

20 | ANNUAL 21 | REPORT



APRIL
MARCH

2020
2021



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.

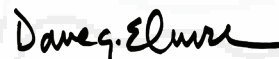
We are excited about the next year of rebuilding, reconnecting and reestablishing ourselves as the national leader in adaptive climbing. Thank you for stepping up and supporting us as volunteers, donors, climbers, change-makers, and advocates.

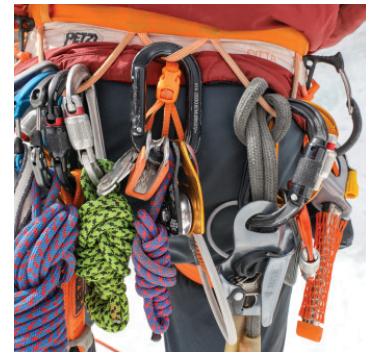
As we look to next year, we remain committed to our vision of a world in which everyone has access to adaptive climbing opportunities, which empowers in-

dividuals, 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

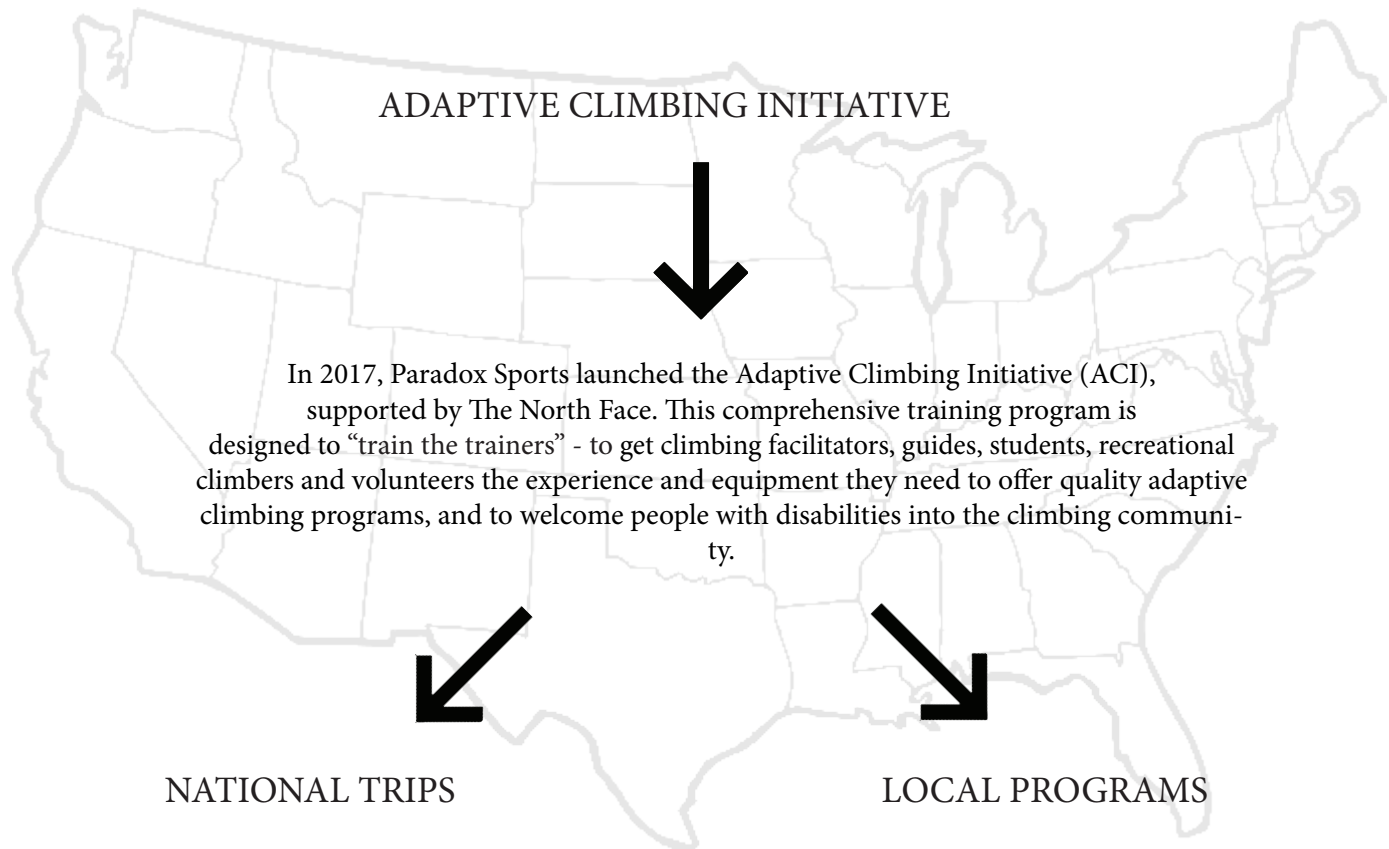




A RESILIENT COMMUNITY

PROGRAM OVERVIEW

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.



