

*Meager Beginnings Services will be hosting a  
3 day*

*Labor & Birth Doula Training*

**Location: Montrose, Colorado**

**March 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> 2023**

**Instructor: Vonda Kunz**

**970-261-7555**

**Vonda@meagerbeginnings.website**

**Labor and Birth Doula Training:**

If you're ready to become a Certified or Re-certified Labor and Birth Doula, I just want to say Congratulations! It is indeed a very rewarding profession. It has been a life-changing journey for me and many families that I have served, I feel so blessed to be supporting and serving others. I have been able to meet so many incredible families doing this work and you will too. Regardless of why you're taking this training whether it is to help a friend, a relative or to go into business for yourself, your clients will become life time friends, and you will cherish each other's friendships forever.

A bit about your instructor;

Vonda Kunz is the founder and CEO of Meager Beginnings Services, she has been a Labor and Birth Doula since 1983, Dona Certified 4x since 2010, She is a certified Postpartum doula and supports families with other types of Doula services as well such as; Remote Doula, Antepartum Doula, Surrogate or Adoptive Doula, Adoptive Parents Doula, Postpartum Doula, Bereavement Doula - Labor and Birth/Death Doula and Geriatric Doula services. She has studied 2x as a student midwife, taken many courses, classes and trainings through many venues. She is skilled and certified in many areas.

**Frequently Asked Questions:**

**Does Meager Beginnings offer doula certification?**

Yes, you will be certified through Meager Beginnings Services. Doulas are not medically trained personnel. Consequently, certification is not required to work as a doula. However, certification through Meager Beginnings Services: "Doula Training" demonstrates your commitment to preparation and evidence based researched education.

**Why should I get certified as a doula?**

You can learn a lot on your own by only attending births and working alongside medical staff. However, as in any field of study, knowledge is extremely helpful and showing that you have been certified gives confidence to clients and hiring managers that you possess the essential knowledge and skills to get the job done. Meager Beginnings Doula Training is for those seeking comprehensive preparation and understanding in the full scope of the birthing experience. It is also for those who are curious what a doula can do to assist friends, families, and/or their community.

**If doulas are non-medical labor support, then why does this training contain so much medical information?**

Meager Beginnings Services Doula Training is designed to make the care that doulas provide available to as many women as possible. Notice the difference? The objective is not to train as many doulas as possible; with Meager Beginnings Services you are trained to serve as many expectant mothers as possible. With the vast majority of births being performed in hospitals, training on how to navigate within a medical environment is essential to your success as a doula.

**How long does it take to complete the certification or re-certification requirements?**

There is no time limit on how long you have to complete your training. However, there is also no time minimum. It is estimate that all course work and practice take between 150 – 200 hours. Ideally, the certification requirements are set up so that they can be completed fairly easily, but realistically it is anticipated that the course can be completed over the span of 3-6 months.

**Will I receive a print certificate at the end of this course?**

A certificate for doula training will be issued to your physical mailing address upon completion of all training requirements.

**Is Meager Beginnings Services Doula Training valid where I live?**

Meager Beginnings Services Doula Training operates out of my home office in Colorado. A few states (Minnesota and Oregon) have standards for doula certification, but they do not prevent training through organizations that are not compliant with these standards. In those few cases where standards have been established, the law tends to favor only one organization (which varies with each governing body) and does not define a universal standard for doula certification.

**Do I need to have a high school diploma or GED to take this course?**

No, there are no educational prerequisites for enrolling in my certification program. Whether you are still in high school or never completed your high school education or the GED equivalent, you are welcome to register for our training program. Please note that our program is a reading-intensive program including college-level, research-based medical papers. As such, the program may or may not be suited to your particular style of learning.

**Is there a minimum age requirement?**

No, there is no minimum age requirement for enrollment in my training program. For those who figure out early like I did that working with birth is what they want to do, my training offers a great first step into the world of birth. On the flip side, any age grandmothers, aunties and friends are also welcome to take my training.

