



2016-17

# Annual Report

A YEAR OF TRANSFORMATION

**SOLES 4 SOULS**  
WEARING OUT POVERTY®



SOLES

SKECHERS

SOLES

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## Who We Are

Founded in 2006, Soles4Souls disrupts the cycle of poverty by creating sustainable jobs and providing relief through the distribution of shoes and clothing around the world. Headquartered in Nashville, Tennessee, the organization repurposes product to supply its micro-enterprise, disaster relief and direct assistance programs. It has distributed more than 30 million pairs of shoes in 127 countries. A nonprofit social enterprise, Soles4Souls earns more than 70% of its income and commits 100% of donations to programs. Visit [soles4souls.org](http://soles4souls.org) for more information.





## Mission

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

## Vision

Disrupting the cycle of poverty

## Values

Transparent  
Entrepreneurial  
Accountable  
Meaningful

## Drivers

Serve those in need  
Create opportunities  
Protect the environment



## Our Impact

Soles4Souls and our clothing division, Clothes4Souls, repurpose new and gently worn shoes and clothing to create meaningful opportunities for those living in need.

Our organization provides short-term relief through the distribution of shoes and clothing to those who need them most and long-term solutions to poverty through job creation while keeping useful product out of our landfills.

# 2016/17 - By the numbers

## Shoe and clothing donations translate to real impact around the globe

Below is a breakdown of how many pairs of shoes and pieces of clothing we have repurposed to help provide long-term solutions to global poverty and provide short-term relief to those in need around the globe.



### Long-term solutions

Shoes and clothing utilized to fuel economic prosperity and job creation in developing nations

**3,087,769**

pairs of shoes

**2,635,895**

pieces of clothing



### Short-term relief

Shoes and clothing to help provide relief to those in need domestically and internationally

**517,083**

pairs of shoes

**80,799**

pieces of clothing

### Environmental sustainability

Repurposed new and gently-worn shoes and clothing (textiles) kept out of our landfills

**5.2 Million**

pounds of textiles diverted from our landfills

### Economic Impact

Shoes and clothing help create economic opportunities in developing nations and bridge the gap for many in need

**\$34,911,452**

in global economic impact



## A Letter From Our CEO

One of the reasons that “storytelling” works is that it makes sense of the world. As humans, we are wired to want a beginning, middle and end. We like an intro, a crisis and then a resolution. We like a lesson and want to be changed by the tale. Aboriginal people were telling stories in Australia 75,000 years ago, Aristotle wrote about dramatic structure 2,500 years ago and we crave it still today in movies and TV shows.

The problem is that when you’re the one in the story, none of that exists. You’re in the middle...you can’t tell, yet, which of those things in the past were important because you don’t know the outcome. And you’ve not yet felt the inevitable unintended consequences.

But sometimes you get a moment of clarity and that happened for us in 2017. It feels like we began a new phase of transformation:

- We hit a major milestone: 30 million pairs of shoes distributed since we started in 2006...that means we’ve now been in all 50 U.S. states and 127 countries.
- We took over the operations of Dignity U Wear, a Florida-based charity that distributed new apparel for free in the U.S.

- We opened our first direct micro-enterprise relationship in sub-Saharan Africa. Sierra Leone is one of the poorest countries in the world but we've seen powerful results in our first year. There are MANY challenges still ahead but we're committed for the long haul.
- A major investment was made in opening five fully-staffed warehouses around the U.S. This will allow us to be more embedded in those communities and make it easier to drop off shoes.

For all that, we can look back and say how important these seem now...but we're still writing the story. What makes it much more interesting is that we have thousands of co-authors! We can only do what we do because of you. Whether you've collected used shoes and clothes, whether you're a corporate partner who donated new footwear and apparel, whether you're a financial supporter or a traveler, you play a vital role in where the story takes us. For that, you've earned our profound gratitude.

So, I hope you'll stay engaged. I hope you'll keep creating new stories with us. I hope those stories move you as much as they move me. And I hope that the change we experienced together this year allows us to continue our transformation toward a better future.

