



Candidates for 2026-2028 SIA Board of Directors

- Jennifer Erickson, SI of the Red River Valley, Peaks to Plains Region
- Theresa Heidt-Vanderschoot, SI of High Desert, Northwestern Region
- Karen Marshall, SI of Cascadia Online, Northwestern Region



Resume for SIA Board of Directors

Name: Jennifer Erickson

Member, SI of the Red River Valley in Peaks to Plains Region

SOROPTIMIST EXPERIENCE

Club president of SI/Fargo 2014-2016

(Include **significant** Club, Region, Federation, and International Soroptimist service **during the past ten years with dates**):

North Central Region: District Director 2016-2018, **Governor-Elect** 2018-2020, **Governor** 2020-2022

North Central Region/Rocky Mountain Region: Merge committee 2020-2022

Peaks To Plains: District Director 2023-2024, Bylaws Committee 2023-2024, Program Chair 2024- present, Technology Chair 2024-present, Big Rocks Chair, 2025-present

Federation Fundraising Council United States Country Leader: September 2025 - present

EDUCATIONAL BACKGROUND:

- **Bachelor of Science, Business Administration.** Emphasis in Management. Endorsement in Leadership. University of Northern Colorado, Greeley, Colorado Graduation Date: May 2004.

BUSINESS/PROFESSIONAL EXPERIENCE:

- OECS: OSHA Environment Compliance Systems *Fargo, North Dakota* **Safety Associate/LMS & CEU Lead** June 2020- present
 - Create meaningful training events to engage workers in safety
 - Audit facilities and jobsites for hazards and communicate ways to mitigate hazards
 - Manage online Learning Management System
 - Create content
 - Troubleshoot issues and needs to create platforms that work best for training needs
 - Manage accreditation through the International Accreditors for Continuing Education and Training
 - Ensure processes are followed to provide Continuing Education Units to learners
 - Design training to connect with learners of different experiences
- Associated Builders & Contractors MN/ND Chapter *Fargo, North Dakota* **Regional Director** June 2017 – June 2020
 - Responsible for managing program of work and budget for North Dakota
 - Connect with members to determine needs, challenges and communicate benefits
 - Recruit new members into the organization
 - Coordinate networking events
- Home Builders Association of Fargo-Moorhead (HBA) *Fargo, North Dakota* **Director of Development & Education** October 2007 - June 2017
 - Schedule and coordinate Foundation community outreach projects
 - Manage aspects of fundraising events of Home Builders Care
 - Develop budgets for education offerings and Foundation accounts

OFFICES/BOARD SERVICE/MEMBERSHIPS IN OTHER ORGANIZATIONS during the past ten years:

- Flame of Faith United Methodist Church Leadership Committee Chair 2022 – 2024
- Flame of Faith United Methodist Church Treasurer: 2025 - present
- National Association of Women in Construction Fargo Moorhead Chapter #247
 - Treasurer: 2022-2023, Secretary: 2023-2024, President: October 2024-present

CANDIDATE'S RESPONSES

Please answer the following questions. Total page limit for all responses is two pages.

1. From your Soroptimist and personal activities share examples of how you have specifically supported the Soroptimist mission both in service and financially.

I first joined Soroptimist in 2006 in Laramie, Wyoming. During my time at Soroptimist International of Laramie I served as Recording Secretary in my first full year as a member. I served on the Women's Opportunity Award committee and helped to put on a casino night fundraising event. When I moved to Fargo, North Dakota, one of the first things I did was rejoin Soroptimist. As a member of the Soroptimist International of Fargo club, I served as Treasurer, Vice President and President. I served as the Dream It, Be It chair and worked with local partners to host a day long conference for girls. I was also able to use my computer skills to design our ticket for the club's Garden Tour fundraising event. I served on the bylaws committee during the merge of the Fargo and Moorhead clubs.

In 2016, I became a monthly donor. I am now at the Ambassador level with my donated funds going to Dream It, Be It, the Dream Big campaign and I also donate specifically to the general fund to support administrative costs. For my local club, I donate each year during our community's Giving Hearts Day which raises funds for our Live Your Dream awards.

