

SOLES4SOULS

# ANNUAL REPORT

2023



[soles4souls.org](https://soles4souls.org)



It is an honor to share our end of year results with you. It's easy to do when those results reflect another banner year! On every metric that matters...our financial performance, our reach, our team and board, and most importantly, our impact...we've been able to serve more people in more ways than ever before, with your help.

Our mission is rooted in repurposing shoes and clothes to create economic, health, educational, service, and environmental opportunities for all the amazing people we work with. To put that in perspective, in **2023** we:

- distributed **5.5 million** pairs of shoes
- distributed **4.8 million** pieces of apparel and accessories
- diverted **9.2 million pounds** or **4.2 million kilograms** from landfills
- worked with **hundreds** of companies
- engaged with **thousands** of volunteers

And in that time, generated **\$69,382,932** in economic impact, the most in our history. We're proud of what we've accomplished together and are profoundly grateful.

This was the third year of our 4EveryKid program which provides new, branded athletic shoes to students experiencing homelessness. After launching with **20,000** pairs of sneakers in **2020**, we have now served over **200,000** kids by the end of **2023**. We are receiving qualitative and quantitative feedback from students,

parents, teachers, and administrators that this program makes a **meaningful** difference in how kids feel, show up, and attend class. We still have a long way to go because there are more than a million kids who need shoes, but we are more committed than ever to serving each and every one.

Our 4Opportunity program, which creates economic opportunities for entrepreneurs and jobs in low income countries like Haiti, Dominican Republic, Honduras, Guatemala, Moldova, Ukraine, and the Philippines, continues to expand. In the coming year, we expect to have at least one new country in South America. In the next 2-3 years, we hope to find the right partner somewhere in Africa. We do this work with amazing partners on the ground who are committed to serving those in their communities, allowing the whole ecosystem to flourish. The results are **life-changing** and we couldn't be prouder of the way commerce and compassion come together to make the world a better place.

Thanks for all the support and encouragement you have been to Soles4Souls and our work together. It's only because so many of **you** have invested time and energy in taking action that any of this is possible.

# OUR MISSION

**Soles4Souls** creates sustainable jobs and provides relief through the distribution of shoes and clothing around the world.

## Our programs

**4Opportunity:** Soles4Souls sells and distributes shoes and clothing through our international partners to help people build small businesses.

**4Relief:** Soles4Souls helps get new shoes and clothing to people in crisis situations, freeing up financial resources they can use toward other needs.

**4EveryKid:** Soles4Souls partners with schools across the U.S. to get new athletic shoes to children who are experiencing homelessness, eliminating a barrier to educational and extracurricular opportunities.

**4ThePlanet:** Soles4Souls cares for our planet and people by extending the life of shoes and clothing that might've otherwise been prematurely discarded.





# 2023 IMPACT

## By The Numbers

Soles4Souls partners with generous individuals, brands, and corporations to donate new and used shoes, clothing and accessories for people in need all over the world.

2023 Impact by the Numbers:

**5.5 MILLION**

Pairs of shoes

**4.8 MILLION**

Pieces of clothing

**9.2 MILLION LBS OR  
4.2 MILLION KGS**

diverted from landfills

**\$69,382,932**

● Economic Impact

Which is the money that stays in the pockets of the people and communities we serve when they receive shoes, clothing and other goods.



# 4 OPPORTUNITY

Soles4Souls sells and distributes shoes and clothing through our international partners to help people build small businesses.

Creating opportunity through **60 MILLION** pairs of new and gently used shoes and **37 MILLION** articles of clothing to date.

Selling shoes creates **small businesses and jobs** in low income countries.