Yours truly,



Buddy Teaster  
President and CEO, Soles4Souls





## A purpose for every pair

Shoes are one of life's most basic necessities that many of us take for granted upon getting dressed in the morning. While we may be deciding which pair to wear, we often forget that there are millions of people all over the world who go without any shoes at all.

The World Bank estimates that approximately 767 million people live on less than \$1.90 per day. Those living in poverty lack both the ability to earn sustainable income and access to adequate shoes. That means that every day, people are exposed to life-threatening diseases, children are prevented from attending school, adults are unable to work because they lack appropriate footwear.

And yet, millions of pounds of textiles go to waste in landfills every single year. Shoes lay idle in closets. Meaningful opportunities end up in the trash.

These are troubling realities that Soles4Souls is working hard to change. Our micro-enterprise programs give a second life to used shoes and create jobs for small business owners who make a living re-selling the shoes. The resulting revenue funds our free distribution program, which allows us to distribute new shoes and clothing all over the world to those in need or in times of disaster.



## A pair's potential

When you donate a single pair of shoes, you are giving them a second life and saving them from the landfill. Your shoes are providing job opportunities, access to education, better health and dignity to people in need.

### **Short Term Relief**

New shoes not only provide a layer of protection against injury and soil-transmitted infections, but also provide a sense of dignity and confidence. Through our free distribution programs, we work with hundreds of partners all over the world to provide new shoes to people in need. Originally founded as a disaster relief organization after the Indian Ocean tsunami in 2004 and after Hurricane Katrina in 2005, Soles4Souls was officially formed as a 501(c)(3) non-profit in 2006. To this day we continue to act as second wave responders providing footwear to people in need during times of natural disaster.

### **Long Term Solutions**

Shoes collected by Soles4Souls create meaningful job opportunities for people in developing countries. Our micro-enterprise programs provide entrepreneurs the ability to start and sustain small businesses by consistently supplying high-quality, low cost product. This allows business owners a way to provide for their families and purchase necessities like food, housing and education. Soles4Souls believes this is a powerful and sustainable way for people to lift themselves out of poverty.



## How it all works

You don't expect every pair of shoes or piece of clothing to fit everyone. And our distribution of donated shoes and clothing isn't a one-size-fits-all solution either. Our shoes and clothes are collected and distributed through various channels to make sure they get to the people and places that need them the most.

### LET US BREAK IT DOWN

Group  
Donations

Individual  
Donations

Retailers and  
Manufacturers

Collection Channels

**SOLES4SOULS**  
WEARING OUT POVERTY™

Distribution Channels

Disaster  
Relief

Entrepreneurs  
sell in their  
marketplace

Giving to those  
in need all over  
the world



## Shoe collections

Since 2006, we've collected over 30 million pairs of new and gently-worn shoes and distributed them within 127 countries around the world, including all 50 states in the United States. And, the need is constantly growing.

Shoes come to us in many ways, more than 3.6 million this year alone. About 50% of those shoes are new and are donated through corporate partnerships, and 50% come from used shoe drives.

### HOW ARE SHOES COLLECTED?

Thousands of individuals clean out their closets and choose to donate their shoes to Soles4Souls.

Our friends at Zappos for Good help our supporters keep textiles out of landfills by covering the costs to ship repurposed shoes and clothing to Soles4Souls.

Schools, civic groups, businesses, faith based organizations, friends and neighbors also unite to host larger scale shoe drives. All the shoes are shipped to us or dropped off at hundreds of drop-off locations in the U.S., Canada, Western Europe and Australia.

Corporate partners such as retailers and manufacturers donate new shoes that are overstocked, samples, returns or have minor factory defects.

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## 3,605,852

PAIRS OF NEW AND GENTLY-WORN SHOES COLLECTED AND DISTRIBUTED, PROVIDING RELIEF AND HELPING TO CREATE SUSTAINABLE JOBS AROUND THE WORLD (FY 16-17)



## Short-term relief

# New shoes provide hope and dignity

New shoes provide relief to people living in extreme poverty around the world along with a sense of confidence and pride. By fulfilling a few of life's most basic needs for people, Soles4Soles helps bridge the economic gap in the United States, Canada and around the world.

