



TALBOT FAMILY NETWORK Board Meeting
Tuesday, March 18, 2025 · 2:30pm · Meeting is open to the public*
HYBRID: In-Person at Talbot County Education Center + Zoom

Agenda

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.

- Welcome
- Minutes - February 2025 Meeting
- Community Partnership Agreement
 - Update FY25
 - Budget Modification
 - Empower Executive Committee
 - FY26 Notice of Funding Available – Due 4/25/25
 - Empower Executive Committee
- County Classification Study
- Community Reinvestment and Repair Funds
- Collective Impact for Talbot – Due East Partners
- Adjourn

* 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.

Posted to webpage 3.14.25

**TALBOT FAMILY NETWORK
BOARD MEETING - MINUTES**

Tuesday, March 18, 2025 – at Talbot County Education Center and on Zoom

Name	In Person	Virtual	Name	In Person	Virtual
Natalee Bradshaw			Matt Sevon		
Victoria Billings		1	Anthony Smith		
Chuck Callahan			Martha Sparks		
Katie Dilley		1	Clay Stamp		
Katie Fox			Linda Webb	1	
Fahmi Fahmi			Lauren Weber	1	
Samantha Martinez	1		Jennifer Villacorte	1	
Berenice Orellana			Kaitlin Foster-Clark		
Sharon Pepukayi	1		Nancy Andrew	1	

Guests: in-person - *Jan Willis*, and virtually - *Lauren Maddox, Isabella Ryan*.

The meeting began at 2:35pm. A quorum was not established.

Meeting Minutes

Approval of the February meeting minutes was deferred due to the absence of a quorum.

COMMUNITY REINVESTMENT AND REPAIR FUNDS

Draft legislation for establishing Talbot County CRRF Commission was shared. In it, TFN / the Local Management Board serves as the local commission.

TALBOT COUNTY CLASSIFICATION STUDY

The Talbot County Council approved the study recommendations. Nancy will include this information in the next FY25 Budget Modification and adjust compensation accordingly in the FY26 draft budget.

FY25 COMMUNITY PARTNERSHIP AGREEMENT

Nancy is working on a budget modification including reallocation of ~\$15,000 in training funds to programmatic support. She will meet with the Executive Committee for their approval if the budget modification is ready for submission to the state prior to the April Board meeting.

FY26 COMMUNITY PARTNERSHIP AGREEMENT

GOC published the FY26 NOFA on 2/26/25 (normally posted 1/1) which fully aligns with the ENOUGH Act. Nancy will work with the Executive Committee as needed to prepare for the April Board meeting.

COLLECTIVE IMPACT

Lauren Maddox and Bella Ryan from Due East Partners reported on LMB Board and staff responses to the Collective Impact readiness assessment. Highlights included:

Strengths of TFN

- **Well-respected among community leaders**
 - Has a clear vision and effectively convenes partners across sectors
- **Plays a central role in facilitating collaboration** and aligning activities to achieve shared goals

- **Recognized for its leadership in equity-focused initiatives**, particularly in training & capacity-building
- Provides community partners **useful resources, technical assistance, and data-sharing**

TFN's Areas for Growth

- **Broaden the reach of community voices**, including faith-based organizations, civic groups, and underrepresented populations
- Strengthen **data management and integration among partners**
- Further **develop a clear policy agenda and advocacy strategy**
- Need to expand sustainable funding, including **braided and blended funding** models and increasing investments in backbone capacity

Community Collaboration & Readiness

- **Existing Strengths:** Strong volunteer base, a wealth of nonprofits, and key partners ready to commit to collective impact
- **Challenges Identified:**
 - Nonprofits are competing for funding and donors, creating silos
 - Need for deeper trust-building between organizations and communities, particularly among Latino and underserved populations
 - Burnout among agency leaders - need to unite behind a clear, actionable plan

Regarding TFN's positioning to serve as the Backbone using servant leadership:

TFN's Strengths

- **Maintains a clear vision** and ensures decisions are **centered on prioritized local needs**
- Empowers organizations and **aligns efforts toward shared goals**
- Serves as a **neutral convener**
- **Provides funding, data, and resources** (e.g., equity grants, community trainings, Conversations on Race)
- **Builds partner capacity for equity work** and ensures equitable participation
- **Elevates community voices** and **fosters dialogue** on key issues

Opportunities to Strengthen TFN's Servant Leadership Approach:

Leadership:

- Improve Board's understanding of **service leadership**
- Ensure **Board actively participates** in capacity-building and long-term partnerships
- **Foster stronger Board-community relationships** to enhance engagement and visibility

Communication:

- Deepen **understanding of TFN's mission/role**
- Create more spaces for **collaborative dialogue**
- **Elevate diverse voices** and increase engagement
- Expand **visibility and outreach**
- Share community **success stories**

Culture and Norms:

- **Collaboration over competition**
- **Trust**
- **Shared decision-making**
- **Accountability for results**

They will return to the May Board meeting to share and discuss the findings from the overall Collective Impact readiness assessment including recommendations on next steps.

The meeting adjourned at 3:55pm.

Submitted by: Nancy Andrew