Back on Track: Working with Inactive Applicants
Karin Gausman, Regional Administrator of Leader Accreditation, LLL Alliance for Breastfeeding Education

The application began with lots of excitement and enthusiasm, but now several months have passed and things are really dragging. You might decide it’s time to talk to the Applicant about “discontinuing for now” and reopening her application when the timing is better. However, you suspect that if she does reopen her discontinued application, it will simply languish for a second time. It’s frustrating because you see great potential in this Applicant and think that she would be a valuable asset to LLL if she could just find a way to prepare herself for this important role. This Applicant may need some help learning ways to weave La Leche League work into her life.

There is a caveat to offering this help, though. As LAD representatives, our job is not to continually coax Applicants to accomplish bits of application work. If the inactive Applicant does not resume making progress after we have tried to help, it might be time to discontinue the application for lack of response. The time needed for application work corresponds closely to that required to be an active Leader.
and one important purpose of the application time is to give the Applicant “hands on” experience to see if leadership will really fit into her life. So, if the Applicant is finding that she doesn’t have sufficient time to commit to LLL work, making a decision to discontinue an application for now can be a positive outcome. Read on for some ideas to try before taking that step.

A good start would be to talk candidly with the Applicant. We often use only email, but a phone call (if that is an option) can have the benefit of voice inflection and that personal touch that is lacking in an email message (especially from someone the Applicant has never met in person). Tell her why you think she would be a great Leader—not just a platitude, but specific traits or qualities that you have seen in her or know about. For example:

*You have such a calm and warm voice. That will help a mother who calls to feel welcome right away. When I was ill, you sent me a supportive note that was like a hug in the mail. That empathy will come across when you talk with a mother who is struggling. Your Leaders have described how you notice a new mother right away and help her get settled in the circle. They are very eager for you to join them as a co-Leader.*

Next, you can talk with her about what specific roadblocks she has encountered to her application work:

*Perhaps she has had second thoughts about some aspects of LLL philosophy.* You can help her clarify her concerns. If she truly disagrees with our philosophy, you can point her toward other ways she can support breastfeeding mothers. Groups would certainly not be as effective if attended only by new mothers and Leaders. We rely on experienced breastfeeding mothers. On the other hand, she may indeed be using LLL philosophy, but in a way that is different from her Group Leaders. Help her see how there are many ways to use our broad philosophy.

*She may have a mistaken idea about what leadership (and its preparation) involves.* Maybe her pre-application dialogue was not thorough. She might like the idea of being a Leader, but not be willing to acquire the “behind the scenes” knowledge that makes a Leader effective. Help her see this discrepancy. Or, perhaps her Group Leader is one of those dynamos who seem to “do everything.” Does the Applicant realize that no one would expect that of her? Talk with her about what is actually required to be an active Leader.

*Maybe she has good intentions, but collapses into bed at the end of the day, realizing that she never did get to her application work.* You might help her identify the times in her day when she is most likely to have a few minutes and be mentally awake. This might be while her children eat breakfast, or while she is watching a toddler in the bathtub, or while waiting in the car when carpooling. Help her break down her goals into little bites. For example, instead of “finish personal history,” she might say “jot down notes about one concept.”

*She might be worried that since she hasn’t been able to work on her application, she would not be able to fit leadership into her life either.* You can explain that these are different situations. An Applicant spends a lot of time learning, reading, thinking about how her experiences relate to LLL philosophy, and so forth. As a Leader, although she would need to keep up-to-date, she could do most of her work verbally, with a babe in arms or while chasing a toddler at a meeting.

*Does she have writer’s block—or bad memories of writing things when she was in school? The Applicant might consider submitting an oral personal history to you. (Watch for a future article about making this option easy for the LAD representative.)*

*What about physical limitations,* such as dyslexia or vision challenges? She is an adult, so it’s likely that she has found ways to cope with this in her daily life. Help her apply those coping skills to her application work. You might need to find some flexible ways to help her learn what she needs to know to meet the LLLI Criteria for Leader Accreditation. LAD representatives are good at problem solving!

It can be tricky if the Applicant is eager to get going, but her supporting Leader is not living up to her end of the commitment. Talk to the Leader. If she no longer supports the application, help her clarify her hesitation. Does the Applicant no longer meet the prerequisites, or is this a personality issue? You might proceed differently based on that clarification. If the Leader still supports the application but is simply too swamped herself to provide necessary support, talk with her about ways around this. For example, the Applicant might join an online group of Applicants who are talking about the *Breastfeeding Resource Guide*. Or you might discuss the “Checklist of Topics to Discuss in Preparation for LLL Leadership” with the Applicant by email.
or phone. The first time you do this, save your topic discussions. This will make it easier the next time you help such an Applicant or support an isolated Applicant.