Originally founded as a disaster relief organization, we also aim to provide hope in times of distress. When a natural disaster strikes, often times people are left with nothing. Soles4Soles acts as second wave responders providing footwear to those in need.

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## 517,083

PAIRS OF NEW SHOES, DISTRIBUTED, PROVIDING RELIEF TO THOSE IN NEED AROUND THE WORLD (FY 16-17)



## Short-term relief

# Soles4Summer

We believe that everyone deserves a good pair of shoes, no matter if they are living in a developing country, here in the United States, or right in our backyard in Nashville, TN—where S4S is headquartered—where 19% of people live below the poverty line and 30.5% of them are children. Soles4Souls is working hard every day to disrupt the cycle of poverty.

This past year, Soles4Souls once again partnered with the Metro Nashville Public School System to distribute over 10,000 pairs of new shoes. This initiative was part of our annual “Soles4Summer” campaign, designed to provide a pair of shoes for children in need before school lets out for the summer.

With the help of Ccilu USA and Warner Music Nashville, more than 40 metro Nashville schools received the gift of shoes. To date, the Soles4Summer initiative has provided over 50,000 students with a new pair of shoes for the summer months.



## Long-term solutions

# Used shoes today, provide new opportunities tomorrow

We provide micro-entrepreneurs, usually women, the opportunity to start a small business. By working with us, they're able to purchase a consistent supply of high-quality, low-cost product to sell in the marketplace. In turn, they're able to earn a sustainable income to take care of themselves and their families.

Used shoes and clothing are collected from individuals and groups, along with footwear and apparel companies that often donate new shoes and clothes approved for use in our micro-enterprise program. Last year, Chinese Laundry donated 550,000 pairs of new shoes that were essential in launching our partnership in Transnistria.

With the help of our non-profit partners in each country where we have direct operations (Haiti, Honduras, Transnistria and Sierra Leone), the product is then sold to small business owners. This results in the ability to purchase necessities to support their family. Just one pair of shoes sold in the marketplace can provide up to five meals in Haiti, and 20 pairs provides a year's worth of schooling in Honduras.

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## 3,087,769

PAIRS OF SHOES DISTRIBUTED TO HELP CREATE SUSTAINABLE JOBS IN DEVELOPING NATIONS (FY16-17)



## Long-term solutions

# Disrupting the cycle of poverty in Eastern Europe

Help the Children (HTC) is a non-profit Soles4Souls partner dedicated to helping Transnistria's disproportionate population of orphaned youth. Transnistria is one of Europe's poorest countries, with 17% living in poverty and an unemployment rate of over 50%.

HTC established the first foster care system in Transnistria to help children who live without parents and offer a safe alternative to the state-run orphanage system. To fund this foster system, the organization operates a series of thrift stores that offer sustainable employment for young men and women transitioning out of the orphanage system. Soles4Souls supplies these stores with high-quality used shoes and clothing through our micro-enterprise program. "For us to give this opportunity to these young men and women is almost a life-saving undertaking," said Mark Fashevsky, Executive Director of Help the Children.

The expansion of thrift stores, there are now over 25, has not only provided meaningful employment for the Transnistrian population, but also created economic impact in an area that is in desperate need. These job opportunities help to provide the training, practical life experience and income necessary to break the vicious cycle of poverty.

"The chain of thrift stores now employs over 150 employees and pays well above the country's monthly average of \$200, providing security and opportunity," said Fashevsky. "These jobs give people security they can rely on."



## Clothes4Souls

Another way Soles4Souls is helping to fight poverty, reduce landfill waste and aid natural disaster victims is by increasing our collection of new and used clothing. Since we already have a great network of nonprofits and international business partners on the shoe side, it makes sense for us to use the same network to distribute clothes to those in need.

Used clothing donated by individuals and groups all over the world enters our micro-enterprise programs and creates job opportunities. Clothes4Souls also delivers new clothing from our valued retail partners, like Chico's, who donated 590,000 pieces of apparel last year, to both our free distribution and micro-enterprise programs.

