

Talbot Family Network
Fiscal Year 2025 – ENOUGH Act Capacity-Building Funds
Request for Proposals (RFP) Summary Page

Title/Overview: **COLLECTIVE IMPACT INITIATIVE in Talbot County** with FY25 capacity-building funding through Maryland’s Engaging Neighborhoods, Organizations, Unions, Governments and Households ([ENOUGH Act](#)) with the Maryland Governor’s Office for Children (GOC) to build local capacity for designing and implementing strategies that increase economic mobility and reduce childhood poverty.

RFP Issue Date: Friday, December 6, 2024

Purpose: As the Local Management Boards (LMB) for Talbot County, Talbot Family Network (TFN) seeks proposals from experienced vendors for planning, technical assistance, and facilitation services to guide TFN and its community partners in co-creating a countywide collective impact initiative to increase upward mobility.

Introduction:

Talbot Family Network (TFN) is the [Local Management Board](#) (LMB) for Talbot County located on Maryland’s rural Eastern Shore, adjacent to Queen Anne’s and Kent Counties. LMBs are community-based organizations serving all 23 counties in Maryland, and Baltimore City, focused on improving outcomes for Maryland’s children and their families. The programs and strategies that LMBs fund align with Maryland’s Children’s Cabinet (planning and priorities). Each LMB works to:

- Prioritize community results and indicators centered on Maryland Results and Indicators.
- Conduct a local community needs assessment .
- Develop an annual or multi-year community plan that includes new and existing programs, strategies, and/or initiatives.
- Evaluate and report performance measurement data on funded programs, strategies, and/or initiative.
- Expand capacity of the community to service children and families.

The state has also “identified several other factors that should be considered as part of the larger picture of meeting community needs and making appropriate investments:

1. **Community Voice** – As each jurisdiction across the State has unique needs, strengths and challenges, it is imperative that the voices of community members are lifted up and weighed when and wherever possible. This should include:
 - People with lived experience
 - People of diverse races, ethnicities and cultural backgrounds
 - People across the lifespan (with a focus on youth voice)
 - Other traditionally marginalized populations within the community
2. **Racial Equity** – Systemic and institutional racism by definition are embedded within our society; government; public service systems and agencies. To that end, it is imperative that all LMBs employ an equity lens in every aspect of their work to ensure inclusivity and to address these systemic inequities that contribute to the marginalization of black, indigenous, and people of color.
3. **Continuous Improvement and Capacity Building** - A key role of LMBs in a community is to act as a ‘neutral convener to create an effective system to improve results for children, youth and

families'. This role requires that LMBs actively help to build the capacity of organizations to provide high quality programs and achieve outcomes for their customers.¹"

- Service Period:** February 1, 2025 – June 30, 2025
Complete all invoicing and work by June 30th. TFN may request a 90-day no-cost extension from GOC. If approved, the service period would end September 30, 2025.
Based on performance and availability of funding, additional contracting for implementation in FY26 may be negotiated with the selected vendor.
- Pre-Bid Conference:** Monday, January 6, 2025 at 10am on [Zoom](#) – attendance encouraged; not required.
- Submission Deadline:** Sunday 1/12/25 by 11:59pm
Email to director@talbotfamilynetwork.org
Proposals that are incomplete, mailed or faxed, or arrive after the deadline will not be considered.
- Notification of Award:** On or before Wednesday 1/29/25.

Proposal Review:

A committee of TFN Board members will review the proposals based on the attached scope of work and instructions. Committee members will be free of any conflicts of interest as documented in their annual Conflict of Interest Statements.

TFN reserves the right to accept or reject proposals or parts of proposals received in response to this RFP and to conduct discussions with applicants in order to serve the best interests of the LMB. TFN's funding decisions are final and are not eligible for appeal. Project details not outlined in this RFP will be negotiated with the vendor upon selection.

Eligibility and Funding Availability

Any experienced for profit or nonprofit organization or company that can demonstrate the ability to successfully carry out the project, is eligible to apply. Businesses or organizations that are owned/led by people from diverse ethnic and cultural backgrounds as well as those working in the D.C., Maryland and Virginia area are encouraged to apply. Applicants must provide evidence of experience, credibility, accountability, and readiness to proceed.

Maryland Public Information Act

By submitting a proposal for this RFP, the proposer acknowledges and understands that their proposal may be subject to public inspection under the Maryland Public Information Act, in TFN's sole discretion.