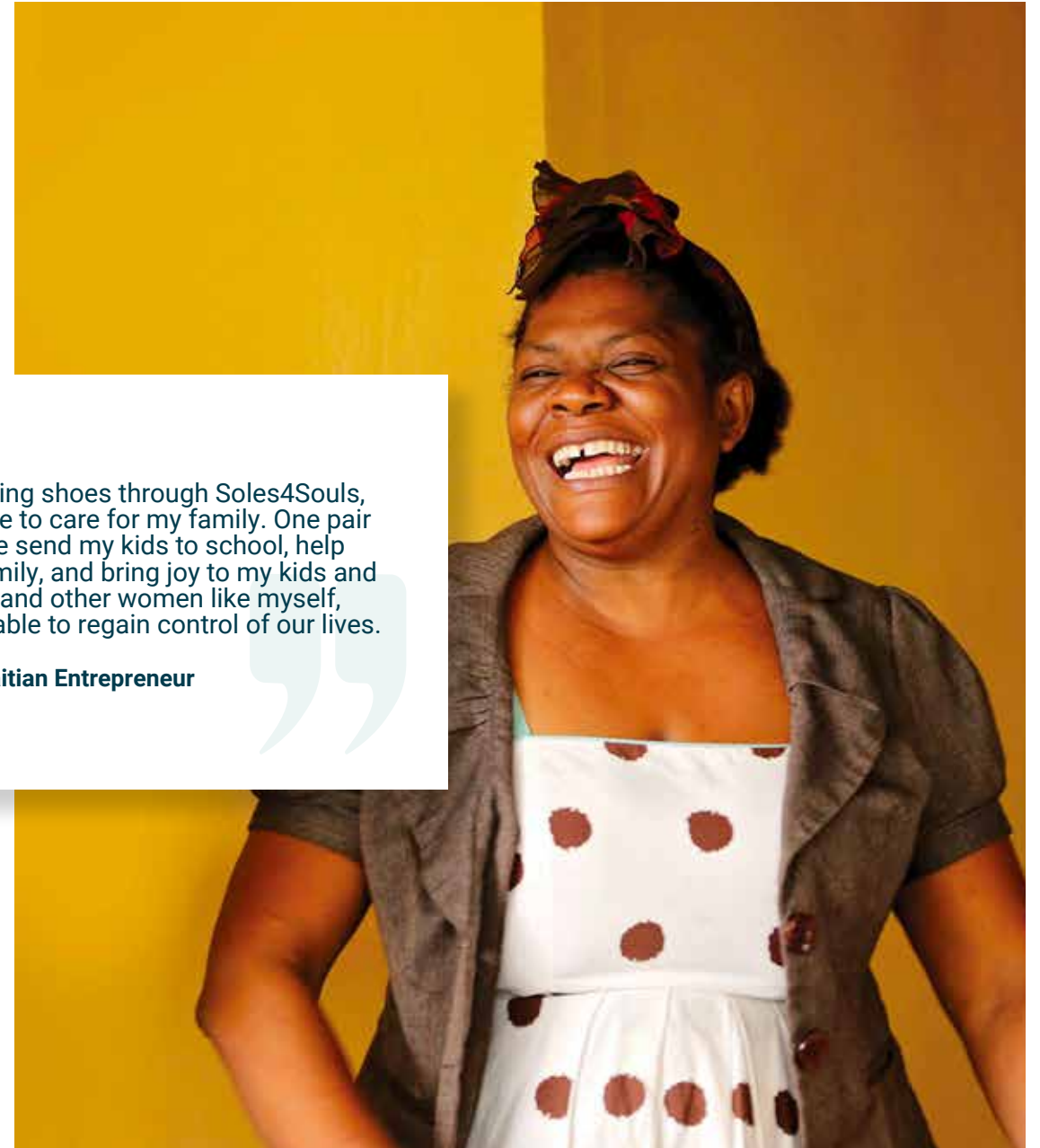
Those businesses and jobs help provide **food, education and shelter** for entrepreneurs, employees and their families.

Entrepreneurs have been able to increase their household income by more than **200%**, more than **5 times** above the international poverty line.



Prior to selling shoes through Soles4Souls, I was unable to care for my family. One pair can help me send my kids to school, help feed my family, and bring joy to my kids and husband. I, and other women like myself, have been able to regain control of our lives.

- **Ginette, Haitian Entrepreneur**



## 4Opportunity

An increase in income gives entrepreneurs the opportunity to invest in themselves and their families.

- Nearly **90%** of entrepreneurs report that their children are more regularly attending school and receiving a higher quality education.
- **1 in 4** entrepreneurs have been able to purchase a home through selling shoes, with nearly **70%** saving for a home.
- Research that shows women in developing countries reinvest their money into meeting their children's basic needs like education, health & safety, increasing their chances of long-term disruption of poverty. **97%** of the jobs created in our program are 4Women
- **98%** of entrepreneurs share they have increased confidence in themselves, their ability to run a business, and inspire and care for their family and friends. **100%** are more optimistic for the future.

*\*Data as reported by our 4Opportunity partners in FY22*

### Did you know?

When we sell shoes and clothing directly to entrepreneurs, they get a steady inventory of the best quality product at the lowest possible cost, increasing their competitive advantage in the marketplace.

*Pictured: Merary and some of the S4S team at the opening of her new store in Villanueva, Honduras.*



“My life is different now. Now, when I sell shoes, I have money to buy things I need at home. It's way less of a toll than before. Before I felt unsure. Now I feel secure.

**–Merary, Honduras**



# 4EVERYKID

Soles4Souls partners with schools across the U.S. to get new athletic shoes to children who are experiencing homelessness, eliminating a barrier to educational and extracurricular opportunities.

By the end of the 2023/2024 school year, more than **275,000 students** will have received new shoes.

Did you know that new shoes have an impact beyond just the feet? ***Shoes contribute to the social, physical and emotional health of a child!***

**97%** of our partners said they see positive results in school attendance with their new shoes.

**4 in 5 students** reported feeling more equal to their peers after receiving new shoes.

“

My shoes make me feel that I can do anything and believe in myself and go on!

- 3rd Grader, Orlando, Florida





#### 4EveryKid

- **79%** of students said that shoes were one of their biggest needs.
- **96.8%** of our partners said that students' confidence increased after receiving their new shoes



Shoes are intrinsically important to kids. Too many low-income families are forced to choose rent and food over shoes, leaving children wearing shoes that hurt, embarrass them, cause them to miss out on physical activities and sometimes miss school altogether. New shoes make a basic and lasting impact!

–Tacoma Public Schools,  
Washington



The shoes helped a lot, it made my mom not have to worry about buying shoes for me and made it an early Christmas gift. Especially the times I'm going through at the moment, like worrying about bills and clothes, the shoes were such a big help.

