



**Red Deer Doula Association**  
**www.reddeerdoulaassociation.com**  
reddeerdoulaassociation@hotmail.com

**Welcome to the Red Deer Doula Association!**  
*Doulas supporting Doulas so we can serve our community well.*

Whether you are a brand new doula just starting your exciting journey or a seasoned doula wanting to open new doors, we are happy to see your interest in our Association.

The Red Deer Doula Association is a collection of individual doulas working to provide each other with support, exposure and continuing education. Through our regular meetings, Facebook group and page, social gatherings and public events we work to help doulas grow, learn and meet new people. We are a non-profit organization with both birth and postpartum doulas, whose passion is to provide families in our community with these valuable services.

We have two levels of membership, Active and Associate, each of which have wonderful benefits. As a member, you can choose the level of membership that suits your needs best. We also have a separate business membership if that is an area you are looking for, please contact us regarding that.

The Red Deer Doula Association is known in the birth and postpartum community as a trusted source for educated and well respected doulas. Families turn to the Association looking for qualified and well trained birth and postpartum help. To meet this high standard of excellence, all members of the association are required to have training through a recognized organization such as DONA or CAPP.

Our website receives a high volume of traffic and has proven to be a widely used source of information within the community. Potential clients turn to the website to view the biographies of member doulas and often “meet” their future doula for the first time in this way. This is just one of the benefits of Active member status. The Association also promotes itself by attending trade shows, hosting Meet The Doula Nights and providing educational events for doulas and the community.

The Red Deer Doula Association exists to serve the birth and postpartum community and support, encourage and educate families and fellow doulas. We are always open to feedback and suggestions about how we can fulfill these roles better.

We are excited about your interest in the Association and look forward to meeting you in person.

Warm regards,

Christa Duquette – President – Red Deer Doula Association

& Laura Gauthier – Vice President – Red Deer Doula Association

## **Red Deer Doula Association - New Member Application Checklist**

Please complete pages 3 – 8 to be sent to the Membership Coordinator and keep the other pages for your own information.

### **Associate Members:**

- New Member Information Form Completed and signed
- General Guidelines signed
- Associate member guidelines Signed
- Getting to Know You document completed and emailed to rddadoulas@gmail.com
- Standards of Practice and Code of Ethics Signed
- Copy of DONA, CAPPa or equivalent Training certificate

### **Active Members:**

- New Member Information Form Completed and signed
- General Guidelines signed
- Active member guidelines Signed
- Getting to Know You document completed and emailed to rddadoulas@gmail.com
- Standards of Practice and Code of Ethics Signed
- Biography for Website and Photo file sent to Christa Duquette at rddadoulas@gmail.com
- Copy of DONA, CAPPa or equivalent Training certificate
- Name Tag information if required to Laura at laura@babyminedoula.com

Please mail or email application forms and fees to Sandy at [bodylogics@shaw.ca](mailto:bodylogics@shaw.ca) You may scan and email the signed forms as well. If you prefer to mail your application please contact us for an appropriate address.

**MEMBERSHIP FEES:** \*\*\*Due upon approval of membership by Executive \*\*\*

Regular Yearly fees are as follows and can be prorated for members wishing to join throughout the year.

**Active Members - \$84** plus cost of a RDDA Name Tag (New Members Only, one time fee)

**Associate Members - \$42**

Membership is from October 1 to September 30 each year. In order to maintain membership, yearly fees should be received by the end of September every year, and websites will be updated October 1<sup>st</sup> with current members only.

Cash, and e-transfers are preferred and can be given to the Treasurer Sandy at [bodylogics@shaw.ca](mailto:bodylogics@shaw.ca)

### **Executive Contacts for 2016/2017**

Christa Duquette

President

403-507-1267    duquette.cd@gmail.com

Laura Gauthier

Vice-President

403-596-8392    laura@babyminedoula.com

Sandy Walsh

Treasurer/Memberships

403-304-6665    bodylogics@shaw.ca or crowningachievements@shaw.ca

Red Deer Doula Association  
NEW MEMBER INFORMATION



Name

Company  
\* if applicable

Mailing Address

City  Province   
Postal Code

Website

Home Phone

Cell Phone

Email

**I am applying as:**

An Active Member  Yearly fees \$84 \_\_ + Name Tag  
An Associate Member  Yearly fees \$42

**I am applying as:**

Birth Doula   
Postpartum Doula   
Both

What Doula training have you taken and when?:

How many families have you served Birth and/or Postpartum?

