

Talbot Family Network (TFN)
Fiscal Year 2027 - Community Partnership Agreement
REQUEST FOR APPLICATIONS

TITLE OF GRANT PROGRAM: Conversations on Race - Community of Support

➤ **Equity Grants for Talbot County Organizations and Agencies**

TFN POINT OF CONTACT: Nancy Andrew, Executive Director
410-200-5532 · director@talbotfamilynetwork.org

BACKGROUND

TFN has requested FY27 funding from the Governor's Office for Children (GOC) to help build staff and organizational capacity within community organizations and agencies for integrating racial equity into their mission, policies, services, and culture.

Since FY17, TFN has offered racial equity education to the community. You or members of your team may have left one of these workshops challenged, inspired, and ready to act in terms of launching or expanding an equity initiative in your organization. This funding opportunity aims to provide staff, board members/volunteers, and clients with additional tools, knowledge and support to normalize and operationalize internal equity practices.

PROGRAM OVERVIEW

This grant supports organizational capacity-building and systemic change rather than the delivery or expansion of direct services. Funding is intended to help organizations strengthen their long-term capacity to advance racial equity through their policies, practices, decision-making, leadership, workforce, partnerships, or culture.

Use of Funds – Grant funds are intended primarily to support:

- Racial equity training and facilitated learning for staff, Board members, volunteers, and/or other organizational stakeholders;
- Consultant or professional services that support organizational assessment, coaching, policy or practice development, evaluation, or other systemic racial equity work; and
- Project-specific materials and supplies necessary to carry out the approved equity activity, such as books or training materials.

TFN may consider other proposed expenses that clearly support the purpose of the Equity Grant Program and meet applicable GOC requirements.

APPLICATION AND ELIGIBILITY

Any agency or organization, public or private, which is located and provides services in Talbot County and can demonstrate the ability to successfully carry out the project, is eligible to apply. Prior grantees are eligible to apply with a cash match requirement. Funding will not be awarded to an individual. Interested individuals are encouraged to contact an organization with which they have an affiliation to collaborate on a project application.

Pre-Application Meeting: Wednesday, August 26, 2026, 11am/ ZOOM ([REGISTER HERE](#))

Intent to Apply: Letters of intent due Friday, August 28, 2026

Grant Period: November 1, 2026 - June 30, 2027

Submission Deadline: Monday, September 21, 2026, by 11:59pm by email only to TFN Point of Contact

Notification of Awards: By or before Friday, October 23, 2026

LETTER OF INTENT

All parties interested in responding to this RFP are **required** to submit a brief letter of intent. The letter must be on organization/agency letterhead, signed by the organization's/agency's authorized official, and include the

estimated amount of funding to be requested. Submit letters of intent electronically only to the TFN Point of Contact. Hard copies submitted by mail will not be accepted.

BUDGET

Up to \$8,500/applicant. **++ Funds must be spent and services completed by June 30, 2027. ++**

TFN administers funding from the Maryland Children's Cabinet Interagency Fund, which is a funding source of last resort. By applying, applicants affirm that these dollars will not supplant other funding. Grant funds must supplement, not replace, existing local, state or organizational funds already budgeted for the same purpose. Grant funds may only be used for allowable costs incurred during the approved grant period.

- TFN budgeted for five full \$8,500 awards or the equivalent thereof for FY27.

PROPOSAL REVIEW:

A committee from the TFN Board will review applications based on the grant program description and instructions. Committee members will be in compliance with the Representation of Absence of Conflict of Interest and Confidentiality Statement standard.

TFN reserves the right to accept or reject proposals or parts of proposals received in response to this grant program and to conduct discussions with applicants in order to serve the best interests of the Local Management Board. TFN's funding decisions are final and are not eligible for appeal. Applicants must submit a completed equity grant application and budget. TFN will not consider proposals that are incomplete or received after the deadline.

Scoring:	Application / Budget	75 / 25 points respectively for 100 total points max
	Bonus Points	10 points max - projects involving active collaboration with at least 1 partner; project must have a signed agreement and measurable goals

TFN will consider how proposed projects align with its broader systems-change work, including the ENOUGH Theory of Action and the needs of Talbot County's ENOUGH target neighborhood (see below). Active participation in the Talbot Equity Coalition, including a current signed Member Agreement, will also be considered. Neither Coalition membership nor a specific focus on the ENOUGH target neighborhood is required for eligibility.

REPORTING

Grantees will need to provide quarterly progress reports with a short narrative, expense report, and summary of performance measures. These measures will be established with the funded programs in conjunction with the award notice. If, for example, funds are used for training, performance measures might include:

- How Many: # of participants who completed the funded equity training.
- How Well: #/% of participants who report they engaged in dialogue during the training.
- Better Off: #/% of participants who report they are better able to address institutional racism.

IMPORTANT FUNDING REQUIREMENTS

Awards are funded through the GOC and are subject to State grant administration and fiscal requirements. Proposed expenses must be reasonable, necessary, allowable, and directly related to the approved project. Successful applicants will be required to comply with applicable TFN and GOC fiscal, reporting, procurement, recordkeeping, and grant management requirements as a condition of award.