–Jonathan, New Hampshire



One of the girls gave us a big hug stating she had never owned such nice new shoes. She went from being shy to this confident little girl strutting down the runway and popping her toe out as she posed for a picture with her new shoes. I never realized the impact shoes could have, immediately changing her confidence.

–School Partner, Columbus,  
Mississippi



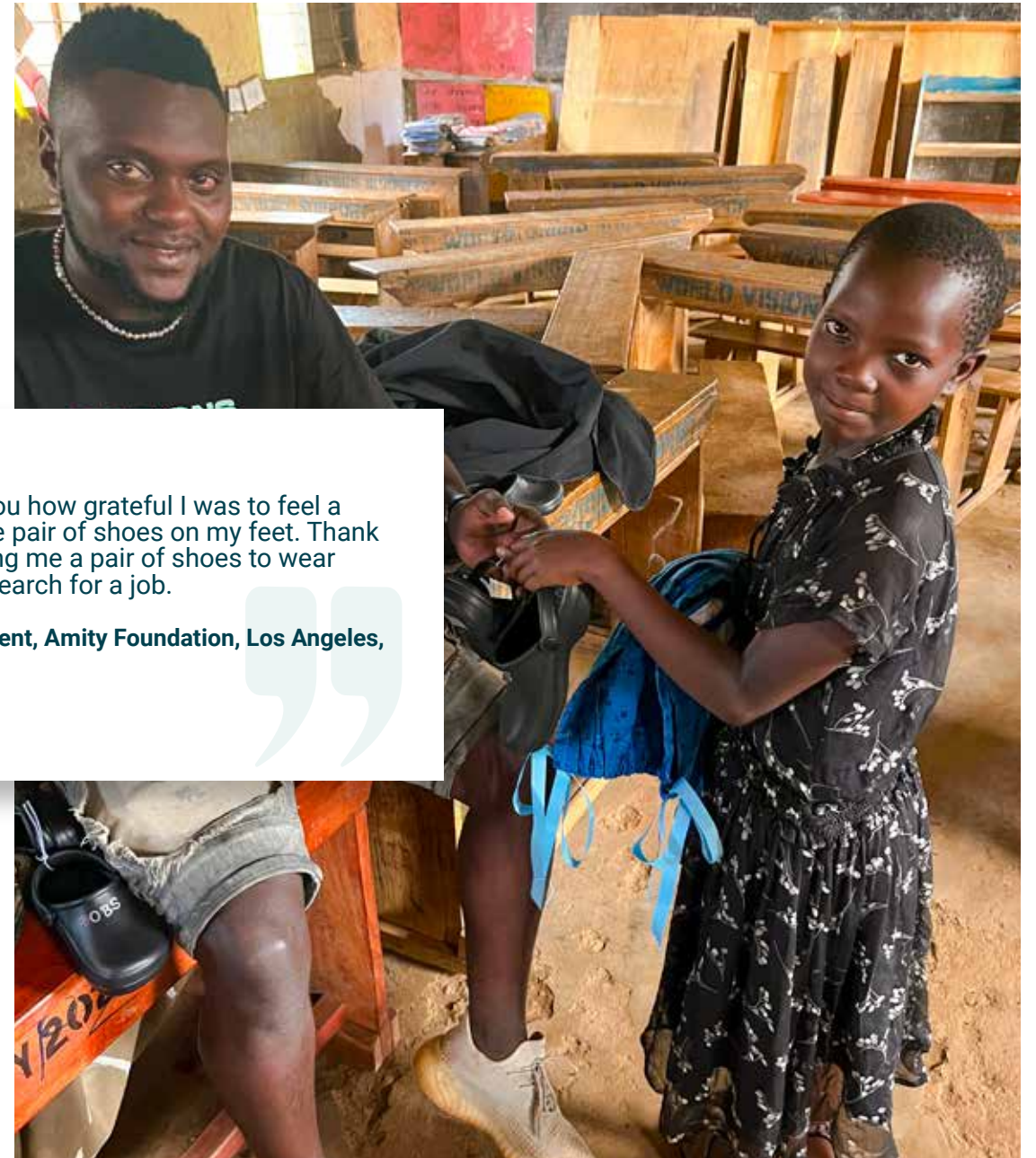
# 4RELIEF

Soles4Souls helps get new shoes and clothing to people in crisis, freeing up financial resources they can use toward other needs.

We work with more than **2,000 partners** worldwide, including nonprofits, community organizations, shelters, faith-based groups and relief organizations.

Since 2016, we've provided **7,036,959** shoes, clothing, and accessories towards our 4Relief program. ***We assess the need and act after first responders.***

New shoes and clothing help individuals gain employment opportunities, with **1 in 2** returning to work and **1 in 5** securing new employment.



“

I can't tell you how grateful I was to feel a comfortable pair of shoes on my feet. Thank you for giving me a pair of shoes to wear during my search for a job.

- Shoe recipient, Amity Foundation, Los Angeles, California

”



#### 4Relief

- **4 in 5** have improved overall health and wellbeing, including less injuries, more physical movement, and improved mental health.
- More than **90%** of our nonprofit partners say that our donations are crucial to their programming efforts and operations budget.