As Soroptimist is my charity of choice and truly a passion, I serve as Secretary of my club, Program & Technology Chair of Peaks to Plains Region and Chair of the Big Rocks, the past Governors of Peaks to Plains Region. I have also taken on the role of US Country Working Group Leader for the Federation Fundraising Council. Soroptimist is where I choose to spend my free time. It is where I give my time, my talents and my treasures.

2. As a member of the SIA Board of Directors you will represent the organization as a whole and not your respective electoral area when it comes to making decisions on the board. This is referred to as being a "representative of" versus a "representative for." There may be times when decisions need to be made that are in the best interest of the Soroptimist organization but may not be a popular decision within a Board Director's electoral area. Share how your decision-making process will ensure that you are making decisions that are in the best interest of the Soroptimist organization.

In my line of work, I am what we call a fact-finder. Which means, I like to gather information and talk to people to understand all sides and outcomes. One of the most important pieces of this type of decision-maker is to communicate the reasoning why. When I was Governor of North Central Region, we were faced with the tough decision of needing to merge with another Region. The bylaws team did a lot of work to gain collaboration and buy-in but there were some decisions that had to be made by the group and just implemented. Having served on the North Central Region board and Peaks to Plains board, I have experienced times when there were decisions that needed to be made for the overall Region that would not always be popular with clubs. Items like increases in dues, or fees for events all have to be looked at from the lens of what is best for the Region. Once a decision is made, it is then critical to communicate the reasoning behind the decision which I have found has created more buy-in and understanding of decisions that are made.

3. What is there specifically in your background, training, education, experience, and interests which qualify you to serve as a member of the SIA Board of Directors?

I am truly passionate about the mission of Soroptimist. I choose to spend my free time with Soroptimist at most levels, club, region and federation. I look forward to continuing my knowledge of Soroptimist by serving on the board as well as being the first board member from the newly formed Peaks to Plains region.

For the first 16 years of my working life, I worked for non-profit organizations. As an employee of this type of organization, I understand how important the members are to guiding the organization. As the staff member for the committee organizing education offerings, I would implement the needs of the members by finding speakers and scheduling events. The other part of my job was to serve as the staff member for the charitable foundation. Through that, I organized fundraising events, the charitable remodel of a home, and volunteers for a camp for

high school students. Those tasks taught me how to delegate and how to rely on people with skills in specific areas. I found collaborating with people to be very rewarding.

As a member of Soroptimist, I am on the receiving end of all the amazing work our wonderful staff do behind the scenes to support the vital work being done by members in their local communities.

My work experience along with my time as Soroptimist member will help me to serve as an SIA Board member. I believe my history will be a foundation of knowledge to continue supporting our mission to invest in the dreams of 500,000 women and girls by 2031.

4. How will you leverage your skills and experiences to help SIA achieve our 2021-2031 Big Goal of Investing in the dreams of half a million women and girls through access to education?

I served as Governor of North Central Region from 2020 to 2022. During that time, we had to learn how to meet and run our clubs virtually. North Central Region also had to embark on a merger with another region. My tenure as Governor was a perfect example that change is inevitable. I have found that while a time of grief is expected, finding the positive is important to moving forward with purpose. I believe my ability to look on the positive side and communicate how change can help us grow will be an asset to accomplishing our mission.

I am currently serving as the US Country Leader of the Federation Fundraising Council. The Federation Fundraising Council is important to achieving our goal as we will need continued investment in ourselves through the Dream Big Campaign in items like the customer relationship management software, the Live Your Dream Portal, translation and Dream It, Be It curriculum resources to name a few. As one of my fellow working group members said, we must invest in ourselves if we want to be investing the dreams of women and girls up to and past 2131. My time implementing fundraising strategies while also managing a committee will serve the SIA Board of directors in continuing to find ways to raise funds to invest in ourselves and our programs.

