



**2018-2019**  
FY2019 Annual Report

A full-page background image showing a person ice climbing a steep, dark rock face. The climber is wearing a bright orange jacket, a yellow helmet, and black pants. They are using ice axes and crampons to ascend. A thick rope is visible on the left. The rock face is partially covered in white ice. In the background, there are snow-covered trees and a clear sky.

# 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*

Dave Elmore  
Interim Executive Director



COMMUNITY  
GROWTH  
IRREVERENCE

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## MISSION

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

Photo by Will Strathmann



# 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.



Photo by Will Strathmann

# 2018-2019 PROGRAM OVERVIEW

20

Adaptive Climbing Initiative (ACI) Courses

8

National Trips

15

STATES

35

CLIMBING  
CLUB NIGHTS

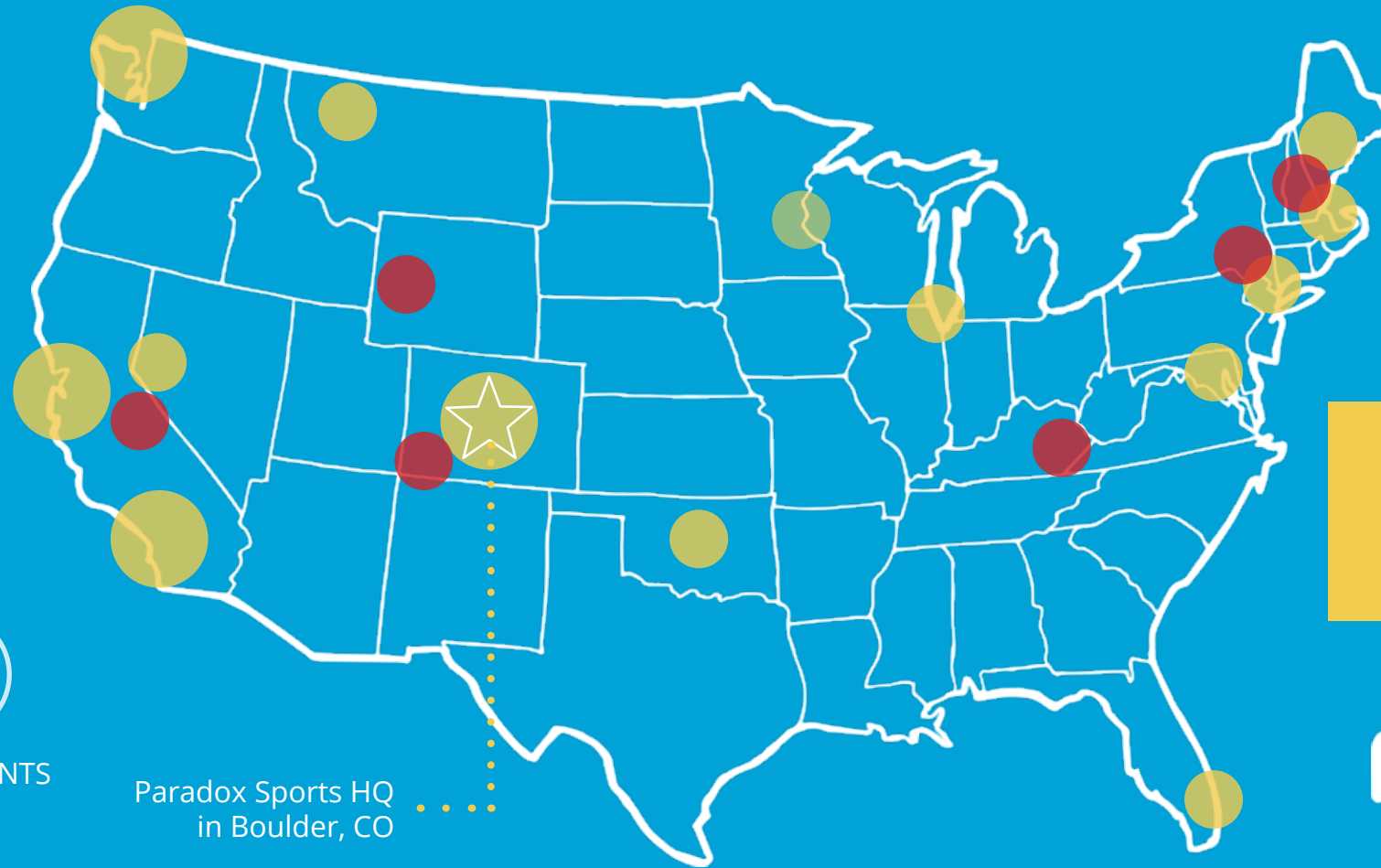
106

PROGRAM  
DAYS

428

PARTICIPANTS

