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

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A Recap of the 2019 Preview Revision

Rachel Concitis, Ohio, USA & Linda Wieser, Nova Scotia, LLL Canada

In May 2019 the LAD Council released an updated version of the Preview exercise for Leader Applicants and the Leader’s Guide to the Preview. You should have received an email from your Administrator of Leader Accreditation (ALA) or your LAD support person with the updated files for your use in LAD work. If you would like to check to see if you are using the most up-to-date version, the English-language document has a May 2019 La Leche League International copyright. Perhaps you are wondering about the process to revise this document.

In June 2018 Linda Wieser, then the ALA for LLL Canada, put out a request for LAD representatives interested in helping revise the then-titled Preview of Mothers’ Questions/Problems and Group Dynamics/Management document. Rachel Concitis (LLL Alliance) and Natasha Kapsali (LLL Greece) volunteered to help Linda with the revisions. Over the next ten months the group worked collaboratively to revamp the document, updating the various situations that were suggested for discussion between Applicants and supporting Leaders. Before the final document was shared with LAD representatives, Cindy Garrison (LAD Council Advisor) and Toshi Joliffe (LLLI LAD Director) helped with final revisions and editing.

The work group made numerous changes to the document. The first was to change the title to Preview of Helping Questions and Group Management. This wording change is more inclusive in language, as well as being shorter and easier to read and remember. Having Helping in the title really gets to the heart of what Leaders are doing every day with parents around the globe.

The Preview organizes helping questions by topic. During the revision some topics were combined and/or renamed. A new topic was also created: Diversity and Inclusion. This was done so that Applicants can begin to think about how they will help support the diverse range of parents who may seek their help once they are accredited.

Questions were also added to various topics. You will now find questions related to breastfeeding twins, human milk feeding, inverted nipples, breast surgery, tongue-tie, use of nipple shields for premature babies, skin-to-skin contact, bed-sharing, milk storage, and single parents interested in leadership. Three scenarios were also added to the “Group Management” section.

Those involved in the revision strived to use more inclusive language throughout the document. You will find a variety of pronouns and nouns used, including mother, parent, or attendee.

Some changes were made to the organization of the document. The evaluation questions were moved to the end of the document with hyperlinks in the introduction and the table of contents. While Applicants can complete the evaluation questions at any point during the Preview exercise, many choose to complete them at the end, so the content of the document flows chronologically with the questions at the end.

The final topic of the “Helping Questions” portion is O. Area Specific, or Applicant-Specific Questions. Together with your ALA, LAD representatives can use or develop helping questions or Group management scenarios that may apply to your Area. The Preview is a required application exercise, which means that it needs to be applicable worldwide. If your entity chooses to include an additional list of “N. Diversity and Inclusion” helping questions you are welcome to create an addendum to the Preview exercise. Please discuss it with the ALA for your entity.

Those involved in the update and revision of the Preview document hope you, as LAD representatives around the world, find the changes helpful as you help the next generation of La Leche League Leaders prepare for leadership.
Rachel Concitis lives in Columbus, Ohio, in the United States, with her husband Bob and four-year-old Bradley. She is expecting her second child in mid-September. She is currently the Regional Administrator of Leader Accreditation (RALA) for LLL Alliance and the Coordinator of Leader Accreditation (CLA) for LLL Ohio. She is in her fifteenth year teaching, and currently teaches third grade (eight- and nine-year-olds) in Columbus City Schools, the largest urban school district in the state. She teaches reading, writing, and history to her students, and is always looking for the next great picture book to spark discussions of diversity, inclusion, and kindness with her class.

LAD Videos on Application Work
Linda Wieser, Nova Scotia, Canada

For the past couple of years I have been thinking about creating some LAD videos to explain what is involved with application work because some people are auditory and/or visual learners. It has finally happened. With the help of my neighbour Reid Campbell, I have created six short videos about application work. They will be available on the LLLI website soon.

Each video is between two and a half and four minutes long. The first is an introduction to what an Applicant will need to do. The next five videos explain in detail each part of application work: personal history, leadership skills and attitudes (Checklist), Breastfeeding Resource Guide, background reading and learning, and the Preview.