For additional information, contact: Nancy Andrew, Executive Director
director@talbotfamilynetwork.org 410-200-5532

Vendors wishing to receive updates on this RFP prior to the deadline should email their contact information to TFN.

¹ (From the LMB Performance Accountability Process, Approved December 16, 2020, by the Governor's Office on Crime Prevention, Youth, and Victim Services, and the Maryland Association of Local Management Boards)

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FY25 REQUEST FOR PROPOSALS · SCOPE OF SERVICES
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BACKGROUND

These two interconnected opportunities are the drivers for this project.

I. The TFN FY25-27 Community Plan

LMBs carry out community assessments every 3-5 years from which community plans are developed.

TFN’s [FY25 – FY27 Community Plan](#) integrates both fish/lake or transactional work and groundwater or transformational work in order to meet current needs and foster systemic change. This effort is relationship based and requires sustaining strong, trusting connections among stakeholders centered around these priorities:

1. BUILD A STRONGER NETWORK
Support a Trauma-Informed Resiliency-Oriented Equitable (TIROE) Community
2. BUILD A HEALTHIER SYSTEM
Foster upward mobility from poverty through equitable systems change

The vendor sought through this RFP will empower TFN with priority 2 of the plan, which the LMB envisions as follows:

PRIORITY 2	HOW DO WE ACCOMPLISH THIS?
BUILD A HEALTHIER SYSTEM Foster upward mobility from poverty through systems changes focused on creating equitable outcomes	Implement the collective impact 3.0 framework
	Focus on systems change
	Enhance the conditions that empower people to move out of poverty (see the dimensions of mobility)

PRIORITY 2 - TFN Commitment

- Convene a community-wide cross-sector coalition to set a shared TIROE vision for [upward mobility](#) with TFN as the founding backbone organization
- Engage clients, including youth, as valued partners in this movement

TFN uses the Collective Impact Forum’s definition of collective impact: *A network of community members, organizations, and institutions that advance equity by learning together, aligning and integrating their actions to achieve population and systems-level change.*

II. The ENOUGH Initiative

For too long, high rates of concentrated, generational child poverty have persisted in communities across the state of Maryland and denied too many of our state’s children the ability to achieve their full potential and determine their own futures. The [ENOUGH Initiative](#) reflects the Moore-Miller Administration’s commitment to ending child poverty and ensuring that all Marylanders, regardless of where they call home, have what they need to live healthy and successful lives.

ENOUGH focuses on communities that have been disproportionately impacted by decades of disinvestment and harmful public policies that often systematized and reinforced race-based discrimination, limited wealth creation, and blocked pathways to economic mobility.

The ENOUGH Initiative supports Maryland communities through two funding streams:

1. The ENOUGH Grant Program [Competitive] provides direct funding to community-based, cross-sector partnerships via three (3) competitive grant tracks tailored to the eligible community's stage of readiness and capacity for collaborative action (partnership development, plan development, and implementation) to plan and advance place-based strategies that reduce child poverty and increase economic mobility. *Talbot County did not meet the poverty thresholds to qualify for competitive funds in the inaugural FY25 round. However, the three tracks serve as guideposts for all LMBs to follow.*

Step one in the ENOUGH process is identifying and supporting a community quarterback organization that will eventually convene partners, activate and engage community leaders, and develop a formal partnership network or consortium structure to conduct the place-based initiative around a shared vision for the high-poverty neighborhood. Based on county data, TFN has identified the neighborhood around Easton Elementary School, the county's inaugural Community School, as the focus of this place-based work.

2. The LMB Capacity Building Grant [Formula] leverages the local infrastructure and expertise of LMBs to build the capacity of high-poverty communities within their jurisdictions to design and implement strategies that increase economic mobility and reduce child poverty. This place-based, cross-sector, anti-poverty work must align with the [ENOUGH Theory of Action](#). *All LMBs are receiving these funds. TFN is using a portion of its capacity building funds for this project.*

Consultants responding to this RFP may also be interested in the Capacity-Building Circuit Rider for Kent, Queen Anne's and Talbot Counties RFP that TFN has released with its Mid-Shore LMB partners.

OVERVIEW of this Project

Support TFN and its Board of Directors with planning, community education, technical assistance, and inaugural partnership convening and alignment to launch a county-wide collective impact initiative.