Today I was able to get clothes, a coat, food, pants, underwear, socks, and these gym shoes! I recently had to move and I wasn't able to bring anything with me. Getting these new shoes today is helping me save money.

**-Teri, new shoe recipient from our partner Chicago Lights, Illinois**



We're so thankful that we are able to provide our clients with the footwear that they need on the next step of their career journeys. These shoes make a massive impact in the lives of these women who are working hard to improve their financial situation and create better outcomes for themselves, their families and their community.

**-Success, Pittsburgh, PA**



Each child was given a string backpack, Rosary, toiletries, dress or shirt & pants and underwear, and lastly they were given shoes. The smiles on their faces said it all. Some had been wearing old, tattered, mismatched, wrong sized shoes. Many were barefoot with noticeable signs of cuts and sores which we did the best to take care of.

**-To The Nations Uganda Missions**



# 4THEPLANET

Soles4Souls cares for our planet and for people by extending the life of shoes and clothing that might've otherwise been prematurely discarded.

Did you know that globally, an estimated **92 billion kilograms or 203 billion pounds** of textiles waste is created each year?

Donating your shoes and clothing reduces their **CO<sup>2</sup> impact** per wear by extending their life at least **15 months**.

To date, we've diverted **42 million kilograms or 92.6 million pounds** of textile out of landfills.

We are able to extend the life of nearly **99%** of shoes we receive! *If the product is beyond use or repair, S4S works with third-party partners to turn this waste into energy.*



We love when shoes avoid landfills and stay in use. Circularity is a collaboration taking a unique skillset to be successful. We're thankful for the partnership with Soles4Souls.

**-Deanna Bratter, Global Sustainability, Crocs, Inc.**





## 4ThePlanet

Soles4Souls has decreased its carbon emissions by **10%** across North America since last fiscal year while continuing to grow and expand. We've been able to do this through efforts across all of our programs.

- We monitor our **environmental footprint** by measuring our **carbon emissions** through a third-party, Climate Smart, to make data-driven decisions and pursue new, green initiatives related to infrastructure, sourcing and energy.
- When you donate to Soles4Souls, we reduce your shoes and clothing's **CO<sup>2</sup> impact** per wear by keeping each one in use for as long as possible.
- We reduce our broader community's **environmental footprint** by optimizing our supply chain, minimizing the distance between donor, Soles4Souls and those we serve.
- We reuse **99%** of the shoes and clothing donations we receive. For donations beyond use or repair, we partner with companies that turn waste into energy and other useful products.



Beginning January 2023, all shoes donated by DSW customers in the US began to ship to the nearest S4S Regional Donation Center instead of our largest facility in Wadley, Alabama. This change decreased DSW's shipping costs by 53% and drastically reduced the transportation emissions.

# ESG

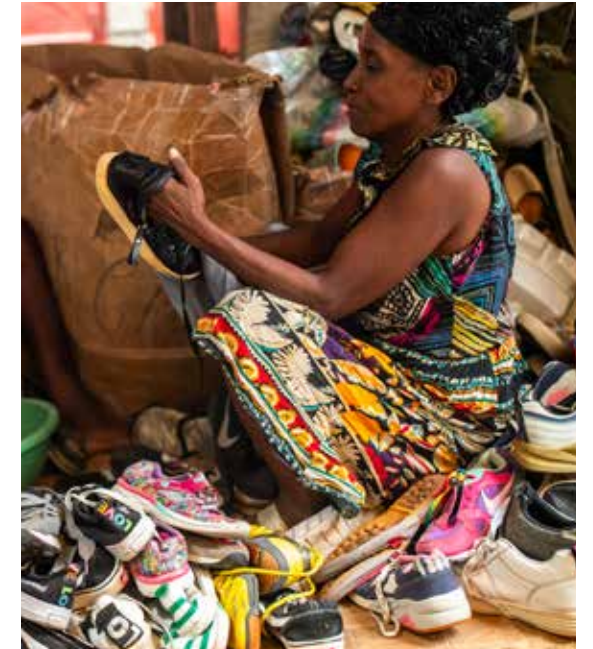
## Environment, Social & Corporate Governance

As we turn shoes and clothing into opportunities for those we serve, we also create opportunities for people to unleash good in the world! People like YOU. Our steadfast commitment to our entire ecosystem of partners is to create measurable social and environmental impact while being good stewards of the donations invested in our mission.

### Our Sustainability Principles:

- 1. Sustainability is multi-dimensional.** We consider the social, economic, and environmental consequences in every area of our work to ensure sustainable outcomes via our partnerships, programs, and processes.
- 2. Circularity should benefit everyone.** Circularity is clearly good for the planet. It's good for people, too—but typically only those who have the economic and social standing to participate in it. At Soles4Souls, we're creating a wider circle so everyone can have access to a better life and a cleaner planet.
- 3. Together, we do better.** Through our global network of trusted partners, we support for-profit brands' business and ESG goals by creating takeback initiatives that maximize product use, putting their excess or unwanted inventory to good use and providing donation traceability.

**What are the results?** Together with our supporters, we directly advance 10 of the 17 UN Sustainable Development Goals.