Obtaining high-resolution photos of a diverse population was the biggest challenge. A big thank-you to Chrissy Fleischman, Hideko Kawachi, Chie Iwatan, Shyamala Sathiaseelan, Priscilla Stothers, and Missy Wang for submitting photos. I was also able to find photos on the United States Breastfeeding Committee’s “Landscape of Breastfeeding Support” project. This free resource is a collection of 10,000 high-quality, high-resolution images. In addition, I took some photos of my co-Leaders and Group members and asked my daughter and her friend for photos.

And special thanks to Reid for filming and editing the videos. I have also appreciated support from Toshi Jolliffe, LLLI LAD Director, and LLLI Board members Amy Shaw and Marie Beam who reviewed these videos and offered helpful suggestions.

Linda Wieser lives in Mahone Bay, Nova Scotia, Canada, where she and her husband, Jim, have a large garden and several boats for playing around on the water. They have two grown daughters and four grandchildren. Linda has been a Leader since 1984. She is currently Resource Coordinator for LAD Council, Contributing Editor for “Preparing for Leadership” in Leader Today and Contributing Editor for “How Would Your Respond?” in LADders.

Interrupted Applications
Cynthia Massey, New York, USA

The beginning of an application for LLL leadership is such an exciting time- for the supporting Leader(s), for the Group, and especially for the Leader Applicant. All the paperwork and fees have been submitted, the application has been activated by the Coordinator of Leader Accreditation (CLA), and a LAD representative has been assigned to the brand-new Leader Applicant. Everyone is eager and ready to get started! Many Applicants begin their work right away, sometimes even submitting the “About You” section of their personal history within days of being introduced to the LAD representative. It looks like everything is going to proceed quickly, and often it does.
However, sometimes events can occur that cause all involved to wonder if a motivated, enthusiastic, well-supported Leader Applicant can and will complete the application. What are some of the reasons for this? And, what can supporting Leaders and LAD representatives do to help these applications progress?

One life experience that can interrupt an application is when an Applicant moves. Whether the move takes the Applicant out of state, province, or country, or simply necessitates the finding of a new Group, this loss of support of the Leader the Applicant knows and feels comfortable with can cause the Applicant to question whether or not to continue with the journey to become a La Leche League Leader. The most important thing to remember when helping this Applicant decide what steps to take next is that once an application has been activated, the Applicant retains that status no matter where the Applicant resides. The application does not need to be resubmitted, and no new recommendations are required as long as the original Leader still supports the application.

The LAD representative working with the Applicant can help pave the way by contacting the Leaders of the new Group and letting them know they may have a Leader Applicant now attending their meetings. Letting the Leaders know where the Applicant is with the application can help them as they figure out how best to help the Applicant continue to prepare for LLL leadership. The Leaders and Applicant may want to spend some time getting to know each other before proceeding, and if there are personality conflicts, the LAD representative can help them find ways to resolve this.

As overwhelming as changing Groups during the application time may feel, if an Applicant moves out of the Area, the change might seem too big a hurdle to overcome. In addition to meeting and getting to know new Leaders, the Leader Applicant may be concerned that a new LAD representative from the new Area will need to be assigned. It’s not uncommon for a LAD representative to work with an Applicant outside the Area, so there’s no need to start over with a new LAD representative unless the Applicant specifically requests it. In fact, the LAD would prefer not to disrupt the relationship the Applicant and LAD representative have formed. So in reality, for the Applicant, it is no more difficult to move out of the Area than to move across town. The LAD representative will let the CLA of the former Area know of the move and will contact the CLA of the new Area, and all will be ready to proceed!

Another life event that can interrupt the application time is when an Applicant becomes pregnant. It is a happy time for the family, but questions may come up about how to complete the application due to this new situation. The Applicant may now be exhausted and/or not feeling well. While it may be necessary for work to slow, making an effort to complete as much of the application work as possible before the new arrival may be easiest in the long run. Short discussions by phone or webcam when the Applicant feels up to it can be simple ways to complete the parts of the application. Encouraging the Applicant to work in small chunks help the application seem less overwhelming. All may want to be mindful that while it may seem more difficult at times to work on the application, it is likely to be more challenging once the new baby arrives.

