

SOLES   
SOULS

2025

# ANNUAL REPORT

A year of stepping forward, together.



# A LETTER FROM OUR CEO

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“ **Twenty years ago, the world looked very different.**

Facebook had just opened to the public. The iPhone was still a year away. Social media, as we know it today, was barely a concept. And in the footwear world, a small startup called TOMS started talking about “One for One” giving.

Love them or hate them, those three examples had an enormous impact on our society. But they didn’t change everything... the devastating impact of poverty, the dignity that comes with opportunity, and the power of people coming together to meet a need.

**Soles4Souls was founded in 2006 to address a simple but deeply human problem: people in need lacked access to something essential, while millions of perfectly usable new and used shoes were being thrown away.**

At the time, this disconnect was rarely questioned. Sustainability was not yet a priority, used shoes were seen as waste, and excess product was treated as an unavoidable by-product of growth. But for the people Soles4Souls served—children unable to attend school, adults looking to provide for their families, communities rebuilding after crisis—the consequences were immediate and personal. Shoes were not an afterthought; they were a gateway to health, dignity, and opportunity.

From the beginning, our focus was on people—meeting urgent needs with dignity—while also addressing the waste and inefficiencies embedded in the system itself. For 20 years, Soles4Souls has operated at both levels: serving individuals and families in moments of need, and building the partnerships and infrastructure required to do so at scale. We have learned that meaningful impact happens when compassion and systems work together—**when human need drives innovation, not the other way around.**

As we mark our 20th anniversary in 2026, the world has changed. Circularity is becoming a business imperative. Sustainability is increasingly expected. Brands, donors, and partners are asking harder questions about responsibility and impact. These shifts affirm what Soles4Souls has practiced since the beginning, but they do not replace the heart of our mission. Because behind every pair of shoes is flesh and blood, a person not a statistic:

- A child who wants to fit in at school but is embarrassed by not having shoes
- A parent who wants to provide education, food, and shelter to her family
- A family recovering after loss through fires, floods, earthquakes, and war

Looking ahead to the next twenty years, some changes are already visible. Circular systems will be demanded. Data

and technology will improve transparency and efficiency. Cross-sector partnerships will become essential to scale solutions. At the same time, many of the greatest needs—and opportunities—will arrive without warning. New crises will emerge. Old inequities will take new forms.

Soles4Souls enters its third decade grounded in what has always guided us: a commitment to dignity, access, and opportunity for people in need. The systems will evolve. The tools will change. But our purpose remains the same—stepping forward to ensure that there is no wasted potential, that partnership, trust, and respect drives us at every level.

Because that’s how we’ll be able to serve, whatever that looks like, for the next 20 years. It’s been a ride and will be an even wilder one ahead and I hope you’ll join us!



# OUR MISSION

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**Soles4Souls creates opportunities for people through shoes and clothes.**

## Our Programs

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

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

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

**Solutions4Good:** Through sorting, grading, recommerce, repurposing, repairing, and responsible end of life solutions, we extend the life of shoes and clothing to maximize their impact while reducing environmental waste.



# 2025 IMPACT

## By The Numbers

Soles4Souls partners with generous individuals, brands, and corporations to donate shoes and clothing (new and used), dollars, and their valuable time to people in need all over the world.

**5.9 MILLION**

Pairs of shoes

**3 MILLION**

Pieces of clothing

**9 MILLION**

Pounds diverted from landfills

**116,184**

Volunteer hours

**\$74,306,622**

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

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



Through our 4Opportunity program, in 2025 we provided **5,003,657** pairs of new and gently used shoes and **2,329,673** articles of clothing.



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.



# 4 OPPORTUNITY

To date, **4Opportunity** has supported **5,727 entrepreneurs**. Today, **7 partner organizations** support **765 entrepreneurs** across **9 countries**.

