



# The Canvas



## Letter from the President



On August 5 we had our entire staff together to celebrate accomplishments for the past year. It was also a time where I set the vision for the year ahead while

reminding us all that helping children and families is our highest priority.

We focused the activities around one of our ten Guiding Principles: “Demonstrate Leadership in our Industry”. Leadership is defined as “the ability to motivate a group of people to act towards achieving a common goal”. Our staff do this every day as they work in partnership with families of the children we serve.

To help us better understand what it takes to be a good leader, Michelle Lohmeier, Rainbows’ Board Member and Strategic Advisor to CEO Business Development for Defense and Fabrication Growth at Spirit AeroSystems, shared some professional experiences that helped her define what leadership means to her. Here are some of her pearls of wisdom:

- The customer is always right.
- Always solicit and listen to customer feedback.

- Leadership changes are sometimes necessary – both for the project and the leader.
- Invest time and effort in the relationship – trust is key!
- Relationships take patience.
- Transparency trumps emotion. Share the facts and the data – not emotion.
- Be willing to compromise: one must ‘give to get’.
- With trust and transparency, a fair deal can be reached for all parties.
- Diplomacy not defensiveness.
- Leadership doesn’t require a team or title.
- Leadership comes down to initiative – don’t wait for somebody else to do it.
- Lead from within.
- Make others better as a result of your patience.
- Deliver outstanding work that inspires others to reach the same level.
- Don’t be limited by others’ expectations.

I hope these words of wisdom inspire you as they did all of us at Rainbows. We strive at Rainbows to be effective and caring leaders.

Deb Voth, President

## Volunteer Spotlight



Trisha McPherson has been a member of the Human Resources Committee since 2012. As a Human Resources Manager for GraceMed Health Clinic, she has

enjoyed sharing her not-for-profit insights and watching Rainbows grow.

“The leaders at Rainbows are open to suggestions and truly want to do what is best for their employees, and therefore what is best for those in the community they serve,” said Trisha. “Being from the not-for profit environment I can relate to the financial pressures that these decisions can bring and understand these changes don’t occur overnight. Instead they take dedicated people who are willing to stick with it, be creative, and champion growth in order to come out better for the journey.”

Her daughter received speech-language pathology services through Rainbows when she was younger. “We were able to have services within her daycare setting, allowing us to not miss a lot of work, and for her to improve to the point that now we can’t get her to stop talking!” said Trisha. “I’m glad to give of my time to serve in the ways that I am skilled, so that others can focus their skills in areas I don’t have.”

Thank you Trisha, for giving your time to make Rainbows the best we can be for our staff and families.



## United Way of the Plains Campaign

It's that time of year again! As the United Way of the Plains looks towards their fall campaign, we at Rainbows are thankful for the continued support of this transformational partner. We are kicking off our own employee campaign as support!

Currently the United Way of the Plains monetarily supports Rainbows in three ways. The first is through Developmental Assessments and Evaluations. An evaluation is performed to determine a child's level of functioning in multiple developmental stages to determine eligibility for Early Intervention Services. The second is through Quality Specialized Child Care. Through QSCC, supervision and care are provided through individualized and group activities for youth ages birth-21 identified as having an intellectual or developmental disability or a challenging behavior. The care takes place at Kids' Point, Kids' Cove or their family home. The final way is through our Targeted Case Management services.

Comprehensive and coordinated resources are offered to help children and their families who have a developmental disability to access medical, social, educational and other needed services. Thanks to the support of United Way of the Plains, Rainbows is able to offer these vital services that are game changers for children and their families.

The United Way of the Plains supports Rainbows in a variety of other ways as well. Individuals are referred to Rainbows through the free 211 referral line. Rainbows connects with volunteers through the Volunteer Center. Each month, we also take a trip to United Way's GIV (Give Items of Value) Warehouse. The GIV Warehouse accepts donated items from companies and offers them at no charge to nonprofits.

We are thankful for the generosity and services of our friends at the United Way of the Plains.

## Families receive services in multiple languages

When a child with special needs qualifies for developmental and case management services, it is important to be able to understand the needs and the therapies provided. When the family's primary language is not the same as the provider, that can be a challenge. Rainbows serves children whose families speak many different languages including: Spanish, Vietnamese, Arabic, Swahili, American Sign Language, and others.

"When a family receiving services communicates in another language, we have the option of using our staff interpreters who will go with a therapist on a home visit or to use the Interlingual

Services call in service," said Paco Price, Sedgwick County Infant/Toddler Services Coordinator. "It's important to gain the trust of the family by making every effort to communicate clearly about what is happening with their child and their role as a parent in the child's progress." Staff need to know the family's concerns and desires in order to develop a plan to meet those needs. Families need to understand Rainbows' services and what they can expect from therapists and case managers. Clear communication is key to the child's success.

Scarlet Grassie, a Rainbows' Interpreter makes 6-7 home-visits a day to translate for Rainbows' therapists to families who speak

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Spanish. She often sees the same family multiple times and watches the comfort level of the family increase as early intervention services help their child and they understand how play is an important part of their child's development. "When I see a child progress and the family embraces the services, it is a great day," said Scarlet. "I enjoy my role in helping make clear communication possible between staff and families as well as from the family to staff."

Translation services are most commonly needed in Infant/Toddler Services, Targeted Case Management and Community Based Education and Training Services (CBETS) at Rainbows.