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

With your support, we delivered more impactful adaptive climbing experiences this past year than any previous year! Our community of climbers, volunteers, donors, board members, advisors, corporate and industry partners, and the many foundations that support Paradox Sports came together to ensure that we successfully delivered on our mission of transforming lives and communities through adaptive climbing opportunities that defy convention, and positively impacted as many people as possible.

Our work of empowering communities and individuals by making climbing more accessible is more important today than ever before. Through our three distinct program areas of national rock and ice climbing trips, local indoor and outdoor programs and our Adaptive Climbing Initiative courses, we ensure all people, regardless of where they come from, how they climb or how they define success have access to climbing opportunities across the country.

The attitude that someone can’t or shouldn’t climb, for whatever reason, has no place in our community. In fact, we got more people climbing this past year than ever before.

This past year we continued to focus on providing a solution to the problem of limited access for individuals with physical disabilities. Our programs provided climbing opportunities for a wide spectrum of abilities and served as the catalyst for strengthening our community. Our local programs continue to grow, providing a point of entry for new adaptive climbers and leveraging the amazing access of the many front range climbing locations. We provided monthly indoor and seasonal outdoor clinics for those interested in advancing their skills. Our Adaptive Climbing Initiative (ACI) courses provided industry leading training to increase access and opportunities in as many facilities as possible, delivered in partnership with climbing gyms, universities, veteran affairs facilities and other communities across the country. Lastly, we delivered our nationally recognized rock and ice climbing trips in five iconic climbing destinations, which remain the heart and soul of our climbing community.

As we look to next year, we remain committed to our vision of a world in which everyone has access to adaptive climbing opportunities, which empowers individuals, builds communities, and honors the fact that ability does not prevent opportunity. We are guided by our strategic plan, as we continue to focus our organizational development, ensuring we remain engaged, relevant and as effective as possible in delivery on our mission. We thank all of you for your ongoing support and invite you to celebrate in our collective accomplishments.

Sincerely,

Dave Elmore
Executive Director

DIRECTOR’S NOTE

FRIENDS,

With your support, we delivered more impactful adaptive climbing experiences this past year than any previous year! Our community of climbers, volunteers, donors, board members, advisors, corporate and industry partners, and the many foundations that support Paradox Sports came together to ensure that we successfully delivered on our mission of transforming lives and communities through adaptive climbing opportunities that defy convention, and positively impacted as many people as possible.

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Sincerely,

Dave Elmore
Executive Director
THANK YOU for joining us from California to New York and everywhere in between!
YEAR IN REWIND

Our National Trips are filling to capacity quickly and generating a significant waitlist. For the first time Paradox Sports hosted an ACI Course during the AMGA Annual Conference at the Petzl Technical Institute, to train industry leaders in adaptive climbing techniques. We established multi-year land agency permits, re-established key relationships, and launched a partnership with Movement Climbing + Fitness in Boulder, CO which grew to include Denver, and ultimately a national partnership with El Cap Climbing. The continued support from The North Face and Disabled Sports USA for our ACI Courses, and the launch of our new custom programs, have allowed us to leverage our positions as the national leader and help other organizations advance their missions.

APRIL 2019
• ACI: Mesa Rim | San Diego, CA
• Shelf Road | Canon City, CO
• Launched New Partnership with Movement Climbing + Fitness | Boulder, CO

JUNE 2019
• ACI: DSUSA Adapt2Achieve Leadership Conference | Rochester, NY
• ACI: Origin Climbing | Henderson, NV
• ACI: Paralyzed Veterans of America | Louisville, KY

JAN 2020
• Trip: North Conway | Ice Climbing, NH
• Trip: Higher Ground New York | Ice Climbing Adirondacks, NY
• ACI: MetroRock | Littleton, MA

MAY 2019
• ACI: Climbing Wall Summit | Boulder, CO

AUG 2019
• ACI: Threshold Climbing | Oklahoma City, OK
• Teton Mountaineering Trip in partnership with No Barriers
• The North Face: Global Day of Climbing

FEB 2020
• Trip: Ouray Ice Park | Ice Climbing, CO
• ACI: Helsinki Climbing Center Staff | San Diego, CA
• ACI: Peak Experiences and Sportable | Richmond, VA
• Got Stump Fundraiser | Ouray, CO
• Launched the Adaptive Adventure Fund (AAF) to support personal climbing pursuits of our community.

