LETTER FROM THE EXECUTIVE DIRECTOR

As we reflect on this past year, we recognize that our mission of transforming lives and communities through adaptive climbing opportunities that defy convention, is stronger than ever. We have empowered individuals and communities by making climbing more accessible. Nationwide, we delivered rock and ice climbing trips, educational opportunities with an emphasis on training organizations in the best adaptive climbing practices, and built local programs to create sustainable, accessible climbing programs. We accomplished these goals by partnering with some amazing organizations including The North Face, DSUSA, Neilsen Foundation and numerous other partners none more important than our community. Together, we can be proud of our accomplishments, as we work towards fulfilling our vision: a world with access to adaptive opportunities, empowered individuals, and communities where ability does not prevent opportunity.

More importantly, we reflect on the personal impact our programs have had on participants. We reflect on the stories of taking risks, achieving personal bests and embracing irreverence. The attitude that we can't climb has no place in our community and in fact, we got more people climbing last year than any other year.

In 2018, we provided over 1500 adaptive experiences nationally, which was an increase of 17% from the previous year. We delivered our nationally recognized climbing trips in eight locations, serving over 165
volunteers and adaptive athletes. Our legacy programs took place in iconic locations such as Yosemite National Park, Teton National Park, Shelf Road, Shawangunks, North Conway and Ouray, Colorado. These programs represent the heart and soul of our climbing community, each providing a unique platform to climb hard and build community.

Our Adaptive Climbing Initiative courses were delivered in over 20 locations nationally and exceeded expectations. Our staff trained over 355 climbing facilitators and adaptive climbers across the country, which included providing opportunities for military veterans. We developed strong local programs, which allow us to serve our local Colorado climbers, leverage the amazing climbing in our own backyard and work with different community organizations in fulfilling their missions.

As we look to next year, we remain committed to building adaptive climbing communities and increasing access and opportunities. Our Strategic Plan will guide us as we pursue our goals of continuing the journey to being the nationally recognized leader in adaptive climbing, diversifying and expanding partnerships, increasing capabilities of staff, and building an ever-growing ecosystem of adaptive opportunities!

Thank you for your continued support as we strive to make climbing accessible to all!

Dave Elmore
Interim Executive Director
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**MISSION**

TO TRANSFORM LIVES AND COMMUNITIES THROUGH ADAPTIVE CLIMBING OPPORTUNITIES THAT DEFY CONVENTION.
VISION

WE ENVISION A WORLD WITH ACCESS TO ADAPTIVE OPPORTUNITIES, WHICH EMPOWERS INDIVIDUALS, BUILDS COMMUNITIES, AND HONORS THE FACT THAT ABILITY DOES NOT STOP OPPORTUNITY.
Adaptive Climbing Initiative (ACI) Courses

National Trips

2018-2019 PROGRAM OVERVIEW

Paradox Sports HQ
in Boulder, CO

STATES
35

CLIMBING CLUB NIGHTS
106

PARTICIPANTS
428

Approximately 1 in 4 US adults have a disability. That is 61 million people nationwide.

100% OF PARTICIPANTS WOULD RECOMMEND PARADOX TO A FRIEND

1514 EXPERIENCES

“While participants like myself have a physical disability, Paradox events lay the groundwork for us to live a lifestyle that is anything but ‘disabled’.”

- Adam Starr, Climber and Amputee
“Climbing has taught me that it might take a few times to overcome the many cruxes in life - be it my blindness, mental health, or otherwise - but so long as I keep at it, I will eventually make it to the top.”

