**LADdiers** is a publication by LAD representatives for LAD representatives

Its purpose is to help LAD representatives do their jobs with confidence and pleasure by offering a place to share information and experiences.

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**LAD COUNCIL NEW LEADER SURVEY**

**Part 2**

Lesley Robinson, Administrator of Leader Accreditation, Canada

*Editor’s Note: Part 1 of this article appeared in LADdiers Issue 2010 #1*

We have received responses to our survey of recently accredited Leaders from over 40 Areas on five continents. They represent the diversity of the Leader Accreditation Department (LAD) around the world. New Leaders were invited to share their experiences and their impressions of the application with us and many made suggestions which we can use to enhance leadership preparation for the Leaders of the future.

We recognise the great diversity of women who apply for leadership and we have worked hard in recent years to help each unique Applicant to design her own application. Our survey can serve as a barometer to measure how we are doing and can supply ideas for ways we can improve.

It is clear from the survey responses that while some Leader Applicants would welcome more autonomy in...
finding ways to meet the criteria for accreditation, others would prefer more guidance; some Applicants feel the need for a structured plan to work from, whereas others feel overwhelmed with what they may perceive as too much information. The task of the LAD is to provide clear information and to give each individual Applicant the tools she needs to reach her goals. The challenge is to do so in a way that allows for individual styles, so that each Leader Applicant can take charge of both the pace and the path of her application with satisfaction and confidence.

We have paid attention in recent years to speeding up accreditations. Over 70% of respondents expressed satisfaction with the pace of their applications, including many who took more than 24 months to prepare for leadership. One new Leader even said that she felt rushed by the LAD representative and preferred the reassuring pace at which she was working with her sponsoring Leader. Respecting the need of Leader Applicants to work at their own pace can enhance the experience of the application.

Over 40% of those who considered their applications to have gone too slowly said that it was due to their own circumstances, a number of them having had a new baby during their applications. They expressed appreciation for the emphasis on family first. Some respondents thought that their sponsoring Leaders had slowed them down because of limited availability to work with them. Regular communication between the LAD, the Applicant and the sponsoring Leader could help to minimise such delays. The LAD representative can supply the Leader with materials and suggestions for working with the Applicant and can suggest finding an available mentoring Leader to step in if the original sponsoring Leader is unable to work with the Applicant in a timely manner.

One new Leader found the time she had spent on a waiting list too lengthy. The LAD would prefer not to have waiting lists of Applicants. Recruitment of new LAD representatives needs to remain an ongoing priority and we can use our support network to find LAD representatives from other entities who are able to add additional applications to their workloads in order to eliminate a waiting list. We are fortunate that the application works the same way and contains the same essential elements worldwide.

Several respondents to our survey expressed disappointment in the responsiveness of the LAD representatives they worked with. We expect a LAD representative to respond to an Applicant within two weeks and we need to encourage LAD representatives to ask for help when they need it. The Semi-Annual Report gives a LAD representative the opportunity to talk about her workload and for her support person to make suggestions. More regular contact may help an overwhelmed LAD representative to ask for help and more recruitment would help to spread the workload.

Over 90% of the Leaders who responded to the survey felt well prepared for leadership by the application. Some thought that it was only when they
put what they had learned into practice in the “real world” that they felt comfortable in the role of Leader. Some worried that they lacked technical knowledge. One Leader suggested that a period of mentored leadership might work well for some Applicants to help them prepare for leading meetings. We can help Applicants who need more preparation for leading meetings by suggesting that they prepare for meetings with the Leader and discuss how the meeting went afterwards. The Group dynamics situations in *A Preview of Mothers’ Questions/Problems and Group Dynamics/Management (Preview)* can provide good practice for leading meetings. The Leader and Applicant can work on these at any time during the application and need not feel limited to the three situations required for the *Preview*. Leader Applicants can also present topics at Enrichment Meetings or present book reviews of new books in the Group Library. LAD representatives need to remain alert to what would be helpful for individual Applicants.

Many of the approaches suggested by recently accredited Leaders are already available to many Leader Applicants and specific suggestions could be implemented more widely. One Leader found that while the support from the LAD was great and there was so much information, she lacked a simple, clear action plan. It seemed to her that there were many documents available and since the process can be so individually tailored and done in whatever order or pace the Applicant wanted, it was hard to know what to do first. We need to remember that promoting too much flexibility may lead to confusion. Some entities have created guides to the application in a single document, including a progress checklist for a Leader Applicant’s own use, so that she can see at a glance what she has achieved and what remains to be accomplished. Faced with a list of tasks many Leader Applicants are delighted for the LAD representative to make a suggestion of where to start, or of what to do next as she moves through the application. If an Applicant is blocked on one aspect of application work, the LAD representative can suggest moving on to something else until she is ready to go back to it. We can find the balance between flexibility and guidance and this is something that needs to be done individually for each Applicant.

Another suggestion was for more technical training on breastfeeding problems. The *Breastfeeding Resource Guide (BRG)* was designed as a flexible tool for making this training available. It is up to the individual Applicant to decide how she uses the *BRG* and some would benefit from more specific suggestions of ways to use this resource. When there are several Leader Applicants in a Group or several nearby Groups, Leaders and Applicants can get together for a workshop to tackle the *BRG*, perhaps with Leaders and Applicants taking turns presenting topics. The *BRG* can also be used in conjunction with *Preview* questions or role play examples from helping situations Leaders have encountered. Another great source of role play questions and resources for finding information are the FAQs on the LLLI Web site (http://www.llli.org/FAQ/FAQSubject.html?m=0,0,3) and the Answer Pages (http://www.llli.org/nb.html). One new Leader suggested more extensive use of the *Preview*. The format of the *Preview* is useful for putting theoretical knowledge (gained from
the BRG) into practice in real life helping situations. There is no reason for Applicants to limit themselves to the five helping topics required for the evaluation of the Preview. Extra practice gives Applicants extra confidence.

One new Leader suggested a sit-down Web site tutorial with a local Leader as part of the preparation for leadership. A guided tour of the LLLI Web site could be a good topic for the LAD to work on in the form of an exercise and could be adapted for different entities with their own Web sites. Leader Applicants would find it useful to learn about what the Community Network offers and how to sign up once accredited.

Communication Skills Enrichment workshops are also greatly valued by Leader Applicants and were suggested as a mandatory addition to the application. The availability of such training varies in different locations. Participation can be encouraged by the LAD where available and this would make another excellent topic for LAD exercises for Applicants in isolated areas.