There may be times when a Leader Applicant is just too ill, or too busy, to continue working toward accreditation for a period of time. An Application may be put on hold for a predetermined amount of time, usually three months. The Applicant and LAD representative can decide together that they will both put the application aside, giving the Applicant time to attend to other challenges of life. At the end of the hold period, the two can decide if the Applicant is now in a place to resume the application work.

In addition, it may be the supporting Leader who is temporarily unable to spend much time working with the Applicant. Encouraging the Applicant to work on the parts of the application that are done independently, such as the personal history, reading, or Breastfeeding Resource Guide (BRG), while the supporting Leader is not available is a way to help the application proceed. If the only parts remaining require the support of the Leader, the same alternatives considered when the Applicant is not feeling well can be used. Sometimes a supporting Leader retires before the new Leader is accredited or for another reason will no longer be able to work with the Applicant. The LAD representative, with support from the CLA if needed, can often find another Leader to provide the support the Applicant will need.
While the hope is always that an application will proceed smoothly, with minimal disruptions from start to finish, we all know that the ideal may not always be the reality. With creative thinking, patience, and understanding, there is almost always a solution to what may seem to be roadblocks to completing an application. Representatives from the LAD are willing and eager to help find ways to overcome even the seemingly biggest disruptions to help Leader Applicants complete their applications and become new Leaders, then go on to eventually work with new Applicants themselves to bring even more Leaders to the organization.

Cynthia Massey lives in Big Flats, New York, USA with her husband John. She has five grown children and two grandchildren, with a third on the way. She is currently the Regional Administrator of Leader Accreditation (RALA) for the Northeast Region of LLL Alliance and Interim Coordinator of Leader Accreditation (CLA) for LLL of New York. In addition to her favorite activity of providing part-time childcare for her grandson, when not working with Leader Applicants or the Leaders and administrators who support them, she spends her time reading, knitting, and exercising.

Here is an extract from a LAD representative in orientation who asks her CLA for clarification on the change in the separation policy and how to respond to an Applicant writing about the “In the early years” concept.

**Dear Camille Orienting CLA,**  
*I have a question for you. I understand that separation can no longer be considered a reason to deny an application. However, if there was significant separation, I am not sure how to respond to an Applicant’s writing about the concept: In the early years the baby has an intense need to be with his mother which is as basic as his need for food. Does the new policy mean we can’t discuss separation with an Applicant? What about if the Applicant returned to full-time work when her baby was very little?*

*I look forward to some guidance from you.*

LLU Love, Agathe ACLA-in-orientation

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**Chère Camille CLAD-formatrice,**  
*J’ai une question pour toi. Je comprends que la séparation ne peut plus être considérée comme une raison de refuser une demande. Cependant, s’il y a eu une séparation importante, je ne sais pas trop comment répondre aux écrits d’une stagiaire au sujet du concept : Pendant ses premières années, le bébé a un besoin intense de la présence de sa mère. Celui-ci est aussi fondamental que son besoin de nourriture. La nouvelle politique signifie-t-elle que nous ne pouvons pas discuter de la séparation avec une stagiaire ? Qu’arriverait-il si la stagiaire reprenait un emploi à temps plein alors que son bébé est très jeune ?*

*J’attends tes suggestions avec impatience.*

AmicaLLLement, Agathe Co-LAD-en-formation
Dear Agathe,

Thank you for being eager to know how to dialogue with an Applicant about the concept “In the early years” while respecting the new approach recommended by the LLLI Board. You have brought up the subject which interests many LAD representatives. I can tell how conscientiously you are working on your LAD orientation.

One of the Prerequisites to Applying for Leadership reads, “A potential Applicant supports LLL purpose, mission, and philosophy.” In other words, the application started because the Applicant supported and practiced LLL philosophy which included the concept “In the early years.” It helps if you dialogue with the Applicant on the basis of the understanding that she meets the prerequisites.

Through the discussion with the LAD, Applicants practice explaining LLL philosophy to someone new and learn the way to implement it in their lives. This is an important goal of an application for leadership. Although Appendix 18 has been revised, the concept “In the early years” remains unchanged and explains the core part of our philosophy. It is important for an Applicant to discuss it with the LAD with confidence and pleasure. What do you think, Agathe?