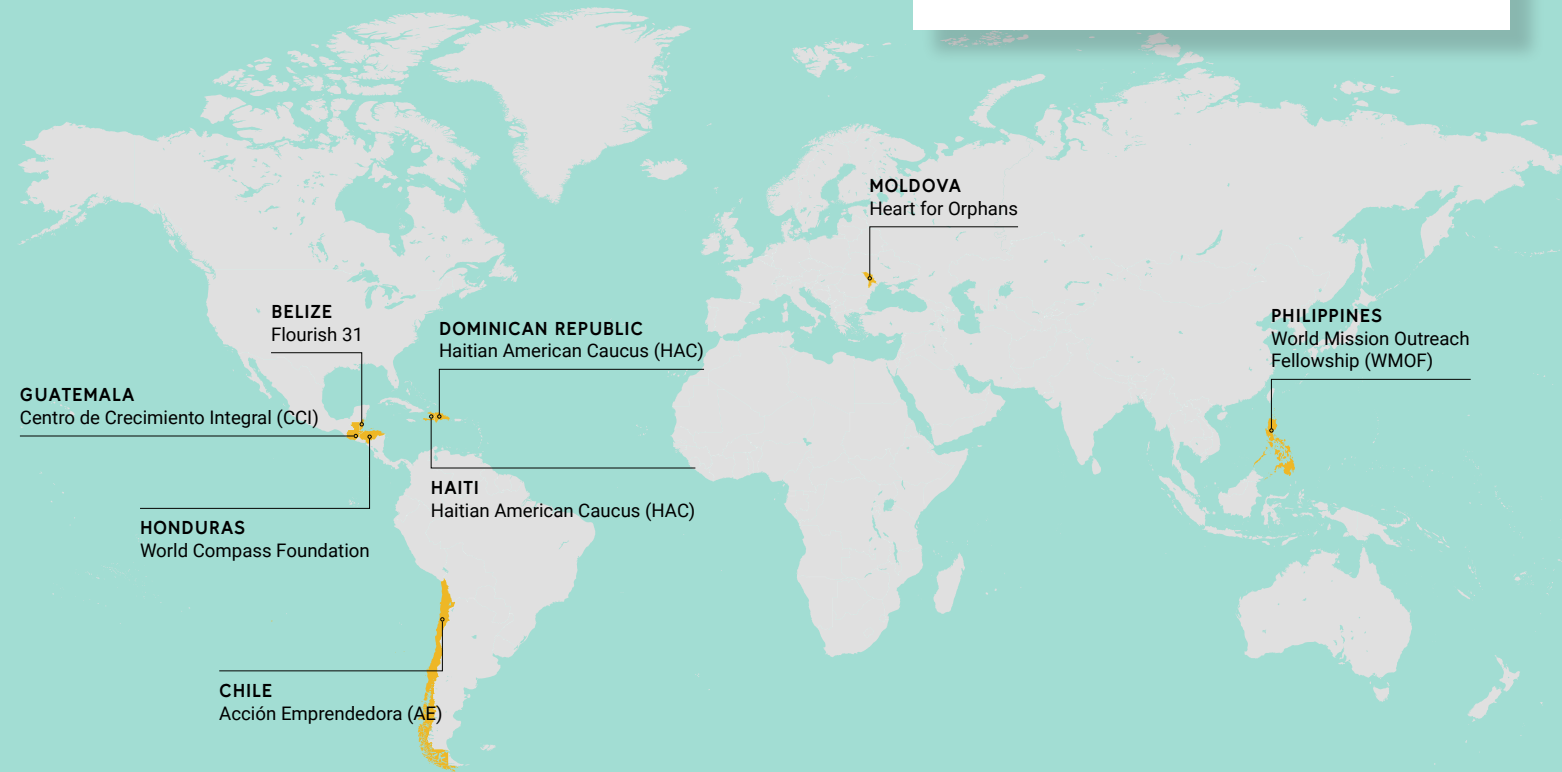
Most entrepreneurs are **women, adults and young adults** who, before joining 4Opportunity, **struggled to meet** their families' **basic needs**.

Through 4Opportunity, entrepreneurs **gain a stable income, improve their families' quality of life, create local jobs**, and offer **affordable, high-quality shoes** to their communities.

Each partner implements the program with its own approach, tailored to the socio-economic and cultural reality of their context. **Product quality and reliability and price** are key to business sustainability.

“  
Thanks for letting me be my own boss. I have the opportunity to work to care for my family.  
”  
- **Claudia, Haiti**

“  
We have a young man who's a new father, and before joining the program, he didn't really have much direction. He was selling things on the side of the road, picking up whatever he could, but had no training. To see him go through the program, graduate, and start finding real success—it's incredible. Now he's able to provide for his family in a way he couldn't before, and that to me is what impact is.  
”  
- **Philippines 4Opportunity Partner**



# 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.**



Through our 4EveryKid program, we provided **217,186** pairs of new shoes in 2025.