We must continue to support SIA headquarters staff and all the work they do to implement the Live Your Dream portal and program, the Dream It Be It curriculum and Big Goal Accelerator Project to name a few. These projects help clubs work to complete our mission on a local level. My experience working for a non-profit and as a member will serve me well in making the best decisions for our organization.

5. Why do you want to serve on SIA's Board of Directors?

I want to continue to give back to the organization I love. I would love to be the first representative of the Peaks to Plains region on the board. At each level, I have met amazing women and look forward to continuing to meet women that I may never meet anywhere else. Attending events like SIA Convention, SI Convention and even my local Region Conference, my life is richer because of the women I have met.

Our Big Goal to invest in the dreams of 500,000 women and girls is well on its way. I am so proud to be a part of that initiative and would love to say I served on the board of an organization that changes the world.



SOROPTIMIST®
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Resume for SIA Board of Directors

Name: Theresa Heidt-Vanderschoot

Member, SI of High Desert effective 11/1/2025, currently member of SI Bend in Oregon Region Northwestern

SOROPTIMIST EXPERIENCE

Club president of SI/ McMinnville 2011, 2012, SI Bend 2023, SI High Desert 2025

(Include significant Club, Region, Federation, and International Soroptimist service during the past ten years with dates):

2025: Chartered SI of High Desert and serving as club president for our inaugural year

2024: SIA Federation Convention Chair held in Bellevue WA

2020: Served as Hospitality chair for the SIA convention

2018-2020: Northwestern Region Secretary

2016-2018: NWR District 2 Director

2014-2016: NWR District 2 Secretary

2002: Became a Member of Laurel Society

2001: Joined Soroptimist

EDUCATIONAL BACKGROUND:

I have a Masters in Counseling and a Bachelors of Arts in Social and Behavioral Sciences

BUSINESS/PROFESSIONAL EXPERIENCE:

I am currently a Mental Health Professional and Social Worker at St. Charles Hospital in Central Oregon. I have been a business owner operator of an adult foster home for 18 years and have worked in social services in various capacities for over the past 35 years. This includes being a mental health counselor, a crisis counselor, and community advocate/mediator. For 4 years I operated my own behavior consulting business specializing in working with individuals with developmental disabilities.

OFFICES/BOARD SERVICE/MEMBERSHIPS IN OTHER ORGANIZATIONS during the past ten years:

I have been so busy with work, running a business and private consulting business along with many hours of volunteer service with Soroptimist, I have not had the opportunity in the past 10 years to serve on additional committees or organizations.

CANDIDATE'S RESPONSES

Please answer the following questions. Total page limit for all responses is two pages.

1. From your Soroptimist and personal activities share examples of how you have specifically supported the Soroptimist mission both in service and financially.

I have been a member of the Laurel Society since 2002 and am currently at the Ambassador level on my way to the inner circle. I have been a member of the stargazers monthly giving for over 10 years. I am committed to continuing with my financial support through monetary sponsorships of our district and regions meetings as well as through the stargazers.

I have been able to charter new club in my area using social media and networking. We started in June with a Facebook post expressing a desire to charter a club for the local communities and had great responses. By September we had thirteen members signed up to officially charter a club. We have been discussing ways as a new club to get our name out and further support the mission of supporting the women and girls in Central Oregon. We have members from a wide variety of professions that we can partner with to promote education and economic empowerment for the women. This includes working with law enforcement, social service agencies, and the community college to promote the Live Your Dream award program. We have five surrounding communities that do not have a Soroptimist club that we will reach out to and share our Dream It Be it program to see if we can facilitate the program. We are in the initial stages of planning a gala event to raise awareness of Soroptimist and raise funds to further support our mission. We are working on a way to incorporate this event to support the Beig Goal accelerator project.

In my everyday life I promote the Live Your Dream with coworkers who aspire to advance their education by attending nursing school. I live by the values of Soroptimist and treat women with the respect and dignity they deserve regardless of their presentation at the hospital. This includes the houseless population we serve, those with addiction issues, victims of abuse as well as our elderly populations experiencing memory issues. I sit with them and let them share and heal offering comfort and resources as appropriate.