### **Is this certification course recognized by DONA?**

No, Meager Beginnings Services Doula Training is an independent training organization, DONA functions in something of a franchise model, giving other trainers permission to use their training materials and certify under their brand name. Certification through DONA or any other organization is not necessary to work as a doula.

### **Is your training compatible with other certification programs?**

Typically not, because my curriculum is heavily research-based, the assignments and exercises performed while training with Meager Beginnings Services varies enough from other training programs to not be considered compatible. However, prior training from other workshops or organizations may help you be more familiar with concepts presented in my training, and thus shorten the amount of time required to study in my program. All assignments must be submitted to demonstrate competency in the topics covered.

### **Do I have to be local to take the training?**

Absolutely not! This is one of the reasons I am teaching this training for those of us who live in rural areas and as someone who required certification, every time I need to recertify I either had to go to Salt Lake City, Utah or to Colorado Springs, Colorado. As there was nothing offered any closer more times than not we were under a deadline to get it done, so... I thought we would split the difference. So whether you're rural or not or if you're facing a deadline to get your recertification finished. Come join us! We have several hotels around that are 4\* plus, include breakfast and not far from the training. if we have several from out of town, bunking up and splitting the cost would be the way to go or feel free to rent a room on your own. [https://www.tripadvisor.com/Hotels-g33559-a\\_ufo.true-Montrose\\_Colorado-Hotels.html](https://www.tripadvisor.com/Hotels-g33559-a_ufo.true-Montrose_Colorado-Hotels.html)

### **Training Overview:**

This three (3) day training is designed to give you a strong foundation to beginning your own doula practice. It will meet all training requirement for certification or re-certification. As a companion for laboring women, you will learn to nurture their innermost strength; courage and faith that lies within each woman to help her create positive memories of her birth and ease the transition into her new parenting role.

The content for Meager Beginnings Services "Labor and Birth Doula Training, for certification – recertification" is split into three (3) days of intense training, along with a birth packet, included with your training. Each Doula in training is required to do the 3 days of training and then submit their birth packet in their own timing or at their own leisure, which includes; Information that the student records about their four (4) future births that they will attend. The three (3) books they have read. The two (2) videos they watched. The One (1) Community resource list they have compiled and paperwork that will be required for them to sign and resubmit. Once all of these requirements are met, have been submitted and are approved they will be mailed their certificate.

### **Three (3) days of training:**

There are three (3) days of in depth training which are split up into 3 sessions: Session #1: Doula Care, Session #2: Before and After Childbirth and Session #3: Ready for Business. They are as follows.

### **1: Doula Care**

"Doula Care" is sessions #1 of Meager Beginnings Services training; it addresses the different phases of the birthing process and prepares the doula-in-training to be well informed about the natural birthing process and how to prepare her clients, it covers a variety of topics in detail with video, illustration's, visual aids, hands on and charts

### **2: Before and After Childbirth**

"Before and After Childbirth" is section #2 of Meager Beginnings Services training; it prepares the doula-in-training to be well informed about the before and after periods and how to prepare her clients, it covers a variety of topics in detail including illustration's, hands on training, visual aids, and charts

### **3: Ready for Business**

"Ready for Business" is section #3 of Meager Beginnings Services training; it prepares the doula-in-training to be well informed about the business aspect; Gives them ideas and helps on how to prepare for and run a doula business, it covers a variety of topics in detail with visual aids and charts

## **Where and when will the training take place:**

### **Location:**

Montrose, Colorado

Address will be determined at the time of closing the registration period.