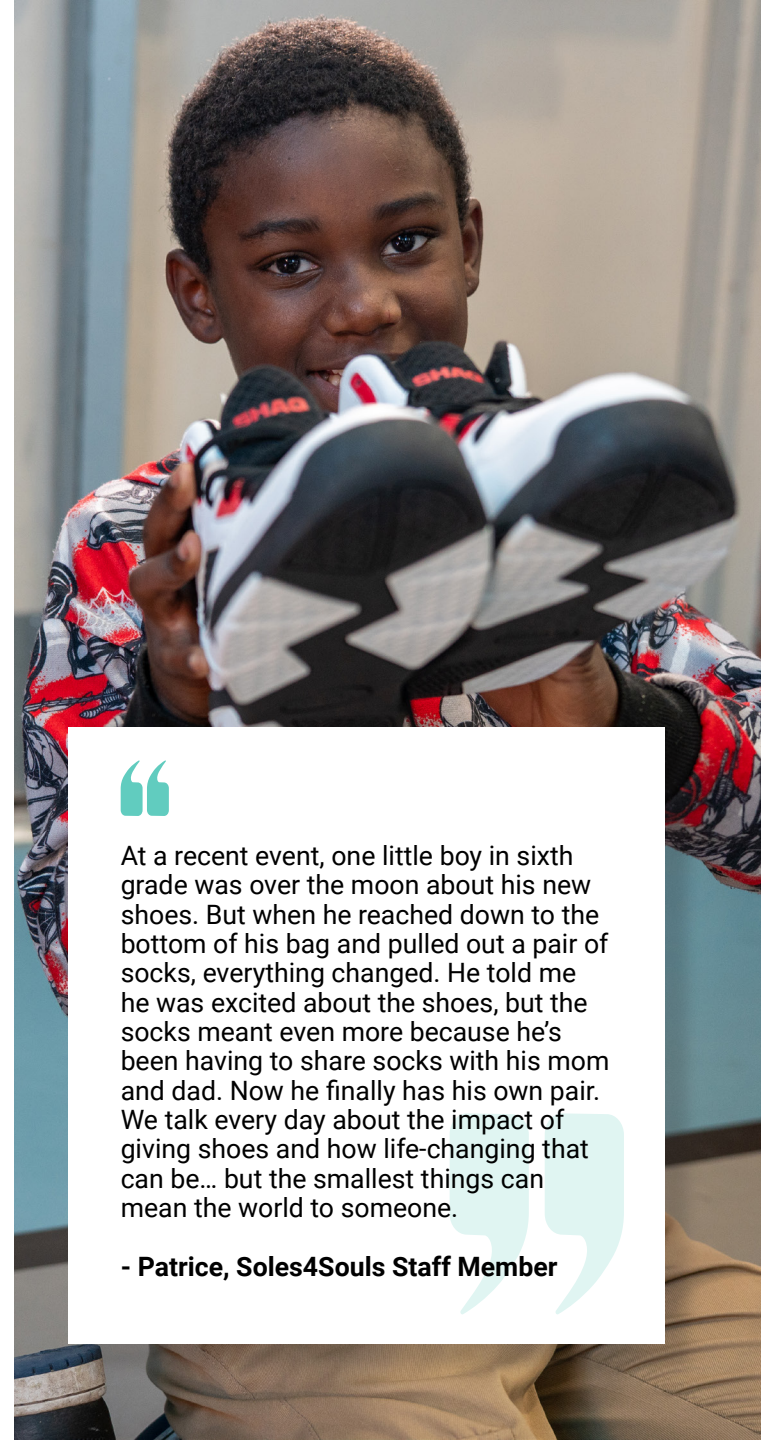
**Did you know?** Every pair of shoes also comes with a pair of brand new socks!



**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.



At a recent event, one little boy in sixth grade was over the moon about his new shoes. But when he reached down to the bottom of his bag and pulled out a pair of socks, everything changed. He told me he was excited about the shoes, but the socks meant even more because he's been having to share socks with his mom and dad. Now he finally has his own pair. We talk every day about the impact of giving shoes and how life-changing that can be... but the smallest things can mean the world to someone.

**- Patrice, Soles4Souls Staff Member**

# 4EVERYKID



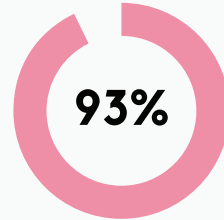
When (the kids) came over to pick out shoes, most of them had no idea what size they wore. It became really clear that many of them had never been properly sized or gotten to go shopping for new shoes before.

**And then the magic happened.** They immediately kicked off their old shoes, put on their new ones, and you could see the shift. They stood a little taller, walked a little prouder, and kept saying how “cool” their new shoes were. It was honestly one of the sweetest moments of the whole night.

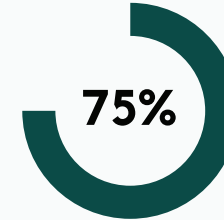
Thank you again – this was such a highlight for everyone, and we’re so, so grateful.

**- One Simple Wish, 4EveryKid Partner**

## Schools Reported



of partners saw improved school attendance

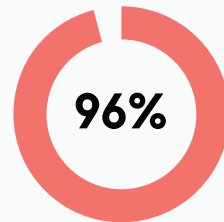


reported improved academics

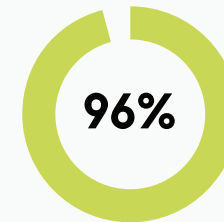


saw improved social engagement & behavior

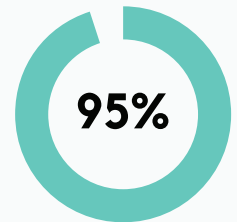
## Kids Reported



more excited to participate in school



feeling more confident



increase in physical activity

# 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.



Through our 4Relief program, in 2025 we provided **711,058** pairs of new shoes and **604,809** articles of clothing.



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



# 4RELIEF

Our partnership with **Sam Darguin** and the **Haitian American Caucus** is so important to our 4Opportunity program, but the work extends to 4Relief too.

Last year when Hurricane Melissa devastated parts of the Caribbean, HAC was able to quickly mobilize, taking new shoes and clothing and getting them directly to people in need across Haiti, Dominican Republic, and Jamaica.