What cities/areas do you provide services to?

What other Certifications, training or skills do you have to share with the birth community?

What is your current fees? Are you willing to serve those with special situations & financial limitations?

Tell us about your self, your interests, why you are a Doula and anything unique you'd like us to know.

## General Guidelines for the Red Deer Doula Association

**The following document applies to both Active and Associate members.**

As a respected Association we feel it is very important that our members all work together under common ground. We understand that every Doula will have different goals and different styles, and as an organization we want to ensure that all members follow the guidelines set out by Red Deer Doula Association Executive committee to maintain a high quality of professionalism within our members. We strive to provide the community with quality service and through these guidelines we can ensure all our members are representing the ideals and goals of the Red Deer Doula Association (RDDA) as a whole. All members are requested to promote the events of the RDDA and new memberships to continue a viable organization. With your help we will see growth, empowerment, education and support at it's highest caliber. Thank you!

### Guidelines/ Requirements

- Have completed training through DONA, CAPP, or another recognized organization that qualifies.
- Meet with members of the Interview Committee or a member(s) of the executive prior to approval of membership to discuss goals as a doula, your experience and your interest in the association.
- Members are not permitted to attend unassisted births
- Members should maintain a fine and professional standing with in the entire birth community and strive to provide the best care they can offer to each and every client.
- Use other members of the RDDA as back ups and referrals whenever possible.
- Opportunity to attend Doula social gatherings and educational events hosted by the RDDA.
- The chance to network with other doulas to exchange knowledge, ask questions and support each other.
- The opportunity to visit, chat and discuss in a casual, safe and comfortable environment with the support of other doulas and those who work in the birth industry.
- The RDDA Public Facebook page will be used to promote the association as a whole for evidence based birth and postpartum doula services only. It will not be used as a individual marketing tool. Articles posted will be evidence- based whenever possible and items of interest to expectant parents. Our Social Media Team and Member Promotion Coordinator will work to ensure consistency, quality, equality of posts.
- The private RDDA Facebook group will be used as a outlet for internal communications, information sharing and social networking within the current members of the Association.
- We are all an important part of the RDDA and all decisions regarding the Association will be made with the consideration of input and concerns of our members. The Executive, which has been appointed and voted in by active members every other year in May, makes the final decisions regarding any matters of the RDDA. The President and Vice President have authority to make decision as they see fit when there is limited time or disputes regarding RDDA business.
- Only Active members of the Association have permission to advertise in their marketing as “A member of the Red Deer Doula Association”
- The RDDA is not a governing body and can not be held responsible for the actions of individual doulas. Any concerns regarding members of the RDDA should be submitted in writing to the Executive and involved parties will be contacted so a resolution can be made. Each case will be handled individually and action required will depend on the situation that has risen. A warning, then limitations would be issued as needed and finally termination.
- The Executive of the RDDA reserves the right to terminate membership of any individual not practicing with in the guidelines and scope of practice or who is endangering the good standing of the RDDA within the community without reimbursement of membership fees.

Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

ASSOCIATE MEMBERSHIP PARTICULARS

- We will hold doula social gatherings or events every other month. You will be encouraged to attend at least 3 events a year.
- Opportunity to network with other doulas, exchange knowledge, guidance and support.
- Access to the RDDA Private Facebook group and a chance to share Getting to Know you information with current members of association on the private group page.
- May not advertise themselves through marketing as “ A member of the Red Deer Doula Association”
- Yearly fees of \$42 to be paid by the end of September each year they wish to participate.

Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

ACTIVE MEMBERSHIP PARTICULARS

- Birth Doulas: Have attended a minimum of 3 births where you were the primary doulas
- Postpartum Doulas: Assisted a minimum of 3 families (minimum of 10hrs per family)
- A personalized biography about yourself, your business & what you offer and a photo on our website, which can be updated upon request.
- A chance to participate in Meet the Doula events held twice a year which will be paid for by RDDA provided sufficient funds are available. This will be like a mini trade show where you can have your own table and feature your business, your skills and what you offer.
- May advertise themselves as “A member of the Red Deer Doula Association”
- Access to the RDDA Private Facebook group
- Getting to Know You document included in the Doula of the Month Program on our Public Facebook page as well as a chance to share it with other members on the private RDDA group.
- Opportunity to attend regular meetings (Sept, Nov, Jan, March, May)& participate in all social gatherings & educational events hosted by the RDDA. You will be required to attend 5 meetings or events per year.
- Opportunity to network with other doulas to exchange knowledge, guidance and support.
- Can be considered for a position on the Executive after 1 year of membership and opportunity to vote in the executive elections held every two years in May starting May 2016.
- Yearly Fees of \$84 to be paid by the end of September every year they wish to participate.
- RDDA Name Tag to be purchased at an extra cost – New members only (one time fee)

Line One (Name) \_\_\_\_\_

Line Two (Company/Title) \_\_\_\_\_

example: Christa Duquette CD(DONA)  
Li'l Apple Doula Services

TRADE SHOW GUIDELINES

- The RDDA participates in a few trade shows a year that are paid for by the Association providing funds are available.
- Current members of the Executive committee and active members who have held membership for 1 year will be allowed to represent the association at trade show tables. Those executive members wishing to participate at trade shows must attend at least one meeting prior to the event.
- Only RDDA promotional materials will be displayed on the tables at Trade shows and the Association will be promoted as a whole, encouraging the use of the website and Facebook page which has more detailed information and bio's of active members.
- When inquiries come into the RDDA via facebook or email, they will referred to appropriate members and when at all possible directed back to the website for more information and then encouraged to contact doulas in the Association of their choosing directly .

Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

## MISSION STATEMENT

The Red Deer Doula Association believes that every woman and family deserve a doula.

The Red Deer Association strives to increase the quality of prenatal, birth and postpartum support by promoting access to doulas that adhere to a strict standard of practice. We provide continuing education and mutual support to our members, which cultivates the growth of individual doulas, as well as the collective profession.

The Red Deer Doula Association strives to foster the relationships between doulas, health care providers and all members of the birth community in Red Deer and surrounding areas.

## STANDARDS OF PRACTICE (Birth Doulas Only)

### Services Rendered The Birth Doula:

- Strives to provide continuous support for the length of time that her client requires it.
- Accompanies the woman in labour, provides emotional and physical support, suggests comfort measures and provides support and suggestions for the partner.
- Does not displace existing support persons, but rather facilitates their full participation in supporting the client.
- Respects the client's right to self determination by not speaking for her, nor making decisions for her. She helps the mother incorporate changes to her birth plan if and when the need arises and enhances communication between the client and the care giver.
- Works as a member of the larger birth team.
- Does not perform medical or nursing tasks such as taking blood pressure or temperature, fetal heart tone checks, vaginal exams or postpartum clinical care.
- Does not attend planned unassisted home births.
- Makes back-up arrangements with another doula to ensure services to the client if the doula is sick or unable to be reached. Should any doula feel the need to discontinue service to an established client, it is the doula's responsibility to notify the client in writing.
- Will make referrals to appropriate resources should the client needs be beyond the scope of the doula's training.

## CODE OF ETHICS

### Primacy of Client's Interests

- The doula's primary responsibility is to support her client.

### Confidentiality and Privacy

- The doula should respect the privacy of clients and hold in confidence all information obtained in the course of professional service.

### Competence and Professional Development

- The doula should strive to become and remain proficient in the professional practice and the performance of professional functions through continuing education, affiliation with related organizations, and associations with other Labour Support Providers.