### **Dates and Times:**

March 2nd, 3rd & 4th (Thursday, Friday and Saturday)

9:00AM - 5:30PM

### **Registration Dates:**

**Register By:** Register by Jan 20th, 2023 and receive \$50.00 off \$650.00 \_\_\_\_\_

Register by Jan 27th, 2023 and receive \$25.00 off \$675.00 \_\_\_\_\_

Register After Feb 3rd and pay full Price \$700.00 \_\_\_\_\_

Register for recertification \$600.00 \_\_\_\_\_ to recertify with Meager Beginnings Services, proof of certification through any venue within the last 12 months is required. (Above dates with discounts apply)

**\*\* Registration closes on Feb 10<sup>th</sup>, 2023**

## **Are there any additional costs after I register for doula certification?**

Yes; there are a couple of costs that are not included in the price of the doula certification or re-certification:

The cost for (3) three books (required reading) to complete the training (Approximately \$30.00) and possibly the cost to rent the (2) two videos, if you can't find them free. I have included some links but there is no guarantee they will work for everyone.

With Meager Beginnings Services there will be no membership fees, doula packet fees, or recertifying fees. Nor will there be an expiration date on your certification, once you are certified you will always be certified.

### **Cancellation Policy:**

Requests must be received in writing here; E-mail [Vonda@meagerbeginnings.website](mailto:Vonda@meagerbeginnings.website) **before Feb 3<sup>rd</sup>, 2023.**

**Refunds:** there is a \$100 non-refundable administrative fee from the moment you make your payment with any cancellation, no exceptions.

**A full refund:** – (minus) the \$100.00 administrative fee will be distributed only to those who cancel before **Feb 3<sup>rd</sup>, 2023.**

**After this date (before Feb 3<sup>rd</sup>, 2023)** there will be no refunds and no exceptions however; you will be moved to the next class being offered.

**In the instance of circumstances beyond my control:** I reserve the right to cancel the program with a full refund to apply to future training at the student's discretion.

## **What's included?**

### **Lunch:**

Lunch will be provided each day

Light snacks each day during your 2/15 minute breaks

### **Workbook:**

Doula training workbook

### **Materials for you to bring with you:**

ID

Business cards (optional)

### **Cost:**

\$700.00 to certify

\$600.00 to recertify with Meager Beginnings Services, proof of certification through any venue that has expired within the last 12 months is required.

### **What will students receive upon course completion?**

Successful students will receive a lifetime Labor and Birth Doula Training Certification.

### **Payment options:**

- 1: All classes must be paid for prior to the start date.
- 2: I accept Cash, Check, Money orders Please make all checks payable to: Vonda Kunz \$35.00 fee will be assessed for all returned checks.
- 3: I can accept most credit cards and or payments through Zelle, Venmo or paypal (as a friend)

### **Required Reading:**

You may choose three (3) books from the following list below, (*I certainly encourage you to read more if you'd like!*) whatever three (3) you feel would meet your needs the best for the service you will be providing.

Tip: If you are planning to train with me at some point; then get a jump on it and start reading your three (3) books. There are also additional books that you may want to purchase at some point (as well as the 7 other books you did not choose here) as a part of your continuing education studies, but these are optional reading. (We will visit this more in the training)

There are many places you can get these books, new or used and in different formats, Audio books, kindle, paperback, hard cover, etc. etc. I would recommend purchasing them as you can, as I have found I have went back to things over and over throughout the years, but that's up to you.

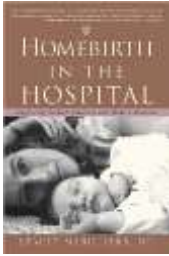
Locating books, Local book stores, rent them from a Library, purchase from [www.amazon.com](http://www.amazon.com) , [www.ebay.com](http://www.ebay.com) , [www.goodreads.com](http://www.goodreads.com), [www.thriftbooks.com](http://www.thriftbooks.com) and many other places or if you're looking for somewhere that will read it too you Amazon – Kindle or audible or [www.vitalsource.com](http://www.vitalsource.com) just google the title and you will find a ton of places. I have listed a photo of the book, information and description, so they should be fairly easy to find.

### **Choose 3 books out of the following:**



- 1) Homebirth and Other Alternatives to Hospital Paperback by Sheila Kitzinger, January 1995, 144 pages (\$3-18) More and more women are keen to explore their options for childbirth, and to choose the kind of birth that they feel is best for them and their babies. For many women, giving birth at home in their own surroundings has significant advantages. In this book, Sheila Kitzinger gives the reader all the information she needs to plan a birth in a setting that she can control herself, whether at home, in a birth center or in a birthing room. She cites first-hand accounts of birth in and out of hospital.





