



RAINBOWS

empowering children and families

PRESIDENT

Position Announcement

ABOUT RAINBOWS

Rainbows United enhances the lives of children with special needs and their families by bringing together community resources and providing customized services.

Rainbows United is proud to provide vital services for children with special needs, birth through age 21, and their families. As an organization on the leading edge of implementing the latest, most effective therapies for children with developmental delays, Rainbows United is the regional leader in early childhood development, including on-site educational childcare and pre-kindergarten classes. Rainbows' employees are the experts who are called to visit the hospital hours after a baby is born who will face developmental challenges. Rainbows United is home grown and nationally recognized, a grateful recipient and responsible steward of our contributions and resources. Rainbows willingly serves everyone – the family with the ability to pay for services, and our neighbors with few options and resources.



KEY RESPONSIBILITIES

- Provides leadership and fiscal oversight of all aspects of the Agency, including compliance with government regulations.
- Sets the cultural tone of the Agency, supporting dedicated staff who strive to help children reach their maximum potential.
- Publicly represents Rainbows, serving as spokesperson for the Agency and building strong relationships in the community.
- Supervises and develops Agency leadership staff, interacts effectively with the Board of Directors, and serves as liaison officer of Rainbows United Charitable Foundation Board of Directors.
- Promotes the Mission, Guiding Principles, and Standards of Behavior of the Agency.
- Provides vision for the Agency, facilitating development of the Strategic Plan and implementing it upon completion.
- Provides oversight for identification of various funding sources for Agency (i.e. donations, sponsors, grants, government funding, Medicaid and insurance reimbursement).
- Affiliates with appropriate networks and organizations and advocates on behalf of the Agency.
- The above job functions are representative and not meant to be all inclusive.

QUALIFICATIONS

- Minimum of a Bachelor's Degree required; a Master's Level or higher advanced degree is preferred. Focus in education, business, or social services preferred.
- Five or more years of progressive management experience required, preferably in a nonprofit setting, including executive leadership experience.

KNOWLEDGE, SKILLS & ABILITIES

- Leadership skills: Ability to set clear priorities, delegate, and direct people and systems.
- Business acumen: Ability to analyze, organize, and problem solve, supporting and enabling sound decision making.
- Relationship skills: Ability to work effectively with a variety of internal and external stakeholders, developing successful relationships with others.
- Outstanding communication and presentation skills.
- Knowledge of special education, intellectual/developmental disabilities, and early intervention.
- Commitment to life-long learning and the professional development of staff.
- Knowledge of numerous funding sources and how to link these together appropriately.
- Computer skills which include a working knowledge of Microsoft Office programs.
- Must be a self-starter, able to work independently and have excellent organizational skills.



THE OPPORTUNITY

Rainbows United has established themselves as one of the most impactful and well-respected nonprofit organizations in Wichita, Kansas. If you're a leader with a heart for early childhood development, particularly as it relates to serving those in the intellectual/development disability community, this may be the role for you. This opportunity presents the chance to continue organizational growth, oversee strategic vision, and lead highly talented individuals.

POSITION SUMMARY

The President serves as the leader, goodwill ambassador, and public face and voice for the organization. This individual is responsible for the administration of all operations of the Agency. The President must have a passion for the Rainbows United mission.

MEET THE TEAM

LISA CAPPS, VP OF DEVELOPMENT



A talented fundraiser and dedicated professional, Lisa brings fundraising experience success and a deep commitment to children with special needs and their families to Rainbows.

A member of the Executive Leadership Team since 2023, she is responsible for securing funds in support of programming for children with special needs and their families served through Rainbows. This includes major gifts, special events, and annual appeals.

Lisa is a member of the Association of Fundraising Professionals Greater Wichita Chapter. When she's not making a difference for Rainbows, she enjoys spending time with her family, fitness, and cheering on her alma mater the University of Kansas Jayhawks with her two adult daughters.

MICHELLE EASTMAN, VP OF MARKETING & COMMUNICATIONS



Michelle is Vice President of Marketing and Communications and oversees internal and external communications, publications, branding, printing, design and volunteers. Under her leadership Rainbows applied for and secured positions through the AmeriCorps VISTA program as well as several interns. She embraces her challenging role as supervisor, mentor, and encourager and seeks to inspire each individual to greater confidence and accomplishment beyond their year of service with Rainbows. She collaborates with the Rainbows Board of Directors Communications Committee.

A member of the Wichita Chapter of the American Marketing Association Board of Directors and Leadership Wichita Class of 2013, Michelle is generous with her time, talents and treasure investing in others and her community.

LINDSAY KRAL, VP OF PROGRAMS & SERVICES



Lindsay graduated from Oklahoma Panhandle State University with a degree in Psychology. Her experience includes leading Family Support Services, Targeted Case Management, Autism Services, and Infant/Toddler Services for Rainbows, and serving as Assistant Vice President of Programs and Services since April 2021. Before coming to Rainbows she worked for the Texas Department of Family and Protective Services as a Foster Care Investigator and Child Placement Specialist Supervisor.

Lindsay first joined Rainbows' Team of Coordinators as the Family Support Services (FSS) Coordinator in 2014. In November 2016, Lindsay made a transition into the Targeted Case Management Coordinator position.

After serving as Assistant Vice President of Programs and Services, Lindsay was named Vice President of Programs and Services in November 2021.

MARK TAYLOR, VP OF HUMAN RESOURCES



Mark joined Rainbows as Vice President of Human Resources in 2023. He comes to Rainbows with a wealth of corporate experience including a Senior Professional in Human Resources (SPHR) Certification. He is a member of the Wichita Chapter of Society of Human Resources Management (SHRM) where he served as president in 2022. He is active with Kansas State Council of SHRM as a district director.

In his role at Rainbows, Mark oversees personnel matters including recruiting, hiring, compliance, benefits, and employee relations.

ANDY WALSTON, VP OF FINANCE



Andy Walston is Vice President of Finance. He originally joined the agency as an Accounting Assistant in 2011, returned as a Staff Accountant in 2016 and became Controller in 2017. He was promoted to Vice President in July 2021. He manages the Agency's Finance team, budgets, and all billing and accounting functions.

He is a graduate of Wichita State University and has a degree in Accounting. He has valuable experience in auditing for not-for-profits and government which assist him with Rainbows' many funding streams.

TO APPLY

Interested applicants should send a resume and a statement of interest to Ryan Rasmussen, Recruiter at rasmussen@thinkingahead.com.

Rainbows United is an Equal Opportunity Employer and committed to providing a respectful environment for all applicants and employees that is free from unlawful discrimination or harassment based on age, race, color, religion, sex, national origin, marital status, disability, citizenship, sexual orientation, gender identity, gender expression, or any other characteristic protected by law. Such equal opportunity for employment will apply to recruitment and hiring, training, promotion, salaries and other compensation, transfers, and