JUNE 2019
• Trip: Yosemite National Park | Rock Climbing, CA
• ACI: Teton Rock Gym | Driggs, ID

NOV 2019
• ACI: Sacramento State University | Sacramento, CO
• ACI: Cornell University | Ithaca, NY
• ACI: Eagle Mount | Billings, MT

OCT 2019
• Base Camp Fundraiser | Boulder, CO
• Trip: Gunks | Rock Climbing, NY
• ACI: Salt Pump Climbing and Maine Adaptive | Scarborough, ME
• ACI: AMGA Annual Meeting at Petzl Technical Institute | Salt Lake City, UT

NOV 2019
• ACI: Sacramento State University | Sacramento, CO
• ACI: Cornell University | Ithaca, NY
• ACI: Eagle Mount | Billings, MT

FEB 2020

GOT STUMP AWARD

2020 RECIPIENT: ADAM STARR

The Got Stump tradition all began in 2003, and has morphed over the years. What started as an auction for a stinky worn t-shirt by Malcolm Daly to raise money, has transitioned into an award honoring some of the best in our community.

Each year, the Got Stump Award celebrates an individual who is really setting the bar high for adaptive climbing and life, showing everyone what is possible with a disability, and encouraging others to get involved in the climbing community. The Got Stump recipient is a leader, mentor, advocate, and friend to everyone in the Paradox Sports community and greater adaptive climbing community. It is a great honor to receive this award!

PARADOX SPORTS HAS GIVEN ME THE OPPORTUNITY TO ENJOY THE OUTDOORS IN A WAY I NEVER THOUGHT WAS POSSIBLE AFTER LOSING MY SIGHT. SINCE I HAVE BEEN INVOLVED OVER THE LAST FEW YEARS, I HAVE HAD THE OPPORTUNITY TO TRAVEL ACROSS THE COUNTRY AND CLIMB BOTH ROCK AND ICE. BEYOND THIS, I HAVE MET SOME GREAT PEOPLE ALONG THE WAY THAT I CAN CALL FRIENDS FOR MANY YEARS TO COME. I WANT TO HELP OTHERS FIND THE SAME JOY AND FRIENDSHIP THAT I HAVE FOUND SINCE JOINING THIS ORGANIZATION. HONESTLY, I SEE THIS AS MORE THAN JUST AN ORGANIZATION, BUT A FAMILY.

- SHAWN STURGES | CHICAGO, IL
Since 2007, Paradox Sports has paved the way for adaptive climbing and set industry standards for accessible climbing opportunities. Our programs consist of three main areas: Adaptive Climbing Initiative Courses, National Trips, and Local Programs (Colorado). We’ve thought long and hard about how we can have the biggest impact, how we can expand opportunities all over the country, and how we can build inclusive communities along the way.

**PROGRAM OVERVIEW**

Our goal is to make every climbing gym and program in the country accessible to all abilities. Many people’s first exposure to rock 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.

This is how we are able to exponentially grow our impact - by encouraging and empowering individuals and organizations who have completed an ACI Course to launch their own adaptive programs, and to welcome people with disabilities into the climbing community.

**ADAPTIVE CLIMBING INITIATIVE**

In 2017, Paradox Sports launched the Adaptive Climbing Initiative (ACI), supported by The North Face. This comprehensive training program is designed to "train the trainers" - to get climbing facilitators, guides, students, recreational climbers and volunteers the experience and equipment they need to offer quality adaptive climbing programs, and to welcome people with disabilities into the climbing community.

**NATIONAL TRIPS**

Our National Trips have always been the heart and soul of our organization. These multi-day outdoor rock and ice climbing experiences are the best in the industry, and our participants join us year after year in some of the most spectacular and iconic climbing destinations in the country.