Extra guidance from the LAD would be welcomed by new Leaders recommending mothers in Groups where there are no experienced Leaders. Some entities have created guides for sponsoring Leaders as well as for Applicants and these can be shared within the LAD. Leaders can be reminded that the chapter in the Leader’s Handbook on helping mothers become Leaders serves as an excellent guide.

A recently accredited Leader spoke with tremendous enthusiasm about an aspect of her preparation for leadership which was not a formal part of her application. She had participated in the meetings of another Group and had attended a Leader Development Seminar and Area Conferences. She found that these experiences enriched her application, helped promote a bond with the larger organization of LLL and stimulated ideas for her own work as a Leader. This is something we ask about on the Leader Recommendation form. It would be beneficial to follow up and encourage a Leader Applicant to participate in these activities outside her “home” Group if available. This would provide a broader perspective and a connection to the wider LLL world. Attendance at an Area Conference or Leader Enrichment Workshop would be especially beneficial for an isolated Applicant.

One survey respondent spoke of the psychological isolation she felt immediately following accreditation when the regular contact she had enjoyed with her LAD representative stopped suddenly. She found that once she was actually functioning as a Leader, new challenges arose and she would have liked the opportunity for some self-analysis, progress reporting and discussion of what she had learned. There is a tendency to give a newly accredited Leader the contact details of her District Advisor and simply transfer the file into the “completed files” folder. For the new Leader however, this is not the end of her application, it is a new beginning as a Leader. The LAD has not seen this transition as part of its responsibilities, but there are things LAD
representatives can do to help. Some LAD representatives keep an email list of current Leader Applicants to which they send once a month an article of interest, some LLL news or tips for Leaders, as a way of keeping up regular contact with less active Applicants. In the days following this kind of contact, Leader Applicants may respond with some application work, so regular messages also serve as a reminder to keep working actively. It would be simple to create a new list for recently accredited Leaders and to send them the same articles and information with a note to ask how they are doing. We all know that a weaning needs to happen gradually and with LLLove!

A personalized protocol for isolated Applicants was suggested. Isolated Applicants may go through a lengthy period of pre-application correspondence and may feel that there is a certain amount of repetition in the application work they do once the application is accepted. Detailed pre-application dialogue with a LAD representative can serve as work on the personal history. If exercises such as working through the BRG, the bias exercise and the Preview are combined with reading sections of the Leader’s Handbook, these will enhance the value of each as preparation for leadership, rather than appearing as repetition when taken separately. For isolated Applicants particularly, there needs to be a balance between thoroughness and flexibility.

We are grateful to those who distributed and returned the survey to the LAD Council and to those Leaders who took the time to fill it out and to share their impressions and their ideas. The survey has highlighted the tremendous good work done by the LAD in helping mothers prepare for leadership and has provided us with suggestions for improvement and for fine-tuning and developing what we already do well.

“Quotes from the survey...”

I really appreciated my correspondence with my LAD rep. She listened and asked questions that helped me to be able to accept what I had been through in my birth and the beginning of breastfeeding. I have thought about that when leading meetings: it's really important not to be full of your own regrets to be able to help mothers. - Belgium

Although I could not see my LAD rep or talk with her directly, she gave me many encouraging messages and sometimes phone calls. I was deeply grateful. She was there for me whenever I needed her. I would like to be a person like her one day. - Japan

I loved the application and was so encouraged that I wasn't being scrutinized as much as encouraged, sharpened, and prepared. I actually am considering volunteering in the LAD because I believe it is a very meaningful place to work within LLL. Having sponsored a current co-Leader, I can see the steps and know that it is a very rewarding process from this side as well. Thanks for taking the time to ask and listen to the answers! - USA

I would like to thank my LAD representative for all her great help during my application. I am really enjoying being a LLL Leader and have met many wonderful friends through LLL. - Ireland
“More quotes ...”

Thank you for your support. I’m a better Leader thanks to you. - Canada

I was well prepared. I was touched by this wonderful and intuitive training which taught me the art of listening and of supporting mothers with respect and without judging. - Spain

The exchanges with the ACLA were really interesting and enriching...I really appreciated the different facets of the training. - France

Complete results of the survey are available from Lesley Robinson: lesleyrobinson@rogers.com

Lesley Robinson lives with her husband, Mark in Ottawa, Canada. Their three grown children, Kate (born 1985), Alex (1987) and Will (1989) 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).

The Womanly Art of Breastfeeding
Lisa Krempasky, CLA, Raritan Valley, New Jersey, USA

The 8th edition of The Womanly Art of Breastfeeding (WAB) is finally here and brings with it a fresh outlook for new and veteran nursing mothers alike. While an update of this book can be invigorating to our work in the Leader Accreditation Department (LAD), some fresh exploration may be needed to familiarize ourselves with this new resource.

The WAB is the primary resource for our work as Leaders. When corresponding with Leader Applicants, quoting from the WAB in support of specific concepts can help to focus on LLL philosophy as the heart of our LLL work. This practice can set an example for newly accredited Leaders to reference the WAB when helping mothers on the phone, through email and at Group Meetings.

I hope that you enjoy exploring the new edition and discovering new favorites of your own to share with
Leader Applicants. Here are a few quotes to get you started:

“...”

Mothering through breastfeeding is the most natural and effective way of understanding and satisfying the needs of the baby.

“The newborn baby has only three demands. They are warmth in the arms of [his] mother, food from her breasts, and security in the knowledge of her presence. Breastfeeding satisfies all three.” [Page 4, Grantly Dick-Read, MD, from *Childbirth Without Fear*, 1955]

**Mother and baby need to be together early and often to establish a satisfying relationship and an adequate milk supply.**

“The emotional connection created by those repeated full-body hugs is a strong one. After only a short time, you’ll probably find that being away from each other, especially in the early months, can be just as difficult for you emotionally as it is for your milk supply. This is a good thing for your relationship, now and for the future.” [Page 11]

“You’re in this new place, this restaurant that’s open 24/7, where everything is about baby and breasts, where diaper contents are completely captivating, where time is measured in minutes at breast, minutes of sleep, minutes of calm. It’s no wonder most of us cry at some point! Motherhood, we realize, isn’t a job that ends at quitting time.” [Page 105]

**In the early years the baby has an intense need to be with his mother which is as basic as his need for food.**

“But you already *know* that ignoring your crying baby doesn’t feel right. Mothers are hardwired to respond because it’s Nature’s design to keep babies protected, cared for, and thriving.” [Page 143]

“At night, babies ‘expect’ to stay safely close to their mothers, waking as needed to nurse or reconnect. Keeping your baby close at night and letting him nurse to sleep meets his physiological and emotional needs.” [Page 223]

“The research-based reality is that neither one of you is built, physiologically or emotionally, for long and regular separations. Growing research from a number of different countries shows that a baby who is separated from his mother for the hours that full-time outside work requires has elevated cortisol levels – a clear sign of stress. It isn’t always easy to tell how a baby is doing; the baby who seems quiet and content in the child care center may actually have higher levels of stress hormones than the one who cries and protests.” [Pages 280-81]

“Some mothers, consciously or not, harden themselves to the reality of an early return to work and try not to ‘melt into their babies’ during their maternity leaves. While it’s understandable to try and protect your heart, most mothers are far, far happier in
the long run if they give their heart freely to their baby, even though it makes the transition tough at the start.” [Page 287]

Breast milk is the superior infant food.

