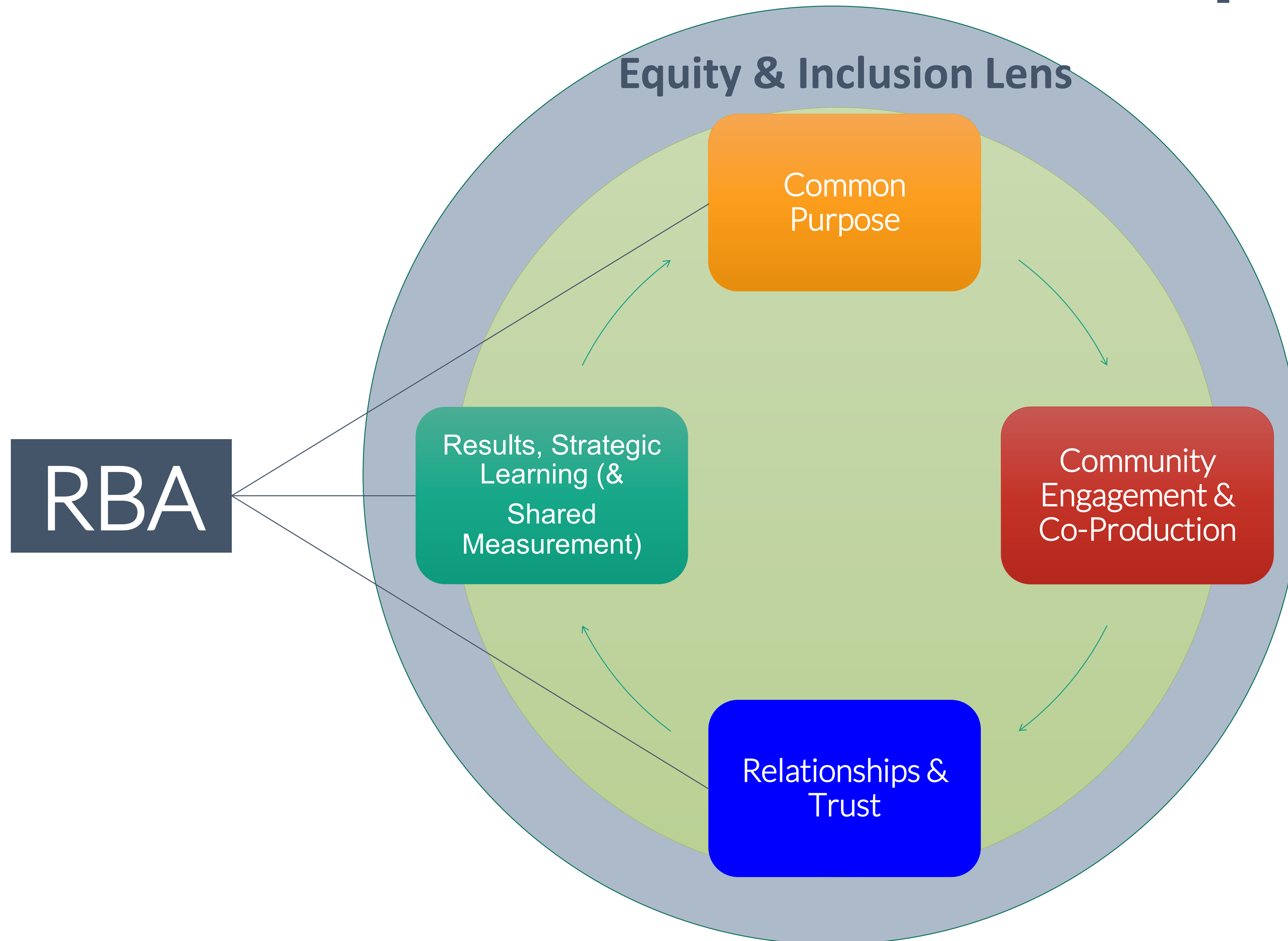
ABCD Principle 3

- Not just another list of resources
- It is:
  - A strategy to identify assets that are available from within the community
  - A process for connecting and engaging the community and using the talents of people to help solve problems and build a better community
  - Asset Mapping must be done by the residents that call the neighborhood home.

https://clearimpact.com/resources/publications/asset-mapping-toolkit/

Asset Based Community Development

By
Dan Duncan,
Senior Consultant - Clear Impact
Faculty Member - Asset-Based Community Development Institute

