



# STRONGER THROUGH SPORT

2020 - 2021 ANNUAL REPORT



## THE NEXT STEP IN OUR JOURNEY

I have always believed that a solid foundation allows us to step toward the next opportunity with greater confidence, hope and excitement.

Throughout the journey of CAF, we have believed in our critical role to help others take the next step in their own journey. We believe in the undeniable desire in all of us to strive for more, to evolve as human beings and fulfill the potential that lies within. But there is no doubt that when a solid, reliable, and motivating base exists, that step is all the more possible.

The examples were plentiful as we witnessed athletes on Team USA competing at the recent Paralympic Games in Tokyo. We were proud to know that 55% of these athletes were supported somewhere along their athletic journey by the CAF. It may have been their first piece of adaptive equipment, funds to attend a competition allowing them to level up, meeting a mentor or coach to unlock greatness, or the necessary resources to make a comeback. The level of competition in Tokyo was strong but so were the hearts and hopes of our CAF-supported Paralympians.

Each Fall when our grant application opens we are humbled to see the growing number of new applicants who have learned CAF can be a valuable resource for their next step. As individuals with physical challenges see more role models in media, advertising, the workplace and the world stage they, too, can see it's possible to take their next step and we are thrilled to be a resource.

And we as an organization are also taking a significant next step. After 28 years of service, our Chief Executive Director, Virginia Tinley, has announced her retirement. We feel joy for Virginia as she looks toward the next phase of her own life enjoying time with an expanding family, personal travel, and, no doubt, new athletic adventures. Virginia has brilliantly led CAF through nearly three decades that have seen the transformation of adaptive sports, increase in opportunities for challenged athletes, growth of our dedicated community and evolution of the team needed to meet the moment. We excitedly support Kristine Entwistle as she steps into the role of CAF's next Chief Executive Director. Virginia and Kristine have worked side by side for 16 years and dedicated the last 4 specifically preparing for this transition.

I am grateful CAF is built on a solid foundation influenced greatly by Virginia's steady and knowing leadership, the investment in new leaders, our generous community and a \$23 million endowment that helps sustain us as a steadfast resource to the athletes we serve.

As CAF steps toward our future, I have great confidence in our continued role as a leader in the adaptive sports movement. To all the readers of this annual publication, you have made CAF who we are today, and we are truly grateful.

Yours in Sport,



Jeffrey Essakow  
CAF Co-Founder, President

“As CAF steps toward our future I have great confidence of our continued role as a leader in the adaptive sports movement.”



## STRONGER THROUGH SPORT

CAF believes that access to sports and an active lifestyle can transform lives. Sports have the power to motivate, inspire, and heal with impacts that transcend far beyond the finish line. Along with the thrill of pushing past limits, sports and physical activity unleash inner confidence, independence, connection, fulfillment, and an enhanced quality of life.

While we are all still in this pandemic season, those with physical disabilities face a greater level of uncertainty. Many continue to experience isolation, compounding health concerns, and financial hardships. During these difficult times, sports, physical activity, and fitness can provide both an inner and outer strength that carries us through. We are all stronger through sport.

- ▶ 21 million people in the U.S. are living with a permanent physical disability.
- ▶ 65% of CAF athletes surveyed felt more socially isolated during the pandemic.
- ▶ Adaptive sports equipment is not typically covered by health insurance.
- ▶ 66% of households CAF supports earn less than \$50,000 per year with 40% of those earning less than \$20,000 per year.

## IMPACT THROUGH GRANTS

Thanks to the generosity of our supporters during one of the most difficult years in recent history, CAF awarded **3,038** grants totaling **\$5.1 Million** across **94** different sports. CAF also deferred over 450 grants from 2020 awarded to challenged athletes whose plans for travel, competition and training were abruptly put on hold due to the pandemic.

### Mentorship and Community

CAF's programs bring people together to experience something meaningful and powerful. They create a stronger sense of community, connection, and mentorship – relationships that will often last a lifetime. The ongoing COVID-19 pandemic became a social barrier for many CAF athletes who are part of a vulnerable health population. CAF's response continues to be critical during this time, successfully creating virtual and in-person programming and events to keep everyone safe, active, engaged, and connected.

- ▶ CAF developed and implemented innovative virtual content including training, community rides, workouts, and panel discussions to engage athletes.
- ▶ CAF connected young and newly injured athletes with mentors who provided encouragement and support.
- ▶ CAF athletes are eager to safely return to in-person sports, activities, and events.