“There’s no formula that comes even close to the milk your body creates. Your milk has every vitamin, mineral, and other nutritional element that your baby’s body needs, including many that haven’t been discovered or named yet, and it changes subtly through the meal, day, and year, to match subtle changes in his requirements.” [Pages 5-6]

For the healthy, full-term baby, breast milk is the only food necessary until the baby shows signs of needing solids, about the middle of the first year after birth.

“His insides are designed to be ready for solid food once his outside has developed enough for him to eat it on his own. If he can’t pick up food, get it in his mouth, and chew it without choking, then he’s just not ready for solids, and his tummy probably isn’t ready, either. He’ll acquire those on-the-outside skills by about six months. And that’s when his digestive tract is ready, too.” [Page 248]

Ideally the breastfeeding relationship will continue until the baby outgrows the need.

“Many mothers continue breastfeeding because it’s so central to how they mother their children. It’s a whole mothering package – how they interact and manage and connect.” [Page 204]

“Children naturally have a tremendous desire to move on to the next stage of development: once they can walk they stop crawling. As the wider world opens up to them, they gradually close the door on babyhood. So even if you never lift a finger, even if you never ever ask him to wait, Your Child Will Wean, just as surely as his teeth will come in. Doing nothing works just fine.” [Page 317]

Alert and active participation by the mother in childbirth is a help in getting breastfeeding off to a good start.

“All medications, including those in epidurals, reach your baby through the placenta, affecting his ability to find the breast, latch, and suck effectively after he’s born. Depending on how long the epidural was in place and the drugs used in it, these effects can last from a few days to a few weeks.” [Page 45]

“Many of today’s interventions have not been shown to improve outcomes as much as they’ve been shown to complicate the birth. Most women today want to breastfeed, but many are finding it hard, and the way we give birth today is a big part of the problem.” [Pages 49-50]

Breastfeeding is enhanced and the nursing couple sustained by the loving support, help, and companionship of the baby’s father. A father’s unique relationship with his baby is an important element in the child’s development from early infancy.
“Partners don’t need to know how to solve breastfeeding problems; they just need to help you link up with the support and information you need.” [Page 31]

“Partners want to connect with their babies, too, and when they see the closeness and intimacy of the breastfeeding relationship, feeding the baby themselves looks like the obvious way to do it. But there are a gazillion ways to bond with a baby without bottle-feeding – in fact partners have the key role of teaching the baby that love sometimes comes without food.” [Page 32]

Good nutrition means eating a well-balanced and varied diet of foods in as close to their natural state as possible.

“La Leche League has always recommended a well-balanced and varied diet of foods in as close to their natural state as possible. Fresh foods are usually better than frozen, and frozen foods are preferable to canned. By concentrating on unprocessed foods, you and your baby will get all the known nutrients in their natural proportions.” [Page 255]

From infancy on, children need loving guidance which reflects acceptance of their capabilities and sensitivity to their feelings.

“You’re actually practicing early discipline – gently encouraging alternative activity, substituting an acceptable object or activity for an unacceptable one, distracting your child to head off a problem. A decade from now you’ll be saying, ‘I know you’re disappointed that Sadie can’t come over today. Why don’t we make some cookies that you two can share tomorrow?’ ” [Page 174]

“Children are people, with feelings, capabilities, and limitations that vary from child to child, month to month, moment to moment. If we work within those changing strengths and limits and look for the need that drives the behavior, if we show love and consistency, if we respect them as people who are trying their best to adjust to this strange planet they find themselves on with us, if they know they are loved, most likely it will all come out fine in the end no matter how much we stumble along the way.” [Page 216]

Lisa Krempasky lives in Clinton Township, New Jersey, USA, with her husband, Matt, and two children, Julia (7) and James (2). She joined the LAD in 2007 and will celebrate five years as an LLL Leader this fall. She currently serves as the Coordinator of Leader Accreditation with LLL of Raritan Valley, New Jersey.

*Editor’s note: The LAD Council is deeply grateful to Lisa Krempasky for offering this article in a timely manner.

The next issue of LADders will include additional references from the 2010 edition of The Womanly Art of Breastfeeding that help explain LLL philosophy. Please share your own favorite quotes from this resource, plus a note as to which concepts they help explain, by submitting them to LADdersmail@gmail.com before November 14.
**SHE'S PASSIONATE ABOUT BREASTFEEDING -- ISN'T THAT ENOUGH?**
Sally Allison, RALA for Great Lakes, USA

Reprinted from the Spring 2010 issue of *Eastern Union*, a quarterly publication from LLL Eastern United States

Have you ever encountered a mother who was extremely enthusiastic - maybe even too enthusiastic - about breastfeeding? Several years ago a mother who fit this description came to our local Group Meeting. The mother rightfully sang the praises of breastfeeding, but she also began to monopolize the entire meeting – one where a number of other mothers had come for help. My co-Leader and I had a tough time getting a word in edge-wise.

Maybe you've had an experience with a mother who was very pro-breastfeeding but, in the process, was also very anti-formula. Maybe you have encountered a mother who seemed to be a model for some or even all of the ten concepts, but who also gave others the distinct impression that the way she lived was the only way breastfeeding mothers should live.

La Leche League tends to attract women who are forthright, and at times outspoken in their advocacy. Some mothers are able to rein in that outspokenness when it is appropriate to do so, such as at a Series Meeting. Some mothers are willing to do so once they understand how their strong opinions could be perceived as confrontational or exclusionary by other mothers. There are some mothers, though, who will continue to be outspoken, and even strident in their tone and manner, diminishing the strength of their message about breastfeeding by overlooking the needs of their listeners.

Enthusiasm for promoting breastfeeding is probably one of the first things we look for in identifying potential Leader Applicants. Yet it is important for Leaders to understand that sheer enthusiasm alone does not make a mother a good candidate for LLL leadership. As the situations above point out, there are very good reasons why the prerequisites to applying for leadership include ones that directly address the importance of acceptance, respect, warmth, empathy and effective communication skills (see sidebar – Personal Traits prerequisites from Appendix 18).

