

Union of Saints

Birth, Family-Building & Parental Support Guide

Clinical & Maternal Information Document

Prepared by Union of Saints

A clinical, maternal-centered educational resource supporting diverse paths to family building.

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Birth, Family-Building & Parental Support Guide

A Comprehensive 15-Page Information Sheet

Page 1 – Welcome & Mission

Clinical & Maternal Care Orientation

Union of Saints affirms the dignity of every family and every path to parenthood. This guide is written in a **clinical, evidence-informed, and maternal care tone**—clear, calm, and compassionate—designed to support informed decision-making while honoring the emotional realities of family building.

It provides practical information on: - Natural conception & birth support - Egg donation, sperm donation & assisted reproduction - Gestational surrogacy - Adoption & foster-to-adopt pathways - Birth, maternal, and family wellness supports

Our mission is to empower families with knowledge, ethical clarity, and holistic care—medical, emotional, and spiritual—while honoring diverse family structures.

Page 2 – Family-Building Pathways Overview

Families are formed in many ways. This guide covers: - **Natural conception & pregnancy** - **Assisted reproductive technologies (ART)** - **Third-party reproduction** (egg donation, sperm donation, surrogacy) - **Adoption & guardianship**

Each pathway carries unique medical, legal, emotional, and financial considerations. Union of Saints encourages informed choice and individualized support.

Page 3 – Egg Donation: Overview

Egg donation enables individuals or couples to conceive using donated oocytes.

Common reasons: - Premature ovarian insufficiency - Genetic concerns - LGBTQ+ family building - Single parents by choice

Key components: - Medical screening of donor - Legal agreements - IVF cycle coordination - Emotional counseling (recommended)

Page 4 – Egg Donation: Ethics, Wellness & Rights

Union of Saints supports: - Fully informed consent - Respect for donor health & autonomy - Transparent compensation practices - Emotional aftercare for donors and recipients

Families are encouraged to consider future child disclosure, medical history access, and long-term wellness.

Page 5 – Sperm Donation: Overview

Sperm donation may be used for: - Infertility treatment - LGBTQ+ family building - Solo parenthood

Options include: - Anonymous donation - Open-ID donation - Known donor arrangements

Medical screening, genetic testing, and counseling are strongly advised.

Page 6 – Sperm Donation: Considerations

Important topics include: - Legal parentage - Donor limits & registries - Child access to medical history - Emotional boundaries in known-donor situations

Union of Saints encourages ethical transparency and child-centered planning.

Page 7 – Gestational Surrogacy: Overview

Gestational surrogacy involves a surrogate carrying a pregnancy for intended parent(s) without genetic relation to the child.

Typically includes: - IVF with intended parent or donor gametes - Medical & psychological screening - Legal contracts prior to embryo transfer

Page 8 – Surrogacy: Legal & Financial Landscape

Surrogacy laws vary by jurisdiction.

Common cost categories: - Medical care & IVF - Surrogate compensation & support - Legal representation - Insurance & contingencies

Many employers now offer **surrogacy benefits** as part of inclusive family policies.

Page 9 – Workplace Fertility & Surrogacy Benefits

Clinical overview with maternal and family equity focus.

Workplace fertility, surrogacy, and adoption benefits are increasingly recognized as essential components of comprehensive family-care policies. These benefits help reduce financial strain, increase access to medically necessary care, and promote maternal and family well-being.

Common covered services may include: - IVF and fertility treatment support - Gestational surrogacy reimbursements - Egg and sperm donation assistance - Adoption financial assistance - Counseling and care coordination

Benefit availability, eligibility, and reimbursement amounts vary by employer and plan year.

Page 10 – Employers Offering Surrogacy & Family-Building Benefits (Informational)

The following employers are publicly reported to offer surrogacy and/or family-building benefits. Amounts and policies may change; employees should consult their HR or benefits administrator for current details.