2. As a member of the SIA Board of Directors you will represent the organization as a whole and not your respective electoral area when it comes to making decisions on the board. This is referred to as being a "representative of" versus a "representative for." There may be times when decisions need to be made that are in the best interest of the Soroptimist organization but may not be a popular decision within a Board Director's electoral area. Share how your decision-making process will ensure that you are making decisions that are in the best interest of the Soroptimist organization.

If elected as a member of SIA Board of Directors, I will look at the mission and values of the organization when considering my decision. We need to look at our organization globally and not just the isolated region I am from. I firmly believe we need to consider all aspects of a proposal when making a decision. I will research and consider all aspects of the decision to be made and how it will enhance or impact the organization as a whole. That is how I will make my decisions.

3. What is there specifically in your background, training, education, experience, and interests which qualify you to serve as a member of the SIA Board of Directors?

As a mental health professional who has worked in a service capacity most of my career, I am qualified to serve as a member of the SIA Board of Directors. I have compassion, empathy, and the ability to consider multiple views. I have a strong desire to serve in the best interest of the organization and the women we are here to assist in living their dreams. I work well with a wide variety of personalities and can consider multiple perspectives respectfully. I am not one to push my opinion on others, rather consider all options and make the best decision for our organization. I feel my work and education as well as my years of service have prepared me for this position.

4. How will you leverage your skills and experiences to help SIA achieve our 2021-2031 Big Goal of Investing in the dreams of half a million women and girls through access to education?

I am so excited and honored just to be considered for a seat on the SIA Board of Directors. I feel my work and life experiences have helped me to have a better understanding of the women we aim to serve in our organization. I have worked with women who have been trafficked, victims of domestic violence, with addictions issues, and who have been incarcerated. I have seen firsthand the obstacles they face as they try to overcome these barriers to achieve a better life for themselves and their families. With this knowledge, I am equipped to help financially and with my skills and knowledge ways to achieve our Big Goal. I will use my skills in communication both verbally and written to make an impact and encourage others to act in a service minded approach to assisting these women achieve their goals in education and in the work force. I will strive to develop mentorship programs to help women find the career path that best suits their talents. I will work tirelessly to raise funds to provide for the supplies they need to continue their education and meet their needs to perform the job path they desire. I will use my skills as a therapist to listen with compassion and empathy to the needs of our members to help them find the right way that their club can assist in meeting the big goal and helping half a million women and girls by 2031. I know together we can do this if we work as a united team, putting our minds together, sharing ideas, and resources. We can meet the goal and impact women and girls globally to reach their dreams.

5. Why do you want to serve on SIA's Board of Directors?

Since I first became a member 24 years ago, I have felt a strong passion to serve in any capacity I could to help promote our mission. Initially that meant attending meetings and helping my club with projects. As my own self-esteem improved from the support of the women in my club, I took on a leadership role at the district level and ran for secretary. I was so encouraged and supported that I had the courage to continue to move forward and grow within our district and eventually our region. In 2020, I dipped my toes in the water at the federation level and served as hospitality chair for the SIA convention. Unfortunately, that convention did not occur due to covid, but I met some amazing women who encouraged me to continue my journey. In 2023 I jumped way out of my comfort zone and applied to be the 2024 SIA convention chair. I remember practicing speaking using a teleprompter and how nervous I was. I was sure the SIA team felt they made a mistake, but CEO Michelle spoke to me and gave me the encouragement I needed. When I went out on that stage and welcomed the convention body of eight hundred Soroptimist representing twenty-one countries to the convention, I was inspired. At that moment I knew I needed to do more. I need to serve in a higher capacity, to make a difference in our world and for the rights of women globally. Having eight hundred women cheer me on for my opening speech made me think how amazing that would be to cheer on a woman in need that feels her self-worth is so low and that no one would believe in her. I want to be that woman. I want to help make a difference and let women and girls know they are worthy of love and respect. They deserve a chance in life, and the members of Soroptimist believe in them and are here to provide support so they can achieve their dream of education or economic empowerment. I believe as a member of the SIA Board of Directors, I can help make that difference. I can be a part of the decisions that move our organization forward to serve women and girls globally and reach our Big Goal. I have the skills and knowledge as well as life experience that will guide me to make the right decisions for our organization. If elected, I vow to represent the membership of Soroptimist International of America to the best of my abilities and to serve with your best interest at heart.