The Personal Traits prerequisite, found in Appendix 18 of the *LLL Policies and Standing Rules*, lists these traits:

- Has sufficient command of language to complete the application and preparation for accreditation and to fulfill the responsibilities of LLL leadership.
- Has an accepting and respectful attitude toward others.
- Exhibits warmth and empathy towards others.
- Demonstrates or is willing to develop effective communication skills.

As a Leader Accreditation Department (LAD) representative, you may have dealt with a situation
where a Leader completed the Leader Recommendation, but noted that the mother did not have good communication skills, or had very strong opinions about one or more aspects of parenting. The Leader may have been quick to note that she talked to the mother about this, and the mother expressed willingness to work on these skills. In some cases, the Leader may have asked that the LAD work on these issues with the mother. Sometimes there is no indication of any concerns in the Leader Recommendation; instead we become aware of a potential problem through our own face-to-face interactions with a mother.

In any one of these situations, it is wise to initiate some pre-application dialogue before moving ahead with the application. While we tend to focus our attention on questions about how a mother represents any one of the ten concepts in her parenting, it is just as important to investigate and do some pre-application dialogue whenever there are concerns about effective communication skills for helping mother-to-mother or in Group meetings.

It can be challenging to assess a mother’s communication skills and style, and even more daunting to address the topic with her. Determining whether a mother has these skills, or is willing and able to develop them sufficiently, can be very subjective. We are usually at a disadvantage in the LAD, since we often have not met the interested mother, and initially may only have the information provided in the Leader Recommendation.

While email is often our preferred mode of communication these days, in situations like this a phone call to the Leader may be more helpful. The opportunity for both parties to hear one another, and ask questions as they naturally occur, may provide us with much more information than an email exchange.

If a Leader is unsure about how to proceed or how best to determine if a mother does meet, or is willing to work on the Personal Traits, encourage her to make use of exercises such as the “Acceptance Exercise” and the “Helping Mothers in Meeting Situations Exercise.” The “Listening Exercise” might also help an interested mother to focus more on how Leaders respond in meeting situations. These exercises can be found at <http://www.llleus.org/Applicants.html>. You may also have some dialogue samples from other application correspondence about the importance of these traits, which could be helpful for the Leader to use in her own conversations with the mother.

Of course it is preferable for a Leader to address these prerequisites and use the exercises prior to submitting the application paperwork. Leader education can be a great help in encouraging Leaders to consult with a LAD representative and get answers to any questions she may have before submitting a Leader Recommendation.

As you plan for Leader event sessions, consider including information or even an entire session that focuses on these particular prerequisites. Area Leaders’ Letter articles can also help to alert and remind Leaders of the importance of acceptance, empathy and respectful communication. If there is currently no regularly published Area Leaders’ Letter, you might send an article or some information via the Leader chat list. You might even ask a question on the Leader chat list to initiate a discussion on this topic.

The Personal Traits prerequisites may be listed last on many application documents, but they are no less
important when it comes to determining whether LLL leadership is a good fit for a mother. Emphasizing their importance to Leaders, and providing them with information and exercises to use when talking with interested mothers and Applicants, can result in less work and fewer difficult conversations for you and the Leader. It can also lead to much more satisfaction and positive feelings for everyone.

Sally Allison has been an LLL Leader since 2000 and has worked in the LAD for seven very enjoyable years. She is currently a Regional Administrator of Leader Accreditation (RALA) for five Areas in the Eastern United States (EUS). Sally is married to Lynn Stork and lives with her husband and their daughters, Rachael (11) and Lauren (9) Allison-Stork in Rochester, New York, USA.

Editor's note: Joan Peloso, CLA for Florida/English Speaking Islands in USA, has adapted this article for a Leader audience. If you would like to obtain a copy of the adapted version to reprint in your Area Leaders' Letter, please contact Marie Beam, the Administrator of Leader Accreditation for Eastern United States, at: MarieBeam@aol.com

What resources does a new LAD representative need to do her job effectively?

In beginning LAD Orientation with a newly appointed LAD representative, it is important to equip her with basic LAD materials and help her learn where she can find information and documents that she may need.

One of the beauties of LAD work is that there is a wealth of good ideas, well-written documents and helpful verbiage handed down by those who have worked in the LAD before us. Our challenge is not to “reinvent the wheel” in most cases, but to discover the pertinent materials that can help us do our work efficiently and effectively.

Here are some of the basic items to help a LAD representative begin to master her position:

- Job Description and Orientation Checklist: These help define the position’s responsibilities and tasks to cover in order to become familiar with LAD basics.
- Leader’s Handbook Chapter 5, “Helping Mothers Become Leaders,” is a good overview for the new LAD representative,
plus it is helpful for sponsoring Leaders.

- **LAD Resources** Chapter 1 provides an overview of LAD responsibilities. Chapter 2 is focused on “Orientation to the Leader Accreditation Department.”
- **Leader’s Pre-Application Packet**
- A hard copy of a sample application file with a prototype Application and Leader Recommendation form.
- Sample forms for keeping track of Applicants’ progress, which can be included in the above sample application file.
- Sample dialog letters to Applicants and sponsoring Leaders.
- Materials that are sent to Applicants and/or sponsoring Leaders, including:
  -- “Personal History of Breastfeeding and Mothering”
  -- “A Checklist of Topics to Discuss in Preparation for LLL Leadership”
  -- *Childbirth and Breastfeeding*
  -- *Breastfeeding Resource Guide*
  -- *A Preview of Mothers’ Questions/Problems and Group Dynamics/Management*, both Applicant and Leader versions
  -- Leader’s Statement of Commitment.
    - Back issues of *LAD Lifeline* and *LADders*.
    - Semi-Annual Report form.
    - Sample form to request reimbursement for LAD expenses.

Most of these materials are online, and may be accessed through:
http://www.llleus.org/LAD/ACLA.html
(Username: LAD  Password: LADis#1).

Although some may be comfortable accessing resources online, others may find it easier to familiarize themselves with these LAD basics if they have most in print form. Just as we need to be sensitive in determining whether Applicants are more comfortable working with email or print documents sent by postal mail, we need to be mindful of the LAD representative’s learning style, and what will work best for her in providing resources.

Often the most valuable resource of all is an experienced LAD representative who may be able to share additional materials or answer difficult questions that arise. LAD has a support structure that gives each LAD representative someone to consult for challenging situations. The online chatlist, LADialogue, further expands that support network by providing a forum to consult LAD representatives around the world.

LAD materials are continually being refined and updated. New resources are developed as LAD representatives see the need for a new Applicant Exercise, an explanatory flow-chart, or a workshop outline.