Our core annual national trips include:

- Shelf Road | Rock Climbing | Colorado
- Yosemite N.P. | Rock Climbing | California
- Shawangunks | Rock Climbing | New York
- North Conway | Ice Climbing | New Hampshire
- Ouray Ice Park | Ice Climbing | Colorado

**LOCAL PROGRAMS**

Our goal is to make every climbing gym and program in the country accessible to all abilities. Many people’s first exposure to rock 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.

This is how we are able to exponentially grow our impact - by encouraging and empowering individuals and organizations who have completed an ACI Course to launch their own adaptive programs, and to welcome people with disabilities into the climbing community.

**IMPACT BY THE NUMBERS**

- 1574 experiences
- 509 people impacted
- 307 training hours
- 66% new participants
- 14 states
Financial sustainability and fiscal responsibility are primary principles of the organization, and we have made an effort to guarantee longterm financial stability of Paradox Sports.

**FINANCIALS**

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

**REVENUE**

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants and Foundations</td>
<td>$68,094</td>
</tr>
<tr>
<td>Corporate Donations</td>
<td>$120,963</td>
</tr>
<tr>
<td>In-Kind Donations</td>
<td>$11,026</td>
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<tr>
<td>Individual Donations</td>
<td>$108,877</td>
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<tr>
<td>Paradox Miles</td>
<td>$53,671</td>
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<tr>
<td>Program Income</td>
<td>$99,167</td>
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<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td><strong>$461,720</strong></td>
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**EXPENSES**

<table>
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<tr>
<th>Category</th>
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<td>Program</td>
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<tr>
<td>Fundraising</td>
<td>$101,046</td>
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<tr>
<td>Administration</td>
<td>$17,193</td>
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<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$388,512</strong></td>
</tr>
</tbody>
</table>

**NET INCOME** **$73,208**

Paradox Sports strives to diversity its funding portfolio.

**REVENUE BY FUNDING SOURCE**

In February 2020, Paradox Sports created the Adaptive Adventure Fund (AAF) to support the personal pursuits and climbing dreams of our adaptive community, to support those who are challenging the perception of what is possible with a disability, and want to push their vertical limits. AAF grants are awarded based on merit, demonstrated through the application process, to individuals with physical disabilities who have an adventurous spirit, a passion for perseverance, and who take the initiative to set ambitious climbing goals.


**ASSETS**

<table>
<thead>
<tr>
<th>Category</th>
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</thead>
<tbody>
<tr>
<td>Current Assets</td>
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<tr>
<td>Fixed Assets</td>
<td>$103,467</td>
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<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$415,821</strong></td>
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**LIABILITIES**

<table>
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<tr>
<th>Category</th>
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<td>Current Liabilities</td>
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<tr>
<td>Adaptive Adventure Fund</td>
<td>$7,391</td>
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<tr>
<td>Scholarship Fund</td>
<td>$3,982</td>
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<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>$17,569</strong></td>
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</table>

**EQUITY**

<table>
<thead>
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<th>Source</th>
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</thead>
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<tr>
<td>Unrestricted Net Assets</td>
<td>$372,290</td>
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<tr>
<td>Net Income</td>
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<tr>
<td><strong>TOTAL EQUITY</strong></td>
<td><strong>$398,252</strong></td>
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**PROGRAM SCHOLARSHIPS AND SUBSIDIES AWARDED**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paradox Miles</td>
<td>$14,675</td>
</tr>
</tbody>
</table>

*In 2018 we established a cash reserve with the goal to reach and maintain the equivalent of one year of operating expenses.
WE COULDN’T DO IT WITHOUT YOU.

Thank you for stoking the fire, fueling our programs, and helping us change perceptions about what is possible with a disability.

Together, we are setting the bar high for adaptive sports.

FY20 DONORS

Donations coincide with Paradox Sports’ fiscal year, which runs April 1, 2019 – March 31, 2020. We make every effort to maintain accurate records. Please inform us regarding any corrections.