**Footwear and Apparel Partners**

Footwear and apparel brands are the backbone of our programs. They donate their excess product, create cause marketing fundraising campaigns, get their employees involved, and so much more. Here are a few of our biggest supporters in 2023:



**BOMBAS**

“

We are proud to have partnered, collaborated, and grown with Soles4Souls over the past 5 years. Their powerful programming furthers our shared mission of bringing dignity and comfort to those experiencing homelessness.

”



EILEEN FISHER

BIOWORLD

JOHNNY WAS



**tapestry**

Tapestry and its family of brands helped launch our annual 4EveryTeacher events, providing new handbags and accessories to teachers across the US in honor of Teacher Appreciation Week.



# CORPORATE PARTNERS

## Corporate Partnerships

From shoe and retail brands, to banks, grocery stores, fitness centers, tech, and more, Soles4Souls works with partners across all kinds of industries. Here are a few highlights from some of our corporate partners this year.

## BANK OF AMERICA



Bank of America and their Foundation have helped expand our 40ppportunity program in the Dominican Republic, hosted shoes drives and supported through their employee matching program. We are so grateful for their long-term partnership!

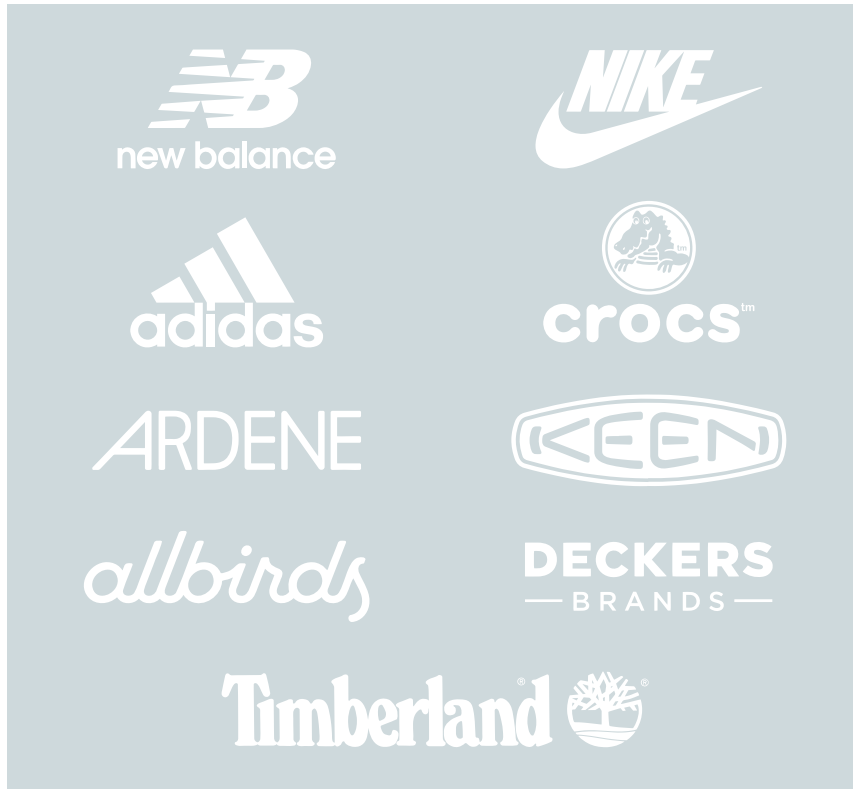


# PARTNERS

International

## International Partners

Our partnerships extend all over the globe, through Canada, Europe, and Asia. Here are some of our largest footwear partnerships internationally.



# COMMUNITY PARTNERS

## Community Partners

We wouldn't be where we are without our donors, reaching deep into their own communities and giving back to people across the world. Our donors do everything, from volunteering in our Regional Donation Centers (RDCs), collecting shoes, starting shoe drives, hosting donation drop-offs, and being a part of our Sole Tribe Ambassador community.



We're honored to support Soles4Souls in their mission to turn shoes and clothing into educational and economic opportunities. This collaboration exemplifies our shared commitment to making a meaningful difference on the planet and in people's economic, educational, physical, and psychosocial well-being. Through this grant, we're not just giving shoes; we're stepping up to make a positive impact, one sole at a time.

**- Simmons Bank, who provided a \$10,000 grant to S4S at their annual Korn Ferry Golf Tournament in Franklin, TN**

## PARTNER HIGHLIGHTS

**Ryan Dunn and his son Griffin** have been loyal supporters of our mission and this year decided to take it up a notch by hosting a Ten2Travel shoe drive! The father/son duo now manage a storage unit in Hunterdon County, NJ and are collecting 10,000 pairs of shoes to earn a global experience with us!

**The Rotary Club of Weston FL** started their 25k drive in 2023, making it a community wide effort. With numerous community wide drives at local schools, running events, and club fundraisers, the Rotary Club of Weston has partnered with Soles4Souls as a storage unit location, ensuring local donors have convenient access to donate their shoes (any amount!).

**17 United Methodist Churches** across Iowa worked together to host their first annual Soles4Souls shoe drive, collecting around 4,000 pairs!