The most important resource of all for any LAD representative is her desire to discover or create the materials she needs to effectively help Applicants prepare for leadership.

*Marie Beam lives in Kensington, Maryland, just north of Washington, D.C. She and her husband Eric have three children, Alex (24), Emily (21) and Matthew (16). Marie has been a Leader since 1992 and a member of the LAD since 1996. She is currently Administrator of Leader Accreditation for Eastern United States.*
THE EUROPEAN MANAGEMENT SYMPOSIUM

The European Management Symposium (EMS) is organized biannually by LLL Europe. It is open to all LLL administrators and Leaders interested in administrative work. The next EMS will be held from 22 to 25 March 2012 in Frankfurt, Germany. You might consider attending or encouraging other LAD representatives to participate in it. It is a precious opportunity to meet and learn from Leaders from all over the world. The LAD Council plans to offer some LAD sessions as well as the LAD Suite session (a friendly gathering for LAD representatives). Leaders from the following countries attended the EMS in March this year:

Argentina, Austria, Belgium, Bulgaria, Canada, Colombia, Costa Rica, France, Germany, Great Britain, Greece, Hungary, Ireland, Israel, Italy, Japan, Luxembourg, Mexico, Netherlands, Norway, Portugal, Romania, Slovenia, South Africa, Spain, Switzerland, Thailand, Ukraine, United States.

SOUTH AFRICAN LEADER ATTENDING THE EUROPEAN MANAGEMENT SYMPOSIUM (25 TO 28 MARCH 2010) FOR THE FIRST TIME!

Juliet Matthee, ACLA for South Africa

In January 2010 our Chapter Meeting was at my house. A fellow Leader gave me a piece of paper inviting Leaders to apply to go to the European Management Symposium (EMS) in Frankfurt, Germany. Two Leaders from South-Africa would be able to go. She told me she thought I should apply. But how? I have three children between the ages of four and ten. How would they all cope? I had never been away from them all. After a lot of organization I departed for Frankfurt on 23 March, very excited!

Arriving at the youth hostel I met Esme Nel, also from South Africa, who has been to previous EMS conferences. We had lovely chats during meal times, throughout the symposium, where she could answer all my many questions.

Arriving in my room, exhausted, I met my first roommate from Thailand. She was also an Associate Coordinator of Leader Accreditation (ACLA) and also away from her family for the first time. We talked for a long time. We had so much in common. My next roommate was from Spain and the last was an American who has been living in Spain for a long time. This was my first glimpse of what it is like to be at an international La Leche League event. This was one of the most wonderful things of attending the EMS. I met people from all over the world, all like-minded La Leche League people. There were about 98 participants.

The youth hostel on the banks of the Maine River was a great place to stay. Just across the river was the city centre, where one could go for a quick walk before dinner at night. One could also walk beside the river along a lovely path. The area around the corner from
the hostel is famous for its many pubs serving cider.

There were three concurrent sessions from which you could choose. Here are some examples of the sessions I attended: “Know your Gifts: Presenting LLL Philosophy in Our Leader Work;” “How does your LLL-organization relate to Appendix 6B (Area obligations and privileges);” and “LLL Leaders, Peer Counselors, Lactation consultants: Collaboration vs. competition? Volunteerism vs. professionalism?”

On Friday evening there was a resource fair, where each country could present its publications and gadgets. We had tastes of different countries’ food and drink. It was also very interesting to see what other countries’ publications looked like, and it was a lovely opportunity to chat with the other Leaders. Some showed photos from their home towns.

Saturday was Departmental Day. I participated with the Leader Accreditation Department. There were three LAD sessions:

• “Improving Support Systems for Breastfeeding Mothers by Understanding How Adults Learn”
  By Jenny Perez-Genge, ACLA-at-large for International Division;
• “Sharing Ways to Meet Accreditation Requirements”
  By Laurence Descourtieux, co-RALA for Europe and Claire Grosjean, CLA for France;
• “Active Listening Skills”
  By Laura Laubach, CLA for Spain and Eszter Schneiderne-Dioszegi, ACLA for the Future Areas in Europe (Hungary).

In the afternoon there were open space sessions. During the day we had the opportunity to suggest a topic we wanted to hear more about. It was then included and we could attend the meetings which interested us.

After dinner there was the LAD Suite session where the LAD Council organised a surprise “thank you” party for Alison and Karin, the former DLADs. Then we had the Irish Evening hosted by Ireland. They held the first LLL Eurovision Talent Contest, where enthusiasm was much more highly praised than talent! Each country had to sing a song/ do a poem/ dance… It was a fun-filled evening.

On the last day I attended a session on LLL Great Britain’s Ten New Groups Project. The United Kingdom Government funded a project to prepare 20 new Leaders and set up ten new Groups in parts of the country where there are no LLL Groups at present.

After the coffee break Mary Bird spoke in closing about “The essence of LLL: Why is LLL so important to families and to the world? Why is LLL so important to you?” This left everyone newly committed to LLL: to continue to support mothers to breastfeeding their babies all around the world.

It was a wonderful experience to attend the European Management Symposium! Thank you La Leche League!

Juliet Matthee is a Leader with La Leche League South Africa. She and her husband Giliomee live with their three children, Karl-Otto (11), Anja (8) and Sane (5) in Cape Town. She has been involved with LLL for the last 11 years. She serves as Associate Coordinator of Leader Accreditation for South Africa.
THANK YOU
The Leader Accreditation Department Council
Reprinted from Leaven Issue 2010 No.2

Karin Gausman and Alison Parkes completed their terms as Directors of the Leader Accreditation Department (LAD) at the end of April 2010. We can never thank them enough for all that they accomplished.

The photo was taken shortly before the end of their terms at the LAD suite sess on at the 2010 LLL European Management Symposium in Frankfurt, Germany. LAD representatives brought gifts for Karin and Alison, and we organized a surprise “thank you” party. It was such a heartwarming and bittersweet moment and reminded us of the mutual trust we share with LAD representatives around the world.

Karin and Alison did an astounding amount of work during their terms. Among the items which helped many people reach their application and accreditation goals in a timely manner are:

- **Thinking About LLL Leadership**: The new application packet includes one set of pages for Applicants or mothers interested in leadership and another for Leaders.
- **Childbirth and Breastfeeding: Background Information for Leader Applicants and Supporting Leaders**: Applicants can now choose to read this concise booklet, rather than a full-length book, in order to meet the childbirth information requirement.
- **Breastfeeding Resource Guide**: This user-friendly current version has been received with much positive feedback from Leaders and Applicants.
- **Many additional LAD online resources**.