## LIFE-CHANGING IMPACT

Through conversations and interviews with CAF athletes and their family members, we heard feedback about the critical role that CAF grants and our community of support have played in their lives – an impact that is often far greater than the value of a single grant. It is the value that comes from feeling like you belong, have mentor support, and believe in yourself.



### Kym Crosby-Hightower

Sport: Track and Field  
Grant: Training and Competition Fees  
Physical Challenge: Visual Impairment  
Hometown: Yuba City, CA

“Running found me 13 years ago and little did I know that it’d be the one thing that my life would revolve around for so long. Running gives me freedom. Running gives me life. Running gives me purpose. Without running, I don’t know who I’d be today. It has shaped me in so many ways, including turning a really, really scared shy girl into a strong independent woman. My love for running can hardly be put into words, all I know is that running makes my heart smile constantly.”

-Kym Crosby-Hightower

“ Thank you to CAF for your continued support! The road to Tokyo wouldn’t have been possible without you, Challenged Athletes Foundation. ”

– Kym Crosby-Hightower

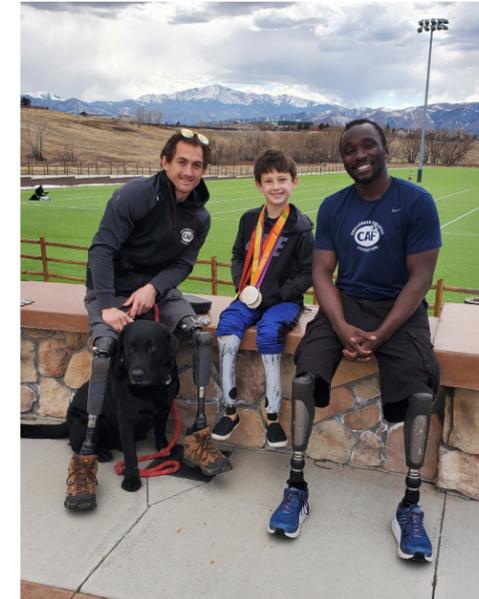


### Selah Gilbert

Sport: Kungfu, Snowboarding, and P.E.  
Grant: Össur Cheetah Running Foot  
Physical Challenge: Limb Differences  
Hometown: Aurora, CA

“She saw people running on running blades at a CAF/Össur mobility clinic and that really helped her emotionally be able to see what people could do. She’s wanted to run with a running blade for several years.” – Karen Gilbert (Selah’s Mom)

“I now run so fast - I can hardly believe my eyes!” - Selah Gilbert



### Beau Gallardo

Sport: Swimming  
Grant: Swimming lessons  
Physical Challenge: Double Below Knee Amputation  
Hometown: Denver, CO

“I know he wants to get in the water and wants to become a better swimmer. It was really wonderful to be able to go to the pool with Beau and then see these men who have excelled at their sports – swimming, bicycling – and they are getting in and out of the water with confidence.”

- Aili Gallardo (Beau’s Mom)

“ It’s exciting for me to be in the water with other people like me. Just being able to get around in the water – it was really fun! ”

– Beau Gallardo



### Michael Kneeland

Sports: Fly Fishing, Taekwondo, Hand Cycling, Swimming, and Wheelchair Basketball  
Grant: 3-Day Fly Fishing Camp  
Physical Challenge: Proximal Femoral Focal Deficiency  
Hometown: Bozeman, MT