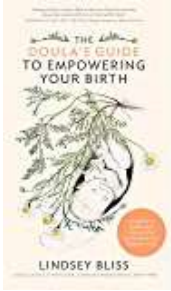
- 2) **Homebirth in the Hospital: Integrating Natural Childbirth with Modern Medicine** By Stacey Marie Kerr, MD, 211 pages, ISBN 1591810779 (\$9.-20.) also available in Kindle The personalized and empowering experience of a home birth can also occur in a hospital setting. This book presents fifteen powerful testimonies about this kind of emotionally satisfying birth. The stories show that expectant mothers can minimize fear and put technology where it belongs. Dr. Kerr focuses on the Five C's: Choice, Communication, Continuity, Confidence, and Control of protocols. Prospective parents will learn what questions to ask when searching for a provider and how to make their hospital birth the fulfilling experience they desire.



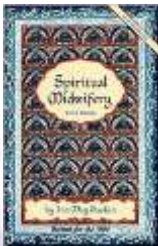
- 3) **The Birth Partner 5th Edition: A Complete Guide to Childbirth for Dads, Partners** 2018. 440 Pages, Kindle and Audiobook ISBN: 109781558329102 (\$7.-16) Since the original publication of The Birth Partner, partners, friends, relatives, and doulas have relied on Penny Simkin's guidance in caring for the new mother, from her last trimester through the early postpartum period.



- 4) **The Doula Book: How a Trained Labor Companion Can Help You Have a Shorter, Easier, and Healthier Birth** Marshall H. Klaus , John H. Kennell 2012, comes in Kindle 272 pages, ISBN: 10 9780738215068 (\$2.-16) More and more parents-to-be all over the world are choosing the comfort and reassuring support of birth with a trained labor companion called a "doula." This warm, authoritative, and irreplaceable guide completely updates the authors' earlier book, *Mothering the Mother*, and adds much new and important research. In addition to basic advice on finding and working with a doula, the authors show how a doula reduces the need for cesarean section, shortens the length of labor, decreases the pain medication required, and enhances bonding and breast feeding. The authors, world-renowned authorities on childbirth with combined experience of over 100 years working with laboring women, have made their book indispensable to every woman who wants the healthiest, safest, and most joyful possible birth experience.



- 5) Experienced doula, Lindsey Bliss, shows you how to prepare physically and mentally for every element of having a child, from pregnancy to fourth trimester in *The Doula's Guide to Empowering Your Birth*. Lindsey Bliss, who has assisted as a doula at hundreds of births and is herself a mother of seven, reveals here all the wisdom and advice that doulas share with the new mothers who hire them. By Lindsey Bliss 208 pages, ISBN-10: 1558328955 (\$9.72-13.69)

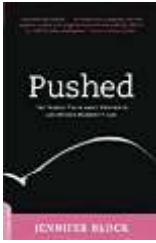


- 6) *Spiritual Midwifery*: classic book on home birth! The first section details the experiences of parents and midwives during the birth experience. The second section is a technical manual for midwives, nurses, and doctors. Includes information on prenatal care and nutrition, labor, delivery-techniques, care of the new baby, and breast-feeding. January 1, 1990 (\$14.22-\$22.00) by Ina May Gaskin, 480 pages, ISBN-10: 0913990639

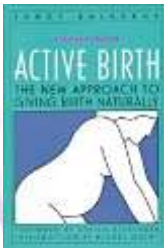


- 7) *The Thinking Woman's Guide to a Better Birth* (Paperback) As an intelligent woman, you are probably used to learning as much as you can before making major decisions. But when it comes to one of the most important decisions of your life--how you will give birth—it is hard to gather accurate, unbiased information. Surprisingly, much of the research does not support common medical opinion and practice. by [Henci Goer](#) and Rhonda Wheeler | Aug 1, 1999, 384 pages, ISBN-10: 0399525173 (\$2.09-\$17.00)