What if the Applicant has done almost all of her application work and suddenly stalls? You’ve reminded her many times about her Preview Evaluation, but you still haven’t received it. If it’s simply a matter of finding time, perhaps she could give it to you by phone and you could transcribe it for her (or maybe, if the Applicant is comfortable with this, her supporting Leader would be willing to transcribe it). Sometimes, though, an Applicant realizes that she has almost reached the end and panics about not being “good enough” to help mothers who call. This might be especially likely if she is comparing herself to one of those Leaders who seem to have an encyclopedic knowledge of every breastfeeding issue and solution. Talk with her about how that talent is not required—how a Group benefits from a variety of Leaders. Those of us who aren’t like that knowledgeable Leader can rely on the Area Professional Liaison (or a knowledgeable co-Leader) to help us when we need information beyond what is in The Womanly Art of Breastfeeding.

These are just some of the roadblocks that have occurred commonly. You may encounter others that call on your problem-solving skills to resolve. Remember, though, that you cannot motivate someone else. She has to find motivation within herself. You might help her learn ways to turn her motivation into action, but the responsibility to follow through is hers.

Karin Gausman is RALA for the Mountain East Region of LLL Alliance for Breastfeeding Education. Karin has been a Leader for 38 years and in LAD for 24 years, during which time she has accredited over 400 new Leaders. She lives in Loveland, Colorado, USA, with her husband and adult son. She has two other adult children and four grandchildren.

HELP!

Reprinted from LLL Alliance for Breastfeeding Education’s Alliance Link, 2013-1. Adapted by Sally Allison from an article in LAD Lifeline, 2008 Issue 2, by Karin Gausman

Lately, though, do you find that:

• You begin most letters to Applicants or Leaders with “I’m sorry it has taken me so long to respond. . . .”
• You avoid LAD work because you know you have a huge pending pile to deal with.
• You dread seeing any emails having to do with LAD work in your inbox.
• LAD work no longer feels satisfying to you.
• You feel resentful that LAD work interferes with other commitments.

A LAD representative begins her LAD term with a commitment and eagerness to do her best, and wants to honor that commitment even if the eagerness fades. It can be hard for a LAD representative to admit (to herself or to her support person) that she might be having trouble managing the job.
That can lead her to keep quiet about feeling overwhelmed, especially since no one wants to make more work for someone else. Even if she is planning to retire from the LAD, she may put off revealing her situation, hoping to get a few more things done first, or hoping to organize the files better before turning them over to someone else. Unfortunately, during that time more work may come in, and inevitably the response time to those who are already waiting to hear from the LAD grows longer.

Asking for help right away can actually mean less work for our support person in the long run. Consider how much easier it would be for her to help us get better organized when the problems are small, or even to step in as an interim when the backlog is just beginning. Even if this means a change in LAD representative for some Applicants, it can lead to a smoother transition in personnel, one which has little negative impact on each Applicant’s work. Contrast that with delays in responses to Applicants and the eventual passing on of long-neglected files. We best honor our commitment to LAD when we speak up as soon as we need help.

It may also help to remember that we are all mothers, and we have all had times in our lives when we’ve felt overwhelmed, or as though we’ve taken on more than we can handle. Crises have come up or we have had to deal with big changes. Chances are, your support person will respond with compassion and understanding. And, just as in other areas of our lives, it is much easier to respond with equanimity when multiple reminders have not already been given and when a problem hasn’t been compounded through inaction.

As you read this article, maybe you see a need to ask for help in your own LAD work, yet you feel nervous, afraid, or embarrassed. Asking for help can result in benefits for everyone involved:

- You allow someone else to feel needed, and that is a gift.
- Your support person can give you ideas for more efficient work or can step in to take on some/all of the work for you while the challenge or inherited work is still small.
- The Applicants and Leaders with whom you work will get timely answers and responses and can move on with their work, so more mothers can be supported.
- You feel satisfied knowing you are acting in ways that will benefit the Applicants and Leaders you have been working with.
- You role-model true leadership by recognizing when you can’t do it all yourself, and work with others to fill the gap.
- You feel a sense of relief.