SOROPTIMIST®
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Resume for SIA Board of Directors

Name: Karen Marshall

Member, SI of Cascadia Online in the Northwestern Region

SOROPTIMIST EXPERIENCE

Club president of SI/La Conner, 2003 - 2005

Member SI Anacortes 1994 - 2000, SI La Conner 2000 - 2017, SI Cascadia Online 2017 - current

Soroptimist International:

Attended SI Conventions: 2015 Istanbul: communications team volunteer; 2019 Kuala Lumpur; 2023 Dublin: SIA session presenter

Soroptimist International of the Americas:

Club/Region Governing Documents Task Force, 2025 - 2026

2020 Convention Committee, Exhibits Chair 2018 - 2020

Attended SIA Conventions: Bellevue (2024), Online (2020), Yokohama (2018), Orlando (2016)

Soroptimist Delegation Member, 68th United Nations Civil Society Conference, Salt Lake City (2019)

Stargazer Monthly Giving Member since 2019

Laurel Society Member since 2000

Laurel Legacy Member since 2000

Northwestern Region:

Public Awareness Chair, 2024 - 2026

Region Governor, 2022 - 2024

Region Governor-elect, 2020 - 2022

District 1 Director, 2018 - 2020

District 1 Secretary, 2016 - 2018

Chartering Co-chair, SI Cascadia Online, 2015 - 2017

Club:

SI Cascadia Online, Charter Member, 2017

SI La Conner Area Meeting Host Team, 2015

EDUCATIONAL BACKGROUND:

Bachelor of Arts in History, University of Puget Sound

Master of Arts in History/Museum Studies, Cooperstown Graduate Program, State University of New York

SIA Emerging Leaders Program, Taipei

BoardSource Leadership Forum

Certificate in Project Management, American Association for State and Local History

BUSINESS/PROFESSIONAL EXPERIENCE:

- Instructor at the University of Washington Continuum College from 2014 to 2021, teaching Introduction to Museums, Nonprofit Administration in Museums, Career Skills, and Capstone Project/Practicum Counselor.
- Served as a museum CEO/Executive Director from 1992 to 2014 in Maryland and Washington State, working with boards of directors, governmental agencies, communities, and staff.
- Currently, I am a nonprofit consultant focusing on board governance. I am also a caregiver for my father in Denver, Colorado.

OFFICES/BOARD SERVICE/MEMBERSHIPS IN OTHER ORGANIZATIONS during the past ten years:

King County 4Culture Heritage/Arts Grant Reviewer 2015 – 2023

Gender Equity in Museums Movement, Steering Committee Member 2015 – 2021

CANDIDATE'S RESPONSES: Karen Marshall

1. From your Soroptimist and personal activities share examples of how you have specifically supported the Soroptimist mission both in service and financially.

Throughout my years as a Soroptimist member, I have served on the Live Your Dream Award®, Dream It, Be It®, and UpliftHER program committees, either in a leadership role or supporting other club members. I am an advocate for all members to embrace our mission-focused programs. I am proud that SI Cascadia Online is focused on the Dream Programs and completed our first Big Goal Accelerator and UpliftHER project in May. As Northwestern Region Governor, I initiated a Big Goal Accelerator Project at our 2024 region conference, which helped incarcerated women earn college degrees.

Financially, I have been a member of the Laurel Society and Laurel Legacy since 2000, and a Stargazer since the program's inception in 2019. I was also an early donor to the Dream Big Campaign. From 2008 to 2010, I served as the District 1 Fundraising Representative, assisting the Northwestern Region in increasing membership in both the Laurel Society and Laurel Legacy. I have contributed at the club level by organizing and supporting fundraising initiatives to further our programs. In 2023, as the Northwestern Region Governor, I helped lead a region conference fundraising event for the Dream Big Campaign, successfully raising \$12,200.

