MISSION: to transform lives and communities through adaptive climbing opportunities that defy convention.

VISION: Paradox Sports envisions a world with access to adaptive opportunities, which empowers individuals, builds communities, and honors that fact that ability does not prevent opportunity.

VALUES: Paradox Sports recognizes the power of community engagement, personal growth, compassion, dignity, having fun, and irreverence for those who say we can’t.

"Approaching physical and psychological limits among new friends and professional guides will be one of the greatest experiences of your life.”

- Ice Climbing Participant
EXECUTIVE DIRECTOR’S NOTE

Friends,

We witnessed so many monumental events last year, that to say it was a ‘crazy year’ would be a serious understatement. The past year presented unprecedented challenges to so many individuals and organizations around the world. Paradox Sports was not immune to the challenges, but we were able to pivot and remain resilient. Our ability to survive the last year is in large part due to the support we received from our community, a dedicated board of directors, committed staff, ambassadors, volunteers and our many partner organizations. Thank you to everyone who supported us this past year!

We have been working hard to continue our important work of transforming lives and communities through adaptive climbing opportunities that defy convention. However, last year saw reduced program numbers, development dollars and overall engagement due to the pandemic. As you review our annual report, you will see the impact of last year in our numbers, but know that we are already seeing significant returns and achieving mission impact. In fact, last year provided an opportunity to reimagine how to connect with the community and how to safely deliver our programs. This year we are poised to reach our pre-pandemic levels, with new programs in place.

We are excited about the next year of rebuilding, reconnecting and reestablishing ourselves as the national leader in adaptive climbing. Thank you for stepping up and supporting us as volunteers, donors, climbers, change-makers, and advocates.

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.

Sincerely,

Dave Elmore
Executive Director

[Signature]
A RESILIENT COMMUNITY
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 establish frequent, recurring, local community events to expand opportunities with a grassroots approach.

**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 establish frequent, recurring, local community events to expand opportunities with a grassroots approach.
IMPACT BY THE NUMBERS

400+ experiences

75+ people impacted

47% new participants

5 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.

**REVENUE***

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Grants and Foundations</td>
<td>19,520</td>
</tr>
<tr>
<td>Corporate Donations</td>
<td>123,607</td>
</tr>
<tr>
<td>Donations</td>
<td>34,625</td>
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<tr>
<td>Program Income</td>
<td>212,752</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$ 35,000</strong></td>
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</table>

**EXPENSES**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Program</td>
<td>$ 167,081</td>
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<tr>
<td>Fundraising</td>
<td>26,112</td>
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<tr>
<td>Administration**</td>
<td>10,063</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$203,256</strong></td>
</tr>
</tbody>
</table>

**NET INCOME**

$9,496

*revenue excluding in-kind donations

**includes all admin and payroll expenses

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

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Paradox Sports strives to diversify its funding portfolio.
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.

More information here: www.paradoxsports.org/adaptive-adventure-fund/

* In 2018 we established a cash reserve with the goal to reach and maintain the equivalent of one year of operating expenses, which was achieved in 2021.
TOGETHER, WE CAN.

THANK YOU TO ALL OF OUR VOLUNTEERS, INSTRUCTORS, GUIDES, STAFF AND BOARD MEMBERS. OUR TRANSFORMATIONAL PROGRAMS COUNT ON OUR COMMUNITY. TOGETHER, WE CAN
### FY21 DONORS

Donations coincide with Paradox Sports’ fiscal year, which runs April 1, 2020 – March 31, 2021. We make every effort to maintain accurate records. Please inform us regarding any corrections.