Dan@Clearimpact.com

ASSET MAPPING TOOLKIT

A Toolkit for Asset Mapping to Unlock the gifts in a Neighborhood or Community – Nine Steps for Greater Impact and Results by Building on the Gifts and Assets Already Present

CLEAR IMPACT

Questions

Effective Collective Impact

Equity & Inclusion Lens

Common Purpose

Community Engagement & Co-Production

Relationships & Trust

Results, Strategic Learning (& Shared Measurement)

RBA

RBA helps to answer the following questions:

- **For the Collective Impact Leadership:**
  - What are our priorities?
  - Are we improving child, family and community health and well-being?
  - Are the right programs and strategies being implemented for our community?
  - Are the right partners around the table?
  - What are the gaps that need to be filled?
- **For the Collective Impact Containers of Community Change:**
  - Are we implementing our strategies effectively?
  - Are the programs we provide/fund achieving outcomes for individuals and families?
  - How do we help organizations continuously improve?
- **For Program Providers:**
  - How can our program continuously achieve outcomes for our participants?
  - How can we improve the quality of the services we provide?

Mark Friedman

Values of RBA

Simple

Common Sense
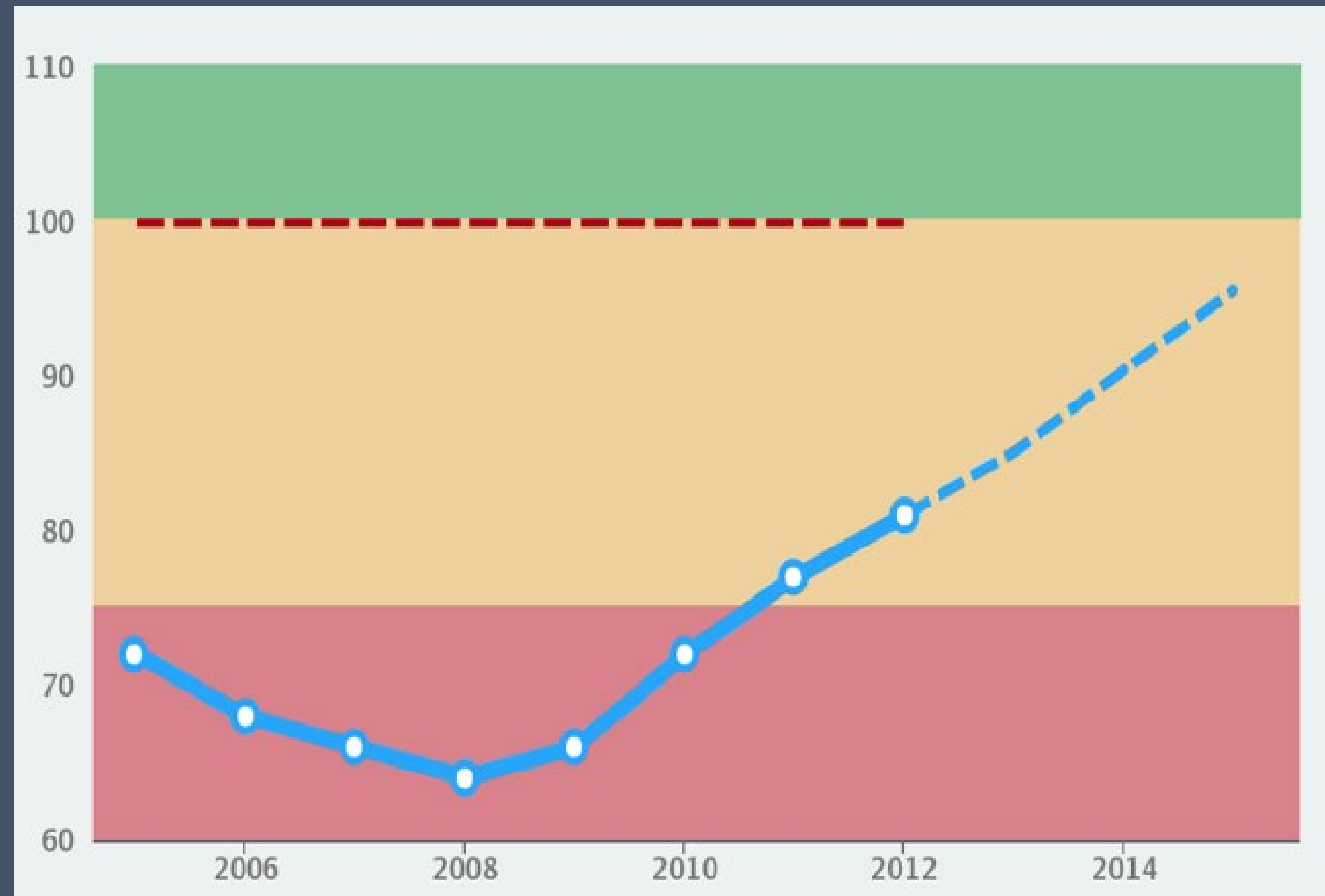
Plain Language

Minimal Paper

Useful

Disciplined method of **thinking** and **taking action** to help organizations get from **talk to action quickly**

Results-Based Accountability

Is made up of two parts

Whole Population

Client Population
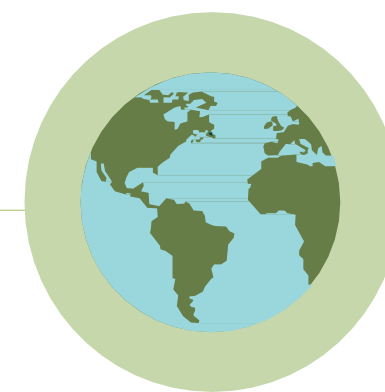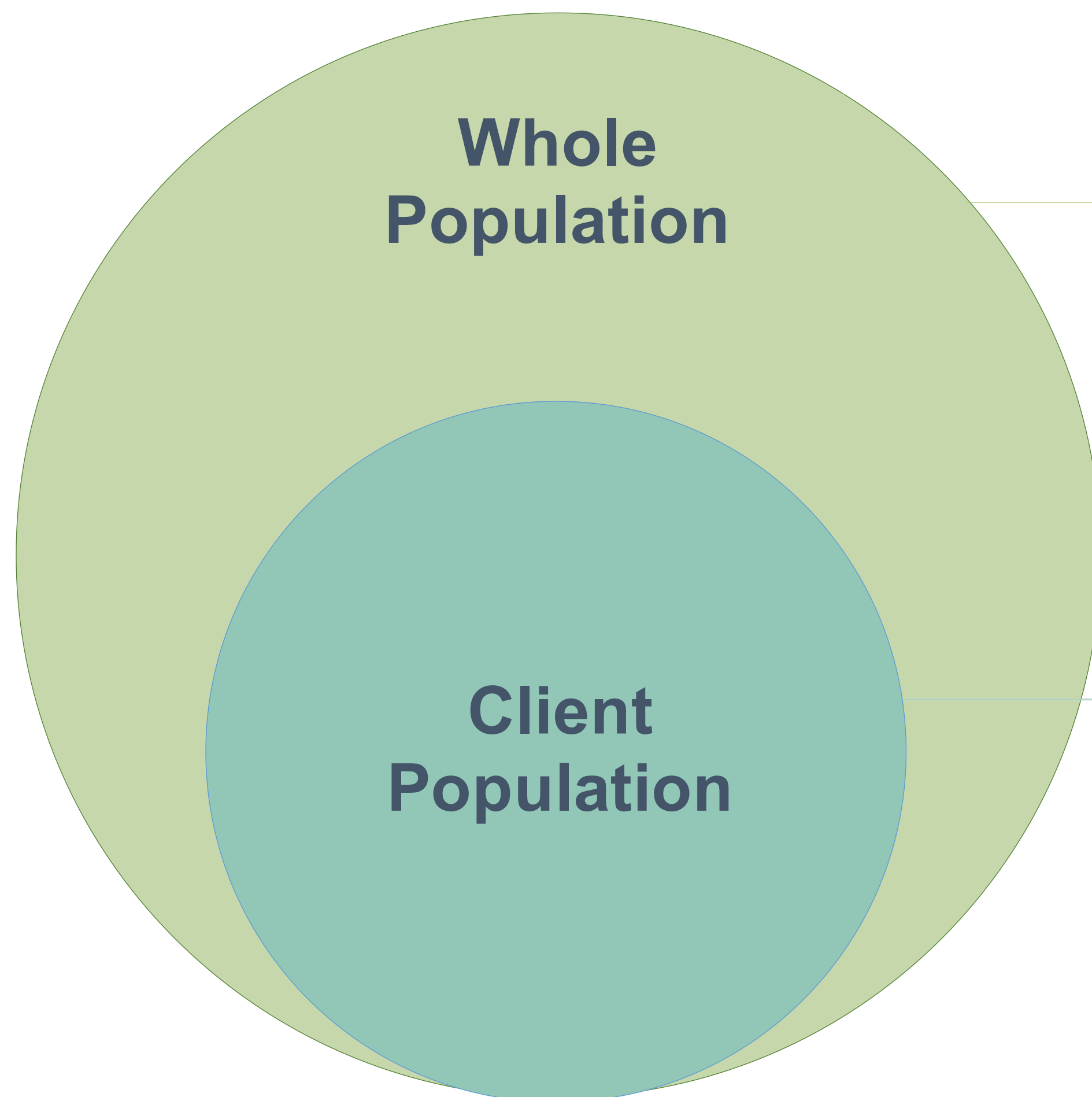
Population Accountability