1,048 DONORS

46 STATES

38% OF OUR REVENUE COMES FROM INDIVIDUAL DONORS.

$30,000+
VF Corporation - The North Face
Disabled Sports USA
Craig H. Neilson Foundation
Craig and Cynthia Smith

$10,000 - $29,999
Cherokee Associates
Eldorado Wall Company
Frank Robertson
Sun Management Inc
Welch Family Foundation

$5,000 - $9,999
Clif Bar Family Foundation
Draff Foundation
Earth Treks Climbing Gyms
Osprey Packs
PolarTec, LLC
Jennifer Fawcett
Price Floyd

$2,000 - $4,999
Bluebird Botanicals
Matthew Murray
Jared and Melody Olson
La Sportiva
Sterling Rope Company
Chris Weidner

$1,000 - $1,999
Rebecca Boozan
The Colorado Trust
Jake and Kimberly Crine
David Eimore
Edmund Flynn
Gordon Freeman
Front Porch
Charles and Judith Goldman

Mike Harris
Kelly Henderson
Chandra and George Marsden
Anne Worley Moelker
Marilyn Owen
Project Local
Michael Reddy
Kevin Ryab
DJ Skelton and Tucker Hirsch
Jack Swift

$100 - $499
Schad Agency
Rolando Alejo
Katherine Angelidis
Katie Angelidis
Phil Armstrong
Fran Bagental
Elizabeth Bagi
Tyler Bagi

Lori Bagi
Michael Barnett
Brian Beck
Ashley Bedarf
Elizabeth Benn
Matthew Benson
Annie Benson
Chris Bielecki
Maury Birdwell
James Black
Jake Blackburn
Cheryl Blomstrom
Barbara Bogner
Peggy Bogus
Sean Bogus
Dottie Bond
Maggie Bond
Daniel Boozan
Trisha Boudreau
Matt Brackeick
Suze Bragg
Monica Breed
Shelby Brewster
Annabelle Bricker
Robert Brink
Jim and Laura Leigh Brook
Ginger Brooker
Charles Brown
Kevin Brown
Marian Byrne
Don Campbell
Kenneth Carlson
David Carulli
Jezryl Castelo
Joseph Champa
Timothy Chan
Dan Chehayl
Leslie Cheney
Toni Chow
Renato Coletti
Patricia Conway
Nathaniel Cope
Alice Corbin
“WE ARE PROUD TO SUPPORT PARADOX SPORTS. MY WIFE IS A MEMBER OF THE LIMB DIFFERENCE COMMUNITY AND I’M AN AVID CLIMBER. IT’S SO CRUCIAL TO BOTH OF US TO SUPPORT PARADOX SPORTS SO ADAPTIVE CLIMBING IS AVAILABLE TO THE DIVERSE RANGE OF CLIMBERS OUT THERE. AT ITS CORE, CLIMBING IS PRETTY PARADOXICAL: IT’S THE JOURNEY THAT IS THE ENTIRE POINT; NOT THE SEND. THAT JOURNEY AND SELF-DISCOVERY SHOULD BE AVAILABLE FOR EVERYONE TO FIND FOR THEMSELVES IN THEIR OWN WAY AND TIME.”

- TOM AND KRISTEN OAKES | NASHVILLE, TN
The Paradox Mile is a month-long climb-a-thon to help us expand our network, increase awareness about our programs, and raise critical funding. To date, we have hosted 16 Paradox Mile challenges at climbing gyms and universities all over the country. **Thank You Climbers!**