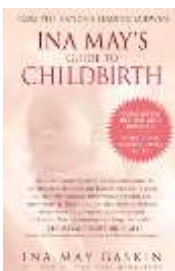




- 8) **Pushed: The Painful Truth About Childbirth and Modern Maternity Care.** In the United States, more than half the women who give birth are given drugs to induce or speed up labor; for nearly a third of mothers, childbirth is major surgery -- the cesarean section. For women who want an alternative, choice is often unavailable: Midwives are sometimes inaccessible; in eleven states they are illegal. In one of those states, even birthing centers are outlawed. When did birth become an emergency instead of an emergence? Since when is normal, physiological birth a crime? A groundbreaking journalistic narrative, *Pushed* presents the complete picture of maternity care in America. by Jennifer Block | Apr 8, 2008, 344 pages, ISBN-10: 0738211664 (\$3.-\$31.)



- 9) **Active Birth: The New Approach to Giving Birth Naturally:** This is the book that has revolutionized childbirth, turning birthing mothers from subdued and passive "patients" to active and empowered owners of their childbirth experience. Janet Balaskas started a movement of women who refused to give birth lying down and she has been teaching women about "active birth" ever since. She emphasizes the importance of movement during labor, the wide range of options and positions for delivery itself, and the many natural alternatives to heavy sedation and other medical interventions. by Janet Balaskas | Mar 16, 1992, 272 pages, ISBN-10: 1558320385 (\$4.-16.)



- 10) **Ina May's Guide to Childbirth,** by Ina May Gaskin. Paperback – March 4, 2003. Drawing upon her thirty-plus years of experience, Ina May Gaskin, the nation's leading midwife, shares the benefits and joys of natural childbirth by showing women how to trust in the ancient wisdom of their bodies for a healthy and fulfilling birthing experience. Based on the female-centered Midwifery Model of Care, *Ina May's Guide to Childbirth* gives expectant mothers comprehensive information on everything from the all-important mind-body connection to how to give birth without technological intervention. 400 pages, ISBN-10: 0553381156 (\$2-\$28)

## **Watch 2 videos/movies:**

These videos are relevant to the training and will help you understand why doulas can and should stand on the front lines of change in our birth world.

- 1) Student must watch this movie The Business of Being Born  
<https://www.dailymotion.com/video/x3w7cvw>
- 2) Student choice of one movie (I encourage you to watch them all!)  
"Pregnant in America" <https://web-windows.tubitv.com/movies/15647/pregnant-in-america>  
"Why Not Home?" rent it here: <https://whynothome.vhx.tv/>  
"Orgasmic Birth" <https://youtu.be/7ymwYJ9WCK0>

## **Resource List:**

As part of the certification or re- certification process, you will start building a community resource list for your area. This helps both you and your clients get a better idea of options and specialists related to all things pregnancy, birth, newborn and postpartum and even later. This does not have to be completed at this time however; I encourage you to start working on this list. We will visit it more in class. I know in my practice it has been an amazing asset.

A doula resource list is going to be a collection of categories of specialties/subspecialties that might be of help to families in your business. Here are some examples:

- midwives
- lactation consultants
- childbirth educators
- support groups such as: moms to mom, parents of multiples group
- massage therapists
- postpartum depression
- chiropractors or cranial sacral specialists
- milk banks
- and many others

Within each category, you will have a listing of people or places that fit these categories. Imagine that under Childbirth Educators you have a few each of educators from Natural Childbirth, Lamaze, Bradley, ICEA, Hypnobirthing, Etc. Etc. You would repeat this for every category.

## **Birth Packet:**

At the end of the training, each Doula in training student is required to submit a birth packet. This birth packet contains information that the student records about their four (4) future births that they will attend as a part of their training. Three (3) books they read for the training, two (2) videos watched for their training, One (1) Community resource list and paperwork that will be required for them to sign and resubmit. (Think of this as the final exam before receiving your certification.)