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

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

BE YOU

...C C C C



FINANCIALS

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*

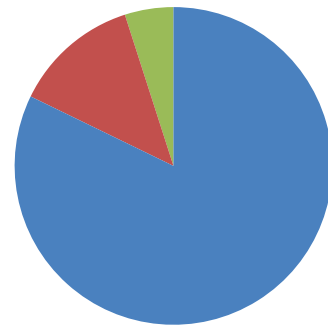
	\$	35,000
Grants and Foundations		19,520
Corporate Donations		123,607
Donations		34,625
Program Income		212,752
Total Revenue		



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

EXPENSES

Program	\$	167,081
Fundraising		26,112
Administration**		10,063
Total Expenses		203,256



NET INCOME

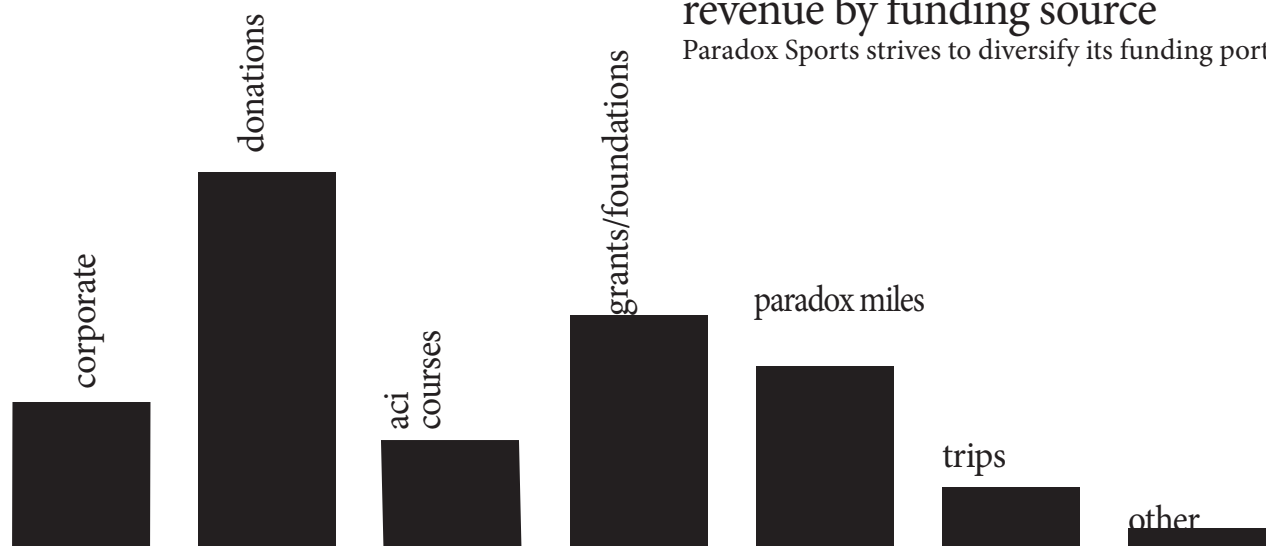
\$9,496

*revenue excluding in-kind donations

**includes all admin and payroll expenses

revenue by funding source

Paradox Sports strives to diversify its funding portfolio.



ADAPTIVE ADVENTURE FUND

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/

ASSETS

Current Assets*	\$ 561,659
Fixed Assets	10,454
Total assets	572,113

LIABILITIES

Current Liabilities	\$ 70,580
Total liabilities	70,580

EQUITY

Net Income	501,533
Total equity	501,533

Total
Liabilities and Equity **\$ 572,113**

* 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.



A photograph of two men in a forest. One man, wearing a grey long-sleeved shirt, a blue and white helmet, and a climbing harness, is leaning over a large orange and black plaid bag. The other man, wearing a yellow long-sleeved shirt, a grey baseball cap, and sunglasses, is sitting on the ground and looking at the first man. The background is filled with tall, thin trees and green foliage.

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

200+
Donors

35+
States

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.