---

**FY20 CLIMBERS**

<table>
<thead>
<tr>
<th>181 Climb-a-thons</th>
<th>760,320+ Feet Climbed</th>
<th>$37K Raised</th>
</tr>
</thead>
</table>

| Nicole Agranonik | Bryan de Dufour | Tanya Ku |
| Riley Altes | Nate Depoy | Melissa Kummer | |
| Cooper Amato | Heather DeSantis | Tori L |
| Sean Andrade | Mike Devlin | Jane Lacombe |
| Malorie Andreassen | James Dobson | James Laiso |
| Katie Angelidis | AJ Doherty | Katherine Laliberte |
| Rand Arnold | Jianan Duan | Kurt Lamon |
| Tyler Bagi | Riley Englehart | David Melder |
| Marisa Balestrieri | Tricia Fehr Carver | Gerald Leung |
| Angela Becerra | Madeline Fong | Brett Lipton |
| Ashley Bedarf | Brian Forbes | Casey Litton |
| Sarah Behm | Reinaldo Forti | Rachel Ioboncz |
| Lee Black | Josh Foster | Juan Lobbeida |
| Jake Blackburn | Alan Freeman | Cassie Loney |
| Harriet Bogus | Kaden Gabrielle | Razel Madriaga |
| Devon Braia | Daniel Gaw | CJ Malco |
| Haden Bricker | Marissa Giroux | Alex Martens |
| Ginger Brooker | Michael Grazewski | Jade Matzinger |
| Corey Carver | Christopher Greeney | Anthony McAuley |
| Emily Carver | Jana Greer | Daniel McDonagh |
| Sarah Casey | Grace Gressard | Nate McKenzie |
| Jaz Chanh | Hayes Griffin | Rachel Meier |
| Blake Cheney | Bright Gruzman | Mark Mendel |
| Ashley Chin | Elizabeth Hackl | Christopher Miller |
| Jahan Claes | Rick Haggard | Alexander Miner |
| Dylan Cleary | Tyler Hamed | Daniel Mitchell |
| Emalie Cockrell | Thomas Hanna | Emily Moore |
| Tyler Coffey | Tom Hansen | Rachel Murray |
| Sarah Coffey | Kimberly Harrison | Stephen Needham |
| Kaila Collins | Grant Hengstenberg | Andrew Nelson |
| Eric Conners | Amber Ho | Geoffrey Nevin-Giannini |
| Matthew Conroy | Gabriel Huie | Bobbi Newman |
| Nathaniel Cope | Steven Hung | Dzung Nguyen |
| Bert Cospey | Jeff Humncutt | Nick O’Keefe |
| Bert Cospey | Stephen Hurlbut | Monica Panis |
| Isabelle Cornette | Ryan Johnson | Ethan Parker |
| Chase Counts | William Kammerer | Michelle Patten |
| Kevin Cowell | Roxanne Kaplan | Adam Pessi |
| Ryan Craven | Garrett Kelly | Derrick Peters |
| Denise Cruz | Stacie Kelm | Ross Petrone |
| Sae Darig | Lucas Klein | Pete Phelps |
| Meghan Daniel | David Klepacki Jr. | Rio Pianin |
| Eric Darve | Kari Knudson | Josie Pines |
| Trevor Davis | Matthew Krauss | David Pisciotta |
|                     | Saarung Krishnamurthy | Rachel Precious |
|                     | Damon Kruger | Clinton Preston |

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**THE PARADOX MILE.**
**ONE MONTH.**
**5280 VERTICAL FEET.**

The Paradox Mile challenges average 1 month long and cover a total of 5,280 vertical feet. The Paradox Mile is a month-long climb-a-thon to help us expand our network, increase awareness about our programs, and raise critical funding. To date, we have hosted 16 Paradox Mile challenges at climbing gyms and universities all over the country. **Thank You Climbers!**
Our Corporate, Foundation, and Community Partners are committed to our mission and our work. Paradox Sports offers sponsorship levels to suit the needs of every company that wishes to support our mission. Sponsors know their contributions - whether financial or InKind - are truly helping to transform lives and communities through adaptive climbing opportunities that defy convention.
Kaitlin Heatherly
Arvada, CO

Enock Glidden
Albany TWP, ME

Maureen Beck
Arvada, CO

Chad Jukes
Ouray, CO

Aika Yoshida
Fishers, IN

Esha Mehta
Denver, CO

Jessica Sporte
Golden, CO

Shawn Sturges
Chicago, IL

Vasu Sojitra
Bozeman, MT

James Scheri
Denver, CO

Trevor Smith
Erie, CO

Dan Boozan
Boulder, CO