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**2,635,895**

PIECES OF CLOTHING SOLD INTO OUR MICRO-ENTERPRISE PROGRAM TO HELP CREATE SUSTAINABLE JOBS (FY16-17)

**80,799**

PIECES OF NEW CLOTHING DISTRIBUTED TO PROVIDE RELIEF AROUND THE WORLD (FY16-17)



## Fashioning a new alliance

Last year, Soles4Souls acquired apparel non-profit Dignity U Wear (DUW) in a very friendly combination of missions and business models. After DUW's 17-year run, they were looking for new ways to support their work. At the same time, after 10 years of mostly focusing on footwear, we have begun to ramp up our work with apparel companies like Macy's, Chicos, Forever 21, StitchFix and more. By acquiring DUW's inventory and assets, Soles4Souls has been able to bring new heft to both our micro-enterprise and free distribution programs.



## Soles4Souls Travel

Since 2010, more than 1,600 Soles4Souls volunteers have traveled all over the world to help distribute shoes to those in need. We've hosted over 145 international trips to date, with approximately 25-30 trips happening annually.

Individuals can be a part of a public trip to places like Haiti, Honduras, Guatemala, Costa Rica, Tanzania, Jamaica and the Dominican Republic. Groups also have the option to set up a private trip, where they can choose the country and we will customize the experience for them.

Our Group Travel program saw incredible growth since last year, as we led 17 private trips (a 243% increase) with college sports teams, companies, faith-based groups and more. No matter the country or group, travelers take part in bringing hope, health and happiness to children around the world through the gift of shoes.

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**363**

INDIVIDUALS TRAVELED WITH SOLES4SOULS ON **28** INTERNATIONAL TRIPS (FY-16-17)



## #SensabaughMissionMoon

Coty Sensabaugh, Cornerback for the Pittsburgh Steelers, and his wife Dominique are active philanthropists, generous volunteers and valued Soles4Souls ambassadors that support our organization in a variety of ways.

After marrying in 2016, Coty and Dominique opted for a non-traditional honeymoon and decided to travel with Soles4Souls to the Dominican Republic. Rather than gifts, the Sensabaughs asked their family and friends to travel with them to serve those in need on what was dubbed the “Sensabaugh Mission Moon.” Over the course of a life changing week, the group distributed 542 pairs of new shoes at area schools.

After returning home, the couple was inspired by the strength of the communities they had visited and knew that they wanted to do more.

This past year, the Sensabaughs traveled to Haiti for their second annual Mission Moon, where they distributed over 250 pairs of shoes and were also able to witness first-hand the impact of our micro-enterprise programs. “The pride that they take in being able to do something for themselves is beautiful,” said Dominique about Soles4Souls micro-entrepreneurs she met in Haiti. “These simple pairs of shoes that we would have either thrown away, got rid of, given away or just forgotten about, are changing their lives.”

The couple is hosting friends and family for the third annual #SensabaughMission Moon, distributing shoes to children affected by Hurricane Maria in Puerto Rico in March, 2018.



## Don't waste a good opportunity

Shoe and clothing donations impact people's lives all over the world, but your donations also affect our planet. For the better.

The average American discards 70 pounds of textiles per year ending up in our landfills. 85% of all post-consumer textile waste is not recycled.

This year alone, we've kept 5.2 million pounds of textiles out of landfills—42 million pounds in our 10-year history. And all those shoes and clothing diverted from landfills provide opportunities to thousands of entrepreneurs in our micro-enterprise program.

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### 5.2 MILLION

POUNDS OF TEXTILES KEPT OUT OF OUR LANDFILLS BY REPURPOSING SHOES AND CLOTHING TO INSTEAD CREATE MEANINGFUL OPPORTUNITIES (FY16-17)







## Expanding collections today, providing more tomorrow

Our goal here at Soles4Souls is to create \$500 million worth of economic impact around the globe by 2020. In order to reach this milestone, we placed great focus on expanding our product collection efforts this past year. As part of a nationwide initiative, we officially launched our Regional Donation Center program and opened brand new facilities in California, Colorado, Georgia, New Jersey and Virginia.