## **Meager Beginnings Services Standards, Ethics & Scope of Practice and grievance policies:**

\*Prior to becoming certified read and sign

The Meager Beginnings Services code of ethics encourages doulas to work within their scope of practice. Most organizations have their doulas sign a scope of practice before becoming certified (it's just not always listed in the requirements to become certified). If you have any questions about the terms of my scope of practice, just contact me and ask! ***Students do NOT have to sign the agreement until you choose to become certified or recertified.*** When you register for the training, you only have to agree that you have ***read*** the scope of practice and grievance policies, but must be submitted with your birth packet signed as a requirement for certification/re-certification.

And feel free to contact me if you have any questions: 970-261-7555



# *Meager Beginnings Services Labor & Birth Doula Training*

## *Registration Form*

**Location: Montrose, Colorado**

**Dates: March 2-4, 2023**

**Name:**

**Address:**

**City, State, Zip:**

**Phone(s):**

**Email:**

**Where did you hear about the workshop?**

***A little about yourself.... Please check all that apply:***

\_\_\_\_\_ Childbirth Educator -

Method:

\_\_\_\_\_ Doula – Certified or previously certified?

By whom? \_\_\_\_\_

Expiration Date? \_\_\_\_\_

\_\_\_\_\_Mother - How many children?

\_\_\_\_\_L & D Nurse - How long? \_\_\_\_\_

\_\_\_\_\_ Are you trained in any Alternative medicines or other modalities? Such as: Nutrition, Massage, Aromatherapy, Herbology, Homeopathy, Riki, Etc., Etc. if so what are you trained in and by whom?

\_\_\_\_\_  
\_\_\_\_\_

Other,  
explain: \_\_\_\_\_

—

**Lunches and Snacks:** Is there anything you are allergic to?

\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**Tuition Enclosed:** (Approx. 24 hours of in-depth training)

**Register By:** Register by Jan 20th, 2023 and receive \$50.00 off \$650.00 \_\_\_\_\_

Register by Jan 27th, 2023 and receive \$25.00 off \$675.00\_\_\_\_\_

Register After Feb 3rd and pay full Price \$700.00\_\_\_\_\_

Register for recertification \$600.00 \_\_\_\_\_ to recertify with Meager Beginnings Services, proof of certification through any venue within the last 12 months is required. (Above dates with discounts apply)

**\*\* Registration closes on Feb 10<sup>th</sup>, 2023**

**Payment options:**

- 1: All classes must be paid for prior to the start date.
- 2: I accept Cash, Check, Money orders Please make all checks payable to: Vonda Kunz \$35.00 fee will be assessed for all returned checks.
- 3: I can accept most credit cards and or payments through Zelle, Venmo or paypal (as a friend)

**Step (A) Snail mail:** Print this page and mail it to the address below with your tuition  
(*must be post marked by specified dates to receive their discount*)

**Make Checks payable to:**

**Vonda Kunz**

**23066 6875 Road**

**Montrose, Colorado 81403**

**Or Step (B) to send electronically:** Save as a PDF File, Fill it out by opening in acrobat and clicking on the right hand side tab (fill and sign). Save a copy in a file to your computer and return it via e-mail by attaching it to your email (email: [Vonda@meagerbeginnings.website](mailto:Vonda@meagerbeginnings.website)) and submit payment through Zelle, Venmo or paypal (as a friend) please contact me for more info

**Cancellation Policy:**



Requests must be received in writing here; E-mail [Vonda@meagerbeginnings.website](mailto:Vonda@meagerbeginnings.website) **before Feb 3<sup>rd</sup>, 2023.**

**Refunds:** there is a \$100 non-refundable administrative fee from the moment you make your payment with any cancelation, no exceptions.

**A full refund:** – (minus) the \$100.00 administrative fee will be distributed only to those who cancel before **Feb 3<sup>rd</sup>, 2023.** .

**After this date (before Feb 3<sup>rd</sup>, 2023)** there will be no refunds and no exceptions however; you will be moved to the next class being offered.