It is true that the LAD no longer asks about an Applicant’s separation experience. However, when you discuss the concept “In the early years” with the Applicant who has experienced separation from the baby, it is likely for this subject to be brought up naturally. In that case, you accept what has been said and respond to the comments in a positive way. You focus on what the Applicant achieved, instead of what she did not do. That approach will enhance the Applicant’s confidence as a Leader in the future.

If you ever suspect that an Applicant has not practiced the concept “In the early years”—in other words, if you think that the Applicant might not meet the prerequisites—please let me know. I’ll be happy to have a close look at the situation and consult my support person, if necessary. Every Applicant you meet in the future will be different. What do you think about discussing any of your future concerns as they happen? I shall always be there to help.

I hope my letter is clear. Let me know any questions anytime. Your letter is helping me learn how to implement the new policy. Thank you for the opportunity, Agathe

Camille, CLA, (Rika Mitani, Japan)

アガサさま

アガサさん、「一緒にいたい」のコンセプトについて、新しい方針に基づいてどのようにアプリカントと対話したらよいかをおたずねしていただきありがとうございました。多くの認定部所属リーダーにとって、関心の高く大切な話題ですね。そこに注目されたアガサさんは、どれだけ良心的に誠実にオリエンテーションに取り組んでおられるか伝わってまいります。
『志願のための必要条件』には、「ラ・レーチェ・リーグの目的、使命、考え方を支持している」ことが含まれているので、アプリカントは「一緒にいたい」のコンセプトを支持し、実践することを前向きに考えておられるからこそ、アプリケーションが始まりと言えますね。ですからこのコンセプトを実践しておられるものを前提にして、対話をすることは大切でしょう。

他のコンセプトにも言えることですが、アプリカントが10 コンセプトについて認定部所属リーダーと対話することは、リーダーになってから、LLL の考え方を説明したり、実践するためのLLL らしい具体的な方法をお母さんに紹介しサポートしたりするための練習にもなりますね。これはアプリケーションの重要な役割の一つでもあります。

『付録 18』は改訂されましたが、「一緒にいたい」のコンセプトそのものはそのままです。LLL はこのコンセプトを大切にしていますし、これからも集いにいらっしゃったお母さんに赤ちゃんの「一緒にいたい」ニーズを説明します。ですから、アプリカントが「一緒にいたい」のコンセプトについてどのように考え、実践してこられたかをお話ししていただくことはとても大切だと思います。アガサさんのお考えもお聞かせくださいね。

赤ちゃんと離れる経験をされたアプリカントに離れた時間や期間を、認定部所属リーダーが具体的におたずねしなくとも、このコンセプトについて話し合うときには、対話の中で自然に、話題となることも考えられます。離れた経験について、「話題にしてはいけない」と遠ざけるよりも、お母さんが自然な流れでおっしゃったことを、私たちも自然に、そして肯定的に受けとめ、お母さんが実際に実践し、成し遂げてこられたことに対話の焦点をあてるのでどのように思いますか。リーダーはお母さんが前向きになって自信を持てるようにサポートしますね。それと同じように、アプリカントが最善を尽くしたことに焦点をあて前向きになれるように話し合うと、リーダーになってから自信をもって活動することにつながるでしょう。

もし対話の中で、アプリカントが「一緒にいたい」のコンセプトを支持しておられないのではないか、つまり必要条件を満たしておられないのではないかと感じられたときでも相談してくださいね。私も一緒に考えたり、私をサポートしてくださっているリーダーにご意見を求めたりできます。また、アプリカントは1人として同じ方がいらっしゃいませんし、その時々でどのように対話を進めるかと考えることができますので安心なさってくださいね。

私からのお便りでわかりにくいところはありませんか。ささいなことでもかまいませんので、何度でもおたずねくださいね。アガサさんからのお便りはいつでも大歓迎です。アガサさんが質問してくださるおかげで、私も新しい方針について学ぶ機会をいただいていますし、ありがとうございます。