These facilities now serve as official donation sites, making it easier than ever for people all over the country to help those in need by donating their unwanted shoes and clothing to Soles4Souls.

The ability to collect additional product has given us the opportunity to expand our micro-enterprise program, where we provide small business owners in developing countries access to a steady supply of shoes and clothing at a low price. Many of the entrepreneurs that we work with are eager to build their businesses, but are constantly in need of more product. The more shoe and clothing donations that we receive, the more economic impact we are able to create in areas that our programs serve.





## Volunteers and Donors

Last year, over 200,000 donors and volunteers generously donated their time and resources to Soles4Souls' mission, and we could not be more grateful. Soles4Souls' dedicated supporters are an essential part of what makes our impact on poverty possible and for this we say, thank you.

Whether it be financial or product donations, traveling with Soles4Souls to distribute shoes to children in need or hosting a shoe drive, we would not be able to do what we do without the incredible support we receive every day from individuals and groups all over the globe who take action to make the world a better place for us all.

## In their words

In the words of a few of our donors and volunteers, here is why they chose to offer their time, talents, product and financial donations to help Soles4Souls wear out poverty this past year.



*"We are proud to support Soles4Souls' mission on a continual basis. I've had the opportunity to see the work they do first-hand and look forward to helping Soles4Souls grow their impact around the world."*

**Tim Kunin**

CEO, The Greater Good Network

The Greater Good Network, supports Soles4Souls through cause marketing campaigns and foundation grants



*"We are proud to have partnered with Clothes4Souls in 2017. It's been a pleasure to work closely with this organization and I'm always impressed by their laser sharp focus on communities in need, especially women."*

**Lisa Collier**

CEO, NYDJ

CEO of NYDJ—A brand "by women for women"—who supported Clothes4Souls' efforts through cause marketing, product donation and a product distribution trip in Haiti that was featured in *O Magazine*



*"We were inspired by Soles4Souls' long-term approach to wearing out poverty. By helping establish micro-enterprise in Africa, we recognized the chance to create impactful and sustainable change."*

**Pattie and Milledge Hart**

Hart Family Foundation

Financial supporter and board member whose resources helped launch our micro-enterprise program in Sierra Leone



*“Soles4Souls is a perfect opportunity to donate and help people that need shoes. We all want to help people and Soles4Souls is the hub—they have the ability to facilitate that. It’s a win-win for everybody.”*

**Stewart Goldman**  
COO, Chinese Laundry

Chinese Laundry supports S4S’ micro-enterprise operations by donating product to help create sustainable economic growth in developing nations



*“I support Soles4Souls because of the heart and passion of the entire team. Everybody works for the common goal – serving those in need and creating opportunities.”*

**Karen Catron**  
Soles4Souls Donor and Volunteer

Karen is a long-time Soles4Souls supporter—a sustaining financial donor who has traveled on four international distribution trips and collected gently-worn shoes



*“It is amazing that over 500,000 pairs of shoes have passed through our hands. However, far more important is the reality that lives are changed in a sustainable way because of our involvement.”*

**Michele James**  
Soles4Souls Volunteer of the Year

Michele assembled a team of volunteers and collected 500,000 pairs of shoes over the last seven years to help create jobs in developing countries



*“The alignment of core values between BioPed and Soles4Souls has helped us create tremendous sustainable energy and engagement with both our staff and our clients.”*

**Peter Scully**  
President & CEO, BioPed Footcare Clinics

BioPed is a pedorthic company that has traveled internationally and collected over 160,000 pairs of shoes to support our mission



## Distribution Partners

Soles4Souls relies on partners in both the U.S. and around the globe to help reach people living in poverty. Our free distribution partners range from shelters and after school programs to disaster relief organizations and feeding programs in both the U.S. and all over the world. These organizations are an essential link in our distribution chain, as they assure that our product gets delivered into the hands of their community members that need it most.

Additionally, we depend on vetted partners on the ground in the countries where Soles4Souls' micro-enterprise programs operate. These committed organizations make certain that our product is properly distributed to small business owners in their area that rely on the shoes and clothing to earn an income and support their families.