- Esha Mehta

Paradox Ambassador
2018-2019 TIMELINE

ACI Course: Ft. Lauderdale, FL
ACI Course: Minneapolis, MN
ACI Course: Monterey, CA
ACI Course: Norman, OK
ACI Course: Towson, MD
ACI Course: Great Falls, MT
ACI Course: Seattle, WA
ACI Course: Rome, ME
ACI Course: Culver City, CA
ACI Course: Chicago, IL
ACI Course: Beloit, WI
ACI Course: San Jose, CA
ACI Course: Long Island City, NY
ACI Course: Belmont, CA
ACI Course: Seattle, WA
ACI Course: Reno, NV
ACI Course: Ouray, CO
ACI Course: North Conway, NH
ACI Course: Tetons, WY
ACI Course: Gunks, NY
Ice Climbing Trip: Ouray, CO
Ice Climbing Trip: North Conway, NH
Rock Climbing Trip: Tetons, WY
Rock Climbing Trip: Yosemite, CA
Rock Climbing Trip: Gunks, NY
Rock Climbing Trip: Red River Gorge, KY
It has been two years since Paradox Sports launched the Adaptive Climbing Initiative (ACI), supported by The North Face, with a goal of making climbing more accessible across the country - and the national response has been overwhelming. This comprehensive training program gets climbing facilitators the experience and equipment they need to offer quality adaptive climbing programs, and to welcome people with physical disabilities into the climbing community.

Many people's first exposure to the sport of climbing is through a climbing gym. As climbing has recently grown in popularity throughout the United States, the sport is still not widely available to athletes with disabilities, and we have hit the road to change that by "training the trainers." This is our opportunity to impact exponentially more lives across the country, by encouraging and empowering others to launch their own adaptive climbing programs. Our goal is to make EVERY CLIMBING GYM AND PROGRAM IN THE COUNTRY ACCESSIBLE TO ALL ABILITIES.
LifeTime Fitness | San Antonio, TX – March 9-10, 2018
Stowe Rocks | Stowe, VT – March 13-14, 2018
ACI Staff Training | Eldorado Springs, CO – March 22, 2018
projectROCK | Ft. Lauderdale, FL – April 14-15, 2018
Vertical Endeavors | Minneapolis, MN – Apr 26-27, 2018
Sanctuary Rock Gym | Monterey, CA – May 3-4, 2018
Climb Up | Oklahoma City, OK – May 4-5, 2018
Towson University | Towson, MD – May 5-6, 2018
Eagle Mount Therapeutic Recreation | Great Falls, MT – May 11-12, 2018
Travis Mills Foundation | Tamworth, NY – June 15-16, 2018
Vertical World | Seattle, WA – July 28-29, 2018
Cliffs of Id | Culver City, CA – August 17-18, 2018
Rockreation | Los Angeles, CA – September 28-29, 2018
Planet Granite | Belmont, CA – October 25 & 27, 2018
The Studio | San Jose, CA – October 26-27, 2018
Ubergrippen | Denver, CO – November 9, 2018
Loyola University | Chicago, IL – November 10-11, 2018
The Cliffs at LIC | Long Island City, NY – December 1-2, 2018
Rock Spot Climbing Gym | Boston, MA – Jan 4-5, 2019
Vertical World | Seattle, WA – Jan 25-26, 2019
Mesa Rim | Reno, NV – Feb 15-16, 2019
Iron Horse Fitness | Fort Carson, CO – March 21-22, 2019
Movement Climbing + Fitness | Boulder, CO – March 21-22, 2019

Since 2015, Paradox Sports has hosted more than 67 courses across 26 states. From January 2018 through March 2019, we facilitated ACI Course at the following locations:
Paradox Sports was founded in 2007 through outdoor adventures and bringing communities together - from coast to coast. These programs are not just another adaptive sports program. We focus on delivering high quality, safe programs in partnership with certified guide organizations including Sierra Mountain Guides, Ouray Mountain Rescue, and Exuum Guides. Beyond our partner organizations, many of our individuals volunteers and guides are AMGA trained and support developing skills and abilities in our participants through hands-on learning. We are setting the bar high in rock climbing, ice climbing, mountaineering programs for people with disabilities.

“Everyone has an excuse on the wall. Mine might be a little more visible, but at the end of day, no matter who you are, it’s all about utilizing your strengths and challenging your weaknesses in order to get the send.”