- Procurement: Grant-funded contracts or purchases exceeding \$5,000 are subject to procurement requirements. Successful applicants may be required to obtain and document competitive price or rate quotes in accordance with applicable procurement policies.
- Changes After Award: Material changes to the approved project scope or budget require advance approval. Grantees should not incur costs related to a proposed change before receiving approval.

OVERVIEW TALBOT FAMILY NETWORK: [Talbot Family Network](#) (TFN) is the [Local Management Board](#) (LMB) for Talbot County. There is an LMB in every Maryland county and Baltimore City. LMBs provide vital civic infrastructure for managing State and local collaboration to improve the well-being of Maryland's children, youth and families. Each LMB

develops and implements a community plan advised by local voices, to interpret and make meaning of public data, identify which intractable issues remain unaddressed, and inform where service and capacity gaps can be filled by LMB support. In its [FY25-27 Community Plan](#), TFN is focusing on these priorities:

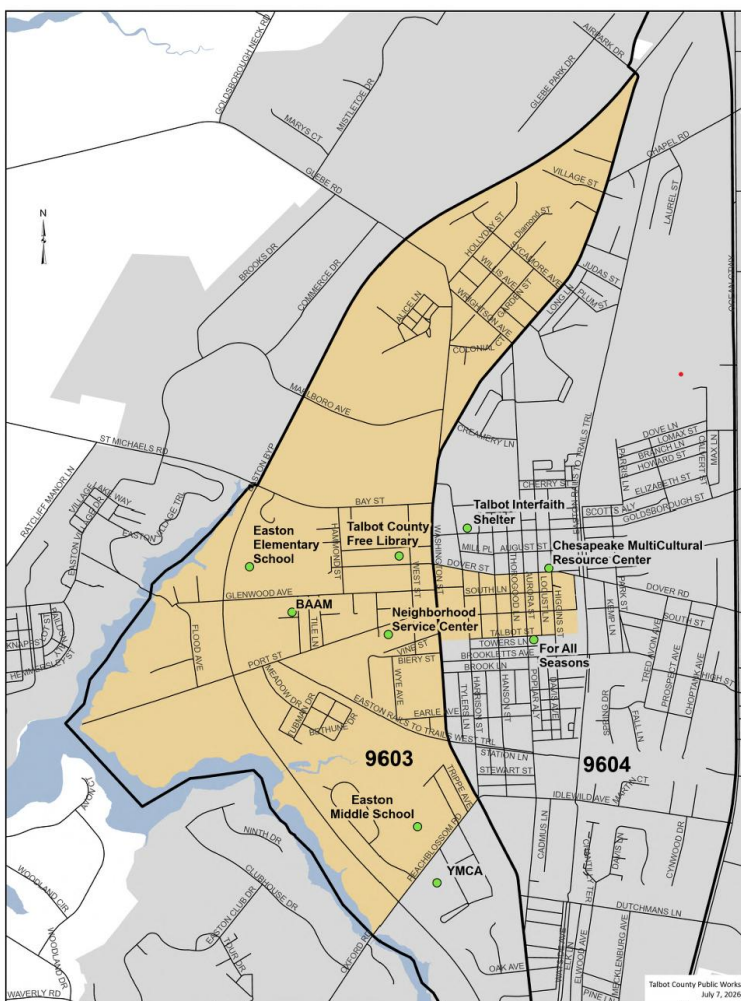
- BUILD A STRONGER NETWORK - Support a Trauma-Informed Resiliency-Oriented Equitable (TIROE) community
- BUILD A HEALTHIER SYSTEM - Foster upward mobility from poverty through systems change focused on creating equitable outcomes

For FY27, the Governor’s Office for Children is charging LMBs with proactively driving systems change and promoting cross-sector coordination aligned with Maryland’s all-of-government approach to eliminating childhood poverty and increasing economic mobility, using evidence-based practices. The Engaging Neighborhoods, Organizations, Unions, Governments and Households / [ENOUGH Act](#), signed into law by Governor Wes Moore in May 2024, reflects the State’s commitment to ending childhood poverty and ensuring that all Marylanders have what they need to live healthy and productive lives.

The [ENOUGH Theory of Action](#) calls for cross-sector, diverse partnerships to engage in collaborative action with community residents to drive decisions for *place-based* investments and strategies that increase economic mobility. LMBs coordination should address the root causes of poverty at the neighborhood level (see Talbot ENOUGH target neighborhood map next page) by focusing on systems and structures in the four ENOUGH Result Areas:

- Cradle to Career Education
- Economically Secure Families
- Healthy Families
- Safe and Thriving Communities

Talbot LMB ENOUGH Target Neighborhood – Easton:



RESOURCE LIST

Equity Contractors

This is a resource for applicants wishing to engage a project consultant or explore other consultant leads. These are vendors that Talbot Family Network and/or other Talbot County agencies have worked with or that TFN has interviewed based on the consultant's scope of work and potential fit for equity projects.

Applicants are responsible for vetting any consultant they contract with. Applicants who select one of these vendors will not receive an advantage in their proposal scoring. Applicants are welcomed to work with vendors not listed here. Inclusion on this list does not satisfy any procurement requirements that may apply to a grant-funded contract.

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Cultural Research Solutions

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Baltimore Racial Justice Action

www.bmoreantiracist.org

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Dana Polson - Consultant - dana@bmoreantiracist.org

Challenging Racism

<https://www.challengingracism.org/>

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