\$30,000+ VF Corporation

\$10,000 - \$29,999

Cherokee Associates
The North Face
Craig H Neilsen Foundation
Craig and Cynthia Smith
Eldorado Climbing Walls

\$5,000 - \$9,999

Polartec, LLC
Price Floyd
Frank Robertson
Earth Treks, Inc

\$2,000 - \$4,999

TruBlue LLC
Maura Vanderzon

\$1,000 - \$1,999

MyClimb
James Tansey
Salman Qazi
George and Chandra Marsden
Gordon Freeman
Matthew Murray

\$500 - \$999

William Leavy
Carl Wright
Henry & Jane Evans
Thomas Wunderlich
Jared Olson
Julie Yates
Lucky Seven
Michael Pelkey
Brett Galloway

James Owen
Lisa Vandekamp
Walter Raiineri
Trinity Wells
Andrea Martin
Max Bourgeois
Mike Reddy
Kristen and Thomas Oakes
Michelle Patten
James MacRae

\$100 - \$499

Calann Lundin
Devon Braia
Miles Moates
Sara Velleca
Jim Folger
Walter Strohmeier
Mary Kay Oakes
Ky Woodard
Martha Williston
Lila Fellows
Rachel Marcucilli
Frank DeBlasio
Heather and Jona Ziac
John Marcucilli
Arun Polsani
Sandy and Ben Millspaugh
Dan Fennessy
Gary & 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

Matthew Wollbrinck
Madeline Acri
Brandt Mackey
Janice Schmidt
Christopher Brand
Timothy Byrket
Joel Schultz
Brendan Moss
Jennali Cybulski
Megan James
John Morlock
Joseph Astin
Karen Gilbert
Rachel Schmidt
Katherine Marchetti
Anastasia Miliano
Patty Nollner
Christopher Benner
Jerry and Rose Wright
Nathan Fox
Jonathan Reiber
Suzee Walters
Chance Baker
Miller Kampa
Jennifer Whitmore
Wynn Redpath
Ed Schneider
Kathleen Anderson
Alan Gousie
John Wagner
Griffin Williston
John Hollingsworth
Marcelyn Downer
Thomas Evans
Kitty Calhoun
Stacy Bridges
Elisabeth Sturm
Jeannie Garrett
Pat Cheatham
Stephen Poulsen
Michaela Hastings
Tammie Washington
Kathy Anderson

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
Rae 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
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Anthony Mc Auley
Dierdre Wolownick

Kenneth Downer
Justin Brown
Adam Payne
Matthew Mogi
Mikala Evans
Victor Perez-Falcon
Craig Minor and Carol Doi
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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. ONE MONTH. 5280 VERTICAL FEET.

Aidan VanSuetendael

Alexander Gousie

Allegra Bockhaus

Ally Cooper

Amanda Styczek

Andrew Richard

Atrau Palin

Benny Hauk

Blake Cheney

Brendan Moss

Cameron Touliatos

Camryn Cholewinski

Casey Clark

Chase Gorski

Christopher Kochiss

Cooper Amato

David McMullin

Davis Wayne Griffin

Diana Valencia

Dylan Schultz

Elian Richter

Elizabeth Salerno

Florence Pianin

Griffin Williston

Jason Williams

Jesse Moroyoqui

Jim Folger

Joe Leonardi

Joel Hood

John Hunt

Julia Leavy

Kasey Carlton

Katherine Whitmore

Kayla Hams

Kayla Payne

Kirschten Roberts

Laura Hodges

Laura Obringer

Laura Wasson

Lila Fellows

Lily Hunt

Lindsey Benda

Madison Joyella

Marisa Balestrieri

Marissa Ericson

Maryam Golalikhani

Matt Williams

Matthew Murrow

Maya Ziac

Michael Cypher

Michael Gimblette

Michael Sherman

Michaela Hastings

Mimi Hunt

Nate Everett

Owen Harlacker

Pamela Arison Patterson

Rachel Marcucilli

Rachel Schmidt

Richard Clyde Sprague

Rose Piccolo

Rosemary Thompson

Sae Dang

Sam Carbine

Sara Velleca

Seth Ramsey

Shea McCrary

Stephany Lopez

Suzanne LaBella

sydney tooley

Tanner Landolt

Theo Keitt

Todd Deem

Tom Oakes

Trevor Nozell

Vui Hunt

Wilson Finch

Zach Zipfel

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

A close-up photograph of a person's hands holding an open book. The person is wearing a grey t-shirt and orange cargo pants. The book is open to a page with text and a red bookmark is visible. The background is a blurred outdoor setting with a sandy ground and some greenery.

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

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EIN #26-0153796

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Enock Glidden
Albany TWP, ME

Maureen Beck
Arvada, CO

Chad Jukes
Ouray, CO

Aika Yoshida
Fishers, IN

Esha Mehta
Denver, CO

Jessica Spote
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!