**In the instance of circumstances beyond my control:** I reserve the right to cancel the program with a full refund to apply to future training at the student's discretion.

By signing the following you agree that you have read the Meager Beginnings Labor and Birth Training agreement and all the registration information entirely, you understand it clearly and agree to all the terms listed.

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Registries Signature

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Date

***\*Did you remember to enclose your...***

\_\_\_\_\_ **Registration form signed**

\_\_\_\_\_ **Payment**

Thank you for signing up and I look forward to meeting you and seeing you in class!



Phone: 970-261-7555  
 Address: 23066 6875 Road, Montrose, Colorado 81403  
 E-mail: Vonda@meagerbeginnings.website  
 Website: www.meagerbeginnings.website



For you created my innermost being, You knit me together in my mothers Womb... Psalms 139:13

### What's next?

Once you submit your registration and a payment is received, I will confirm that I received your payment by sending you an email at the **email address connected to the payment account** that you used to pay for your registration. If a registration email doesn't show up in your email inbox within 24-48 hours after making payment, then check your spam or junk folders. I will have received notice of your payment on my end and will then email you your registration packet to that same email address. If you do not receive it don't wait! Call me (970) 261-7555

***Here are 4 areas you can work on if you would like to get a head start in your training; they are required prior to your certification, but are not required to attend the training, you will find the following in your packet. If you have any questions please feel free to contact me***

1. Keep a record any of your four (4) future births (starts from the minute you pay for your training and get conformation). (you will find your record form in your birth packet)
2. Read your three (3) books from the Required Reading list.
3. Watch your 2 videos/movies from the required videos/movies list
4. Start building a community resource list for your area.

## Meager Beginnings Services Code of Ethics, Conduct and Scope of Practice

Meager Beginnings Services hold's high expectations for the certified doulas I train. It is my hope that the doulas that I train would uphold and provide the following:

### **A professional service and maintain integrity by doing their best in being:**

Truthful = consistently telling the truth and being honest.

Noble = having or showing qualities of high moral character, such as courage, generosity or honor.

Just = Honorable and fair in one's dealings and actions.

Pure = Free from foreign or inappropriate elements, or contamination.

Lovely = having beauty that appeals to the heart and mind not just the eyes.

Of Good Report = A person's high standing among others, having dignity, good name, good form, honor, prestige, reputation, repute, respect, status.

Virtue = Conduct to moral and ethical principles, uprightness, a good or admirable quality.

Praiseworthy = Deserving of praise, gratefulness for you and a testimony of your services.

### **Social Media:**

Meager Beginnings Services Certified doulas

- May not share or discuss client information in any capacity without the client's written consent.
- May not share pictures of their clients, or family members via any media platform on or offline without prior written consent of the client.
- Must always use good judgement and integrity of what they share, never exposing body parts without prior written consent of the client.
- Are expected to treat all clients, colleagues and birth professionals with respect and dignity even when you may not agree with them.
- Are expected to uphold all copyright and plagiarism laws; A doula that steals another person's work without their permission for any reason, shall have their certification revoked immediately. This includes, but is not limited to such things as handouts, blog posts, memes, etc. *(I have found that most people will allow you to use just about anything if you ask first).*

### **Professionalism:**

- Client confidentiality shall be maintained at all times.
- Meager Beginnings Services Certified doulas shall uphold their contracts and terms of agreements with their clients. This includes but is not limited to:
  - Being on call and available according to your contract
  - Answering client texts, emails and phone calls according to your agreements and contracts.
  - Providing all services outlined in your contract
  - Being reliable and punctual
  - Providing backup doula care when unavailable (or client agrees to no backup)
  - Providing a contract that clearly outlines fees, services and refund policies
- Clients shall be treated with fairness, respect and dignity.
- The doula shall work in harmony with the mother's care providers and staff. A doula is never allowed to stop or augment any birth intervention, nor interfere with the decision of the provider (regardless of the client's wishes).

