



## Organizational Culture

The Maddox Fund strives to create an environment where all people and planet flourish. Through observation, we have found that nature teaches us what healthy systems look like and what it takes to sustain them. Maddox looks to nature to teach us how to work and live together.

### *What we learn from water – Bend, adapt and keep moving forward*

From creeks to rivers, water is always moving toward the sea—but never on a straight course. Streams bend and burble. They respond to floods and droughts adapting to the environment around them. At Maddox we understand the value of assessing the terrain in which we find ourselves and altering course as needed. We are a learning organization, always exploring new possibilities in response to our changing community. Maddox is curious about what lies beyond the next bend and is willing to take risks as we chart a new course. To paraphrase the Greek philosopher Heraclitus, no one can step in the same river twice, because the river is never the same, and neither are we.

### *What we learn from trees – We are stronger together*

From trees, we learn about interconnectedness, as below ground, tree roots are intertwined for strength and survival. When the wind blows, the trees hold each other fast. At Maddox we take our cue from trees, and believe that we are stronger together, rooted in our shared vision, mission and values while reaching for our shared piece of the sky. Like trees, the Maddox Fund believes our well-being is wrapped up in an inescapable network of mutuality – whatever affects one directly, affects all indirectly.

### *What we learn from grasslands – Diversity feeds us*

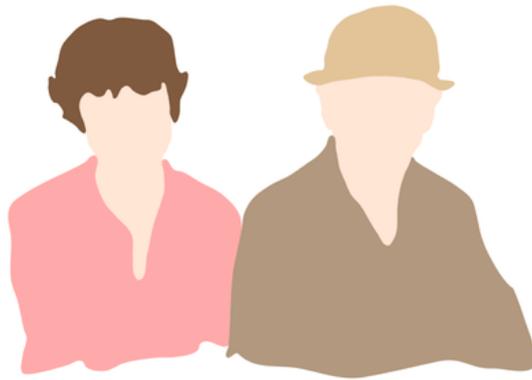
From grasslands we learn that diversity – indeed, biodiversity – is essential to healthy systems. As the multiple varieties of grass and wildflowers are cross-pollinated by bees and breezes, grasslands show us how symbiotic relationships feed us. Grassland diversity contributes to soil health, water quality, carbon storage and wildlife habitat. The Maddox Fund promotes equity and justice by celebrating diversity, by finding joy in cross-pollinated ideas and by advocating for just systems, ecological and otherwise, when they are threatened. We nurture an environment of belonging for all people.

*What we learn from animal communities – How to lead and follow*

From geese that trade off leadership roles in flight to coyotes who play with and protect one another, we acknowledge that we can go further together and that no one can be left behind. From animal communities, Maddox is reminded that when we engage our partners/staff/board – when we listen to and trust their lived expertise – we thrive. At Maddox we are committed to leading, following, playing and cultivating an open and generous spirit.

*What we learn from the earth—Seeds grow in fertile ground*

Ideas, like seeds, are fruitful when they rest in rich soil. Maddox believes that the ground we live in requires time and tending with a commitment to the long-term benefits of on-going care. Our organic matter includes trust, honesty, authenticity, grace, forgiveness, generosity, acceptance, joy, sharing, curiosity, humility, passion and justice. We are committed to caring for the soil so ideas can flourish.



*Dan and Margaret were most alive walking along creeks, exploring savannahs or sitting in tree stands. They became conservationists by listening to the wisdom of creation and recognizing that all human beings are interconnected, not just with one another, but with all of nature*

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**MADDOX**  
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