

The Canvas



September 2019

Letter from the President



We are living and working in an exciting time. Innovation is everywhere. Because of this, we must also evolve from the way we utilize data, to the experiences we create with the

children and families we serve to how we work together. In April, we asked our employees to reveal what they believed their work experiences could or should be. The survey was bigger than just Rainbows; it compared results for both not-for-profit and for-profit businesses. We received a detailed explanation of the survey results this past summer.

Some of the Key Findings were:

1) What Company Pride do you have? One of the responses received was "I love the mission of the organization, and the dedication of the staff to fulfill our mission." Another employee responded "I love the support ITS (Infant/Toddler Services) provides for families. I believe in our mission to help families."

2) What do you love? One of the comments was "I love my children and families and the opportunity to help them help their children achieve their potential. The rewards are fantastic! I love my coworkers. They are truly best friends and family. I love being trusted to do a professional job." "Culture and communication" as well as "positive influence on the community" were also highlighted.

3) Why do you do the work you do? "Employees at Rainbows do their jobs with more passion than I have seen at any of my other jobs," and many people indicated their "work is meaningful and the results are satisfying."

4) What keeps you up at night? Responses included "Little pay for a job that plays a large role in the organization," and "Being a non-profit, we aren't paid like we would be paid were we in a private setting."

Rainbows' services are unique. It is great to know our staff are passionate about the services they provide as well as the as the services delivered by their co-workers. Flexibility combined with the impact on children and families are strong motivators for caring professionals who find satisfaction in their careers at Rainbows.

Offering our Rainbows' staff, a fair and competitive total rewards package, including both compensation and benefits, is a top priority for Rainbows' leadership. In the non-profit environment in which we operate, this is a challenging task. More than 80% of Rainbows' budget goes toward employee salaries and benefits, and increasing that expense is difficult. We have made some strides on compensation, but continued improvement is necessary. Our donors' continued support will ensure that competitive salaries can be paid to our staff.

Thank you,

Deb Voth, President



fashion passion

is moving to 2020

This year, the runway lights will be off and the bar will be closed.

Next year we'll return with a fresh, fierce and fabulous event to celebrate 15 years of Fashion Passion. Mark your calendar for November 20, 2020.



12th Annual Peter Hampel's Luau

Peter Hampel's Luau was held Saturday, August 24 at Tanganyika Wildlife Park. A total of \$50,170 in net proceeds was raised for Rainbows United.

More than 520 people enjoyed hula dancers, food trucks, silent auction and animal experiences.



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Celebrity Cruises Give Day



More than 150 Celebrity Cruises' employees and their families volunteered their Saturday to paint, stain, landscape, clean, and create for Rainbows United. Celebrity Cruises cares about the local communities in which they live and work, and they brought their time, talent and treasure to Rainbows' Kids' Point. Rainbows' staff and children were thrilled with the results. "I rode my motorcycle all around the road today!" laughed 5-year-old Sammy in response to the road and signs painted around the playground by Celebrity Cruises volunteers. "Because of the volunteers laying sod around our

raised garden beds, our children with mobility challenges are now able to enjoy weeding and harvesting their vegetable gardens," said Stacy Jensen, Lead Teacher. **Thank you Celebrity Cruises!**



Volunteer Spotlight



Volunteers Jake Ramstack, Meghan Polk and Justin McClure were honored with the Extra Mile award at the Not For Profit Chamber of Service Inspire Awards Thursday, August 29. The

team sparked an idea on Facebook and created a short film with Rainbows' youth dressed as super heroes and turned it into an experience. Congratulations to these amazing heroes with big hearts. You can see the film here: SuperHeroProject.org.