

SOLES4SOULS EUROPE STICHTING

Policy Plan

Identification: Soles4Souls Europe Stichting

Tax Identification Number: RSIN: 8599.34.640

Mail/Visiting address: Stieltjesweg 8, 6827BV Arnhem, The Netherlands

Telephone Number: 1-615-961-2480

Trade Register Registration Number: 74523457

Bank Account Number for Donations: 0226152819

Description of the Policy and Strategy

Purpose: The purpose of Soles4Souls Europe Stichting is to create sustainable jobs and provide relief through the distribution of shoes and clothing around the world and anything that may directly relate or be conducive thereto, all in the broadest sense of the terms.

Activities: Soles4Souls Europe Stichting aims to achieve these goals by collecting new and used shoes and clothing from individuals, retailers and manufacturers and using this donated product for social enterprise activities and/or free distribution.

Served Population: Soles4Souls Europe Stichting serves those living in poverty and/or affected by natural disasters. Our social enterprise programming disrupts poverty by enabling individuals living in poverty to create sustainable incomes for themselves and their families.

Fundraising: Soles4Souls Europe Stichting generates donation of product in multiple ways beginning with individuals donating shoes and clothing to the stichting or conducting drives whereby shoes/clothing are donated on our behalf. Additionally, Soles4Souls Europe Stichting procures product donations from both retailers and manufacturers. Further, donations may be solicited from the general public to benefit the mission of S4SES.

Soles4Souls Europe Stichting manages all product and monetary donations via segregated accounting for all revenue and expenditures allowing for full production of financial statements.

Composition of the Board

List the directors and their positions.

Buddy Teaster, Chair

Nancy Youssef, Secretary

Robert Adams-Ghee, Treasurer

Milledge Hart, Director

Parker McCrary, Director

Randy Dunn, Director

Remuneration Policy for Directors: Soles4Souls Europe Stichting directors shall receive reimbursement only for the expenses incurred by them in the performance of their duties. The directors shall not receive any further remuneration.

Treatment of Stichting Assets: Soles4Souls Europe Stichting directors hold no legal claim to the assets of the stichting. Further, the board shall make decisions based on the absolute majority of the votes validly cast and the board may only adopt resolutions in such meetings if a majority of the board members in office are present. The aforementioned parameters mean that resolutions cannot be approved without three directors voting in favor.

Financial Data

A three-year forecast follows below identifying income inclusive of gifts/donations and donated product as well as expenses inclusive of fundraising, office supplies, occupancy, personnel, etc.

Three Year Forecast beginning 7/1/2020 and ending 6/30/2023

Revenue	FY21	FY22	FY23
Social enterprise from donated product		113,247	141,559
	162,793		
Gifts/donations	5,333	5,600	6,160
Total Revenue	\$118,580	\$147,158	\$168,952
Expenses			
Management Personnel expenses	65,737	69,024	72,475
Occupancy expenses	5,800	6,090	6,395
Operating expenses	4,420	4,641	4,873
Accounting, Legal & Professional Fees	13,456	14,129	14,835
Total Expenses	\$89,413	\$93,884	\$98,578
Net Income	\$29,167	\$53,275	\$70,374