The well-being of Whole Populations
Communities, Cities, Counties, States, Nations.
Results and indicators:
- Youth have opportunities for employment or career readiness
- % of youth not working and not in school

Performance Accountability

The well-being of Client Populations
Programs, Agencies, Service Systems. Programs and performance measures
- Program: Connecting Youth
- Performance Measure:
- % of youth in program who obtain employment
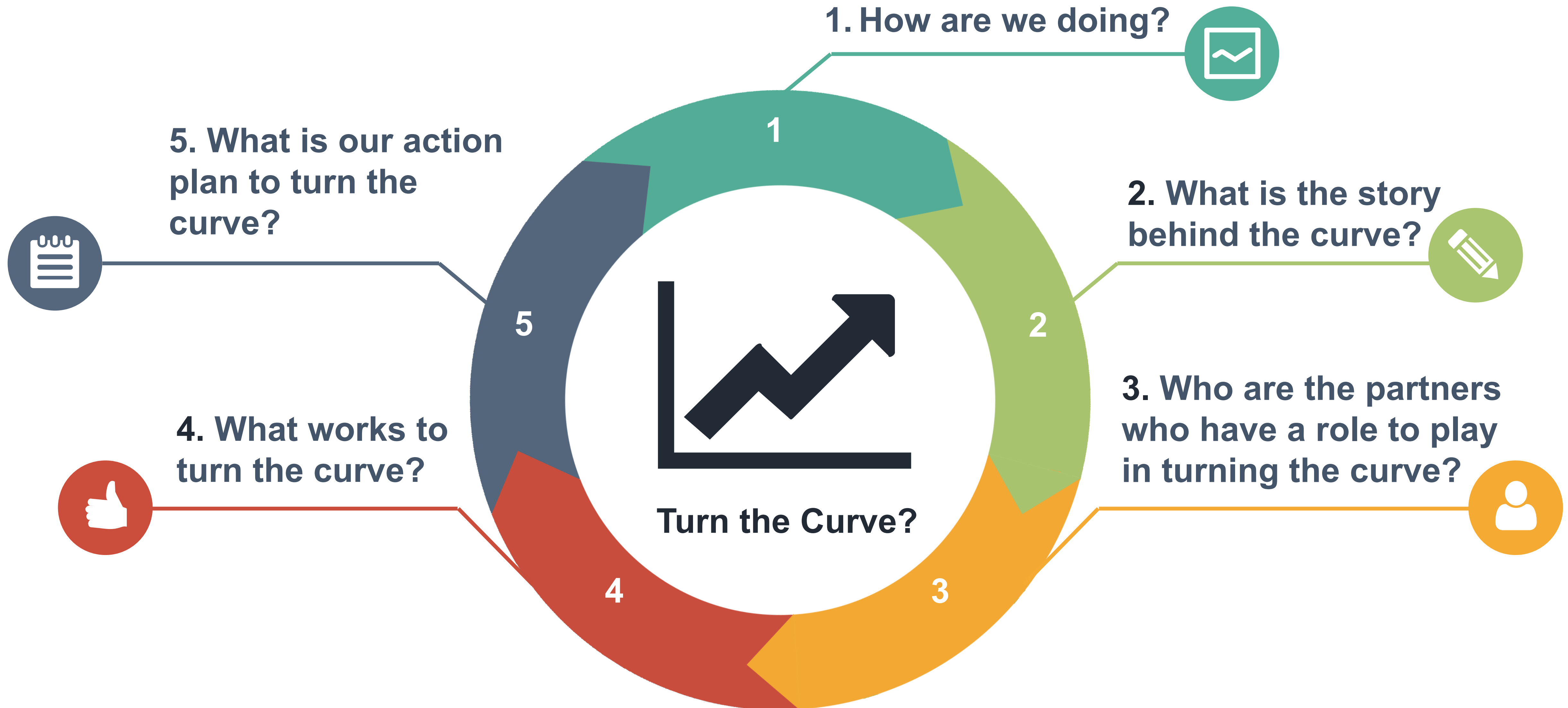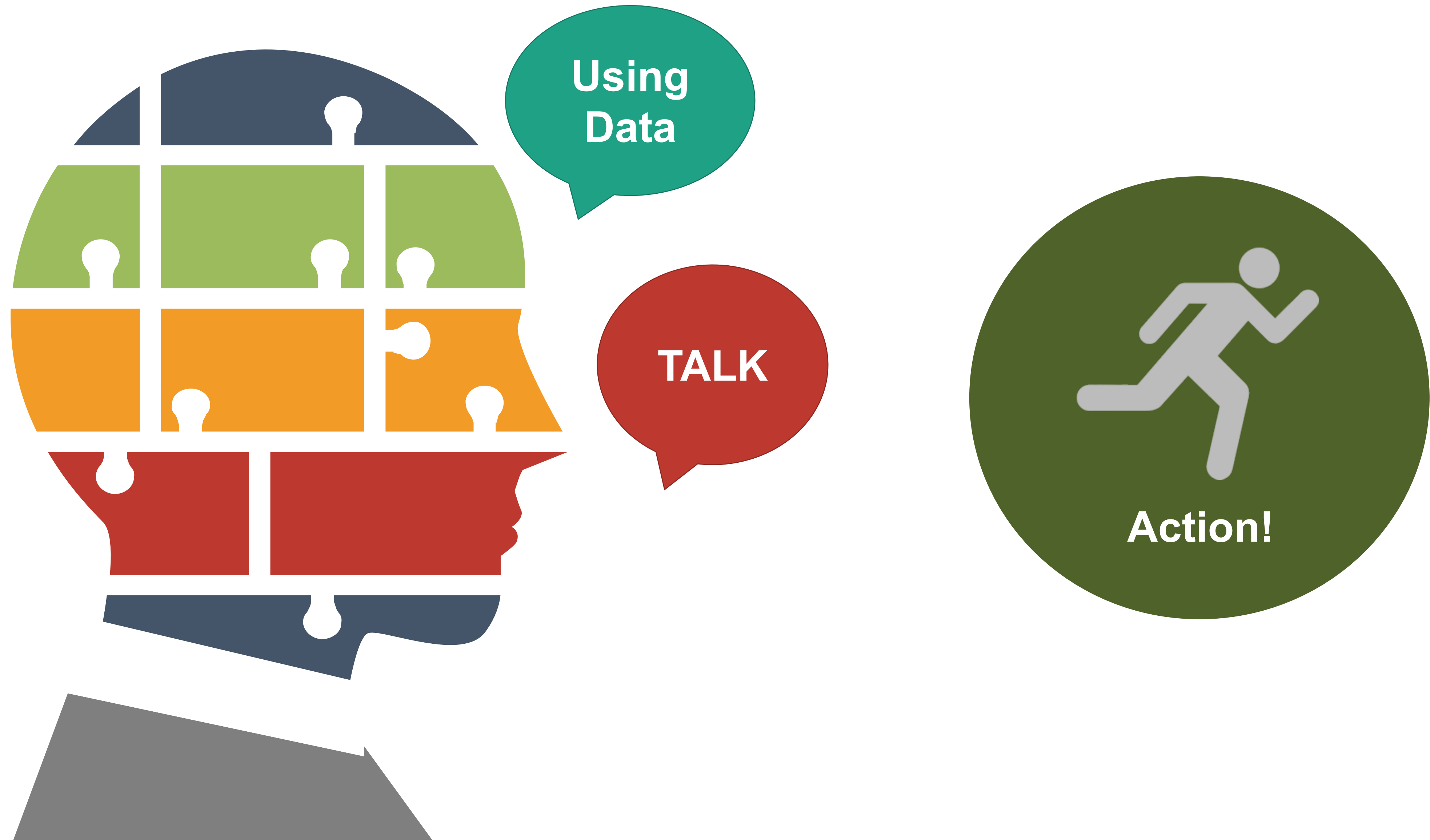
Performance Measurement Matrix