2. As a member of the SIA Board of Directors you will represent the organization as a whole and not your respective electoral area when it comes to making decisions on the board. This is referred to as being a "representative of" versus a "representative for." There may be times when decisions need to be made that are in the best interest of the Soroptimist organization but may not be a popular decision within a Board Director's electoral area. Share how your decision-making process will ensure that you are making decisions that are in the best interest of the Soroptimist organization.

My decision-making process will be rooted in our federation's mission, vision, core values, and strategic plan. I understand that serving as a representative of the organization means placing the needs of our federation above my electoral area. When faced with decisions that might be unpopular or difficult, I strive to fully understand the issue through research, open discussion, active listening, and consulting with fellow board members. Also, I will evaluate each option based on its potential impact on our ability to fulfill our mission. Integrity, transparency, and fairness will guide my decision-making. My approach will combine empathy with accountability—listening widely, thinking strategically, and making courageous decisions in the best interests of our federation and the women and girls we serve.

3. What is there specifically in your background, training, education, experience, and interests which qualify you to serve as a member of the SIA Board of Directors?

I attended my first SIA Convention in Taipei in 2008, where I participated in the Emerging Leaders Forum. This experience was pivotal in my Soroptimist membership, providing me with valuable skills, knowledge, and friendships that enhanced my personal and professional growth. Additionally, I participated in the annual BoardSource Leadership forum for ten years, deepening my understanding of effective nonprofit governance and purpose-driven leadership. Through these opportunities, I have sharpened my skills as a consensus builder, a respectful communicator, and a big-picture thinker.

I bring a dual perspective of governance from both staff and board member roles, with 22 years of leadership experience as the CEO/executive director of nonprofit organizations and extensive volunteer service on community and regional boards, including three years as president of the Washington Museum Association. These roles have strengthened my ability to be a supportive partner who understands the shared leadership

between board and staff. As both a volunteer board member and a paid staff member, these roles have required me to be innovative, analytical, engaged, prepared, and dependable.

As a self-proclaimed “governance geek,” I find great satisfaction in seeing boards reach their full potential and perform at the highest level. I believe great leaders operate with humility, curiosity, resilience, and optimism—qualities I aspire to every day.

4. How will you leverage your skills and experiences to help SIA achieve our 2021-2031 Big Goal of Investing in the dreams of half a million women and girls through access to education?

My nonprofit leadership experience and my ability to build collaboration across diverse groups will be essential to continue the work of our 2021-2031 Big Goal. Throughout my career, I have developed skills in strategic planning, program development, and fundraising. I bring experience in mentoring, advocacy, and partnership-building that will help advance our mission. I am eager to focus on inspiring members to see themselves as agents of change who contribute to the Big Goal. I will apply my communication skills to help connect regions and clubs with our headquarters staff and our federation board, aligning our actions at every level.

5. Why do you want to serve on SIA’s Board of Directors?

For 31 years, Soroptimist has been a cornerstone of my personal and professional life. When I was invited to join SI of Anacortes in 1994, I was the youngest and only female department head in the city. Participating in club activities and meetings empowered me. I felt supported by 70+ women who were making a remarkable impact in our community. I chose Soroptimist over other service organizations because of our core values of education, empowerment, gender equality, diversity, and fellowship. Over the years, I have witnessed firsthand how our programs impact the lives of women and girls—providing not only resources but also hope, confidence, and opportunity. As a member of SI La Conner, I’ll never forget knocking on the door of a single mother’s apartment with a huge box of Christmas gifts for her kids, and a check to ensure there would be a Christmas Day meal. Tears of gratitude followed. She felt seen and supported by our club.

My desire to join the SIA Board stems from a deep determination to strengthen our capacity to do more for women and girls by deepening member engagement and enhancing our global impact. We all believe in a better future for women and girls. I want to contribute my experience, perspective, and commitment to work in partnership with our dedicated staff. We must continue to adapt to change, provide our members with the tools they need to succeed, and support leadership development at all levels of our organization.