**Scope of Practice:**

- Meager Beginning Services Certified doulas shall strictly adhere to the doula scope of practice. That is to provide physical support (such as comfort measures), emotional and basic educational support.
- I expect my certified doulas to provide evidenced based birth practices and provide unbiased support to the families they serve.
- My certified doulas ARE NOT advocates; Clients should speak to their providers about their wishes in all circumstances. It is not the doulas place to speak on her behalf.
- Clients may or may not choose evidenced based birth practices, and the doula should provide non-judgmental support regardless of the client's decisions.
- A doula shall not provide any medical tasks such as, but not limited to taking a blood pressure, checking fetal heart tones, or doing vaginal exams on clients.
- Doula's shall not recommend any alternative treatments or suggestions without advising their clients to check with their health care provider first, nor should they recommend any alternative modality unless they themselves have been properly trained in the area they are recommending. This includes but is not limited to:
  - Vitamin and or mineral suggestions
  - The use of essential oils
  - The use of any herbal remedies
- Meager Beginnings Services Certified doulas that may also be certified in other complementary roles (such as a certified massage therapist, certified aromatherapists, birth assistant, childbirth educator, etc.) shall not provide those therapies or services without first letting the client know that those services are being rendered under that model of care and not under the title of their doula certification.
- Meager Beginnings Services Certified doula's who fail to comply with my code of ethics, conduct or scope of practice may be subject to revocation of her doula certification.
- By signing this document, I agree to abide by Meager Beginnings Services code of ethics, conduct and scope of practice.

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(Printed Name)

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(Signature)

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(Date)

## Meager Beginnings Services Grievance Policy

Meager Beginnings Services will maintain a grievance policy and procedures to ensure all Doulas' are always practicing to the highest standards of conduct, ethics and scope of practice. This grievance policy is also in place to protect families and future families from misconduct and hold doulas accountable for their actions.

**Requirements for Submission of Grievance Policy:** Any grievance against a Meager Beginnings Services Certified doula must be sent to Meager Beginnings Services within 12 months of the alleged misconduct. The person filing the grievance must provide in writing a detailed summary of events. Please include the first and last name of the doula, the date, and location where the incident occurred. Finally, the party filing the grievance must provide us with their name, phone number, and address. The person submitting the grievance policy agrees to provide any additional information that Meager Beginnings Services requires to complete the investigation. If such evidence is not submitted within 30 days, I will not continue with the investigation process.

**The Investigation Process:** After a grievance policy submission, Meager Beginnings Services will contact the doula being accused of misconduct and provide her 60 days to respond in writing and provide her account of the events. Failure to provide this information may be grounds for revocation of certification. During the investigation the doula and her accusing party shall not have contact with one another unless required by law. Meager Beginnings Services will maintain a fair and unbiased judgment throughout the process.

**Final Decision and Consequences:** After my committee has reviewed the claims, we will decide on the course of action for the doula, and when possible, proper resolution for the party involved.

**Possible Outcomes or Action:**

Meager Beginnings Services may dismiss all allegations.  
Meager Beginnings Services may provide the doula with a written warning.  
Meager Beginnings Services may suspend the doula certification for a certain amount of time. During this time, the doula will be required to take additional training at her expense.  
Meager Beginnings Services may revoke the doula certification permanently.

**The Doula agrees that the final decision is up to Meager Beginnings Services and will abide by the decisions made by their committee.**

**By signing this document, I agree to Meager Beginnings Services Grievance Policy.**

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

***Once your registration and payment are submitted you may start to working on The following 4 areas, if you would like to get a head start in your training; they are required prior to your certification, but are not required to attend the training. If you have any questions please feel free to contact me!***

5. Keep a record any of your four (4) future births (starts from the minute you pay for your training and get conformation). (you will find your record form in your birth packet)
6. Read your three (3) books from the Required Reading list.
7. Watch your 2 videos/movies from the required videos/movies list
8. Start building a community resource list for your area.

**Thank you for signing up, I look forward to meeting you and seeing you in class!**