*"The potential of our micro-enterprise program with Soles4Souls is huge. The women in our program are now examples for their communities and provide hope to the people that wasn't there before."*

**Raul Carrasco**

Director, World Compass Foundation

World Compass Foundation is our micro-enterprise partner in Honduras providing economic opportunities for women and at-risk youth



*"Our clients come to us both completely barefoot or in need of footwear to find work. S4S is literally changing lives right here in our community by offering hope, comfort and relief through the gift of new shoes."*

**Beth Wilson**

Clothing Director, Downtown Ecumental Services-Jacksonville, FL.

Downtown Ecumental Services provides clothing, food and emergency financial assistance to the needy, working poor and homeless community



*"Working with S4S has been the most rewarding experience I've ever had. It was so wonderful to see the happiness in the faces of the families after they had been provided with much-needed assistance."*

**Sandra-Moses Adams**

Outreach Director, Living Faith Christian Center-Baton Rouge, LA.

Soles4Souls partnered with Living Faith Christian Center to assist flood victims in Baton Rouge with more than 7,000 pairs of shoes and pieces of clothing



*"We use shoes as a way to empower and assist more women. Shoes can translate to income, which leads to healthy children and education. With Soles4Souls, we are truly disrupting the cycle of poverty in Haiti "*

**Sam Darguin**

Director, Haitian American Caucus (HAC)

HAC promotes sustainable development in Haiti to eliminate extreme poverty through providing opportunities for education, health and self-sufficiency



## Stepping into the future

### PRIMARY GOALS

**Your support will build these impactful initiatives over the next year.**

- Expand locations of Soles4Souls Regional Donation Centers
- Expand the number of direct micro-enterprise partners and micro-entrepreneurs in Haiti
- Strengthen direct micro-enterprise operations in Sierra Leone, Africa
- Open a direct micro-enterprise operation in Nicaragua
- Continue to grow the number of apparel and footwear industry donors
- Create new opportunities for donors and volunteers to engage in our mission
- Collection of new and used shoes to exceed 4 million pairs this year

The need is always there. Whether it is for our domestic and international free distribution and disaster relief, or for our micro-enterprise program, there's always a new request. The more people we are able to help, the more we are able to advance our vision of disrupting the cycle of poverty.



## Our financials

*“Revenue generated from our micro-enterprise programs sustains our operations. Therefore, 100% of your financial donations go to help our efforts to distribute new shoes and clothes to those in need.” – President/CEO Buddy Teaster*

Because of our donors and volunteers, Soles4Souls experienced another year of solid financial growth. This support has allowed the organization to make strategic investments of resources into initiatives such as opening five Regional Donation Centers in the U.S. to collect more shoes and clothes, and opening a S4S micro-enterprise operation in Sierra Leone, Africa to support more micro-entrepreneurs.

### TRANSPARENCY IN NUMBERS

- Soles4Souls holds a 4 Star rating with Charity Navigator, a Platinum Participant with Guide Star, the Seal of Excellence by the Independent Charities of America and recognized as a “Top-Rated charity” by GreatNonprofits.
- Highly effective charities worldwide expend no less than 75% of their funding directly to programs that fulfill their mission. Soles4Souls pushes that bar higher achieving 96.9%.
- We have a 98.3% fundraising efficiency. Soles4Souls spends less than \$.02 for every dollar we raise.

Soles4Souls is proud to be a top-rated charity





# Financials

## **EARNED INCOME** Generates 77% of total revenue

**2015:** \$2,791,812

**2016:** \$3,528,107

**2017:** \$4,409,855

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. Soles4Souls Travel program earns revenue from 25-30 international service trips annually.

## **CONTRIBUTED INCOME** Generates 23% of total revenue

**2015:** \$1,388,963

**2016:** \$1,210,346

**2017:** \$1,347,622

Generous financial donations are made annually by thousands of individuals, foundations, and corporate cause marketing campaigns – all to help Soles4Souls provide shoes and clothes to those in need in the U.S. and around the world. We have 100% board giving by the Soles4Souls' Board of Directors.