Having dedicated, trusted partners on the ground in times of disaster is crucial for providing relief to the people who need it most and as quickly as possible.



**Hassan Sham camp**, located in Mosul/Erbil Governorate in Iraqi Kurdistan, was opened in 2016 to primarily host Internally Displaced Persons (IDPs) from Mosul and hosts over 2,800 displaced families. In late 2025, Bring Hope Foundation distributed new clothing, bags, shoes, and accessories to provide needed items and relieve financial burdens while improving their conditions in a camp. Economic and humanitarian conditions and aid distributions continue to decline due to a few active organizations on the ground, and all the UN agencies halted all humanitarian programs in 2025.

**Subha**, a 55-year-old widow, relocated with her three daughters to the camp of Hassan Sham in 2017. Subha's story with her daughters in the camp is heartbreaking.

**Subha** told us proudly that one of her daughters has an extraordinary capacity at school, and now in the 11th class at preparatory school (high school), science branch. For some moment, Subha kept quiet, when our team asked her about the other two daughters, and immediately she started to cry bitterly, and said "One of my other two daughters could not continue school, because she shared the only owned pair of shoes with her sister, and now when I see that I have got this pair of shoes, I don't know how I express my gratitude to you".

Asked if this donation could have any impact on her or her daughters lives, and she told us, "These donations mean a lot for my daughters, and I just want to thank you and the donors, and your partners who gave us hope and got a feeling that we are not totally forgotten in this camp."

# SOLUTIONS4GOOD

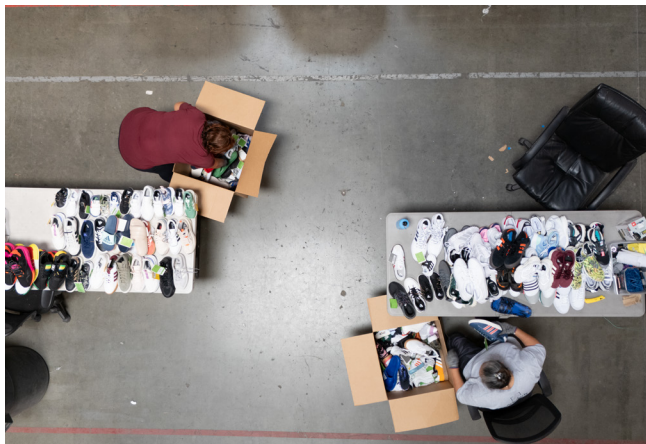
**Soles4Souls provides brands with solutions to recover value, manage surplus and unsellable inventory responsibly, achieve circularity goals, and strengthen their social and environmental leadership.**



To date, we've diverted **112.3 Million** pounds of textile out of landfills.



**Looking Ahead:** In early 2026, Soles4Souls expanded its circular reach through the acquisition of **Erren Recondition**, a European leader in footwear and apparel reconditioning. This strategic move strengthens our global circular capabilities and positions Solutions4Good for expanded growth in 2026 and beyond.



Our priority is to get shoes on feet and keep them there for as long as possible. Soles4Souls helps us keep wearable shoes at their best use instead of going to landfills. We are thankful to have a partner in Soles4Souls that is aligned with our vision and contributes to our ambition of championing circular models of production and consumption.

- Crocs, Inc.



# PARTNERS

## 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 2025:

**CALERES**  
EST + 1878

“  
As a board member, I've been able to witness the amazing work of Soles4Souls firsthand. As a partner, through our Famous Footwear brand and our round up at the register campaign, we are able to support them in a meaningful way. The work we do together is one of the greatest examples of our company's value of caring in action. We're proud of our long-term relationship and the impact it has made.  
- Dan Friedman, Chief Sourcing and Supply Chain Officer, Caleres



**DECKERS**  
— BRANDS —

“  
Doing good while doing great is Deckers' mantra and this principle guides our overall corporate giving program, Deckers Gives. Soles4Souls has been a strategic partner aligned with two of our sustainable development goals (SDGs) - uplifting underserved individuals and communities and minding environmental impact by extending the life of footwear. We are fortunate to have Soles4Souls as a partner in doing good. Soles4Souls has been invaluable to the footwear industry and has evolved to a well-respected organization that many rely on.  
- Michelle Apodaca, Director, Deckers Gives

# CORPORATE PARTNERSHIPS

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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.



# INTERNATIONAL PARTNERS

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

“ An important way NIKE, Inc. advances the future of youth sport is by partnering with product donation experts like S4S to place quality footwear and apparel in communities where they can make the greatest difference. S4S distributes Nike, Jordan Brand and Converse product to local organizations doing meaningful work for communities around the world. This also supports Nike’s Move to Zero journey through our Recycle-and-Donate program that ensures used athletic footwear and apparel lives on.”