When asking for help, you can learn strategies to make your work more efficient and manageable. Or your support person might take some LAD work (e.g., applications, orientations) to help you through a temporary challenge in another area of your life. Or you might decide to resign from LAD work, at least for the time being. Each of those results would demonstrate your commitment to ensuring that the work gets done, even if you are unable to do it.

Someone you support might need help if:

- Leaders and/or Applicants complain that she is not responding promptly.
- She is slow answering your notes.
- She doesn’t attend LAD activities.
- Her Semi-Annual Report (SAR) shows that she has many inactive application correspondence files, or you receive no SAR from her.
- Her “length of application” times are all extended.

What you might do:

- Ask her how things are going; cite specific concerns.
- Make it clear that you really do want to help, especially before things get out of control.
- Brainstorm ways she might organize and streamline her work, so that she is better able to handle the commitment she made.
- Discuss what parts of the work she could pass on to someone else.
- Reassure her that resigning (if necessary) can be a positive decision and shows dedication to what is best for the Applicants she works with.

So, next time you feel the need for help, remember to focus on what is best for Applicants, Leaders, the Area, your support person and yourself, and then speak up! Your support person is called that for a very good reason, and your friends really do want to help.

Sally Allison has been an LLL Leader since 2000 and has worked in the LAD for nine enjoyable years. She is currently Administrator of Leader Accreditation (ALA) for LLL Alliance for Breastfeeding Education. Sally is married to Lynn Stork and they live with their two daughters, Rachael (14) and Lauren (11) Allison-Stork in Rochester, New York, USA.
Global Accreditation Criteria: The LAD Council helps LAD representatives implement the LLLI Criteria for Leader Accreditation. We help Leaders and Applicants deepen their understanding of LLL philosophy. The LAD Council maintains a solid support network in order to offer effective service.

Semi-Annual Reports: The LAD Council collects the Semi-Annual Reports. “Compilation, Oct 2012” and “Comparison of Four Reporting Periods” are attached separately.

Editor’s note: The two charts are included in this issue of LADders.

LADders: The two latest issues of LAD Council’s quarterly international, multi-lingual publication can be found online at: 
(Username: LAD  Password: LADis#1)

LLL World Directory is kept up-to-date to facilitate easier communication regarding Applicants who move. It is also attached separately.

Editor’s note: Contact your support person for a copy of the LLL World Directory.

LADI Inquiries to the LLLI Web Site: Responded to over 50 queries from around the world, from mothers interested in LLL leadership where there is no local Group, and from former Leaders seeking reinstatement. Particularly seeing an increase in inquiries from the Far East.

LAD Council Meeting: Plans are underway for a LAD Council meeting July 25-26 in conjunction with the LLL Alliance Leader Development Seminar being held at Villanova University in Philadelphia, Pennsylvania, USA. We plan to hold a LAD Council meeting once a year. Funding is a hurdle for many members.

Referrals and Appeals: Helping local LAD representatives deal with dozens of referrals and appeals, most involving employment-related separation. Our aim is to achieve consensus so that there will be consistency throughout the organization in how the Mothering Experience Prerequisite is applied.

Highlights from LAD Entities

Resources/Projects
• Increasing tracking and maintenance of Applicants’ membership status through entity databases
• Increasing use of Leader Applicant Resource Kit
• Increasing use of Leader Applicant’s Handbook (Great Britain)
• Visiting Leaders in the disaster areas with funding from LLL Leaders worldwide (Japan)

Publications
• Updated several LAD forms to make them more universal
• Leaven articles contributed by LAD Council for the “Preparing for Leadership” column
• Newsletters for Applicants: Chrysalis (LLL Canada), Arc-en-ciel ([Rainbow], Ligue La Leche), and Horizons (Alliance)

Translation
• Compiled a directory of LAD representatives fluent in one or more of 16 different languages
• Translating LADders, SARS, and other LAD materials
• Offering bilingual LAD representatives’ support, which includes orientation from someone outside the new LAD representative’s entity when language help is needed
• Russian translations of numerous LAD documents in preparation for applications from readers of the new Russian translation of The Womanly Art of Breastfeeding
• Accrediting Leaders without a common language, with help from translators
Semi-Annual Report Compilation
Oct 2012

* The information from the previous SAR is indicated in parentheses.