Karin and Alison also facilitated and encouraged:

- Extensive translations of key LAD materials into German, Spanish, French, Japanese, etc.
- Online discussions and study groups.

They accomplished these and other innovations while publishing the quarterly department newsletter LAD Lifeline, providing support for LAD representatives around the world, and maintaining international, cohesive standards for Leader accreditation.

Karin and Alison also offered us emotional support and gave us opportunities to consult them freely. We thank them from the bottom of our hearts for sharing their love and wisdom during their terms.
MERCI
Le Conseil du Département d’Accréditation des Monitrices
Leaven Issue 2010 No.2

Alison et Karin reçoivent des cadeaux des représentantes du DAM à l’European Management Symposium LLL 2010 avec Rahel Oberholzer de LLL Suisse (gauche) et Lone Roe de LLL Irlande (droite)


Cette photo a été prise lors d’un atelier du DAM à l’European Management Symposium LLL 2010 à Francfort en Allemagne, juste avant la conclusion de leur terme. Des représentantes du DAM leurs ont offert des cadeaux et ont organisé une fête surprise pour dire « merci ». C’était un moment à la fois doux et émouvant qui nous a réchauffé le cœur; il a également radieusement illustré l’esprit de confiance qui existe parmi les représentantes du DAM à travers le monde.

Karin et Alison ont fait un travail extraordinaire en tant que directrices. Elles ont aidé beaucoup de femmes à accomplir leur accréditation avec plaisir et confiance à travers :

- Thinking About LLL Leadership: Nouveaux documents pour les femmes s’intéressant au monitorat et pour les monitrices.
- Accouchement et allaitement: Information de base pour les stagiaires et les animatrices. Les stagiaires peuvent maintenant choisir de lire ce feuillet au lieu d’un livre sur la naissance dans la section obligatoire pour l’accréditation.
- Guide des ressources en allaitement maternel 2009: Ce guide facile à utiliser a été bien reçu par des monitrices et stagiaires.
- Beaucoup de ressources en ligne pour le DAM.

Karin et Alison ont aussi contribué et encouragé :

- Des traductions de beaucoup de documents importants du DAM en allemand, en espagnol, en français, en japonais etc.
- Des discussions et des ateliers en ligne.

Elles ont accompli tout cela et bien d’autres nouveautés en plus de publier LAD Lifeline, le journal du département quatre fois par an - soutenant de la sorte les représentantes du DAM à travers le monde et maintenant les critères d’accréditation universels.

Karin et Alison nous offraient aussi du soutien émotionnel et nous invitaient à les consulter à tout moment. Nous les remercions de tout notre cœur d’avoir partagé leur amour et leur sagesse avec nous pendant leur terme.

(Translated by Lesley Robinson)
Halten folgende Ressourcen vielen Beteiligten, ihre Anmeldungs- und Ausbildungsziele zu erreichen:

- Thinking about Leadership: Das neue Paket gibt es in zwei Varianten: Einerseits als Set mit verschiedenen Seiten für Mütter, die sich für die Ausbildung zur Stillberaterin LLL interessieren und andererseits für Stillberaterinnen, mit Informationen wie sie mit interessierten Müttern arbeiten können.
- Childbirth and Breastfeeding (Geburt und Stillen, auf Deutsch noch in Bearbeitung): Diese Information bietet Bewerberinnen/Beraterinnen in Ausbildung die Möglichkeit, zum notwendigen Wissen über das Thema Geburt und Stillen zu kommen. Es wird dadurch nicht mehr gefordert, ein Buch zum Thema zu lesen.
- Viele zusätzliche Ausbildungsunterlagen in elektronischer Form.

Karin und Alison haben außerdem:

- zu umfangreichen Übersetzungen von wichtigen Unterlagen der Ausbildungsabteilung ins Deutsche, Spanische, Französische, Japanische usw. ermutigt und
- Diskussions- und Arbeitsgruppen im Internet geleitet.

Karin und Alison haben während ihrer Dienstzeit eine unheimliche Menge Arbeit geleistet. Unter anderem
La foto fue tomada justo antes de terminar sus periodos de Administración en una de las sesiones de LAD durante el Simposio de Administración de LLL Europea (EMS) en Frankfurt, Alemania. Las representantes de LAD trajeron regalos para Karin y Alison y organizaron una fiesta sorpresa de agradecimiento. Fue un momento muy conmovedor pero a la vez algo triste, y nos recordó a todas sobre la confianza mutua que compartimos con las representantes de LAD alrededor del mundo.

(Translated by Helga Meyer)

**GRACIAS**

**El Consejo del Departamento de Acreditación de Líderes**

Reimpreso por *Leaven* Año 2010 No.2

Karin y Alison hicieron una cantidad de trabajo impresionante durante su tiempo de servicio. Algunos de los ítems que ayudaron a mucha gente a alcanzar sus metas de acreditación en un tiempo oportuno son:

- **Acerca de volverse Líder de LLL**: El nuevo paquete para Candidatas incluye un set de páginas para las madres interesadas en convertirse en Líderes, y otro set para Madrinas.
- **Nacimiento y Lactancia: Antecedentes de Información para Aspirante y Madrina**: Las aspirantes ahora pueden escoger leer este documento conciso, en vez de leer el documento completo, para lograr el requisito de información sobre el nacimiento.
- **Guía de Recursos de Lactancia**: Esta versión de fácil uso ha sido recibida con retroalimentación muy positiva por parte de las Madrinas y Aspirantes.
- Muchos recursos adicionales de LAD disponibles en internet.

Karin y Alison también facilitaron y animaron:

- Traducciones extensas de materiales claves de LAD en Alemán, Español, Francés, Japonés, etc.
• Discusiones en línea y grupos de estudio. Ellas lograron éstas y otras innovaciones mientras se publica el boletín del departamento LAD Lifeline cuatro veces al año, promoviendo apoyo a las representantes de LAD alrededor del mundo y manteniendo estándares internacionales y cohesivos para la acreditación de Líderes.

Karin y Alison también nos ofrecieron apoyo emocional y nos dieron oportunidades para consultar con ellas libremente. Les agradecemos de todo corazón por compartir su amor y sabiduría durante su tiempo de administración.

(Translated by Jenny Perez)

**Leader Accreditation Department Council**

**Le Conseil du Département d’Accréditation des Monitrices**

*Editor’s note: LAD Council consists of the above LAD administrators who support Leader application and accreditation in each LLL entity.*

**Leader Accreditation Department – Council**

*Note de la rédactrice: Les membres du conseil du DAM soutiennent l’accréditation des monitrices dans chaque entité LLL.*

**Consejo del Departamento de Acreditación de Líderes**

*Bemerkung der Herausgeberin: Das LAD-Council besteht aus den obigen Mitarbeiterinnen der Ausbildungsabteilung, die in der jeweiligen LLL Einheit für Anmeldung und Ausbildung zur Stillberaterin LLL verantwortlich sind.*

*Nota del Editor: El Consejo de LAD está formado por las miembros administrativas mencionadas arriba, quienes apoyan la Formación y Acreditación en cada entidad de LLL.*

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HOW WOULD YOU RESPOND?