- Jessica Sporte, Paradox Ambassador and Amputee

*Due to Internal Fiscal Year change in 2018, this Program Report is covering January 1, 2018 to March 31, 2019

97% said the Paradox program increased their confidence as a climber

Ouray Ice - February 23-26, 2018
North Conway Ice - February 9-11, 2018
Red River Gorge - June 1-3, 2018
Tetons - August 2018
Gunks - September 7-9, 2018
Yosemite - September 9-12, 2018
Ouray Ice - February 22-24, 2019
North Conway Ice - January 25-27, 2019

National Climbing Trips
Climbers and Volunteers
Outdoor Climbing Experiences
Paradox Sports has been delivering our legacy ice climbing programs for over ten years. These programs are centered on developing community and serving all ability levels. Ice climbing can be intimidating, and this is the perfect opportunity to learn new skills and challenge yourself in a safe environment, with a fun and energetic community. For many, these trips are the highlight of the year! Our guide teams include world-renowned ice climbers, AMGA certified guides, and Search & Rescue teams who are passionate about supporting our mission year after year.

25+ First-time Ice Climbers 107 Ice Climbers + Volunteers 642 Ice Climbing Experiences

[NORTH CONWAY - NH] Ouray - Co

[The trip] showed me that most things I have done in my life prior to my accident are still things I can do. It might just take a little longer or need to be done a different way, but there’s a way to adapt to pretty much any situation

- John Potusek, adaptive climber

*Due to Internal Fiscal Year change in 2018, this Program Report is covering January 1, 2018 to March 31, 2019
Each year we travel to the most iconic climbing destinations across the country to provide accessible rock climbing opportunities for people with disabilities. Climbers and volunteers travel from all over to climb on the granite walls in Yosemite, California to the limestone crags of Red River Gorge, Kentucky. With professional guides and a team of volunteers to support adaptive athletes in their goals, the Paradox Sports rock climbing trips are multi-day outdoor experiences where adaptive athletes get to take their skills to the next level. Our guide teams are dedicated to providing technical instruction and helping climbers become confident and independent lifelong members of the climbing community.

“The impact Paradox Sports has had on people's lives isn't just from the act of climbing a rock wall. It comes from the building of a community that supports, inspires and enables anyone to radically change and redefine who he or she is - because with the support of community anything is achievable.”
- Kyle Queener, Guide / Volunteer
Our local programs are the cornerstone of our larger climbing community and the foundation of an adaptive climbing movement that has grown nationwide. In FY19, our climbing club served as the case study for national communities to build their own sustainable local climbing programs after hosting or attending the Paradox Sports Adaptive Climbing Initiative course. In addition to regular indoor climbing days in Colorado, we are committed to supporting other local organizations in fulfilling their missions through custom adaptive climbing programs in the Boulder area. Our custom program delivery in FY19 included the following:

- ACI Staff Training
- Ironman Foundation - Community Day
- Imagine! - Six week program serving individuals with cognitive disabilities
- Adapt2Achieve Leadership Conference
- Earth Treks Climbing Club
- Boulder Rock Club Climbing Club

As we continue to develop strong local programs, we are excited to partner with Movement Climbing + Fitness to better serve our adaptive athletes through innovative, high quality programming.
### Financial Overview

**Fiscal Year 2019**

*April 1, 2018 - March 31, 2019*

#### Revenue

- **Grant and Foundations**: $32,400
- **Corporate Donations**: $104,669
- **Individual Donations**: $87,582
- **Paradox Mile Fundraisers**: $53,510
- **Event Income**: $7,731
- **Program Income**: $87,951
- **In-Kind Donations**: $165,621

**Total Revenue**: $539,464

#### Expenses

- **Program**: $302,118
- **Fundraising**: $99,836
- **General Administration**: $18,173

**Total Expenses**: $420,127

**Net Income**: $119,337

### Statement of Financial Position

**March 31, 2019**

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<td>Cash and Cash Equivalents</td>
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<td>Fixed Assets</td>
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<table>
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<td>Payroll Liabilities</td>
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<td>Temporarily Restricted Funds</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td>$23,504</td>
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**Net Assets**: $373,610

*Since 2016, we have made an effort to guarantee long-term financial stability with a goal of establishing a cash reserve equal to one year of operating expenses. This reserve account was established in 2018.*