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Comparison of Four Reporting Periods
LAD Council

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Confidentiality

Lesley Robinson, Administrator of Leader Accreditation, La Leche League Canada

LAD representatives are privileged to read Leader Applicants’ personal histories of breastfeeding and mothering which may contain a lot of personal information. Applicants trust us with this information because it is relevant to their applications for leadership. What are our obligations to keep this information confidential?

Here’s what it says about confidentiality in LAD Resources (Chapter VI, page 3):

Confidentiality

Applications and correspondence related to applications are confidential. Our understanding of “confidential” is that we are entrusted with information in a specific context (application for accreditation as an LLL Leader) and with a specific intent.

A LAD representative may have a question or may need to consult with her support person about something an Applicant has shared with her. LAD Resources tells us (Chapter I, page 24):

When you consult about or refer an application:

• if possible, do it in writing.
• send the entire application file to the LAD support person. (A synopsis may be adequate for an “instinct check.”)

A consultation within the LAD is part of the original intent of what was written—to apply for leadership. Sharing a file within the LAD for consultation purposes does not
require permission, just that the Applicant be informed that the consultation is taking place. Since it may be necessary to send the entire application file to the LAD support person, it is certainly appropriate to quote someone’s exact words in the context of a consultation. When we are looking at the details of an experience and the nuances of the prerequisites, it can be important to have the mother’s actual words.

If you are referring for an instinct check within your own Area and are perhaps uncomfortable that the Applicant, Leader or Group may be identified, you can leave out names and identifying factors. Your synopsis can refer to “Lucy Leader,” “Annie Applicant” or “Bobby Baby,” although it is not necessary to do this as long as you are sharing only within the LAD. An application for leadership is not personal correspondence. The application has been sent to “the LAD,” rather than personally to “Clara CLA.”

If a consultation becomes a full referral, for example if a candidate for leadership would like to appeal the LAD’s decision to deny an application for leadership, permission will be required from the mother to share information with referral participants. This is necessary because some referral participants will not be LAD representatives. We invite the Group Leaders to join the dialogue because they know the mother personally and we are eager to hear their perspective.

LAD representatives will ask permission to use information or correspondence for purposes other than the original intent. What would constitute something other than the original intent? An example would be that we would need permission to share an Applicant’s words for an article or for training purposes—this is why we send release forms.

*LAD Resources* stresses the need to obtain permission to share if you are involved in a disagreement between the Applicant and Leaders. Again this involves sharing outside the LAD, perhaps with co-Leaders or the Group’s District Advisor. It is especially important in a conflict situation to get written permission to report or quote anything that was written or spoken to you.

Lesley Robinson lives with her husband, Mark, in Ottawa, Canada. Their three grown children—Kate (born 1985), studying penguins in Cape Town, South Africa, Alex (1987), an aspiring journalist and Will (1989) at university—have flown the nest. Lesley was accredited in 1987 and has been a LAD representative since 1991. She is currently Administrator of Leader Accreditation (ALA) for La Leche League Canada and C-DAM (CLA) for Ligue La Leche (French Canada).

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**What’s in a Name?**

What title do we assign to the Leader who helps an Applicant prepare for leadership? Historically, most have referred to her as the “sponsoring Leader.” The word “sponsoring” may not be quite accurate, though. To some, “sponsoring” may sound like a recommendation you give on behalf of someone to join a club. “Sponsoring” might also be interpreted by some as “providing funding.”

If all that the Leader does is to write a recommendation at the beginning of the application, then we might want to say that she is a **recommending Leader.** In most cases, though, the Leader’s role is not just to “sponsor” the Applicant at the start, but to serve throughout as mentor and role model, helping to guide the Applicant through each step of leadership preparation. Perhaps a better term that we might try to get in the habit of using is **supporting Leader.** This term might make it clearer that we really hope that a Leader won’t simply write the Leader Recommendation and then expect the LAD to do the rest, but that the Leader is prepared to provide the support that the Applicant will need throughout her leadership preparation.
How Would You Respond?

Here is an extract from a letter from an ACLA, written to her fellow LAD representatives. There is no single right answer. Sharing our own possible approaches can help us to consider a variety of ways to support isolated Applicants.

Dear Fellow LAD Representatives,

I am writing to two isolated Leader Applicants who both live in small rural communities over 200 km from their nearest Groups. I would love to have some ideas about how I can best support them. As they go through their applications I would like them to get the feeling of what it is like to be part of a Group both for their own support and so that they can feel confident in establishing their own Groups in their communities.