Here is an extract from a letter from a Leader Applicant, written to her LAD representative during her application. There is no single right answer. Sharing our own possible approaches can help us to consider a variety of ways to respond.

When my daughter was about four months old I went away on a trip. I had doubts about leaving, but was told I shouldn’t miss an opportunity to “get away.” I left for four days and when I came back she cried as soon as she saw me. I think she didn’t recognize me at first and assumed I was a stranger. While I was gone I found that I was not enjoying the trip, since I felt so guilty about leaving. It was soon after the trip that I began reading articles that strongly discouraged parents from leaving their babies. It seems obvious to me now, but back then I did not really think leaving would be hard on her.

Sample responses

Your decision to go away on a trip without your four-month-old daughter was made from the knowledge and feelings you had at the time. Our culture seems to encourage early independence as a trait to strive for, even as young as four months of age. Others encouraged you not to miss the get-away opportunity. The intention was sincere, offered as a way to help you get a break from the busyness and stresses of new motherhood.

Mothers seem to have a monopoly on feeling guilty, especially when a decision is made that is later regretted. Motherhood is full of lifelong learning experiences. Many mothers -- perhaps all mothers -- have regrets for some of the decisions they’ve made. However, we learn from the outcome of each decision; next time a different decision can be made. Take what you learned and enjoy reuniting with your daughter. Babies are resilient; with continued love and care she’ll soon hold you in her #1 position again.

Sylvia Walker, Manitoba, Canada

Thank you for sharing honestly with me about this experience. It is so common for mothers to feel pressured to leave their babies for a variety of reasons. Often, as in your situation, mothers are encouraged with comments such as “look after yourself” and “take some time out” or “you deserve more ‘me’ time.” It can be difficult when these comments are made, often by mothers who we regard as more experienced than we are, to hold onto our own instincts. And it is clear from what you have written (“I had doubts about leaving . . .”) that you did have an instinct that this was not right, neither for you nor your baby. This instinct was confirmed for you too, both by your inability to fully enjoy your time away and by your baby’s reaction upon your return.

La Leche League philosophy states that the baby has an intense need to be with his/her mother. This is one of the guiding principles and I think you have just had a real life experience of it! As Leaders we have the
responsibility to try and live LLL philosophy as best as we are able. You experienced a separation from your baby and you found out the hard way that this was not helpful for either of you. The main point is that you have learned from the experience and also backed up that learning through the reading you have been doing.

Finally, I think it is helpful to put this in context. Your recommending Leaders have seen many qualities in you which give them confidence in your abilities and potential as a future Leader. They have had the opportunity to witness firsthand your loving parenting. Parenting is a journey and we all make mistakes along the way. It is impossible to get everything right! What is important is to recognize our mistakes, learn from them, and then forgive ourselves for being less than perfect. Both your own and your baby’s reaction to the separation is evidence that you had a close attachment to begin with and that attachment can continue to grow. This is what really matters.

Annette Littlejohn, Mosgiel, New Zealand

It sounds like leaving your daughter of four months was a traumatic event for both of you. Peer pressure is not just for children and teens. We all experience it. Societal pressures sometimes interfere with our personal values and judgments.

Your experience, coupled with the research you have done since then, has made what was not so obvious to you in the early days more clear to you now. La Leche League strives to provide mother-to-mother support and information in this very way. Mothers share their personal experiences, both good and bad, while an accredited La Leche League Leader provides medical research and information. Group mothers learn from other mothers’ experiences presented along with published information, often avoiding the pain they might have endured without that peer support.

Patricia Tatlow, Canada ✝

New Extract ✝

The last meeting I had with my Leader, Claire, ended with us both feeling less than harmonious, and her words to me were that I should’ve used an “I” statement in a situation where she felt – to the point of insistence – that I had been too judgemental. At the LLL meeting last month there was a boy of about four who punched Jamie, Claire’s son, in the face. Her response was to say to Jamie, “Oh, that really hurts.” A little later, this same boy pushed over a baby who was sitting on the floor in front of his mother. She picked up her screaming baby, throwing a less than friendly look at the boy. A little later, the same boy punched a third child, my daughter, Katy, in the face. Holding a screaming Katy, I said to the boy, “That behaviour is unacceptable.” I do not feel an “I” statement would’ve been appropriate, nor do I feel that the statement about the boy’s behaviour was judgemental beyond what was appropriate for that moment. I am not saying “You are an unforgivable brat” – I’m saying, “That behaviour is not acceptable; find another way to deal with your anger and frustration that does not involve harming others.” Neither his mother nor a Leader acted to avert or remedy the situation. I do not believe, however hard we find dealing with the more negative aspects of emotions such as anger, frustration, fear, injustice, that it is to anybody’s advantage to sweep them under the carpet or ignore them – and in this situation, it was not just the boy’s
negative emotions, but also those of the children he hit. A true resolution takes into account everybody’s feelings, including the injustice felt by the others and their fear of returning to the play area. Claire suggested that I practise using I statements so that I could better deal with these situations – I found that a little patronising under the circumstances. Perhaps we could all do with some enrichment workshops on how to handle these situations, as one might just as well ask why no one had addressed the situation before it got to that stage. I welcome your comments on what you feel would’ve been an appropriate response to this situation.

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

A TASTE OF LAD INTERNATIONAL

Each issue of LADders will feature LAD representatives from various geographical parts of LADI, and your contributions will help us all get to know one another better! In our second issue we introduce LAD representatives from New Zealand, Spain, and Japan.

Linda Dockrill, ALA for New Zealand

Kia ora! I took on the role of Administrator of Leader Accreditation (ALA) for LLL New Zealand (NZ) from Eleanor Becker in April 2010 and am still relying on Eleanor as a mentor and guide as I find my feet in my new role. A huge thank you must go to Eleanor for all the work she has put into her role as ALA LLLNZ over the past four years. She helped institute new and innovative procedures and resources that will improve how we support Leaders and Leader Applicants.

