

SOLES4SOULS

ANNUAL REPORT

2023



soles4souls.org

A LETTER

From Our CEO



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.

A handwritten signature in blue ink that reads "Bryan Terrell".

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.

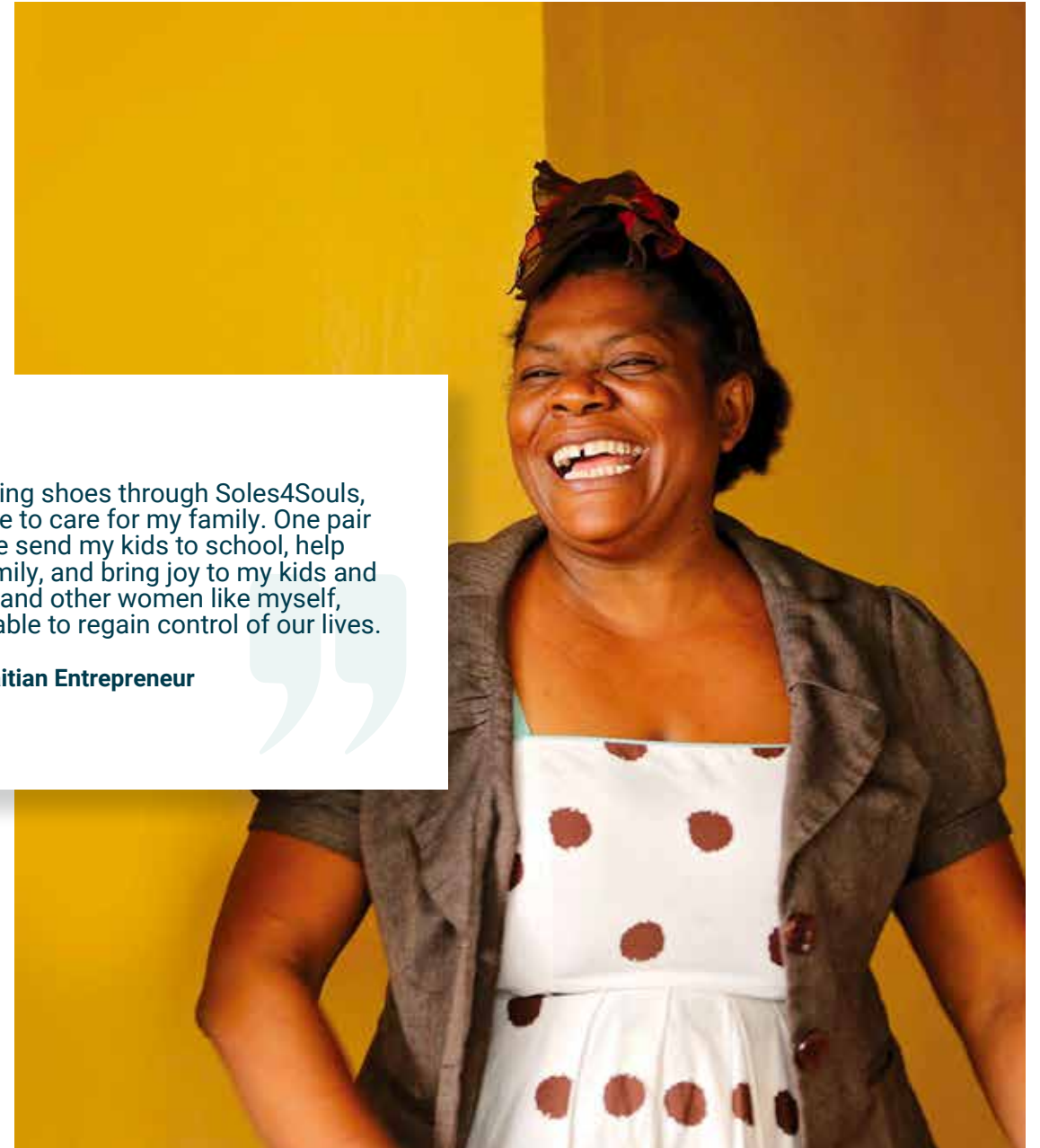
Those businesses and jobs help provide **food, education** and **shelter** for entrepreneurs, employees and their families.

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 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 **CO² 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 **CO² 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

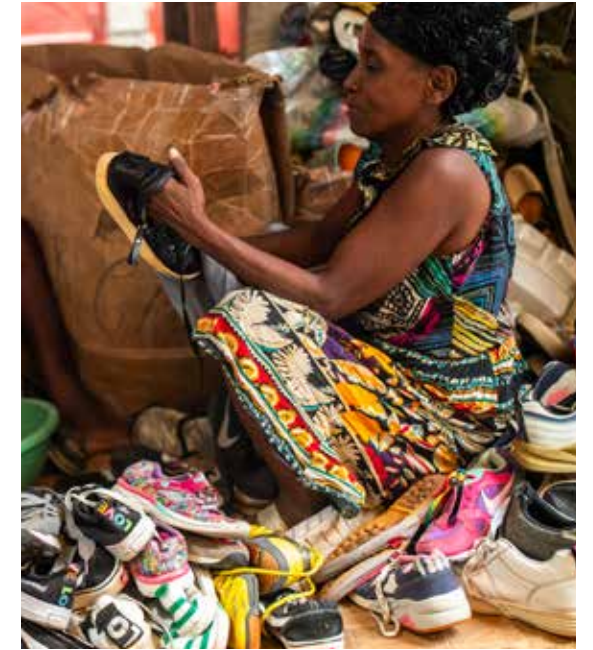
Environment, Social & Corporate Governance

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.

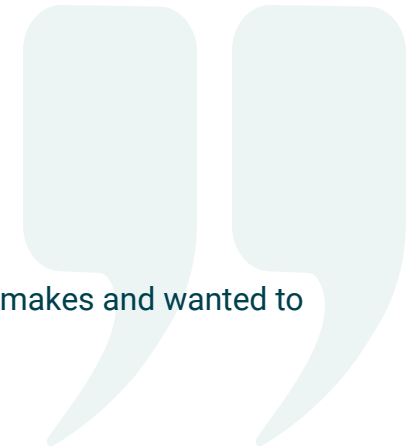
Changing the world, together, one shoe at a time.

- 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

Visit soles4souls.org to see how you can get involved!

[f](#) [@](#) [in](#) [t](#) [d](#) [v](#) [g](#)
[@Soles4Souls](#) | [#GiveShoesGiveLove](#)