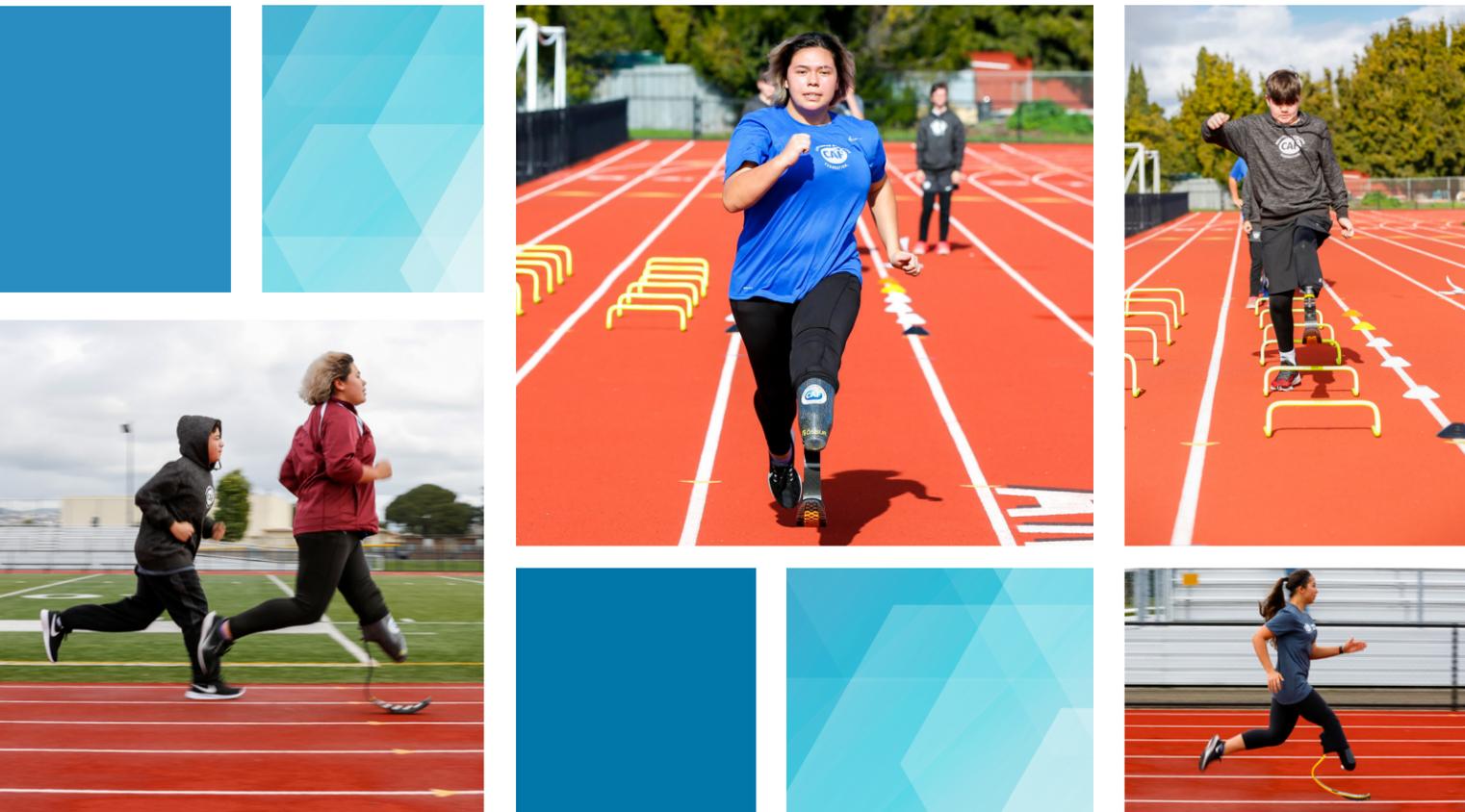
“I can just do it and enjoy being into sports and not just sitting around and watching other people do the sports that you would like to do. Being with other people who have similar problems as me - it’s nice to be around a community of wheelchairs. That really helps me have confidence to just do sports.”

– Michael Kneeland

## 2021 HIGH SCHOOL ADAPTIVE SPORTS PROGRAM

In response to COVID-19, CAF's 2021 High School Adaptive Sports Program presented by the Kenneth Whalen Family Foundation came to life virtually, supporting 100 youth athletes aged 11-18 across the United States. Keeping our student-athletes engaged, safe, and active, CAF developed six weeks of specialized track and field online programming where participants received equipment grants (provided by SKLZ), practice plans, 36 video tutorials, weekly challenges, informational webinars, and expert coaching. Disciplines offered included ambulatory sprints, ambulatory throwing, seated throwing, and wheelchair racing.

As a virtual program, online engagement was critical to overall success. CAF distributed 29 informational emails (including resources, reminders, encouragement, etc.) and created 26 social media posts on Facebook, Instagram, and the CAF Adaptive Track and Field Facebook Page. Over the six weeks, total members on the CAF Adaptive Track and Field Facebook Page increased by 73.7% and garnered 141 social media posts by athletes, parents, and supporters.