- Karol Collymore, Senior Director, NIKE Inc. Sport & Society

## UK:

*allbirds*

COACH

DECKERS  
— BRANDS —

**new balance**

NIKE

PUMA

## EUROPE:

*allbirds*

havaianas

COACH

DECKERS  
— BRANDS —

DJERF AVENUE

**new balance**

NIKE

ZEEMAN

## ASIA:

*allbirds*

CROCS inc.  
crocs | HEY DUDE

DECKERS  
— BRANDS —

MICHAEL KORS

MILLIONLIGHTING

NIKE

xero

# COMMUNITY PARTNERS

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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.

## DonutNV Frisco

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In response to the flooding in Texas, **DonutNV Frisco** franchise owners Jose and Tonia Perez selected S4S as their August Charity of the Month, donating a portion of their sales to support our 4Relief efforts. Thanks to their generosity, S4S received a meaningful contribution of \$1,860 to aid our ongoing relief work.

## National Retail Federation

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We had our second year of partnership with the **National Retail Federation (NRF)**, which mobilizes college students across the country to collect shoes and funds for S4S. More than 2,600 pairs of shoes were collected and \$1,580 raised in 2025. Emmy Baldwin, pictured, was the S4S Ambassador for Notre Dame.

# COMMUNITY PARTNERS (cont.)

## Zach Farbman



Zach Farbman/West Hills Torah Center run our New York City-based storage unit. They had their first pick-up earlier this year in September with about 5,168 pairs of shoes and are continuing their 25k Drive!

## Orange VBS



Soles4Souls was the main charity partner for Orange VBS this year, collecting 27,386 pairs of shoes and raising \$10,951. We worked hand-in-hand with Orange as they crafted their curriculum lessons to include S4S.

## Dave Nash



Dave Nash collected around 7k pairs of shoes! He started his drive in memory of his wife who passed away in the spring. Dave also hosted a storage unit during his shoe drive providing a drop off space for local donors near his Del Webb Community in Illinois.

## Ben & Santi



Ben Blount and Santiago Bryce of Dallas, TX, now high school seniors preparing for graduation and college, delivered their final donation of 17,000 pairs in September 2025. And because of them, Bear Creek Running Co. is now a drop off location in the area.

## Michelle Botzau



Michelle Botzau has been a dedicated partner in our volunteer efforts since late 2024 through both Phoenix Office Technology Services and IFMA Dallas-Ft. Worth, hosting a shoe and clothing drive and setting up a volunteer day.

## FIFA World Cup



Kicking off the FIFA Dallas World Cup 2026, select Kroger locations throughout the Dallas metroplex collected cleats and soccer equipment for FIFA and new and gently used shoes for Soles4Souls in Summer 2025.

# WHY DONATE

## To Soles4Souls



### Ed & Evanne Gargiulo

Soles4Souls trips have made us view what we have, what we want, and what we truly need, differently. Our children have been inspired to serve others, and will be better for it. Our priorities have forever been re-ordered and it has fed a desire to do much more. That is why we support Soles4Souls.



### Layla Gold

I have been involved with Soles4Souls for a few years now. I support Soles4Souls, because I have always had a passion for shoes. Soles4Souls offers me the opportunity to give children who may not have access to them, a nice, new pair of shoes and the confidence and pride that comes with wearing them. I am so grateful for these experiences and the people I have met along the way. I look forward to participating in the Young Leaders Program for a second year.



The Green Bay Packers Foundation awarded a grant to further the 4EveryKid program in Green Bay, providing 200 pairs of athletic shoes for area students experiencing homelessness.



Speedway Children's Charities Las Vegas celebrates its grantees each year at a holiday celebration. This year, Soles4Souls was a proud attendee and recipient, receiving a gift that gave shoes to 125 children throughout Las Vegas experiencing homelessness.

# SOLE SOCIETY

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

## \$50,000+

Angela Harrell  
Buddy and Becca Teaster

Gregory Goldstein  
Ali Hashem  
Clay & Lynn Jenkins  
Rex & Sandy Jobe  
Garo Keresteci  
Michelle Krall  
Bernadette Lane  
Walter Porter  
Steven Reynolds  
Robert & Margaret Rothman  
The Shapiro Foundation  
Bill & Katita Strathmann  
Kren & George Teren  
Michael & Carrie Tidus

Counihan Family Foundation  
Ellen Davis  
The Dinker Family Fund of  
The Community  
Foundation of Middle  
Tennessee

Miriam Sexton  
Becca Stevens  
Tony Waller  
Sandon & Karen Wool  
Lily Zubku

Chris & Angie Howard  
Seth Landsberg Family  
Foundation  
Lisa Landstein  
Marilyn Long  
Michele Love & John Kane  
Amity Millhiser  
Steve & Amanda Scales  
John Schmidt  
Satish & Geeta Shah  
Tracy & John Spencer  
Brandon Stevens  
Michael & Rebecca Swan  
KT Travis & Suze Orman  
Nancy Vogelmann  
David Wright

## \$25,000+

Rita Case  
Edward & Evanne Gargiulo  
Mohamad Hachem  
The Norman and Joan  
Kinsey Foundation  
Michelle Poole  
Jean-Claude & Elizabeth  
Saada  
Steven Salstein  
Brad Thomason

