



Established 2007  
501(c)3 Nonprofit  
EIN # 26-0153796

### BOARD OF DIRECTORS: 10

- Jake Gaventa, Board Chair
- Judd MacRae, Treasurer
- Rebecca Boozan
- Kaitlin Heatherly
- Chad Olcott
- Mike Pigg
- Trinity Wells
- Julie Yates

**FULL-TIME EMPLOYEES: 4**  
**PART-TIME EMPLOYEES: 14**  
**STAFF**

- Executive Director, Dave Elmore
- Operations Manager, TBD
- National Program Manager, Dom Pascariello
- Local Program Coordinator, Sam Sala
- Development Manager, Becky Lindstrom

**PARADOX SPORTS** is positioned as the industry leader, with no other adaptive sports organizations providing the unique combination of national trips, trainings and sustainable local program development.

## MISSION & VISION

Paradox Sports transforms lives and communities through adaptive climbing opportunities that defy convention. We envision a world with access to adaptive opportunities, which empowers individuals, builds communities, and honors the fact that ability does not stop opportunity.

Paradox Sports empowers individuals and communities by making climbing more accessible to people with physical disabilities. We achieve this through delivering national rock and ice climbing trips, and educational opportunities which train organizations in best practice and build sustainable local programs.

**THE PROBLEM** we aim to solve is the lack of access to adaptive climbing opportunities. We build communities to drive opportunity, deliver rock and ice climbing trips nationally, train organizations in best practice and establish sustainable local adaptive climbing programs.



Amputation/  
Limb Difference



Neurological  
Conditions



Post Traumatic  
Stress Disorder



Spinal Cord  
Injury

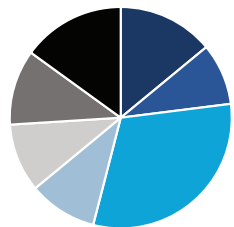


Traumatic  
Brain Injury



Visual / Hearing  
Impairment

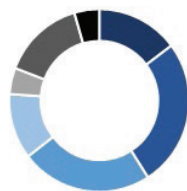
**We strive to serve a diverse population of over 600 individuals annually and provide equal access to climbing.**



- Spinal Cord Injuries 14%
- Traumatic Brain Injuries 9%
- Amputations/Limb Difference 31%
- Post Traumatic Stress Disorder 10%
- Neurological Conditions 10%
- Visual Impairment 11%
- Chronic Pain, Hearing Impairment, and Other Disabilities 15%

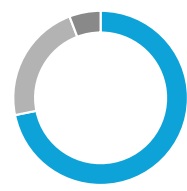
**THE SOLUTION** is to be the national leader in adaptive climbing techniques, positioned to deliver the Adaptive Climbing Initiative to a national customer base interested in getting trained in industry standard adaptive climbing techniques. We train the trainers at university programs, veteran affairs facilities, military programs and climbing gyms.

### FY20 REVENUE BY SOURCE



- Grants 15%
- Corporate 26%
- Individual 24%
- Peer-to-Peer 12%
- Trips 5%
- Courses 15%
- Custom Programs + Other 4%

### FY20 EXPENSE ALLOCATION



- Programs 70%
- Development: 26%
- Administration: 4%

GOAL: 80% Programs / 20% Other

Paradox Sports offers fee-for-service programs and training programs, which are offset by individual donors and corporate sponsorship.

**CONTACT**

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