“ Sam has had such an amazing experience participating with this program! We are SO grateful for everything you guys have done and all your hard work! ”  
 - Becca (Sam's Mom)



“ The program itself was fantastic and it was all the more meaningful to receive support and encouragement from CAF and the other athletes. ”  
 - Jacqueline (Elliott's Mom)

“ Your coaches have done a phenomenal job. I can't wait to watch him continue to improve through the season. ”  
 - Anne (Connor's Mom)

## RIDING WITH PURPOSE

Cycling continues to grow as a core passion for challenged athletes and supporters around the country. From virtual rides to a global cycling club launch, our community was on bikes of all types riding through all types of terrain and maximizing at-home riding opportunities. CAF cycling sponsors, J&L Pie Company, Toyota, 100%, and Chargepoint, help ensure athletes have the equipment they need to go far.



### CAF Cycling Clubs

CAF Cycling Clubs continued to grow in San Diego, San Francisco and Idaho. We also grew our Global Cycling Club community with new opportunities for athletes with and without disabilities to ride their bikes anywhere in the world. Cycling Club members find each other on Zwift and on Strava to connect with each other and share a passion for cycling.

### Creating a Global Community

In Summer 2020, CAF announced the launch of our Global Cycling Club, providing new opportunities for challenged athletes and non-challenged athletes to ride their bikes anywhere in the world as part of #TeamCAF. CAF's cycling community offers extensive and inclusive opportunities to get more adaptive athletes moving.



### USA Cycling Para-Cycling Road National Championship

The USA Para-cycling Road Race, Time Trials, Criterium, and Relay National Championships welcomed world-class adaptive cyclists to Boise from across the country to compete in the last domestic championship before the Paralympic Games. To build the field of participating athletes, CAF funded over 60 individual travel grants and the largest prize purse in the history of para-cycling events. The event also saw an inclusive Kids ride, clinics and community building.

### CAF + Strava Partnership

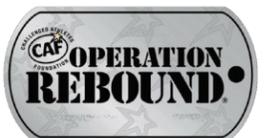
CAF and Strava have come together to offer inclusive challenges on the Strava platform. In 2020, the Ride for CAF had cyclists logging 100 miles or more. In 2021, the CAF Stronger Through Sport Challenge encouraged all athletes to log 300 minutes across all activities. All finishers could donate and enter a sweepstakes to win amazing prizes donated by CAF partners.



## OPERATION REBOUND

Focusing on strengthening the physical and mental well-being of those who serve our country and communities, CAF's Operation Rebound has earned its place as a well-respected resource for veterans, service members, and first responders with physical disabilities. One of the largest barriers for military service members and first responders with disabilities is financial resources, especially for those whose only income source is a disability benefit. Without CAF's support, this high-risk group is left on the sidelines, unable to engage in activities that are proven methods for physical and emotional healing.

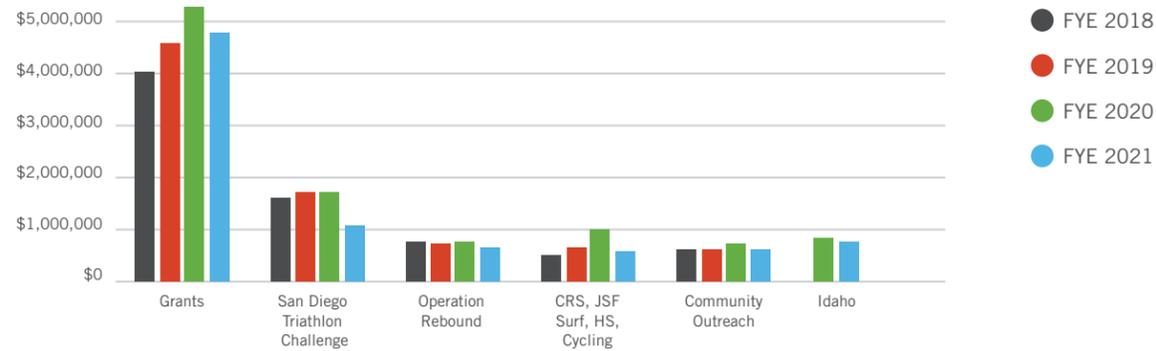
- ▶ 4.7M veterans have a service-connected disability in the United States.
- ▶ Veterans with disabilities are often at high risk of obesity, chronic disease, and loss of strength and stamina due to lack of physical activity.
- ▶ In 2021, Operation Rebound provided \$438,464 in grant funding to 212 athletes.