It is an absolute privilege to work with Soles4souls. From the joy on faces during shoe distribution events to the positive transformation within communities in some of the world's most impoverished areas through female-led micro-businesses, S4S undeniably creates a tangible impact on an extraordinary global level. At Faryl Robin our partnership with Soles4souls enables us to honor our mission of empowering women worldwide while also tracking towards our sustainability goals.

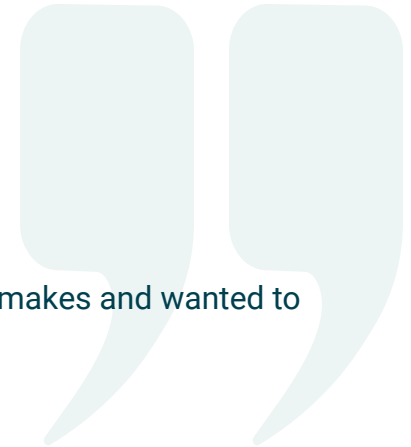
Changing the world, together, one shoe at a time.

**- Jane Grossman Rich, Soles4Souls Advisory Council Member**



I participated in Soles4Souls' Young Leaders to give back. I've seen the amazing impact Soles4Souls makes and wanted to help spread the word to inspire others and help those in need.

**-Ari Patel, 2023 Soles4Souls Young Leader**



# SOLE SOCIETY

**Sole Society** is a special group of big-hearted donors who make an annual investment of \$1,000 or more to support Soles4Souls.

## \$25,000+

Aaron and Jessica Belville  
Angela Harrell  
Buddy and Becca Teaster  
Jean-Claude and Elizabeth Saada  
Milledge and Patti Hart  
Mohamad Hachem  
Rita Case

Keith Alper  
Kelley Hartnett  
Kenneth Beam  
Kenya Roberson  
Mark Denkler  
Michael and Carrie Tidus  
Michael and Marisa Green  
Mitch and Linda Hart  
Mitul and Rakhi Patel  
Patrice Kahn  
Roger and Cheri Gardner  
Steve J. Barr  
Tianne and Daniel Doyle  
Walter Porter  
William and Katita Strathmann

Florescue Family Foundation  
Greg and Mara Freedman  
Kren and George Teren  
Lisa and Charles Collier  
Matt and Lisa Priest  
Michael and Shelby Teaster  
Michele and John Love  
Michelle Krall and Peter Shiptenko  
Rex and Sandy Jobe  
Seth Landsberg Family Foundation  
The Cleary Family  
The de Vos Family Foundation  
The Romanelli Family

James and Gail Ellis  
Lee and Tiffany Turner  
Miriam Sexton  
Raji Behal  
Rebecca and Mike Swan  
Robert & Chrys Baker  
Ronald and Jo Ann Belville  
Steve Lamar  
Tauna Dean  
The Brown Family

Ben Deutsch  
Bernardine Wu  
Brenda Christmon  
Britt Bepler  
Byrom Fortune Family Giving Fund  
Carey Harris-Stickford  
Carol and James Henrichs  
Chad Bailey  
Chip and Pat Crowl  
Cindy Schlaefer  
Col. Ambrose Szalwinski and Beverly Szalwinski

## \$10,000+

Andrew Gray  
Ankush Gulati  
Anne E and Bruce E Walker Charitable Foundation  
Bernadette Lane  
Brad Thomason  
Bradley and Ashley Diener  
Carl and Carol Wall  
Clay and Lynn Jenkins  
Edward Shapiro  
Ellen Davis  
Greg George  
Gregory Goldstein  
James Miley

## \$5,000+

Bernadette O'Leary  
Brandi Benjamin  
Brandon and Julie Taylor  
Cathy and James Donnelly Charitable Foundation  
Cynthia Kounaris  
Elsa Oosthuysen

## \$2,500+

Aaron Lord  
Andy S. Lew  
Brian Ehrig  
Cam Munro  
Christena Reinhard  
Dan Friedman  
Dasda Da

## \$1,000+

Adam Carnicelli  
Alan and Jeanne Bauer  
Alan and June Martin  
Alyson Lee  
Ambrose and Beverly Szalwinski  
Ann and Frank Russo  
Anne Doolittle  
Arthur Bushkin  
Ashok and Surekha Patel  
Ashwin and Hansa Patel  
Ben and Kitty Wafle

Connie Droge  
Counihan Family Foundation  
Craig Gibian  
Daniel Anglin  
David & Holly Barnett  
David and Elizabeth Allen  
David and Laura Parkin  
David Scott  
David Wright  
Debra S Peterson  
Debra Schuwarger  
Dhvanit and Saloni Patel  
Earnest and Brenda Teaster

**\$1,000+ (cont.)**

Edward J. Markushewski  
 Elizabeth Ross  
 Eric Mesa  
 George and Laura Bellino  
 Gregg Hodges  
 Halbur Family Fund  
 Heather Smith  
 Henry Wasik  
 Ian and Taryn Stine  
 Ivan Puckett  
 Jackie Arnold  
 James and Michelle Wilson  
 James R. Salzano  
 Janis Leafgren  
 Jason Gindi  
 Jeffrey and Christy Singer  
 Jeffrey and Magali Davenhall  
 Jeffrey Davis  
 Jennifer Tierney  
 Jerre A. Harris  
 Jill Keogh  
 Jim Baich  
 Jim Fellingner  
 Jimmy and Tammy McClure  
 Joanne Hayes  
 Joel Bines  
 John and Amy Gilbert  
 John and Kaye Marshall  
 John and Nancy Gardynecki  
 John Richards  
 Joshua and Mindy Greenberg