*In order for better planning and budgeting, Paradox Sports changed the internal fiscal year to April 1 - March 31 beginning in 2018.*

#### Revenue Growth

- **FY18**: $442,476
- **FY19**: $539,464

**22% Growth**

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**Note:**

*Since 2016, we have made an effort to guarantee long-term financial stability with a goal of establishing a cash reserve equal to one year of operating expenses. This reserve account was established in 2018.*

*In order for better planning and budgeting, Paradox Sports changed the internal fiscal year to April 1 - March 31 beginning in 2018.*
Financial sustainability and fiscal responsibility are primary principles of the organization. Paradox Sports strives to diversify its funding portfolio.

In recognition of our financial transparency, Guidestar has awarded Paradox Sports with the Gold ranking.
A 5,280FT VERTICAL CLIMBING CHALLENGE TO HELP RAISE MONEY AND AWARENESS FOR PARADOX SPORTS AND OUR ADAPTIVE CLIMBING PROGRAMS.

$73,955 RAISED

Average Donation $52
Unique Donors 1364
Climbing Communities 11+
Climbers 177
Total Vertical Feet 934,560

* A portion of this income was used to establish a Scholarship Fund and is listed as temporarily restricted.

Photo by Kyle Queener
COMMUNITY

Paradox Sports recognizes the power of community engagement, personal growth, compassion, dignity, fun, and irreverence. In 2018, we experienced some amazing community engagement events which helped increase mission impact, including:

- 3rd Annual Base Camp Breakfast: 175 guests raised over $32,000 for Paradox Sports
- “Stumped” film by Cedar Wright Productions featuring Paradox Ambassador Maureen Beck toured with both Reel Rock and Banff Film Festival
- EarthRoamer in-kind donation from Paradox supporter David Deniger for program use
- Unleashed April 2018 in Boulder, CO: 150+ ice and mixed climbers came together and raised over $3000
- Holiday party at the Paradox HQ in Eldo brought together 50+ people to celebrate the end of the year
2018-2019 DONORS

DONORS $50,000+
The North Face
David Deniger

DONORS $10,000+
Colorado Grand
Craig & Cynthia Smith
Eldorado Climbing Walls
Red One Medical Devices

DONORS $5,000 - $9,999
Blue Dor Foundation
Charles & Judy Goldman
Clif Bar Family Foundation
Frank Robertson
Ironman Foundation
Osprey Packs
Outdoor Research
Polartec
Sun Management LLC

DONORS $2,000 - $4,999
Chandra Marsden
Gordon Freeman
Matt Murray
Patagonia / Boulder Theater
Patrick Walsh
Price Floyd
Sterling Ropes

DONORS $1,000 - $1,999
Alan Silverman
Anne-Worley Moelter
DJ Skelton & Tucker Hirsch
Don Shires
Front Porch
Heather Biancotto
Jack Swift
Jake Crine
Lucky’s Market
Marilyn Owen
Michael Kolton
Mike Harris
Nancy Eiring
Pershing
Project Local
Ryan & Maya Brook
Sandy & Kevin Ryan
Steven Nelms
Topo Designs
Trinity & Jake Wells
DONORS $500 - $999
Ben Hoyt
Chase Fraser
Chris Milkesell Foundation
Craig Muderlak
First Ascent Artisans
Hilary Harris
Irina Wong
Jack Willard
Jared Olson
Kovin Noe
Kristen Oakes
Lucky Seven Foundation
Matthew Flavin
Olivey Guinness
Patrick Magras
Paul Dreyer
Peshu Rudnick
Robert Antrobus
Rock Climb Fairfield
Salesforce.org
Todd Heskett