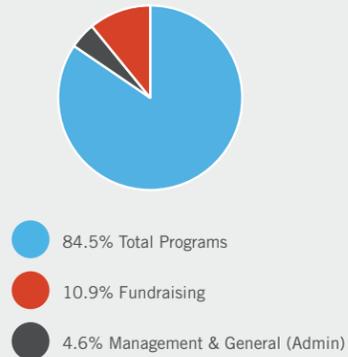
## FINANCIAL SNAPSHOT FY20-21 (THROUGH MARCH 31, 2021)

Our commitment to serving challenged athletes and being responsible stewards of your support is demonstrated by our transparent and audited financials. To see full financial reporting visit [www.challengedathletes.org/financials/](http://www.challengedathletes.org/financials/)

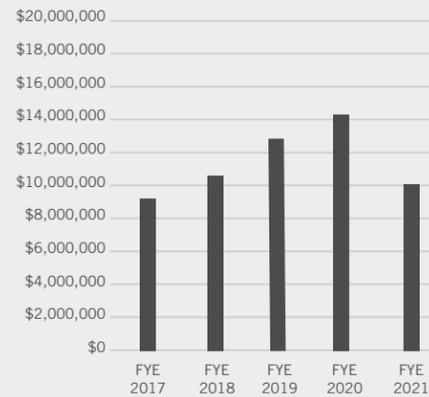
CAF Spending by Program



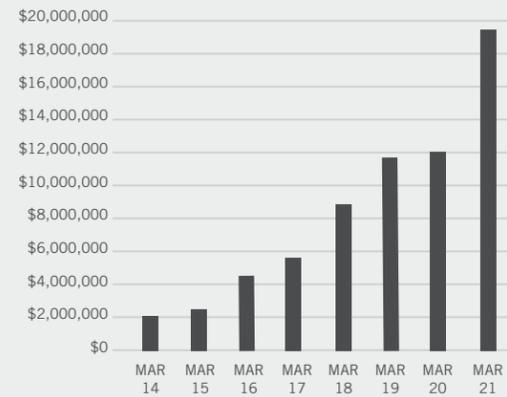
CAF Spending Breakdown FYE 2021



CAF Revenue



Total Endowment



## THANK YOU TO OUR FAMILY FUNDS

- ▶ CAF Endowment In Memory of Robin Williams
- ▶ The Rose Fund
- ▶ Kate Steinle Memorial Endowment
- ▶ Gail and Howard Stackman Memorial Fund
- ▶ Maguire Family Fund
- ▶ Robert Spotswood Memorial Endowment

## PLANNED GIVING

### Maximize your Philanthropy with Planned Giving

CAF is equipped to assist you with your philanthropic goals through planned giving. Let us help tailor your charitable giving plans to reach your financial, tax or estate planning objectives.

### Let's Connect

Contact our Development team for giving opportunities and business partnerships:

[Kristine Entwistle](mailto:kristine@challengedathletes.org) | Associate Executive Director | [kristine@challengedathletes.org](mailto:kristine@challengedathletes.org)

[Doug Olson](mailto:doug@challengedathletes.org) | Sr. Development Director, Northeast | [doug@challengedathletes.org](mailto:doug@challengedathletes.org)

[Susan Butler](mailto:susan@challengedathletes.org) | Development Director Northern California | [susan@challengedathletes.org](mailto:susan@challengedathletes.org)

## WITH SINCERE APPRECIATION

CAF would like to thank Virginia Tinley for 28 years of service.

Your **dedication** has established CAF as a global leader in the adaptive sports movement.

Your **professionalism** has set the bar high for compassionate leaders and staff.

Your **commitment** has changed the lives of 35,000 challenged athletes around the world.

Your **legacy** is a more inclusive world.



## SIGNATURE FUNDRAISING EVENTS

### 2020 CAF Community Challenge Weekend presented by Vega

In Fall 2020, faced with the cancellation of live events around the world, CAF launched a multi-week virtual fundraising experience designed to keep our community active and connected to the mission. Throughout 10+ weeks of virtual activity and connectivity, we had an unprecedented level of engagement with 869 registered participants plus 235 challenged athletes and representation across 37 states and ten countries. We are incredibly thankful to the sponsors and fundraisers who so generously supported our athletes during this unique time and look forward to being back in person in 2021.