ACL

❖ Sample Response ❖

Congratulations and thanks to you and the Applicants! Your work together will bring LLL to mothers who have not had that support before. Here are some ideas that might help:

* **Personal sharing:** Since you are the supporting Leaders as well as the LAD representative, you might want to do more personal sharing than you usually would during an application. Think of things you would say to an Applicant in your Group.

* **Your Group:** If you are working with a Group, you might send her a summary of each of your Group’s meetings—highlights and challenges.

* **Other Leaders:** Might there be a Leader in the Applicant’s Area who would be interested in corresponding with her? This could involve covering the “Checklist of Topics to Discuss . . .” as well as the Preview. The Leader could talk about her own Group’s meetings. Or, this could just be social contact—touching base to see how the application is going, encouraging her, and so forth.

* **Email lists:** Perhaps the Applicant’s Area has an email list for Applicants. That would help her establish a relationship with future co-Leaders in the Area. Maybe you could put her in touch with other isolated Applicants who are not necessarily in the same Area. They could support each other with challenges unique to isolated Applicants.

  * **Planning a meeting:** You and she can talk about what might work well in her meeting plan, what might need changing, how she might need a “plan B” in the back of her mind, and so forth.

  * **Breastfeeding mothers’ group:** An Applicant might set up a mothers’ group where she lives. This could be patterned after LLL Groups, although it would not actually become an LLL Group until the Applicant is accredited. Make sure that she understands about not presenting herself as an LLL representative before then. This would give her experience facilitating a group. She could discuss her meetings with you—her plans, and later what worked and what didn’t. You could share her enthusiasm about successes with mothers in the group. When she is accredited, she will have a “ready-made” Group.

  * **Enrichment:** Encourage her to attend any Area continuing education events for Leaders and Applicants. She may feel like a stranger at the event, so make a point of meeting her there yourself, if possible, and introducing her to others. If she lives in another Area, ask a LAD representative or other Leader in the Area to meet her and introduce her to others. Answer any questions she has beforehand. For example, she might be worried about something you take for granted—like what to wear so she “fits in.”

When the Applicant is accredited, be sure to put her in touch with the Area support Leaders who can help get her Group started. If her Area has an email list for Leaders, be sure she is added before the announcement of her accreditation is posted. In that way she will be able to read the welcome posts from Leaders in the Area, which follow the announcement. You might touch base with her now and then after she is accredited, until she feels at home in the Area. And give yourself a well-deserved “pat on the back” for helping LLL to grow.

Karin Gausman, USA

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Dear ACLA,

I am coming to the end of my application, and when I think about signing the Statement of Commitment, I start getting cold feet about taking that final step. I feel like a fraud because although I do believe in the ideal of La Leche League philosophy, I fall short in actually living it. I sometimes yell at my children, we quite often eat take away meals, and my birth experiences were less than ideal with a whole raft of interventions. I wonder how I can be a role model to other mothers and demonstrate La Leche League philosophy in action when my real life experiences aren’t a perfect representation.

Leader Applicant

How would you respond? Send your suggested reply or an extract you would like to share with other LAD representatives to Eleanor Becker at: ellleanorbecker@gmail.com

A Taste of LAD International

Karin Ali, CLA, New York, USA

I’m Karin Ali, Coordinator of Leader Accreditation for the New York, USA, Area. My mother, who attended LLL meetings when I was a small child, was the one who encouraged me to attend my first meeting when I was pregnant with my now eight-year-old daughter. I enjoyed that first meeting so much that I continued to attend, becoming a Leader in 2005. I have actively led with the Greater Danbury Group in Connecticut, USA, for the past seven years, and I now also lead with the Southern Dutchess Group in New York, which provides me with even more of an opportunity to help and support new mothers.

I happily joined the LAD as an ACLA-at-Large for LLL Alliance for Breastfeeding Education in January of 2012, and was appointed CLA for the New York Area in December. Working with Leader Applicants, Leaders, and LAD representatives brings me much joy and contentment, and my LAD support team has been nothing short of amazing!

My husband Naveed and I have three children: my daughter Nora is eight, and my twin sons, Ahsan and Zayn, are five. We also share our home with my mother, Carol, and like most families, we stay quite busy. Besides my work with La Leche League, I love to spend time with my family, garden, homeschool my children, and read, especially about nutrition, breastfeeding, and parenting.