### Community Service

- The doula should assist the profession in making labour support services known to the general public.

### Fees

- When setting fees, the doula should ensure that they are fair, reasonable and considerate and commensurate with services performed.

As a member of the Red Deer Doula Association I have read the RDDA's current Standards of Practice and Code of Ethics and agree to abide by these guidelines.

I acknowledge that I have read and agree to abide by the above Standards of Practice and Code of Ethics

Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

## MISSION STATEMENT

The Red Deer Doula Association believes that every woman and family deserve a doula.

The Red Deer Doula Association strives to increase the quality of prenatal, birth and postpartum support by promoting access to doulas that adhere to a strict standard of practice. We provide continuing education and mutual support to our members, which cultivates the growth of individual doulas, as well as the collective profession.

The Red Deer Doula Association strives to foster the relationships between doulas, health care providers and all members of the birth community in Calgary and surrounding areas.

### STANDARDS OF PRACTICE (Postpartum Doulas Only)

Services Rendered The Postpartum Doula:

- Cares for the mother and her family in their home in the weeks following birth and as needed throughout the first year.
- Provides non-medical support and companionship, assists with newborn care and sibling adjustment, meal preparation and household organization.
- Offers evidence-based information on infant feeding, emotional and physical recovery from childbirth and other issues related to the postpartum period.
- Does not perform clinical or medical tasks such as examining the mother or baby, or taking temperatures, blood pressure checks, or any other type of postpartum clinical care.
- When the postpartum doula agrees to work with a particular client, the obligation is to do so reliably, to the best of the doula's ability, for the term of the agreement. Should any doula feel a need to discontinue service to an established client, it is the doula's responsibility to notify the client in writing.
- For client needs beyond the scope of the postpartum doula's training, referrals are made to the appropriate resources.

### CODE OF ETHICS

Primacy of Client's Interests

- The postpartum doula's primary responsibility is to support her client.

Confidentiality and Privacy

- The postpartum doula should respect the privacy of clients and hold in confidence all information obtained in the course of professional service.

Competence and Professional Development

- The postpartum doula should strive to become and remain proficient in the professional practice and the performance of professional functions through continuing education, affiliation with related organizations, and associations with other postpartum support providers.

Community Service

- The postpartum doula should assist the profession in making postpartum support services known to the general public.

Fees

- When setting fees, the postpartum doula should ensure that they are fair, reasonable, considerate and commensurate with services performed.

As a member of the Red Deer Doula Association I have read the RDDA's current Standards of Practice and Code of Ethics and agree to abide by these guidelines.

I acknowledge that I have read and agree to abide by the above Standards of Practice and Code of Ethics

Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

## Getting To Know You!

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The RDDA is growing and we want to get to know you a little bit more. Please use this template to create a personal “bio” page to introduce yourself to the rest of the association, the information in this document will be shared with potential clients on our public Facebook page in the Doula of the Month Program if you are an active member. Have fun with it and share something new or interesting!  
**\*\*Cut and paste following into a word document and replace the words with your own info\*\***

NAME

Company Name

PICTURE Please insert a picture of yourself! (find the picture you would like to use and right click, select copy, come back here and right click, select paste and use the little arrows in the corner to size your picture)

I have been a doula since (date) and I offer Birth/Postpartum services.

BIO A short description of yourself, whatever you would like to share with the birth community

Special Skills

Are you a nurse? A massage therapist? Can you juggle? Let us know here!