Key moments of the 2020 Community Challenge Weekend included:

- ▶ Virtual kids run/walk/roll
- ▶ Strava cycling challenge
- ▶ Stimulating online and social media content (athlete interviews, training discussions, sponsor interviews)
- ▶ Online Celebration of Abilities program

**This event tracked 48.6 million miles across running, biking, swimming, walking, and rolling while raising over \$2.5M for our mission.**



## SIGNATURE EVENTS RETURN IN 2021



### CAF's Community Challenge powered by Strava featuring the Aspen Medical Products San Diego Triathlon Challenge

**October 22-24, 2021**

**High Fives, Finish Lines, and Huge Smiles are Back**

CAF's 2021 Community Challenge Weekend is back in person and at a new location in the heart of San Diego's iconic Mission Bay at beautiful Bonita Cove. Starting on Friday and continuing through Sunday, this three-day event will welcome over 900 participants of all abilities who will participate side by side as they achieve new goals and have fun being together again. Uniting CAF's inclusive community of fundraisers, sponsors, and challenged athletes, the Community Challenge Weekend will feature:

- ▶ EoS Fitness Tour de Cove
- ▶ Adaptive multi-sport clinics (swimming, surf, and tennis)
- ▶ Family resource night
- ▶ Annual Celebration of Abilities awards
- ▶ The 28th Annual San Diego Triathlon Challenge
- ▶ Yoga
- ▶ Kids Run/Walk/Roll
- ▶ 5K Walk/Roll
- ▶ Virtual team participation

### Million Dollar Challenge presented by Sully Entertainment Group is back for the 15th Anniversary Ride

**October 15 – 22, 2021**

**620 Miles, 7 Days, 1 Mission**

CAF's Million Dollar Challenge (MDC) is back in person this fall, celebrating the 15th anniversary of this signature event. Riders will gather to experience an epic ride along California's Highway 1, starting at Fisherman's Wharf in San Francisco and finishing with a warm welcome from #TeamCAF at the Community Challenge Weekend in San Diego's Mission Bay. The seven-day, 640-mile journey down the breathtaking California coastline is a one-of-a-kind cycling event that consistently raises over \$1M to support CAF's mission. This year, MDC will:

- ▶ Welcome more than 175 riders
- ▶ Welcome 21 challenged athletes
- ▶ Combine world-class service from a team of ride support professionals with luxury accommodations, fabulous meals, and first-class amenities
- ▶ Create unparalleled connections among all riders, CAF athletes, and supporters



## REGIONAL HIGHLIGHTS

### CAF Northern California Regional Impact

CAF's community of challenged athletes, supporters, and volunteers in Northern California grew this past year despite hardships caused by the COVID-19 pandemic. Highlights from the past year include:

#### ► 2020-2021:

- Virtual Video Series: Bike Talk
- CAF Cycle Club fundraises virtually for Community Challenge Weekend
- NorCal assembles large group of Million Dollar Challenge participants
- Annual Celebration of Heart Gala (virtual)
- CAF Cycle Club resumes in-person rides
- Community Day with Sports Basement: Cycling and yoga for our entire community

- Swim Clinic at San Francisco Presidio YMCA
- High School Adaptive Track & Field Clinic San Ramon

#### Golden State Warriors + CAF Grant Give: Kumar Polk

Assistant Coach Mike Dunleavy and Klay Thompson of the Golden State Warriors surprised Kumar, who became paralyzed after gun violence erupted outside of his home, with his own basketball wheelchair. Currently coached by CAF mentor, Trooper Johnson, wheelchair basketball has been pivotal in Kumar's recovery.