High-Coverage Programs (Approx. \$50,000–\$150,000)

- NVIDIA
- Estée Lauder
- Snap Inc.
- Netflix
- Disney
- Morgan Stanley
- Intuit
- Cooley
- Meta
- Kroll
- Deloitte
- Gilead Sciences
- Genentech

Mid-Range Coverage (Approx. \$35,000–\$45,000)

- Liberty Mutual Insurance
- Google

- Lyft (surrogacy or adoption)
- Intel
- Wells Fargo
- American Express
- Capital One
- Ally Financial

Moderate Coverage (Approx. \$25,000–\$30,000)

- Freddie Mac
- ADP
- Columbia University
- Cigna
- Bloomberg
- Ernst & Young
- Robinhood
- Reddit
- Tesla
- PayPal
- Adobe
- Microsoft
- Medtronic
- AbbVie
- AstraZeneca

Entry-Level Coverage (Approx. \$14,000–\$20,000)

- Apple
- Bank of America
- Walmart
- DoorDash
- RSM
- Gusto
- GitHub
- Bank of Montreal
- John Hancock
- Cisco
- Pinterest
- Manulife
- LinkedIn
- Taylor Morrison

Union of Saints includes this list for **educational and advocacy purposes only** and does not endorse or verify individual employer policies.

Page 10 – Adoption Pathways

Adoption may occur through: - Domestic infant adoption - Foster-to-adopt programs - International adoption (where permitted)

Key considerations: - Home studies - Legal timelines - Trauma-informed parenting preparation

Page 11 – Adoption: Emotional & Ethical Care

Union of Saints emphasizes: - Child-centered decision-making - Trauma-informed care across the lifespan - Cultural respect & identity preservation - Ongoing education for adoptive families - Support and dignity for birth families

Adoption is not a single event, but a lifelong relational process requiring sustained care, openness, and accountability.

Page 11A – Maternal Equity, Health Outcomes & Family Stability

Clinical perspective with maternal emphasis.

Access to fertility care, surrogacy, adoption support, and comprehensive maternity services is associated with improved maternal mental health, reduced stress-related pregnancy complications, and stronger family stability.

Key equity considerations include: - Timely access to prenatal and postpartum care - Financial predictability for family-building expenses - Continuity of care (medical, emotional, social) - Inclusive policies for diverse family structures

Union of Saints supports policies and practices that prioritize maternal safety, informed consent, and long-term child well-being across all family-building pathways.

Page 12 – Birth Support: Midwifery & Doula Care

Birth professionals may include: - Midwives - Birth doulas - Postpartum doulas

Benefits of doula support: - Reduced intervention rates - Improved birth satisfaction - Enhanced postpartum recovery

Page 13 – Prenatal Wellness & Gentle Exercises

Clinical guidance with maternal emphasis.

Always consult your licensed obstetric provider before beginning or modifying any exercise program. The practices below prioritize safety, comfort, circulation, and nervous-system regulation.

Recommended gentle practices: - **Prenatal walking:** short, frequent sessions to support circulation - **Diaphragmatic breathing:** slow nasal inhale, extended exhale - **Pelvic floor coordination:** gentle engagement and full relaxation - **Seated hip mobility:** small circles within pain-free range - **Side-lying rest positions:** supported with pillows for comfort

Avoid breath holding, overheating, supine positions after mid-pregnancy (unless medically cleared), and any activity that causes pain, dizziness, or shortness of breath.

Page 14 – Postpartum & Family Wellness

Postpartum care includes: - Physical recovery - Mental health screening - Lactation or feeding support - Family bonding

Union of Saints affirms rest, nourishment, and community support as essential components of healing.

Page 15 – Closing, Resources & Disclaimer

Union of Saints provides educational information only. This guide does not replace individualized medical, legal, or mental health advice.

Families are encouraged to consult: - Licensed medical providers (OB-GYN, midwifery, reproductive endocrinology) - Qualified legal professionals (family law, reproductive law) - Mental health specialists with perinatal expertise

Appendix A – Jurisdictional Notes (High-Level)

- **United States:** Surrogacy, adoption, and fertility coverage vary by state and employer plan.
- **Canada:** Surrogacy is altruistic under federal law; reimbursement of reasonable expenses may be permitted. Provincial adoption and fertility coverage differ.
- **International:** Families should seek country-specific legal guidance.

Every family is sacred. Every path deserves respect.

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