Judy Alexander  
 Katherine Eboch  
 Kathy N. Waller  
 Kaveh Daryaie  
 Kelly Hochsprung  
 Kevin Mpambou Do Dang  
 LaQuenta Jacobs  
 Laura and Mark Marek  
 Laura Denk  
 Lillian Stenfeldt  
 Linda Schwartz  
 Lisa Landstein  
 Lisa Lesavoy  
 Logan and Simone Meeks  
 Marc Owen  
 Mark and Amy Bigej  
 Mary Beth Grubb-Wilkinson  
 and Thomas Wilkinson  
 Matthew Blonder  
 Michael and Pamela  
 Boronski  
 Michael Shirey  
 Michael Wert  
 Naomi Cavin  
 Parker and Kendra McCrary  
 Patsy Uken  
 Penny Wagher  
 Peter Scully  
 Richard Glaze  
 Rick and Leesa Hill  
 Robert and Jesse  
 Adams-Ghee

Robert Culpepper  
 Rod Arnold  
 Russell E. and Carol H  
 Atha  
 Ryan O'Donnell  
 Salvatore and Anne Beltrone  
 Family Foundation  
 Sara and Jeff Kessler  
 Sara Irvani  
 Scott Peng  
 Shaquayla Mims  
 Sol & Margaret Berger  
 Foundation  
 Stacy Xie  
 Steve Savin and Candrah  
 Smith  
 Steven and Allison Pryor  
 Stewart Goldman  
 Theresa and Michael Miller  
 Timothy A. Trapp  
 Timothy and Paula Jo Deats  
 Todd Boppell  
 Tony Waller  
 Tori Barnes  
 Twila Sheskey  
 Vincent Costa  
 Viola Hallett  
 Wade and Dianna Chessman  
 Wesley Hutchings  
 William and Trisha Jordan  
 Yetur Gross-Matos

**OUR FOUNDATION PARTNERS:**

Bank of America Charitable Foundation  
 Mark Wahlberg Youth Foundation  
 Voya Foundation  
 BBX Capital Foundation  
 Jim Moran Foundation  
 GEODIS Foundation  
 Sony Music Group  
 Piedmont Natural Gas  
 The Skillman Foundation



# DIVERSITY, EQUITY & BELONGING

**We are 4 equality, empowerment, and opportunity.**

Soles4Souls is about positively impacting the lives of the people we serve. We know that, collectively, we can change the story of someone's situation through the values of giving and serving.

We do all of this through the lens of our CORE values:

**Transparency**  
**Entrepreneurial**  
**Accountable**  
**Meaningful**

**TEAM.** And we don't just mean our staff. Our TEAM is our entire network of partner organizations, brand partners, entrepreneurs, volunteers, and vendors. And our TEAM believes that this opportunity is available to ALL people regardless of race, color, ancestry, gender, national origin, marital status, sexual orientation, religion, political affiliation, veteran status or those differently enabled.

It is important for ALL of us to be able to bring our authentic selves to the Soles4Souls mission of turning shoes and clothing into opportunity. When everyone feels seen and heard, it brings diverse perspective that is necessary to creating lasting impact.

## SERVING OUR **TEAM**

- **14%** increase in ethnic diversity & nationality of our team in two years
- **98%** of employees feel respected and valued by their teammates and manager, and like they belong at Soles4Souls
- **60%** women on leadership team
- Our Board of Directors is more than **49%** ethnically diverse and **50%** female

## SERVING OUR COMMUNITY

- **97%** of traceable 4Opportunity jobs are created 4Women, increasing their economic power and helping **4 in 5** women assume a community leadership role
- **More than two-thirds** of students served by 4EveryKid identified as Black/African American or Hispanic/Latino -- highlighting the bigger issue of disproportionate need in the black and brown community
- Through 4Relief efforts, we serve individuals and families living in all areas: **51%** Urban, **13%** Suburban and **36%** Rural

## **EARNED REVENUE** *(excluding in-kind donations)*

generates 70% of total revenue

**2021:** \$6,503,745

**2022:** \$8,025,019

**2023:** \$9,719,730

Soles4Souls is a nonprofit, global social enterprise earning revenue through the sale of used and new shoes and clothes to micro-entrepreneurs and international partners in developing nations.

## **CONTRIBUTED INCOME** *(excluding in-kind donations)*

generates 30% of total revenue

**2021:** \$2,774,269 *\*(includes Paycheck Protection Program)*

**2022:** \$2,924,205

**2023:** \$3,695,724

Generous financial donations are made annually by thousands of individuals, foundations, and corporate cause marketing campaigns – all to help Soles4Souls provide shoes and clothing to those in need in the U.S. and around the world. **Every member of the Soles4Souls Board of Directors contributes financially.**

## **EARNED NET INCOME** *(excluding in-kind donations)*

earnings before depreciation, and amortization

**2021:** \$1,185,898

*\*(2021 includes Paycheck Protection Program)*

**2022:** \$946,948

**2023:** \$1,004,619

## **TOTAL NET ASSETS**

**2021:** \$28,935,400

**2022:** \$29,180,322

**2023:** \$37,268,911

*\*Note: Our Financials reflect our fiscal year ending June 30, 2023.*

# GIFTS IN KIND

A significant portion of Soles4Souls' revenue is related to gifts in kind from product donated by many sources to be used in fulfillment of our mission. Here, we report our total income and total expenses, including a functional expenses breakdown for the last three fiscal years.

