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ADOPTION AWARENESS MONTH

SUPPORTING DIVERSE PATHS TO PARENTHOOD

In honor of Adoption Awareness Month, our reproductive health benefit, Maven, has provided the below resources to support you on your adoption journey.

- [How Maven supports members through adoption.](#)
- [How to handle the stress of the adoption process.](#)
- [What you should know about starting the adoption journey.](#)

MAVEN CAN HELP YOU:

- Find the right adoption agency or adoption lawyer.
- Create your profile book and prepare for home visits.
- Prepare mentally and emotionally for becoming a parent.
- Connect with Adoption Coaches and Mental Health Coaches.
- Connect with Health Specialists who can be there for you through every step of your adoption journey.

Adoption can be both costly and time-consuming, with potential obstacles along the way, primarily related to expenses. The [average cost](#) of adopting a child through a domestic agency ranges from \$20,000 to \$50,000. Maven offers financial support through Maven Wallet, facilitating reimbursement for adoption and surrogacy expenses upon submission of relevant paperwork. However, engagement with Maven is necessary to utilize this benefit, with a lifetime maximum of \$30,000 available for adoption and surrogacy services. [Click here to learn more about Maven Wallet for adoption and surrogacy reimbursement.](#)

LGBTQ+ ADOPTION SUPPORT

Maven and Franklin County Cooperative are committed to making **all** paths to parenthood accessible for all members, including LGBTQ+ individuals and couples. With the right [guidance and emotional support](#) throughout the process, adoption can be a really positive experience for LGBTQ+ individuals and couples. Maven facilitates the adoption process by connecting individuals with Care Advocates who can offer referrals to highly-ranked, inclusive agencies and clinics. Additionally, access to 20+ types of specialized providers, including adoption coaches and mental health specialists, is available 24/7 at no cost.



HOLIDAY TIPS AND TRICKS:

NOVEMBER 9TH WEBINAR

Find your healthy balance this holiday season—and all year long with WeightWatchers®. Join now for the tips, tricks, tools, and support you need to savor the joys of the season without sacrificing your health goals.

Want to know more about the WeightWatchers approach? Register for their free [Holiday Tips and Tricks webinar](#) on 11/9—you'll learn science-backed strategies to help you win the holidays!

Franklin County and ThriveOn subsidize the cost so all employees and enrolled spouses/domestic partners can join for 50% off the retail price (as low as \$9.75 per month). Sign up at WW.com/FCC.



INTUITION FOR WELL-BEING

NOVEMBER 7TH - 28TH

Become aware of how you can be your own advocate for change by tapping into the wisdom inside of you. Learn to listen to your intuition around how to feed and move your body and how to respond with care and compassion. The program is 4 weeks, each Tuesday in November from 11:30-12PM – Attend at least 3 to earn credit for a \$50 Well-Being Activity incentive.

[REGISTER](#)

LET GIVING SEASON BEGIN:

GIVING FOR YOUR HEALTH

As we approach the holiday season, let's explore one of its most gratifying aspects: Giving to others. It's well known that generosity feels nice, but research shows that giving is also associated with physical and mental health benefits.

Helper's high is another name for the uplifting feeling that people experience after doing a good deed or act of kindness. After performing an act of kindness, our bodies release feel good endorphins that reward us for our actions. It's a natural "high" that is designed to motivate us to continue doing good. Below are just some of the reasons how acts of kindness, such as giving, benefit our health.

1. **Makes Us Happy** - Acts of kindness activate regions of the brain associated with pleasure, social connection, and trust, creating a "warm glow" effect.
2. **Good For Our Health** - The health benefits associated with acts of kindness include: lower blood pressure, increased self-esteem, improved mood, lower stress levels, and a longer life.
3. **Strengthens Social Connections** - When you do a good deed, your generosity is likely to be rewarded by others down the line. These exchanges promote a sense of trust and cooperation that strengthens our connections to others.
4. **Evoked Gratitude** - Whether you're the giver or receiver, research has found giving and acts of kindness can bring out feelings of gratitude, which are integral to happiness, health, and social bonds.



FRANKLIN COUNTY 5K & THRIVEON CHALLENGE

THANK YOU PARTICIPANTS!

This year's Franklin County 5K and ThriveOn Challenge would not have been a success without our amazing volunteers and your active participation. ThriveOn is excited to announce our top finishers and individual and agency winners!

Top Finishers - Greg Antonini (Engineer's Office), Caroline Rankin (Office on Aging), Marika Sanders (Sheriff's Office), Andrew Dwyer (Jefferson Township)

Best Family Showing - Jamie Chambers (Children's Services)

Columbus Running Company gift card winners for in-person participation: Stuart Snider (Domestic & Juvenile Relations), Hannah Detwiler (Recorder's Office), Alisa Vanderhorst (Children's Services), Jim Humiston (Metro Parks), Renee Keels (Office on Aging)

Agency Winners (*agencies with highest percentage of employee participation and winners of a healthy break room makeover funded by ThriveOn!*):

- Fleet Management (small)
- ADAMH (medium)
- Domestic & Juvenile Relations (large)

Thank you to everyone who participated and submitted photos! The ThriveOn team looks forward to seeing everyone next year!