Paradox Sports HQ  
in Boulder, CO



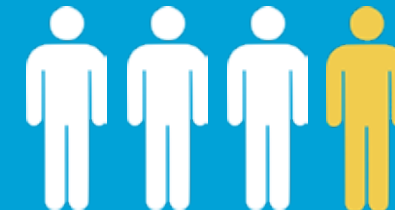
100%

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



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





Photo by Cody Sowa

# WHO WE SERVE



11%  
Visual Impairment  
/ Blindness



31%  
Amputation /  
Limb Difference



15%  
Chronic Pain  
or Other



14%  
Spinal Cord  
Injury



19%  
Traumatic  
Brain Injury  
/ PTSD

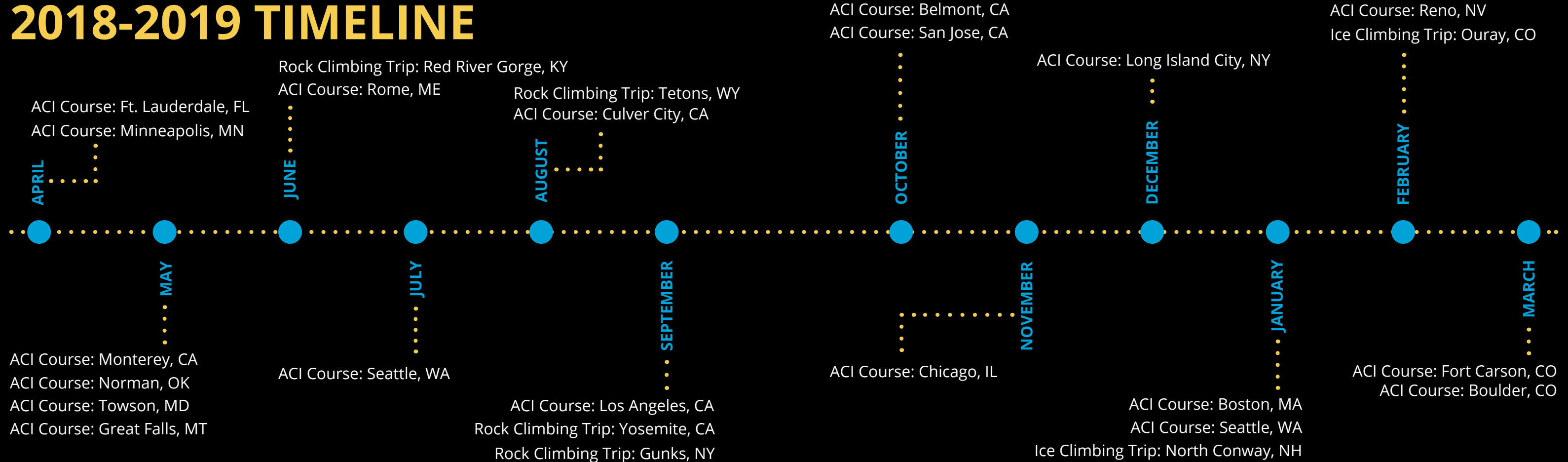


10%  
Neurological  
Condition

“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





# ADAPTIVE CLIMBING INITIATIVE



Photo by Kyle Queener



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.

66

ACI Courses  
since 2015

357

Facilitators  
Trained FY19

20

ACI Courses  
FY19

764

Climbing  
Experiences



In 2018, we began a partnership with Disabled Sports USA, with support from the Department of Veteran Affairs, to host ACI Courses for no cost to veterans and programs who serve veterans and their families.