## **TOTAL NET INCOME**

Earnings before Interest, Depreciation and Amortization

**2015:** \$269,814 | **2016:** \$474,346 | **2017:** \$654,547

## **TOTAL NET ASSETS**

**2015:** \$11,386,311 | **2016:** \$7,832,722 | **2017:** \$10,692,570



## Gifts in kind

A significant portion of Soles4Souls' revenue and expenses are related to Gifts in Kind from product donated by many sources to be used in fulfillment of our mission. Below we report our Total Income and Total Expenses including a functional expenses breakdown for the last three fiscal years.

### TOTAL INCOME (including in-kind donations)

**2015:** \$38,846,371

**2016:** \$41,944,228

**2017:** \$69,998,867

### TOTAL EXPENSES (including in-kind donations)

**2015:** \$39,944,444

**2016:** \$45,497,817

**2017:** \$67,139,019

### PROGRAM

**2015:** \$38,454,128

**2016:** \$44,006,762

**2017:** \$65,055,093

### FUNDRAISING

**2015:** \$805,684

**2016:** \$757,577

**2017:** \$1,147,726

### ADMINISTRATIVE

**2015:** \$684,632

**2016:** \$733,478

**2017:** \$936,200

# Soles4Souls Board of Directors

**Trevor Masson**  
Board Chair

**George Bellino**  
Retail Advisor

**Randy Dunn**  
VP Sales & Operations /DBH Distributing, Hunt Brothers Pizza

**Brian Ehrig**  
Managing Director at Kurt Salmon, a part of Accenture Strategy

**Andy Hammons**  
Principal-in-Charge of Nashville & Charlotte offices, Ryan, LLC

**Milledge Hart**  
Managing Director, Pagemill Partners-a Division of Duff & Phelps Securities, LLC

**Karla Jarvis**  
SVP General Counsel, Rockport Group, LLC

**Clay Jenkins**  
Senior VP of Global Sourcing, Compliance, & New Business Development, Caleres

**Bernadette Lane**  
Senior Vice President of Special Projects, CCS

**Parker McCrary**  
Director of Product Development, CSX Transportation

**Tasha McKenzie**  
Product Management Lead, Zappos for Good

**Matt Priest**  
President & CEO, Footwear Distributors and Retailers of America (FDRA)

**Bill Strathmann**  
Chief Executive Officer, Network for Good

**Dr. Bernard Turner**  
Assoc. Professor & Director of the Center for Social Entrepreneurship, Belmont University

**Nancy Youssef**  
Founder & President, Curves with Purpose

# Soles4Souls Executive Staff

**Buddy Teaster**  
President and CEO

**Robert Adams-Ghee**  
Chief Financial Officer

**David Graben**  
Chief Operations Officer

**Donna Mattick**  
Chief Investor Relations Officer



## Soles4Souls Canada Board of Directors

With Soles4Souls' established presence in North America and rapid growth over the last few years, the development of a Canadian Board of Directors was a natural expansion of our leadership team. Soles4Souls' four current board members in Canada provide insight in regards to collection and distribution efforts, logistics and advise our organization on the best possible ways to further engage residents with our mission. In addition to opening a Regional Donation Center in Toronto, we look forward to our Soles4Souls Canadian Board continuing to expand our mission in meaningful ways.

**Peter Scully**  
**Board President**

President & CEO, BioPed Footcare Clinics

**Michael George Chamberas**  
Footwear Executive

**Sandra Del Gaudio**  
Office Manager / Executive Assistant to COO, Ardene

**Kerry Rasmussen**  
Manager, Major Accounts, Farrow



# SOLES 4 SOULS

WEARING OUT POVERTY®

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

**Thank you for helping Soles4Souls “Wear Out Poverty”**

319 Martingale Drive, Old Hickory, TN 37138  
Phone: (615) 391-5723 • Toll Free: (866) 521-SHOE | Email: [info@soles4souls.org](mailto:info@soles4souls.org)

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

   @Soles4Souls | #GiveShoesGiveLove