I live in Christchurch with my husband, Dave Newey, and our three children, Ella (12), James (10) and Tom (7). I have been a Leader since 2001 and have been involved in the Leader Accreditation Department for the past eight years as a CLA and ACLA for the South Island. I was previously on the LLLNZ Board as Area Board Member for the South Island I enjoy the work at the Board level and am humbled by the hours and commitment shown by other members, past and present. It continues to be a pleasure and a privilege to serve alongside such wonderful women. It is also a lot of fun!
After spending 12 years at home, I returned to work at the beginning of 2010. I am employed in a part time Social Work role for a non-profit organisation and once again my “patch” is the South Island! I have found that my new role includes a strong emphasis on peer support, something that LLL Leaders do very well! I believe that the power of mother-to-mother support creates networks and strengthens communities in a way that cannot be achieved by “experts”.

My goal for the LLLNZ Leader Accreditation Department is to continue supporting LAD representatives so that they are prepared to support confident, competent Leaders who will enjoy helping breastfeeding mothers. Leadership is an extremely important and rewarding role.

I look forward to continuing to develop my relationship with the LAD Council, “meeting” you all online has already proved to be incredibly rewarding!

Editor’s note: "Kia ora" is a Maori greeting. It is used as a greeting and as a thank you and as a word to communicate agreement.

Elvira Germaná, CLA for Spain

Hello, my name is Elvira Germaná. I was accredited as an LLL Leader in July 2003 and started in LAD in September 2007. In July I became CLA for Spain and I am really very happy about this.

I am originally from Lima in Peru, but I have been living in Madrid for almost 20 years. I am married to Daniel, who is from Bilbao in the Basque Country. I have two children, Diego (19) and Violeta (9). Both happily breastfed!

LLLOVE FROM JAPANESE SKIES
Chisato Hikichi, ACLA for Japan

I live in Sapporo on the most northern island of Japan.
Each season is quite unique: full of colourful flowers in spring; enjoyable sea-bathing in summer; attractive maple leaves in autumn; fantastic snowy scenery from December to March. Have you heard about the famous snow festival in Sapporo?

La Leche League has been in my life ever since I had my daughter, 20 years ago. A few years ago Toshi Jolliffe asked me if I was interested in LAD work. She worked with me on my orientation and offered practical/accurate information. Thanks to her, my orientation was thorough and I enjoyed it very much. On top of that, she still supports us as much as she can. I send Toshi my messages about anything: Leader responsibilities; some personal issues; LAD work, etc., and she offers me the support which I am looking for. I am very grateful that Toshi has given me an opportunity to write this article. Also, special thanks to those who are involved in this publication!

In addition, this department receives a lot of documents and resources to help us do our work. One of Toshi’s finest accomplishments is her astounding amount of translation work. She supports LAD Japan this way from the other side of the globe. We are fortunate to receive current information so promptly.

I feel most satisfied in the LAD when I accredit a new Leader. This pleasure cannot be replaced by anything else. Accrediting a new Leader helps us to achieve our goal so that every mother who wants to breastfeed will have the support to do so. By accrediting one Leader, we can indirectly help many mothers breastfeed their babies. I am very proud of being part of such a wonderful department.

Please let me thank all LAD representatives abroad as well as in Japan for including me in this department.
I am very pleased to be connected to the rest of the world by communicating this way and hope to see you one day!

LAD PROMENADE
Congratulations on your appointment!

Elizabeth Hunnicutt | ACLA for Kentucky-Tennessee, USA
Wendy Jeckell | ACLA for Central and Southern: Ontario, Canada
Sarah Lin | ACLA for Southern California/Nevada, USA
Karen Raittinen-DeSario | ACLA for Central and Southern: Ontario, Canada
Carol Smith | CLA for Pennsylvania-East, USA
Darlene Utzinger | ACLA for Massachusetts-Rhode Island-Vermont, USA

The 50th Wedding Anniversary!

Comments about LADders

Thank you for the encouraging comments about the first issue of LAEders. Your support has inspired us greatly. We look forward to your feedback on this issue.

I loved LADders! What I liked especially were the different answers to the question from an Applicant about LLL and feminism, and also knowing who exactly is on the LAD Council. My confidence in the future of LLL went up several notches seeing this list of dedicated women.

Carroll Beckham, USA

Thanks for sharing this new publication. I can see all the work that went into it and the variety of input from all over the world. I am gaining a deeper appreciation for LAD and learning more insights into the wonderful work they do through this insider scoop for LAD members. I look forward to seeing other issues you may wish to share.

Fran Dereszynski, USA

Congratulations on your first issue of LADders! The high quality of writing is impressive (although we’ve come to expect that from LAD, haven’t we!). What is unique about this new publication is the input from so many parts of a global LLL. The international flavor typifies our LAD work, and thus is great to see in a LAD publication. Well done!

Karin Gausman, USA

Congratulations to Anne Devereux, CLA for New Zealand, and her husband, John, on celebrating their 50th Wedding Anniversary on 26 March this year.
I learned how to be respectful in the LAD. Articles in LADders have made me cry because they have given me an opportunity to see conscientious work which LAD representatives do all over the world.

Eri Kido, Japan

Congratulations on the first issue of LADders. I've enjoyed reading it and have especially liked the more informal writing style. The publication is very informative. In short, it is great!

Esmé Nel, South Africa

Each one of you who has contributed to LADders should be very proud! What a wonderful issue - inspiring, thought-provoking, vibrant!

Congratulations to you all and thank you for creating such an energetic publication. I was fascinated to read the results (so far) of the survey. Hopefully this will provide some signposts for ways to develop application work in the future. LADders, you did a great job - as I read LADders, I felt very proud to be a member of such a wonderful department

Alison Parkes, Great Britain

Please congratulate the LAD Council on a wonderful, informative first issue of LADders. I really appreciated the dialogue samples, and look forward to more in the future!

Michelle Roth, USA

I thought that this first issue of LADders was GREAT! The New Leader Survey article was inspiring and interesting. The articles about separation and ACLA recruitment are helpful and practical. And “How Would You Respond” gives us a chance to get good ideas from other LAD reps about how to respond to challenging situations. (And of course LAD Promenade is important too!) Excellent publication! Kudos to everyone involved.

Ilana Sobel, Israel

LADders is beautiful! You all are working so well together. You are efficient, effective, industrious, and passionate about your work.

Nancy Spahr, USA

It is so attractive and obviously helpful.

Congratulations to all who made it possible.

Marian Tompson, USA

Congratulations on a beautiful new publication! The sun truly does shine brighter today!

Carole Wrede, USA

I am most impressed, beginning with the title - LADders. Very clever, and so true. I have not read it word-for-word but so far find it quite informative and supportive.

Leader, USA

I like the tone, the caring way LAD responds to the LAD representatives and the many examples given of ways to work with Applicants. It pleased me greatly to see the names of the Leaders I have worked with. Keep up the good work! Thank you! Thank you!

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