## TOTAL REVENUE

*including in-kind donations*

**2021:** \$81,814,745

**2022:** \$92,686,206

**2023:** \$108,404,819

## TOTAL EXPENSES

**2021:** \$84,297,218

**2022:** \$92,441,284

**2023:** \$100,316,230

## PROGRAM EXPENSES

**2021:** \$81,661,367

**2022:** \$87,937,579

**2023:** \$95,276,081

## FUNDRAISING EXPENSES

**2021:** \$1,290,594

**2022:** \$2,243,400

**2023:** \$1,900,693

## ADMINISTRATIVE EXPENSES

**2021:** \$1,345,257

**2022:** \$2,260,295

**2023:** \$3,139,456



## Board of Directors

### Aaron Belville

Chief People Officer, Carolina Center for ABA and Autism Treatment

### Aaron Lord

Vice President, Supply Chain Planning, Capri Holdings Ltd.

### Andy Lew

CEO, St. John

### Angela Harrell

Sr. VP, Chief Diversity & Corporate Responsibility Officer, Voya Financial

### Ashley Chang

Global Head of Marketing, Google Payments

### Dan Friedman

Chief Sourcing Officer, Caleres

### David Wright

Chief Commercial Officer, U.S. Soccer Federation

### Ellen Davis

EVP, Business Strategy and Industry Engagement, U.S. Travel Association

### Michele Love

CEO, Sixpenny Bit LLC

### Michelle Krall

SVP, General Counsel, Corp. Secretary & Chief Compliance Officer, DSW, Inc.

### Raji Behal

Head of Western & Southern Europe/UK/Ireland, Klarna

### Sara Irvani

Board Director, Okabashi Brands

### Stacy Xie

### Tianne Doyle

President, Bealls, Inc.

### Tony Waller

Vice President, Constituent Relations and Racial Equity, Walmart

### Walter Porter

Principal, Deloitte Consulting

## Emeritus

### Bernadette Lane

Retired Principal and Managing Director at CCS

### Bill Strathmann

CEO, Network for Good

### Brian Ehrig

Partner, Kearny

### Clay Jenkins

Principal, Clay Jenkins Collective

### Matt Priest

President & CEO, Footwear Distributors and Retailers of America

### Milledge Hart

Chairman, Drake Star Partners

### Randy Dunn

Chief Operations Officer, DBH Distributing/Hunt Brothers Pizza

## Canada Board Members

### Cam Munro

VP Business Development, Sporting Life Group

### Donna Kolisnyk

Director of Operations, Keen

### Lisa O'Keefe

Sr. Director, Central Operations & Asset Protection, Designer Brands Canada

### Maha Hussain

Manager, People and Culture BioPed Footcare Clinics

### Pete Scully

President & CEO BioPed Footcare Clinics

### Sandra Del Gaudio

Office Manager / Executive Assistant to COO, Ardene

**WE HAVE 100% BOARD GIVING**

# ADVISORY COUNCIL

**Adam Carnicelli**

Growth Equity Investor, General Atlantic

**Bob Baker**

Retired EVP/Chief Merchandising Officer  
Variety Wholesalers Inc.

**Brad Diener**

Managing Director, Barclays Bank

**Brian Ehrig**

Partner, Kearney

**Chris Silver**

Former CTO, David Yurman

**Connie Droge**

SVP, Store Operations, Burlington Stores

**Cynthia Kounaris**

Partner, Fez Ventures

**Deborah Weinswig**

President & Founder, Coresight Research

**Jake Muskat**

VP Sales & Digital Strategy, Deer Stags

**Jane Grossman Rich**

Brand & Business Development, Faryl Robin

**June DeFabio**

EVP, Global Strategy, Abercrombie & Fitch

**Lawrence Dayan**

Founder, 150 Global

**Morgan Weber**

Head of research & intelligence - NA, Asia  
Pacific & Eastern Europe, Klarna

**Sarah Bloch**

SVP, Circana

**Sean Estok**

VP DMM Men's Career  
Macy's

**Stewart Goldman**

COO, CES Enterprise/Chinese Laundry

**Suzy Davidkhanian**

VP Content - Retail & E-Commerce Practice and  
Analyst access Program, Insider Intelligence



## SOLES4SOULS IS PROUD TO BE A TOP-RATED CHARITY



Our partnerships extend all over the globe, through Canada, Europe, and Asia.

Toll Free: (866) 521-SHOE  
Email: [info@soles4souls.org](mailto:info@soles4souls.org)

Visit [soles4souls.org](https://soles4souls.org) to see how you can get involved!



@Soles4Souls | #GiveShoesGiveLove