**\*\*save the document with your name as the title and email to Christa Duquette separate from your application package- rddadoulas@gmail.com\*\***

I give permission to the RDDA to post the above information on Facebook to be shared on the:

Private RDDA Facebook Group – Active and Associate members

Public RDDA Facebook Page – Active members ONLY

I give permission for the RDDA to post a link to my website or FB page and/or logo on:

Public RDDA Facebook Page

RDDA Website under resources

Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_



## Helpful Information and Suggestions

Client confidentiality is of the utmost importance and we expect all our members to respect the privacy of their clients. When dealing with any form of Social Media or websites be it your own or that of the RDDA please keep these points in mind:

- Posts should be articles of Evidence-based information that pertains to Birth, Postpartum, Pregnancy and children or birth industry. Sharing items of interest to your target audience.
- Any information about or alluding to clients should not be posted, discussed or commented on to protect the clients.
- Any and all details about your clients and their birth is confidential and should not to be shared without permission from them.
- Any reference to or information about other health professions including but not limited to doctors, midwives, hospitals, nurses, lactation consultants and other doulas may not be posted, discussed or commented on our website.
- In the matter of professional websites and blogs, any public use of client information, photographs, birth stories etc., should be accompanied by the phrase *\*used with permission\**. Doulas should be in possession of permission from their clients for the public use of their photographs, birth stories, information and details. Written permission is best and should include both the information or photo being used and the way it is distributed. For example: I \_\_\_\_\_ (name of client) give permission to \_\_\_\_\_ (name of doula) to publish pictures #1, #3 and #7, my birth story and my testimonial on her website. Permission is/is not given for publication on her blog, facebook page etc....
- If in doubt, leave it out! If you are not sure if it's appropriate, don't post it.

## DOULA FEE PROTOCOL

Sometimes there is confusion regarding what is an appropriate fee for doulas in training and newly certified doulas. Here are some guidelines to help you navigate this part of being a doula. Remember these are only suggestions and not a requirement of the Association.

- Newly trained Doulas often do their first few births at a minimal cost to cover hospital parking, travel, meals etc.
- If a new doula is using an experienced doula as back-up, the experienced doula can only expect to be paid what the new doula is charging.
- A sliding scale for payment is encouraged, increasing every five births. Once 20 births have been attended, the doula will be considered fairly experienced and is encouraged to charge more for their services.

Here is Doula fee guidelines:

### BIRTH DOULA FEES:

0-5 Births - \$0 - \$75

6-10 Births- \$75 - \$300

11-15 Births - \$300 - \$600

16-20 Births - \$600 - \$800

21-100 Births - \$800 - \$1000

100 + Births - \$1000 Plus

### POSTPARTUM DOULA FEES:

- New postpartum doulas: \$15.00/hour
- Experienced postpartum doulas: \$20.00 - \$40.00/hour

## Red Deer Doula Association New Member Policy

**The following document applies to New Members.**

As our membership grows we feel it is important that we continue to work towards maintaining a high quality of service within our membership and that members are comfortable within the association. We strive to provide the community with quality service and through these guidelines we can ensure all our members are representing the ideals and goals of the Red Deer Doula Association (RDDA) as a whole and contributing to the success of our organization. The following guidelines reiterate some previous guidelines as well as introduce a few more.

### Guidelines/ Requirements

- Members should maintain a fine and professional standing within the entire birth community and strive to provide the best care they can offer to each and every client.
- New Members will have a probationary period with in the RDDA of 6 months at which time their membership will be reviewed and discussed with them. At this time an opportunity to talk about their involvement, benefits, interaction and suitability within the association will be given. If both the executive and member feel comfortable and satisfied with the probationary period the membership will continue as normal.
- Any concerns or actions regarding a membership will be dealt with by the Executive Board members and an opportunity to meet with and talk with the members will be made. Options will be presented and discussed to find the best solution for both parties involved.
- The RDDA is not a governing body and can not be held responsible for the actions of individual doulas or businesses. Any concerns regarding members of the RDDA should be submitted in writing to the Executive and involved parties will be contacted so a resolution can be made. Each case will be handled individually and action required will depend on the situation that has risen. A warning, then limitations would be issued as needed and finally termination.
- The RDDA maintains a standard of support for individual businesses and members with in the birth community and encourages abundance and networking. The spirit of cooperation over competition and a positive spirit of mentor-ship is expected and will be further built upon as membership grows.
- The Executive of the RDDA reserves the right to terminate membership of any individual not practicing within the guidelines and scope of practice or who is endangering the good standing of the RDDA within the community without reimbursement of membership fees.

Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_