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.
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.
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.
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.*

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*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
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
EVERYKid

- 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
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
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$_2$ 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.
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:

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.

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 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 and their Foundation have helped expand our 4Opportunity program in the Dominican Republic, hosted shoes drives and supported through their employee matching program. We are so grateful for their long-term partnership!
International Partners
Our partnerships extend all over the globe, through Canada, Europe, and Asia. Here are some of our largest footwear partnerships internationally.
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!

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
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

**$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+**
- 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

**$2,500+**
- 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

**$1,000+**
- 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
- 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 Fellinger
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 Ivani
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
Torl Barnes
Twila Sheskey
Vincent Costa
Viola Hallett
Wade and Dianna Chessman
Wesley Hutchings
William and Trisha Jordan
Yetur Gross-Matos
DIVERSITY, EQUITY & BELONGING

We are 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 for women, 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
SOLES4SOULS 2023 FINANCIALS

**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.*
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.

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
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</thead>
<tbody>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>including in-kind donations</strong></td>
<td><strong>including in-kind donations</strong></td>
<td><strong>including in-kind donations</strong></td>
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<tr>
<td></td>
<td>$81,814,745</td>
<td>$92,686,206</td>
<td>$108,404,819</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>2021: $84,297,218</strong></td>
<td><strong>2022: $92,441,284</strong></td>
<td><strong>2023: $100,316,230</strong></td>
</tr>
<tr>
<td><strong>Program Expenses</strong></td>
<td><strong>2021: $81,661,367</strong></td>
<td><strong>2022: $87,937,579</strong></td>
<td><strong>2023: $95,276,081</strong></td>
</tr>
<tr>
<td><strong>Fundraising Expenses</strong></td>
<td><strong>2021: $1,290,594</strong></td>
<td><strong>2022: $2,243,400</strong></td>
<td><strong>2023: $1,900,693</strong></td>
</tr>
<tr>
<td><strong>Administrative Expenses</strong></td>
<td><strong>2021: $1,345,257</strong></td>
<td><strong>2022: $2,260,295</strong></td>
<td><strong>2023: $3,139,456</strong></td>
</tr>
</tbody>
</table>
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

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Vice President, Constituent Relations and Racial Equity, Walmart

Walter Porter
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Emeritus

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Retired Principal and Managing Director at CCS

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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

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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!

@Soles4Souls | #GiveShoesGiveLove