



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

### BOARD OF DIRECTORS: 8

- Jake Gaventa, Board Chair
- Judd MacRae, Treasurer
- Julie Yates
- Mike Pigg
- Chad Olcott
- Mike Kane
- Megin Wolfman
- Erin Beth Agee
- Jen Nam

**FULL-TIME EMPLOYEES: 4**  
**PART-TIME EMPLOYEES: 10**

### STAFF

- Executive Director: Dave Elmore
- Operations Manager: Brittany Spiegelberg
- Program Managers: 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.**



- Amputation/Limb Difference 28%
- Visual Impairment 12%
- Neurological Conditions 18%
- Spinal Cord Injuries 6%
- Post Traumatic Stress 21%
- Traumatic Brain Injuries 6%
- Other 9%

**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.

## FY23 REVENUE BY SOURCE



- Grants and Foundations 33%
- Corporate 16%
- Program 21%
- Individual 7%
- Paradox Miles 12%
- Special Events 11%

## FY23 EXPENSE ALLOCATION



- Program 64%
- Fundraising 21%
- Admin 15%

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**

720-638-5593  
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Boulder, CO 80308  
www.paradoxsports.org