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.**



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:

LifeTime Fitness | San Antonio, TX – March 9-10, 2018  
Stowe Rocks | Stowe, VT – March 13-14, 2018  
ACI Staff Training | Eldorado Springs, CO – March 21-22, 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 | Rome, ME – 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  
Übergrippen | 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

# FY19 ACI COURSES





# OUTDOOR PROGRAMS

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

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 Exum 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.

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



NORTH CONWAY



OURAY



YOSEMITE

"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



GUNKS



RED RIVER GORGE

8

National Climbing Trips

174

Climbers and Volunteers

1008

Outdoor Climbing Experiences

# ICE CLIMBING



NORTH CONWAY - NH



**25+**

First-time  
Ice Climbers

**107**

Ice Climbers  
+ Volunteers

**642**

Ice 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 an 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.

"[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



OURAY - CO



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



# ROCK CLIMBING

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.

67

Volunteers +  
Climbers

438

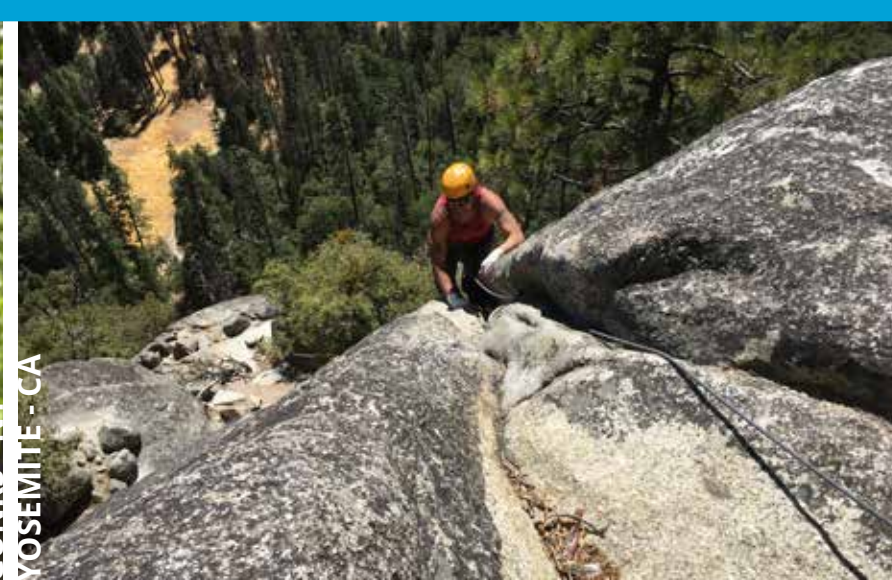
Rock Climbing  
Experiences

"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



GUNKS - NY  
YOSEMITE - CA



RED RIVER GORGE - KY  
TETONS - WY





# LOCAL PROGRAMS

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.

**movement**  
climbing + fitness



IMAGINE!  
CLIMBING CLUB



IRONMAN FOUNDATION



# 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

### ASSETS

|                           |    |         |
|---------------------------|----|---------|
| CASH AND CASH EQUIVALENTS | \$ | 202,507 |
| RESERVE ACCOUNT           |    | 25,035  |
| ACCOUNTS RECEIVABLE       |    | 13,051  |
| OTHER CURRENT ASSETS      |    | 1,638   |
| INVENTORY                 |    | 8,609   |
| FIXED ASSETS              |    | 146,290 |

**TOTAL ASSETS** **\$ 397,171**

### LIABILITIES

|                              |  |        |
|------------------------------|--|--------|
| CREDIT CARDS                 |  | 3,912  |
| ACCOUNTS PAYABLE             |  | 768    |
| PAYROLL LIABILITIES          |  | 224    |
| TEMPORARILY RESTRICTED FUNDS |  | 18,657 |