### What's Ahead:

- Local Cycling Club Rides
- Million Dollar Challenge Ride
- Multiple Clinics: HSASP, Nordic, Golf, and Sailing

### CAF Northeast Regional Impact

CAF continues to expand our reach and impact through regional efforts in the Northeast through programs, clinics, and events for challenged athletes, volunteers, and supporters. Highlights from the past year include:

#### ► 2020 – 2021:

- CAF Cycle Club participants fundraise virtually for Community Challenge Weekend
- CAF Junior Board of Directors hosts online workouts
- Riverdale Country School virtual programming
- Professional sports team activations with the Philadelphia 76ers, New Jersey Devils, and Philadelphia Phillies
- Annual Heroes, Heart, Hope Gala (virtual)
- Operation Rebound hiking and cycling camp in New Paltz, NJ
- Adaptive surf clinic in Long Beach Island, NJ



### What's Ahead:

- Sailing Clinic, Hudson River
- Össur Mobility Clinic, New York/Boston Area
- Riverdale Country School, educational programs with CAF athletes

## REGIONAL HIGHLIGHTS

### CAF Idaho Regional Impact

As the world turned ever inward during the global pandemic, Idahoans continued to seek out new ways to experience the great outdoors. In the water, on the trails, and through the snow, the CAF-Idaho community came together in a tremendous showing of spirit, innovation, and sport. We are forever grateful to the J.A. and Kathryn Albertson Family Foundation for their support. Highlights from the past year include:

#### ► 2020-2021:

- CAF Cycle Club launches in Idaho
- J.A. and Kathryn Albertson Family Foundation announces construction of Idaho Outdoor Fieldhouse
- Winter Sports Development Program starts in partnership with the U.S. Paralympic Nordic Skiing
- Four CAF athletes participated in the 420-mile Smoke 'n Fire 400; this is the first time in race history participants included those with physical disabilities
- Hosted CAF's first-ever mountain bike clinic
- Team CAF raced at IRONMAN Coeur d'Alene and held a multi-sports clinic day for the local adaptive athletes
- Premiered a unique wheelchair-accessible paddleboard at multi-sport clinic in Boise
- Three-year-old Boise resident Teddy Wallace became the first child in history to receive a customized all-terrain GRIT Freedom Chair



### What's Ahead:

- 2-day mountain bike clinic
- 3-day adaptive climbing camp
- Idaho Outdoor Fieldhouse construction begins



## TOKYO 2020 PARALYMPICS

### Road to Tokyo

CAF was proud to support 128 Team USA athletes who received financial support from us somewhere along their athletic journey. This support spanned over 16 years totaling over \$750,000 with additional funding provided to international athletes competing. Supporting athletes in all Paralympic sports, CAF is dedicated to developing the next generation of Paralympians through its development teams, grant program, camps, clinics, and community events.



### Rudy Garcia-Tolson A PARALYMPIC COMEBACK STORY

Rudy is a five-time Paralympic swimming medalist and the first youth athlete CAF ever supported. He came out of retirement when the games were postponed, earning a 6th place finish in the 100m Breaststroke.



### Jamie Whitmore ELITE CYCLING ATHLETE + MOM

Jamie is an outstanding elite athlete and a proud mom to twin boys. With just two weeks' notice, as an alternate to the US Paracycling Team, she sprang into action and finished 7th in Road Race and 8th in the Time Trial.

### Amy Dixon RETURNING TO THE START LINE

Amy competed in Paratriathlon and finished strong, after overcoming a year of challenges to realize her dream of competing in the Tokyo games.



### Trenten Merrill LONG JUMP MEDAL STAND

Trenten returned to Tokyo for his 2nd Paralympics and came home with a bronze medal in the Men's Long Jump T64 event. His training at the Chula Vista Training Center paid off.



### Justin Phongsavanh PUSHING THE SPORT FORWARD

Making his Paralympic debut, Justin won a bronze medal in the seated Men's Javelin throw, his advice on the podium "Tomorrow's not guaranteed, and today's a blessing."



### Kym Crosby-Hightower and Erik Hightower A POWER COUPLE ON AND OFF THE TRACK

Kym and Erik are truly a track and field power couple. In Tokyo, Kym took home the bronze medal in the 100-meter and 400-meter and Erik competed in the 100-meter; the Tokyo Games were his third Paralympic competition and Kym's second.

## PROFESSIONAL SPORTS TEAMS PARTNER WITH CAF

CAF kicked off our **Play with Purpose** initiative to connect professional sports teams, athletes, and broadcasters to our mission. By sharing their time, venues, and financial support, they also created memorable experiences for CAF athletes.



### Landis Sims + San Diego Padres and Joe Musgrove

San Diego Padres' pitcher, Joe Musgrove, has developed a strong mentor relationship with Landis over the past year. In July, the Padres signed Landis to a one-day contract; he and Joe then warmed up together on the field.