From left: Naveed, Karin, Ahsan, Zayn, Nora, and Carol
Marie-Ève Dallaire, A-DAM
Ligue La Leche, Canada

I am 36 years old and I am married to Steeve who is 39. We have been together for 20 years. Our children are Benoît (7), Doriane (5) and Clémence (15 months). I have been an LLL Leader since January 2009. I was very fortunate to come to know La Leche League by attending meetings led by France Dallaire (no relation) who is an experienced Leader.

In another life I am a prosthetics technician, so I work with people with physical disabilities and sometimes also learning difficulties. For the moment I am on parental leave.

I think that my main motivation for working in the LAD is the opportunity to be in touch with mothers who share the same mothering values as I do and can help me to develop new communications skills as I help them to become Leaders. La Leche League has given me a great deal over the last seven years through mother-to-mother sharing, through my application for leadership, in my work as a Leader, giving telephone help and leading meetings. I hope to participate in the continuity of this community organization which offers unique mothering support amid all the services that are available in this field. I believe that only LLL could have helped me to become the mother that I am.
Good Ideas!

Acknowledging the supporting Leader’s contribution

When an accreditation is announced on the Area Leaders’ mailing list, the new Leader often receives many welcoming messages. At that time, the CLA or the corresponding LAD representative might also send a brief letter to the list, acknowledging the work of the supporting Leader. It can help a Leader stay motivated when she knows how much the LAD appreciates her dedicated work. Enthusiasm is contagious. When other Leaders read that message, they might well be motivated to support somebody’s application!

Sending LADders to the ACLA in orientation

If you help a new ACLA with her orientation, you can send her an electronic folder with all the back issues of LADders in the orientation materials. Let her know that she is welcome to read them when she has time during the orientation. It may help the ACLA look at her LAD work from a wider perspective. This can also be a starting point for a discussion between the LAD orientation partners! LADders is also available at: http://www.llleus.org/LAD/ACLA.html (Username: LAD Password: LADis#1).
Congratulations on your appointment!

Melissa Bar-Ilan  ACLA, Israel
Laura Birch   ACLA, Great Britain
Anne Gaskell  ACLA, Great Britain
Laura Goodwin-Wright RALA, LLL Alliance, USA
Annette Green  ACLA, Israel
Grace Mack   CLA, Florida and the Caribbean Islands, USA
Sarah Quigley  ACLA, Southern California/Nevada, USA
Jenna Summers  ACLA, Indiana, USA

Photo letters from LAD representatives

Joan Peloso, USA, with twin grandbabies, Olivia (left) and Jessica (right), born August 2012.

“Although they are fraternal twins, it’s hard to tell them apart, so Olivia’s toenails are painted pink. I can usually identify them when they are together, but it’s still difficult when they are separate!”

Lori Bryan, USA, with her grandchildren. From left: Amelie (1) and Noah (2).

“It is fun to be a grandma! This photo was taken at one of the rare times I got to hold them together as Amelie lives in Canada. Noah will move to Wisconsin, USA, in June. I was very happy to have my entire family here for the holidays!”
From left: Paula Hinson, Great Britain, with son Luke (21), daughter Andrea (19), Mike, Paula’s husband, and daughter Rose (16)

“This is a photo of the whole family on a Christmas walk.”

Juliet Matthee, South Africa, and her family. From left: Karl-Otto (13), Anja (11), Juliet, Sane (7), Giliomee.

“My sister took this photo on our back ‘stoep’ (patio). It was after our Sunday lunch outside. Karl-Otto loves his new blue T-shirt!”

Danielle Pelling, Great Britain, and her family. From left: Danielle, Jon, Harriet (7) and Bryony (3).

“I have been a Leader for about five years and I am originally from the States. This photo was taken when we built a snowman in our back garden.”
Rahel Oberholzer, Switzerland, and her family. From left: Michael, David (10), Simea (13), Rahel with Tobia (6), Jael (12).

“La Leche League is a place where I have learned how to look after my babies and children. In the LAD I keep learning from the Applicants. LAD work is also the best English exercises!”

Yukari Kimura, Japan, and her family. From left: Aya, Midori, Sotaro, Fumika, Yukari, Akihide, Tomoya, Yuuki.

“I went to my first LLL meeting when my oldest daughter was six months old. This photo was taken last year when she got married. It seems just like yesterday that I was busy with five young children. Arigato and thank you to LLL for being there for me and my family.”

*LADders* is a publication by LAD representatives for LAD representatives, designed to offer LAD representatives a place to share information and experiences. © LAD Council 2013