Cathy & James Donnelly  
Charitable Fund  
Jim & Gail Ellis  
Florescue Family Foundation  
Dan Friedman  
Matt & Trina Gandal  
Charlie Gillman  
Jack Gross

## \$2,500+

Anne E & Bruce E Walker  
Charitable Foundation  
Robert & Chrys Baker  
David & Holly Barnett  
Martin Berman  
The Breuer Family  
Bob & Peg Callahan  
Karen Dean  
Patrick Duroseau  
Brian J. Ehrig  
Fox Family Donor Advised  
Fund  
Stewart Goldman  
Mary Beth Grubb-Wilkinson  
William & Ilene Hafker  
Kelley & Jack Hartnett

## \$5,000+

George & Laura Bellino  
JoAnn Belville  
Callen Boyer  
The Brown Family  
Michele Carr  
The James I. Coddington,  
Jr. Charitable Fund

## \$10,000+

Aaron & Jessica Belville  
Ed & Sandi Cleary  
Tianne & Daniel Doyle  
Sam Gardner

## \$1,000+

Elizabeth & David Allen  
Daniel Anglin  
Rod Arnold  
Russell E. & Carol H Atha  
Mayssa Attia

# SOLE SOCIETY

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

Shadee Barkan	Katherine Eboch	Caryn Hirshleifer & Family	Andy Lew	George Newton
Brian & Jen Bavaro	Bryan & Elizabeth Eshelman	Cheryl Hoech	Barbara Liss	Linda & Mark Nyvall
Krystal & Matt Beall	Fredda Evans	Linda & Sylvan Holtzman	Scott & Deborah Livingston	Sean O'Brien
William Beck	Beverly Feagin	Linda & Eric Huber	Valerie Loneflight	Gigi Olive-Schroder
Raji Behal	Jill Feldman	J Herman Hudson	John & Judy Malpiedi	Scott Olson
Martha Bermeo	James Fellingner	RJ Hutton Charitable Trust	Laura & Mark Marek	John & Jenifer Parker
Mark & Amy Bigej	Michael Fernandez	T.A. Iadevaia	Robert Martin	David & Laura Parkin
Grace A. Bins	Michael J. & Nellee H. Fine	Ausia Iqbal	Alaina Mathews	Bhula & Pushpa Patel
Demory Boeneke	Paula R. Forsberg-Schrage	Sara Irvani	Tammy McClure	Lindsey & Adam Petasek
Liz Bunch	Jonathan Frankel	Lisa Irvin	Doug & Leslie McCollum	Debra S Peterson
Carrie Burow	Craig Gibian	Jason Islam	Parker & Kendra McCrary	Salvatore & Anna Beltrone
Ashley Chang	John Gigerich	Moez Kaba	Victoria McDonald	Family Foundation
Diego Chaparro	Darcy Glidewell	Jonathan Kaplow	Megan McGuire	Laura Poisson
The Everage Family	Aaron Gold	Steve Kenger	Diana McNamara	Paula Polito
Charitable Fund	Judith & Martyn Greene	Jill Keogh	Jennifer McNeil	Cameron Pratt
Bette & Mark Christofersen	Sam Haddad	Annette Kerlin	Ian McQuade	Britta Puschendorf
Karen & Bryan Collins	Patrick Hamack	Gracie King	Simone & Logan Meeks	Terry & Trina Rataiczak
Chip Crowl	Christopher Hansen	Erik Klingenberg	Celeste Miller	Andrew & Melissa Rees
Michael & Mary Lou Daly	Jerre A. Harris	Jeff Kuhn	Theresa & Michael Miller	Repasch Giving Fund
Karen Danna	Eric Harrison	Frieda Labrado	Erica L. Miller-Cowan	William Riechel
Samuel Davidson	Steve & Sue Hartley	Chris & Manjula Lannan	Margaret Moore	Kumar Rocker
Nur Daya	Jay & Amy Harvill	Edward Lanquist	Mark Muller	Joyce Rothenberg
Mark Denkler	Heather & Marc Hazel	Julie & Mark Leadlove	Timothy Murch	Ellen & Joseph Ruble
Pamela & John DiCola	Leesa & Rick Hill	Janis Leafgren	Eric Neuner	Ann & Frank Russo

# SOLE SOCIETY

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

James R. Salzano  
Cindy Schlaefer & Kelley Bryant  
David Schwartz  
Linda Schwartz  
Brett & Steph Severson  
Elna J Sheetz  
Michael Shirey  
Wil & Karen Shirey  
Jeffrey Singer  
Heather Smith  
Jared Smith  
Richard Snyder  
Christopher & Sian Spurney  
Kerry Starr  
Karen & Mitch Stern  
Daina Storey  
Christine Stout  
Sara Sudberry  
Carrie Summers  
Brendan Synnott  
Brandon & Julie Taylor  
Michael & Shelby Teaster  
Earnest Teaster