	Quantity	**Quality**
Effort	How much did we do? # of Customers Served # Activities **How productive?**	How well did we do it? Customer Satisfaction Following Protocols Retention Rates **Are we doing things right?**
	#	%/#
Effect	# Skills / Knowledge # Attitude / Opinion # Behavior # Circumstance/Condition	% Skills / Knowledge % Attitude / Opinion % Behavior % Circumstance/Condition
	#	%

Is anyone better off?

Are we doing the right things?

Turn the Curve Thinking

1. How are we doing?

2. What is the story behind the curve?

3. Who are the partners who have a role to play in turning the curve?

4. What works to turn the curve?

5. What is our action plan to turn the curve?

Turn the Curve?

1

2

3

4

5

Why Turn the Curve Thinking?

"RBA will help us get the train out of the station"

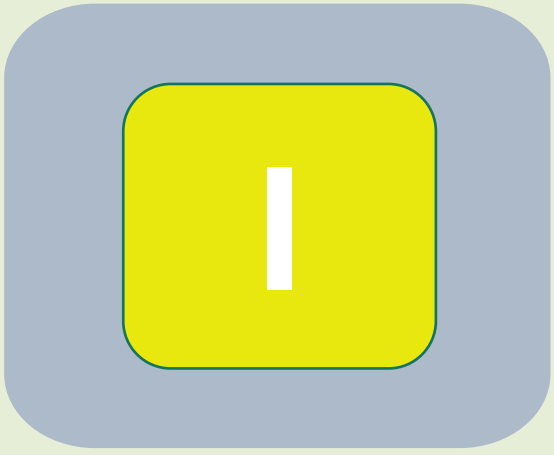# Language Discipline – A Common Language

RBA Definitions

Population Accountability

R — **Result**

A condition of well-being for children, adults, families or communities.

- All pregnant women experience a healthy pregnancy and delivery
- All infants are born healthy and ready for a great start at life
- Adolescents enter adulthood ready to fulfil their dreams

I — **Indicator**

A measure which helps quantify the achievement of a result.

- Maternal mortality rate
- Low birth-weight rates
- High School graduation rates
- Poverty rate

Performance Accountability

P — **Program**

A program, agency, strategy, or service system

- Department of Public Health
- Foundation
- Nonprofit / Community-based Organization
- Grantee
- Early Childhood Education Service System

PM — **Performance Measure**

A measure of how well a program, agency or service system is working.
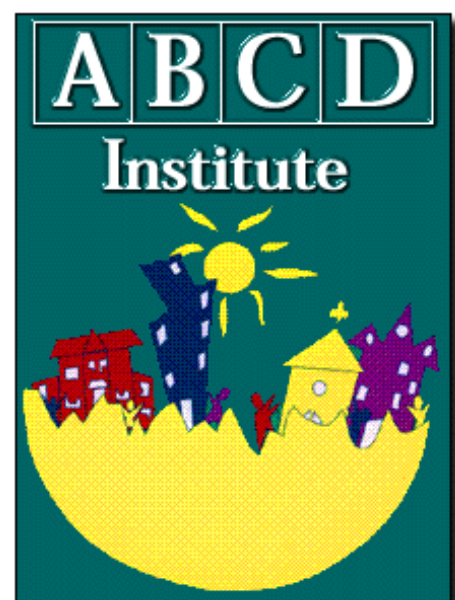
Three Types

1. How much did we do?
2. How well did we do it?
3. Is anyone better off?

Questions & Discussion

Resources

ABCD Institute
http://www.abcdinstitute.org/

Tamarack Institute (tamarackcommunity.ca)

ABCD in Action
Asset Based Community Development, Community Engagement and Mobilization

Online ABCD Community
http://abcdinaction.org/

ABUNDANT *Community*
Awakening the Power of Families and Neighborhoods

http://www.abundantcommunity.com/

https://clearimpact.com