### Ray "Speedy" Walker + New Orleans Pelicans and Zion Williamson

Our partnership with Smoothie King unlocked the experience of a lifetime for Ray with the New Orleans Pelicans that included an arena tour, Zion Williamson autographed jersey and basketball, and him announcing a surprise grant gift of a new, custom Per4Max Basketball Wheelchair.



### Supporting Local Sled Hockey Teams + New Jersey Devils

Thanks to HB Sports & Entertainment, six youth from two local sled hockey teams -the Hammerheads and Woodbridge Warriors, received a special coaching clinic and brand new custom sleds. These families were then treated as VIPs to watch the New Jersey Devils play.



### CAF + Good Morning America's Robin Roberts

Robin Roberts narrated a powerful script of CAF Public Service Announcements starring CAF ambassador Scout Bassett and youth athlete Kenasyn Bird, sharing the power of mentorship in sports and life.



### Toyota Legends Baseball Clinic with Philadelphia Phillies

Thanks to the local Philadelphia Toyota tri-state dealership, CAF youth athletes and their teammates were invited to participate in a coaches clinic and then enjoy a Philadelphia Phillies game with their families at Citizens Bank Park.



### Fernando Tatis Jr. 100% 24K Gold Sunglasses

CAF's global eyewear partner – 100% teamed up with Padres All-Star Shortstop, Fernando Tatis, Jr. to design and auction 50 pairs of limited edition 24K Special Edition Eyewear with proceeds going to CAF.



## IMPACT AND INNOVATION

### Driving the Mission Forward

CAF continues to innovate through collaborative partnerships with designers of adaptive equipment, as trusted partners to develop and share best practices to increase inclusion and accessibility in the workplace and athletic events, and by listening to our community members, constantly adding new adaptive sport camps and clinics.

- ▶ Providing athletes with new ways to move through grants for E-Assist Bikes, GRIT Freedom Chairs, and GRIT Jr. All-Terrain Wheelchairs.
- ▶ Launching Move to Include Network with Accenture, providing support and resources to incorporate sports and wellness as part of businesses diversity, equity, and inclusion strategies.
- ▶ Launching CAF Empowerment Through Sports School Program in collaboration with Riverdale Country Day School and CAF Club Leaders, connecting K-12 students and faculty with CAF's mission.
- ▶ Building elite-level development teams for Para-Nordic Skiing, Para-Triathlon, Women's Adaptive Cycling, and Junior Adaptive Surfing.
- ▶ Expanding sport camps and clinics to include new adaptive sport opportunities including climbing, paddle boarding, sailing, beach volleyball, fly-fishing, and other outdoor recreational activities.
- ▶ Creating an Accessibility Playbook as a guidebook for developing inclusive events.





### CAF's Mission

CAF provides opportunities and support to people with physical challenges, so they can pursue active lifestyles through physical fitness and competitive athletics. CAF believes that involvement in sports at any level increases self-esteem, encourages independence, and enhances quality of life.

### CAF's Commitment to Diversity, Equity, and Inclusion

CAF is committed to fostering and preserving a culture of diversity and inclusion. We are committed to increasing CAF's visibility and impact in underserved communities and to provide community support and employment to qualified individuals regardless of race, ability, sexual identity, gender identity, religious beliefs, or economic status.

### CAF's Commitment to Athlete Safety

CAF is committed to the safety and well-being of all athletes who take part in CAF programs, activities, and events. To support this commitment, CAF's Athlete Safety Policy has been created to ensure that we are compliant with the current standards on this subject established by the United States Olympic & Paralympic Committee ("USOPC") through the U.S. Center for SafeSport, by helping to maintain an environment free of emotional, physical and/or sexual misconduct and abuse, and ensuring effective and prompt action upon CAF receiving notice of any alleged violations of this policy.

## BOARD OF DIRECTORS

Jeffrey Essakow  
President,  
Founding Member

Bob Babbitt  
Vice-President,  
Founding Member

Rick Kozlowski  
Founding Member

David Jochim  
Treasurer

Dean Roeper  
Secretary

Julie Franklin  
Jeff Jacobs  
David Jochim  
Tabi King  
Chad Merriweather  
Lotte Moore  
Swan Paik  
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Alan Shanken  
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### Advisory Committee

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Justin Model  
Sari Levy-Schorr



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Visit [challengedathletes.org](http://challengedathletes.org) to learn more