Brannigan Thompson  
Veronica Torres  
Tiffany & Lee Turner  
Paul & Kim Vander Vort  
Michael Volpe  
John Wade  
Elizabeth Walker  
Carl & Carol Wall  
Kathy N. Waller  
Michael Wert  
Kathi Whalen  
Wallace & Katherine  
Scott Whitlock  
James Whitner  
David C Wilson  
Erin & Jeff Wist  
Sean Wolfington  
Bernardine Wu  
Stacy Xie

## Program Funders:

**Soles4Souls received program grants of \$25,000 or more in 2025 from:**

CAPTRUST Community Foundation  
Mark Wahlberg Youth Foundation  
The Tennessee Valley Authority  
The Voya Foundation

## Hays Foundation

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Executive Director **Franklin Gaglione** of the **Marlene and Spencer Hays Foundation** is all in; it started with a tour of the RDC in Nashville last fall. Since then, they have been generous supporters of 4EveryKid, giving the gift of shoes to 850 students experiencing homelessness in Nashville and witnessing the mission in action at a local shoe distribution.

# FINANCIALS

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

generates 61% of total revenue

**2025:** \$13,237,734

**2024:** \$12,018,582

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

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

generates 30% of total revenue

**2025:** \$6,069,515

**2024:** \$7,529,363

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

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

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

earnings before depreciation, and amortization

**2025:** \$1,502,444

**2024:** \$4,256,421

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

## **TOTAL NET ASSETS**

**2025:** \$40,464,176

**2024:** \$39,358,446

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

*\*Note: Our Financials reflect our fiscal year ending June 30, 2025.*

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.**

# GIFTS IN KIND

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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*

**2025:** \$105,113,305  
**2024:** \$126,384,074  
**2023:** \$108,404,819

## TOTAL EXPENSES

**2025:** \$104,007,575  
**2024:** \$124,294,539  
**2023:** \$100,316,230

## PROGRAM EFFICIENCY

**2025:** 94%  
**2024:** 95%  
**2023:** 95%

## PROGRAM EXPENSES

**2025:** \$98,091,613  
**2024:** \$117,795,296  
**2023:** \$95,276,081

## FUNDRAISING EXPENSES

**2025:** \$3,229,947  
**2024:** \$2,970,680  
**2023:** \$1,900,693

## ADMINISTRATIVE EXPENSES

**2025:** \$2,686,015  
**2024:** \$3,528,563  
**2023:** \$3,139,456

# BOARD OF DIRECTORS

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## Board of Directors

### **Aaron Lord**

Vice President, Supply Chain Planning,  
Capri Holdings Ltd.

### **Amy Jo Donohew**

Senior Vice President & Chief Human  
Resources Officer, Designer Brands

### **Andy Lew**

Executive President, Lanvin Group Global  
Partner Fosun International

### **Angela Harrell, Chair**

SVP, Chief Diversity & Corporate Impact  
Officer, Voya Financial  
President, Voya Foundation

### **Annie Mitchell**

CFO, Allbirds

### **Ashley Chang**

Senior Director of Global Marketing,  
Adobe - Founder, The ABC Digest

### **Dan Friedman**

Chief Sourcing and Supply Chain Officer  
at Caleres, Inc.

### **David Wright**

Chief Commercial Officer, U.S.  
Soccer Federation

### **Ellen Davis**

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

### **Evan Rosen**

President, Americas Region & Global  
Chief Commercial Officer, EFL Global

### **Mary Stewart Hurst**

Director of Finance and Operations,  
Board Intern

### **Megan McGuire**

Senior Program Officer, Joe C Davis  
Foundation

### **Michelle Krall**

General Counsel - Mister Car Wash

### **Michelle Poole**

Brand President - Pact

### **Patrick Duroseau**

Chief Data AI Officer - Under Armour

### **Raji Behal**

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

### **Shawn Outler**

Retired, Former Chief Diversity, Equity &  
Inclusion Officer, Macy's

### **Stacy Xie**

Retail Operator | Advisor | Board Member

### **Steve Scales**

Partner & Managing Director, AlixPartners

### **Steven Reynolds**

CEO, Jade Footwear

### **Terri Rawson**

VP, Global Brand Marketing, Gemological  
Institute of America

### **Tianne Doyle**

President, Bealls, Inc.

### **Tony Waller**

Vice President, Constituent Relations  
and Racial Equity, Walmart

### **Vanessa LaFebvre**

President/C-Level, Global Change  
Management expert

### **Walter Porter**

Principal, Deloitte Consulting LLP

## Emeritus

### **Aaron Belville**

CHRO/Head of HR - VCA Animal Hospitals

### **Bernadette Lane**

Retired Principal and Managing Director,  
CCS Fundraising

# BOARD OF DIRECTORS

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## Emeritus (cont.)