**TOTAL LIABILITIES** **\$ 23,561**

**NET ASSETS** **\$ 373,610**

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

## REVENUE GROWTH

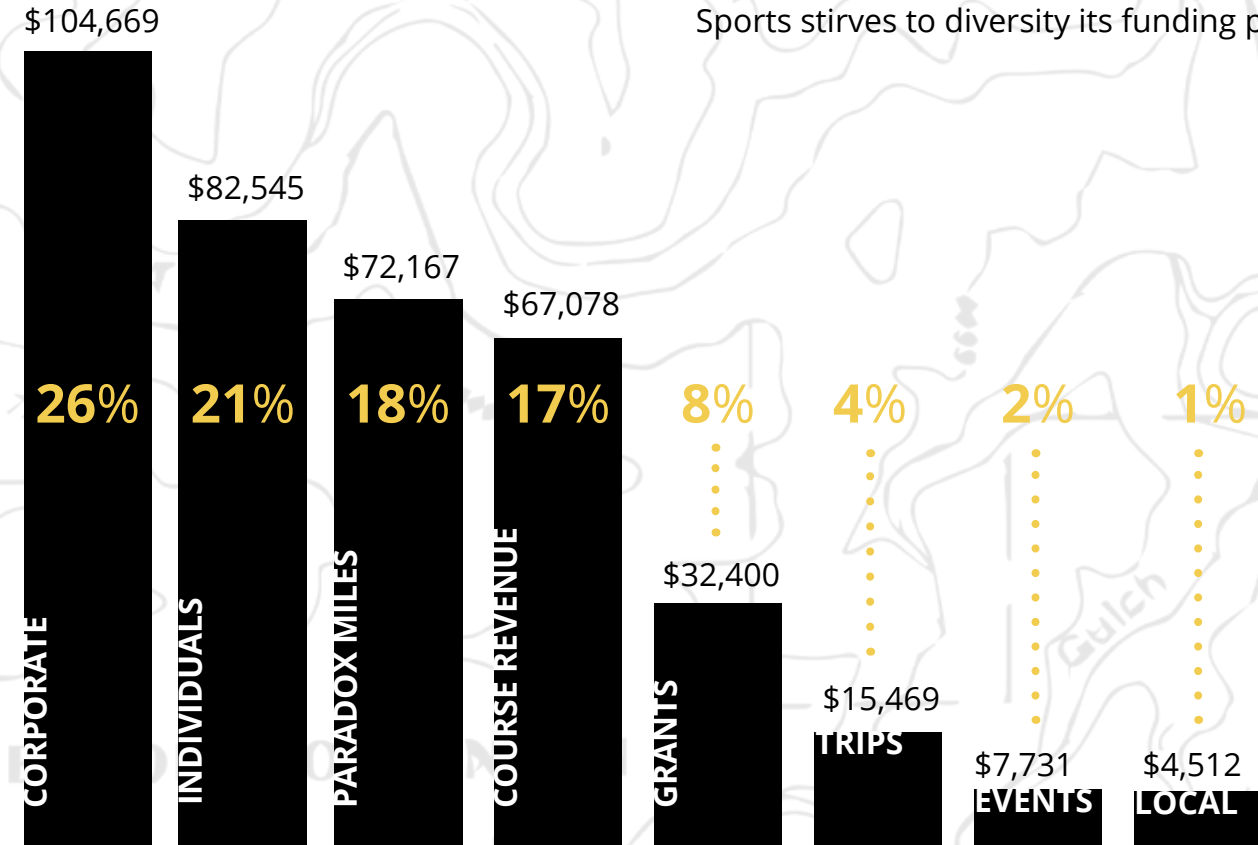
**↑ 22%** **\$539,464**  
**\$442,476**

**FY18\***

**FY19**

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

## REVENUE BY SOURCE



Financial sustainability and fiscal responsibility are primary principles of the organization. Paradox Sports strives to diversify its funding portfolio.

## FINANCIAL BREAKDOWN

### EXPENSE ALLOCATION



In recognition of our financial transparency, Guidestar has awarded Paradox Sports with the Gold ranking.





# 5 PARADOX 8 MILE

Photo by Kyle Queener

## \$73,955<sup>\*</sup> RAISED

A 5,280FT VERTICAL CLIMBING CHALLENGE TO HELP RAISE MONEY AND AWARENESS FOR PARADOX SPORTS AND OUR ADAPTIVE CLIMBING PROGRAMS.

