

Program Areas and Sub-categories

The Maddox Fund will continue funding programs that improve the lives of young people and further wildlife conservation; however, our sub-categories and focus will shift. These sub-categories were developed through design sessions with past partners and community practitioners.

Wildlife Conservation

The Maddox Fund envisions a world in which people and planet flourish together in regenerative systems free from oppression and threat. Central to this vision is the intertwined relationship between humanity and the world around us. “We are caught in an inescapable network of mutuality, tied in a single garment of destiny,” as the Rev. Dr. Martin Luther King Jr. observed. What threatens nature, threatens humanity. As such, our shared liberation is essential.

During our equity journey, The Maddox Fund reflected on what we learn from nature and how we can weave those lessons into our culture and practices.

- Trees teach us we are stronger together.
- Grasslands show us that diversity feeds us.
- Earth teaches us that seeds grow in fertile ground.
- Water teaches us to bend, adapt and keep moving forward.
- Animal communities teach us how to lead and follow.

See the [full culture statement here](#).

Most of our new conservation focus areas seek to connect people and planet and advocate for regenerative policies and practices while continuing to honor the legacy of Dan and Margaret by supporting hunting and fishing. Across our focus areas, we are seeking partners with lived commitment to sustainability in policy and practice and a lived commitment to racial justice.

Over 14 years, The Maddox Fund has made grants of \$6.2 million toward conservation efforts; only \$394,000 went to organizations led by Black, Indigenous, and People of Color. These organizations have historically received smaller grants that constrain their ability to grow and thrive. The Maddox Fund will be mindful of our participation in funding disparities in the future.

In 2023, the Maddox conservation grants will focus on:

Community-Based Nature Programs

People feeling connected to nature is a first step in understanding how the well-being of humanity and nature are intertwined. The Maddox Fund is interested in funding programs that get young people outdoors and that examine our symbiotic relationship with the earth. Community-based programs emerge from and are led by people with lived experience, and, for Maddox, those historically restricted from accessing nature. Examples of Community-based Nature Programs might include water conservation, habitat protection, sustainable practices, land as liberation, nature play and environmental education.

Environmental Leadership Pipeline Programs

A common refrain of our conservation partners is that the field has limited diversity and that these limitations are reflected in the composition of their staff and board of directors. The Maddox Fund is interested in funding programs that address this ongoing disparity and resulting underrepresentation of Black, Indigenous, and People of Color in the field. Examples of Environmental Leadership Pipeline Programs might include paid internships, paid fellowships and other leadership development programs that support racial diversity in conservation.

Hunting & Fishing Programs

Dan and Margaret became conservationists because they observed nature's beauty while sitting on deer blinds and hiking remote trails. The Maddox Fund will continue supporting hunting and fishing programs that embrace our responsibility to nature. Special attention will be given to programs that advance racial diversity in the next generation of hunters and anglers.

Conservation Advocacy:

Studies show that two-thirds of young people experience some level of eco-anxiety. Maddox believes that youth want a larger voice in the future they will inherit. We are interested in funding: 1) youth-led power building around climate change, environmental justice and sustainable futures; and 2) advocacy efforts that advance our conservation priorities.

Youth

Maddox believes a connected community is necessary for young people to flourish. To that end, we support organizations that are providing direct services to young people ages 5-25. We also support organizations that are creating the conditions for youth to thrive through advocacy and systems change. Maddox will prioritize partners working with BIPOC, LGBTQ+, and immigrant & undocumented youth knowing that our current systems continue to oppress these populations.

In 2023, Maddox youth grants will focus on:

Youth Services

The first step towards a reality where young people flourish is ensuring that their basic needs are met. The Maddox Fund supports programs that provide young people with what they need to thrive. Examples of programs in this category might include wrap-around school services, support for youth facing homelessness, services for undocumented youth and mental wellness programs.

The Maddox Fund is less interested in funding basic needs defined as food and clothing.

Out-of-School Learning

Out-of-school learning opportunities are important for student thriving. Funding will prioritize afterschool and summer learning, literacy programs, tutoring and academic supports.

Post-secondary Access

In the past, Maddox has supported post-secondary programs tied to traditional 4-year institutions. Going forward, we will look at funding programs that increase access to community college programs, professional certifications, and vocational/technical training for young people as well as access to traditional university and college programs with a focus on Historically Black Colleges and Universities.

Education Leadership Pipeline Programs

Maddox supports programs that prepare leaders for the sacred work of raising our youth in safe and welcoming learning environments. This includes teacher certification programs and ongoing learning for youth workers. We will continue to prioritize organizations that support education leaders that identify as Black, Indigenous, and People of Color.

Youth and Education Advocacy

The education landscape is constantly changing. We know that to make meaningful change we must do so at the systems level. To that end, Maddox will fund organizations advocating for more equitable opportunities for young people in Middle Tennessee. We also recognize that the voices of young people have often been historically disregarded, despite being experts regarding their lived reality. We are interested in funding programs that lift the voices of young people and advance our youth and education priorities. These include but are not limited to funding for youth organizing training and for youth-led movements focused on climate change, environmental justice, advocacy for undocumented and immigrant youth and digital literacy.

Most Likely Timetable

September 2022—Grant priorities and re-design announced

December 2022—Online application available

March 1, 2023—Applications due

May 15, 2023—Grant announcements made

July 1, 2023—Grant funds available

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Reach out any time. There is no need to schedule a phone call or conversation unless doing so works better for you. Call any time.

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