### **Bill Strathmann**

Do Gooder

### **Brian Ehrig**

Partner, Kearny

### **Clay Jenkins**

Principal, Clay Jenkins Collective

### **Matt Priest**

President & CEO, Footwear Distributors and Retailers of America

### **Michele Love**

CEO, Sixpenny Bit LLC

### **Milledge Hart**

Chairman, Drake Star Partners

### **Parker McCrary**

Deputy Program Manager, HNTB Freight and Logistics Planning

### **Randy Dunn**

Chief Strategy Officer at DBH Distributing

### **Sarah Irvani**

Board Director, Okabashi Brands

## Canada Board of Directors

### **Trevino Betty**

Regional Director, Retail Operations, Starbucks

### **Cam Munro**

Retired, Former Chief of Staff for the Sporting Life Group

### **Donna Kolisnyk**

Director of Operations, Keen

### **Eric Hubbs**

Former Vice President, Operations, Designer Brands Canada

### **Garo Keresteci**

Founding Partner, FUSE Create

### **Maha Hussain**

Manager, People and Culture BioPed Footcare Clinics

### **Mike Chahenian**

Director of Sales, Retail Vertical at Purolator

## Canada Emeritus

### **Sandra Del Gaudio**

Office Manager / Executive Assistant to COO, Ardene

**WE HAVE 100% BOARD GIVING**

## Pete Scully

President & CEO BioPed Footcare Clinics

## Europe Board of Directors

### **Buddy Teaster**

Chief Executive Officer, Soles4Souls

### **Jeffrey Iseron**

Chief Financial Officer, Soles4Souls

### **Nancy Youssef**

Chief Business Development Officer & EVP, International, Soles4Souls

### **Peter Erren**

General Manager, Solutions4Good

## Asia Board of Directors

### **Buddy Teaster**

Chief Executive Officer, Soles4Souls

### **Jeffrey Iseron**

Chief Financial Officer, Soles4Souls

### **Nancy Youssef**

Chief Business Development Officer & EVP, International, Soles4Souls

### **Au Hwee Ngoh**

Director

# ADVISORY COUNCIL

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**Awaan Aadil**

Senior Global Manager, Marketing & Sustainability,  
OrthoLite

**Bob Baker**

Retired EVP/Chief Merchandising Officer,  
Variety Wholesalers Inc.

**Brad Diener**

Managing Director, Barclays Bank

**Chris Silver**

CTO, JustFoodForDogs

**Deborah Weinswig**

President & Founder, Coresight Research

**Jake Muskat**

VP Sales & Digital Strategy, Deer Stags

**Jane Grossman Rich**

Founder, The Place to Bead NYC

**June DeFabio**

VP Global Strategy, Transformation & Business  
Development, Abercrombie & Fitch Co.

**Kelly Higgins**

VP, Partnership Marketing & Solutions for National  
Women's Soccer League (NWSL)

**Lawrence Dayan**

Founder, 150 Global

**Morgan Weber**

Head of Research & Intelligence - NA, Asia  
Pacific & Eastern Europe, Klarna

**Peter Murray**

Retired, VP Sales, Aqualia

**Sarah Bloch**

SVP, Circana

**Stewart Goldman**

COO, CES Enterprise/Chinese Laundry

**Suzy Davidkhanian**

VP Content - Retail & E-Commerce Practice and Analyst  
Access Program at eMarketer

# THE PLANET

We monitor our environmental footprint by measuring our carbon emissions through Carbonhound, 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 **98%** 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.



# ESG

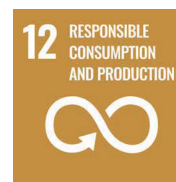
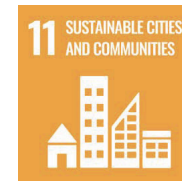
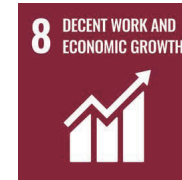
## Environment, Social & Corporate Governance

At Soles4Souls, we turn shoes and clothing into opportunities, supporting those we serve and creating avenues for people like YOU to make a positive impact in the world. Our unwavering commitment to our ecosystem of partners is to deliver measurable social and environmental benefits while responsibly managing the donations entrusted to our mission.

### Our Sustainability Principles:

- 1. Sustainability is multi-dimensional.** We integrate social, economic, and environmental considerations into every aspect of our work, ensuring sustainable outcomes through our partnerships, programs, and processes.
- 2. Circularity should benefit everyone.** While circularity is inherently good for the planet, it often excludes those without the means to participate. At Soles4Souls, we're widening the circle—creating opportunities for everyone to access a better life and contribute to a cleaner planet.
- 3. Together, we do better.** Through our global network of trusted partners, we help for-profit brands achieve their business and ESG goals. By implementing take-back initiatives, we maximize the lifecycle of products, repurpose excess or unwanted inventory, and ensure traceability for donations.

**The Results.** Together with our supporters, we directly advance 10 of the 17 UN Sustainable Development Goals.



# SOLES4SOULS IS PROUD TO BE A TOP-RATED CHARITY



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Nashville, TN 37204

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Email: [info@soles4souls.org](mailto:info@soles4souls.org)

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



@Soles4Souls | #GiveShoesGiveLove

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