\$52

Average  
Donation

1364

Unique  
Donors

11+

Climbing  
Communities

177

Climbers

934,560

Total  
Vertical Feet

## PARADOX MILE HOSTS



FIRST ASCENT  
CLIMBING & FITNESS



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



# 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



## GOT STUMP?

Annual Party in Ouray, CO

As part of the Paradox Ice climbing weekend, this fundraiser supports Paradox Sports and the Ouray Ice Park.

2018 RAISED: **\$5,733**

2019 RAISED: **\$4,238**





Photo by Kyle Queener  
35

# 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



# 2018-2019 DONORS

## **DONORS \$500 - \$999**

Ben Hoyt  
Chase Fraser  
Chris Mikesell Foundation  
Craig Muderlak  
First Ascent Artisans  
Hilary Harris  
Irina Wong  
Jack Williard  
Jared Olson  
Kevin Noe  
Kristen Oakes  
Lucky Seven Foundation  
Matthew Flavin  
Oliver Guinness  
Patrick Magras  
Paul Dreyer  
Pesha Rudnick  
Robert Antrobus  
Rock Climb Fairfield  
Salesforce.org  
Todd Heskett

Todd Owen  
Will Skolochenko

## **DONORS \$200 - \$499**

Aaron Silverman  
Alan Willis  
Allagash Brewing Company  
Allison Guarda  
Amy Ringer  
Anastasia Miliano  
Aron Ralston  
Asa Firestone  
Becky Monaghan  
Bill Hendrick  
Blair Hall  
Bradford Taylor  
Brian McMahon  
Brien Roscetti  
Britt Selvitelle  
Chandra Soucek  
Charles Izurieta  
Charles Quiles

Chris Bielecki  
Chris Weidner  
Christopher Whalley  
Chuck Sanchez  
Claire Meaney  
Claudia and Gary Curry  
Cody Homola  
Craig Minor  
Daedly Potusek  
Dan Chehayl  
Daniel Medalie & Diana Prufer  
Darryl Thomas  
Dave & Anne Hober  
Dave Kuhrt  
Dave Pell  
Dee Jukes-Cooper  
Dottie Bond  
Elizabeth Bagi  
Elizabeth Benn  
Elizabeth Robbins  
Eric Edstrom  
Erik Letko

Fran Bagenal  
Frank Minner III  
Gino DiSciullo  
J. Coulter Lewis  
Jack Fruh  
Jeff Russell  
Jesse Edsell-vetter  
Jimmy Chin  
John Potusek  
Justin Brown  
Karen L Johnston  
Karin Knudson  
Keith Smith  
Kenneth Spitler  
Kimberly McCaskill  
Laurie Kaufman  
Lindasue Smollen  
Mabel Cullen  
Martin Homola  
Mary McVeigh  
Matt Zedler  
Matthew Benson  
Matthew Cheng Zedler  
Melissa Ronan

Michael Dougherty  
Michael Neustedter  
Mike Reddy  
Nancy & Paul Oberman  
Narciso Garibay  
Nina Schwarzschild  
NREL  
Olivier Cojot  
Owen Barwell  
Patrisha Sharon  
Rachel Eusea  
RC Lloyd  
Richard Meyer  
Robin Maslowski  
Ronit & Bryan Glantz & Robik  
Roy McKay  
Salim Raal  
Sally Barker  
Saman Majd  
Sara Schwandt  
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



Photo by Wilkinson Visual

# PARTNERS





# BOARD OF DIRECTORS

Trinity Wells: Board Chair

Maury Birdwell

Rebecca Boozan

Price Floyd

Nate McKenzie

DJ Skelton

Craig Smith

Jack Swift

EIN #26-0153796

## 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

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## 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

Quinn Brett

Ali Brickner

Gary Dunn

Adam Fisher

Andy Hershey

Steve Levin

Nate McKenzie

Ryan Pedersen

Madaeline Sorkin

Gavriel Weiner

Jillian Yatsko





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