<table>
<thead>
<tr>
<th>$30,000+</th>
<th>VF Corporation</th>
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<tbody>
<tr>
<td>$10,000 - $29,999</td>
<td>Cherokee Associates, The North Face, Craig H Neilsen Foundation, Craig and Cynthia Smith, Eldorado Climbing Walls</td>
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<tr>
<td>$5,000 - $9,999</td>
<td>Polartec, LLC, Price Floyd, Frank Robertson, Earth Treks, Inc</td>
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<tr>
<td>$2,000 - $4,999</td>
<td>TruBlue LLC, Maura Vanderzon</td>
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<tr>
<td>$1,000 - $1,999</td>
<td>MyClimb, James Tansey, Salman Qazi, George and Chandra Marsden, Gordon Freeman, Matthew Murray</td>
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<tr>
<td>$500 - $999</td>
<td>William Leavy, Carl Wright, Henry &amp; Jane Evans, Thomas Wunderlich, Jared Olson, Julie Yates, Lucky Seven, Michael Pelkey, Brett Galloway</td>
</tr>
<tr>
<td>$100 - $499</td>
<td>Calann Lundin, Devon Braia, Miles Moates, Sara Velleca, Jim Folger, Walter Strohmeier, Mary Kay Oakes, Ky Woodward, Martha Williston, Lila Fellows, Rachel Marcucilli, Frank DeBlasio, Heather and Jona Ziac, John Marcucilli, Arun Polsani, Sandy and Ben Millspaugh, Dan Fennessey, Gary &amp; Brenda Hauk, Katie Kwok, Elizabeth Benn, Reese Lloyd, Cory Sutliff, Barbara Strype, Michael Tsokur, Kelly Miller, Chris Smith, Eric Lee, Debbie Shelley, Phil Lakin, Connie and Stephen Moates</td>
</tr>
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Stephanie Kubik
Matt Littell
Scott Thorburn
Paul Leonardi
Christopher Kochiss
Greg Sorenson
Brandon Brodley
Bryan Stewart
Erin Osgood
Robert Becherer
Anders Wood
Ruth Gorski
Robert Doi
Edgar Betancourt
Colton Peters
Jon & Lori Amis
Raee Lorton
Drew Svitko
Erin Wilkus
Truman Shoaff
Cody Alley
Alan Marcum
Jennifer King
Luke Biroldi
Nandini Jani
Josh Clark
Mark LaFlamme
Corinna Cefalu
Thomas Gardner
Aubrie Ohlde
Jordan Reese
Atrau Palin
Vicki Williamson
Dakota Sanders
Peter Williston
Linda Vega
Douglas Heatherly
Morgan Mihal
Gabriela Bockhaus
Brian Sundermann
Deborah Bannon
David Nickel
Shawn Sturges
Ryan Craven
Blake Cheney
Diana Jukes-Cooper
Alexander Dornbusch
Gerald Oakland
Trubee Davison
Katie Zinn
Allison Guarda
Carol Muderlak
Gabriela Lanzarini Lopes
Warren & Kara Newman
Chris Bielecki
Anthony Mc Auley
Dierdre Wolownick

Kenneth Downer
Justin Brown
Adam Payne
Matthew Mogi
Mikala Evans
Victor Perez-Falcon
Craig Minor and Carol Doi
Fran Bagenal
Marcel Lettre
Katherine Homes
Bryan Corrigan
John and Daedly Potusek
Kendall Mikesell
Rebecca Boozan
Cheryl Blomstrom
Susan & Eric Loure Mosher
Stephen Gousie
Edwin Pena
Kate Bierbaum
Nate McKenzie
Jake Gaventa
Dillon Manzanares
Timothy O’Neill
Jessica Sporte
Esha Mehta
Andre Ray
Sam Ridley
Melissa McDermott
Kristen and Thomas Oakes
Katie Myers
Laura Wasson
Judith George
Mike Pigg
James Bradley
Zach Zipfel
Neeraj Periwal
Corbyn McDermott
The GoodCoin Foundation
Alex Davenport

THANK YOU!
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 facilitated over 17 Paradox Mile challenges at climbing gyms and universities all over the country.

THANK YOU CLIMBERS!

79 CLIMBERS
380,160+ FEET CLIMBED
$29k RAISED
EXPANDING AND EMPOWERING COMMUNITY.
BOARD OF DIRECTORS

Jake Gaventa: Board Chair
James MacRae: Treasurer
Trinity Wells
Rebecca Boozan
Chad Olcott
Julie Yates
Kaitlin Heatherly
Mike Pigg

STAFF

Dave Elmore: Executive Director
Becky Lindstrom: Development Manager
Dom Pascariello: National Program Manager
Sam Sala: Local Program Coordinator

CONTACT

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720-638-5593
info@paradoxsports.org

EIN #26-0153796

PARADOX SPORTS AMBASSADORS

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
PARADOX PARTNERS

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.

THANK YOU!