The ideal vendor is adept at applying these priority TACTICS to their work:

1. Participatory Action Approaches
2. Racial Equity Lens
3. Trauma Informed Lens
4. Systems Change Framework

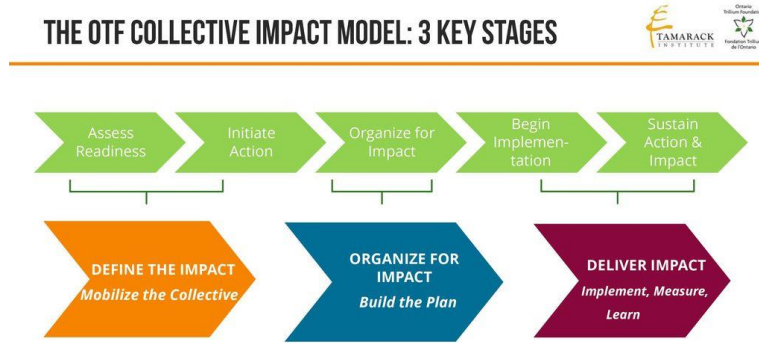
Experience with [Results Based Accountability](#), Asset Based Community Development, and in growing youth-adult partnerships would be a plus.

DELIVERABLES

The Collective Impact consultant will play a critical role in helping rural Talbot County move the needle on a community change effort. The consultant's responsibilities will include the following clearly defined deliverables:

- **Assess Readiness**
 - Assess TFN's readiness to drive a collective impact initiative.
 - Assessment should include consideration of TFN's current capacity to serve as the backbone organization and alignment of its mission and branding with this role.
 - Assess the community's readiness for a long-term cross-sector county-wide effort that impacts population level outcomes.

- Report on the assessment results/findings based on the key stages and [phases](#) of collective impact or other preferred model:



- **Coach on Next Steps**

- Counsel TFN on the next steps for embarking on a countywide collective impact initiative.
- Assist with implementation within the project period.

FUNDING

The total FY25 budget for this project is \$23,000.

Based on performance and availability of funding, additional contracting for project implementation in FY26 may be negotiated with the selected vendor.

INSTRUCTIONS

Send one Word or PDF document in 12pt font and up to 6 pages (excluding attachments, if any) ordered to address the following.

Scoring Rubric – Proposals will be evaluated based on a scoring rubric. The rubric is designed to prioritize alignment with the project purpose, feasibility of the proposed action plan, and the vendor’s capacity to deliver results. The scoring categories and their respective weights are:

1. **Organizational Information (10 points)** Evaluates the vendor’s experience, qualifications, and familiarity with rural communities. This section ensures that the applicant has a strong track record of delivering similar services.
 - RFP Name: *Collective Impact Initiative in Talbot County*
 - Name of firm
 - Point of contact (name, title, phone number, mailing address, and email address)
 - Overview of the firm’s background/relevant record of accomplishment generally and with collective impact plus two recent references.
2. **Action Plan (50 points max)** Assesses the proposal’s approach to meeting the initiative’s purpose. Points are awarded for a clear description of the firm’s proposal to provide the scope of services above including responding to these points:
 - Description of the firm’s proposal to provide the scope of services above including responding to these points:
 - How does your firm leverage the core tenants of the Collective Impact framework to effectively build community cohesion and shared action toward long-term and sustainable outcomes with complex social issues?

- Outline a suggested work plan for the project period.
- Propose how to measure project success and impact for this inaugural effort.

3. **Budget (20 points max)** Evaluates the clarity, feasibility, and cost-effectiveness of the proposed budget. Points are awarded for providing a detailed, realistic budget narrative that aligns with the scope of work and deliverables.

- Provide an itemized investment for the proposed services including travel costs, if any, and related budget narrative.

Alignment with the Initiative Purpose (10 points) Assesses the vendor's understanding of and commitment to the systems change work. Points are awarded for proposals that demonstrate a strong alignment with these priorities.

- Demonstrates a clear understanding of collective impact and initiative priorities (e.g., racial equity, trauma-informed care).
- Proposes actionable strategies that align with the initiative's focus on addressing poverty through systems work and collective action.

Applicants are encouraged to address each section, ensuring their submission is directly responsive to the scope of work outlined in the RFP.