DONORS $200 - $499
Aaron Silverman
Alan Willis
Allagash Brewing Company
Allison Guarda
Amy Ringer
Anastasia Milano
Aron Ralston
Asa Firestone
Becky Monaghan
Bill Hendrick
Blair Hall
Bradford Taylor
Brian McMahon
Brian Roscetti
Brett Selveteile
Chandra Soucek
Charles Izuireta
Charles Quiles
Chris Bielecki
Chris Weidner
Christopher Whalley
Chuck Sanchez
Claire Meaney
Claudia and Gary Curry
Cody Homola
Craig Minor
Daedy Potusek
Dan Chehayl
Daniel Medalie & Diana Prufer
Darryl Thomas
Dave & Anne Hober
Dave Kuhr
Dave Pell
Dee Jukes-Cooper
Dottie Bond
Elizabeth Bagi
Elizabeth Benn
Elizabeth Robbins
Eric Edstrom
Erik Letko
Fran Bagental
Frank Mirrner III
Gino DiSculpo
J. Coulter Lewis
Jack Fruh
Jeff Russell
Jesse Eddell-vetter
Jimmy Chin
John Potusek
Justin Brown
Karen L Johnston
Karim Knudson
Keith Smith
Kenneth Spitzer
Kimberly McCatkill
Laurie Kaufman
Lindasue Smollen
Mabel Cullen
Mary Homola
Mary McVeigh
Matt Zedler
Matthew Benson
Matthew Cheng Zedler
Melissa Ronan
Michael Dougherty
Michael Neustetter
Mike Reddy
Nancy & Paul Oberman
Narciso Garibay
Nina Schwarzschild
NREL
Olivier Cojot
Owen Barwell
Patricia Sharon
Rachel Eusea
RC Lloyd
Richard Meyer
Robbi Maslowski
Ronit & Bryan Glantz & Robik
Roy McKay
Salim Raal
Sally Barker
Saman Majd
Sara Schwindt
Sarah Stacey
Steve Baskis
Tim & Stephanie Courington
Tom Cronenberg

“The gift that Paradox Sports gives to my son is a community of people who see him for who he is and what he is capable of. They don’t see him as “broken” just because he’s missing an arm, they see him as a peer, they see him as someone who has something to contribute and someone with potential. The [trip] was a real game-changer because he walked into the middle of a fun, loving, encouraging group of fellow climbers who welcomed him with open arms AND that same group of people challenged him and pushed him to new heights as a young man and as a climber. Thanks, Paradox!”
- Cheryl Page
Mother of adaptive athlete
“I love sports. I play wheelchair tennis and basketball. Climbing has been a new sport for me, and I love it. I use sports to drive me, to set goals and achieve them. Sports will hopefully be part of my college future and I want to go to the Paralympics. For me, this climb just proved that if I try something and set goals, I can be successful. This mindset helps me with those tasks that I don’t particularly love too, like reading for schoolwork.”

- Hannah, Red River Gorge 2018 adaptive climber
AMBASSADORS
Maureen Beck .......................... Arvada, CO
Enock Glidden ................................ Bethel, ME
Chad Jukes .................................. Ouray, CO
Esha Mehta .................................. Boulder, CO
James Scheri ................................ Golden, CO
Trevor Smith ................................ Erie, CO
Vasu Sojitra ................................. Bozeman, MT
Jessica Sporte ................................ Golden, CO
Shawn Sturges .............................. Chicago, IL
Aika Yoshida ................................. Indianapolis, IN

PARADOX STAFF
Dave Elmore ............................. Interim Executive Director
Shelley Brook .............................. Operations Manager
Becky Lindstrom ........................ Development Manager
Domenic Pascariello .................... National Program Manager
Amy Bannon ............................... Local Program Manager

INSTRUCTOR TEAM
Maureen Beck .......................... Steve Levin
Quinn Brett ................................ Nate McKenzie
Ali Brickner ................................. Ryan Pedersen
Gary Dunn ................................ Madaeline Sorkin
Adam Fisher ............................... Gavriel Weiner
Andy Hershey .............................. Jillian Yatsko

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PHONE: 720-638-5593
EMAIL: info@paradoxsports.org

Trinity Wells: Board Chair
Maury Birdwell
Rebecca Boozan
Price Floyd
Nate McKenzie
Dj Skelton
Craig Smith
Jack Swift

EIN #26-0153796