CLA, カミル
日本、三谷理香
Dear Agathe,

For me, the separation of a mother and her baby is a fundamental issue in deciding if a potential Applicant meets the LLLI Prerequisites to Applying for Leadership. Based on the recent Board decision, this may not be a reason to deny an Applicant. Nevertheless, it is important, as always, to positively consider how long mother and baby are together, how they live the moments they are together, how they establish their relationship, how they compensate for the hours of separation and who loves baby when mother is not available. (This is a question I often ask participants at a Series Meeting)

Sometimes potential Applicants have to return to work due to economic, family or social obligation. How they establish their relationship with their babies is what makes the difference between someone whose experiences complement LLL philosophy and someone whose experience does not reflect our philosophy. It is also important to talk with potential Applicants about whether they have been able to do everything possible to maintain a relationship with their baby (working shorter hours, using your breastfeeding break time - which a part of your guaranteed rights in Spain-- etc.) and how they talk about being apart from their baby. Do they share how it has been emotionally for them and their baby? Do they talk about their babies’ needs?

"Not judging” others is one of the fundamental values we model as Leaders. Even so, it is important that we establish whether a potential Applicant meets the LLLI Prerequisites to Applying for Leadership and whether their experience reflects LLL philosophy. And the time potential Applicants have spent with their baby (quantity and quality) is essential in this regard, whether they returned to work or not. I have met mothers who have not returned to work after giving birth, but their babies have been in charge of other people all day, even in the same house, and those babies have barely had contact with their mothers. Therefore, to find out if someone apply for leadership, taking this aspect into account is very important. And this can be known from asking and having contact with the potential Applicant. It is essential that the potential Applicants show a desire to be with their baby, and do everything possible to be together, showing empathy, affection and respect for the child.

Yours,
Camille Orienting CLA

Para mí, la separación de una madre y su bebé es un tema fundamental para decidir si una Aspirante potencial cumple con los requisitos previos de LLLI para solicitar ser monitora de LLL. Basado en la reciente decisión de la Junta, esto puede no ser una razón para rechazar a un o una Aspirante. Sin embargo, es importante, como siempre, tener en cuenta cuánto tiempo están juntas las madres y los bebés, cómo viven los momentos que están juntos, cómo establecen su relación, cómo compensan las horas de separación y quién ama a los bebés cuando la madre no puede estar presente. (Esta es una pregunta que a menudo les hago a las personas que participan en una reunión de la Serie).

A veces, las personas Aspirantes potenciales deben regresar al trabajo debido a una obligación económica, familiar o social. La forma en que establecen su relación con sus bebés es lo que marca la diferencia entre alguien cuyas experiencias están en concordancia con la filosofía de LLL y alguien cuya experiencia no refleja nuestra filosofía. También es importante hablar con las personas que potencialmente pueden ser Aspirantes, sobre si han podido hacer todo lo posible para mantener una relación con su bebé (reducción de horario laboral, hacer frente a su derecho a amamantar mientras trabaja, lo cual es posible en España, etc.) y cómo hablan de la separación de su bebé. ¿Comparten cómo lo han vivido emocionalmente tanto las personas potencialmente Aspirantes como los bebés? ¿Hablan de las necesidades de sus bebés?

"No juzgar" a las demás personas es uno de los valores fundamentales que queremos demostrar como Monitores. Aun así, es importante que establezcamos la idoneidad de si una persona potencialmente Aspirante cumple con los requisitos previos de LLLI para solicitar ser Monitora de LLL y si refleja la filosofía de LLL. Y, a este respecto, el tiempo que las personas Aspirantes potenciales han pasado con su bebé

*Spanish original follows
(cantidad y calidad) es esencial, tanto si han vuelto a traer como si no. He conocido madres que no han regresado al trabajo después de dar a luz, pero sus bebés han estado a cargo de otras personas todo el día, incluso en la misma casa, y esos bebés apenas han tenido contacto con sus madres. Por lo tanto, para saber si una persona puede ser una buena candidata para el liderazgo, es muy importante tener en cuenta este aspecto. Y esto se puede averiguar preguntando y teniendo mucho contacto con la persona posible.

Aspirante. Es esencial que las personas Aspirantes potenciales muestren un deseo de estar con su bebé y hacer todo lo posible para estar juntos, mostrando empatía, afecto y respeto por la criatura.

Un beso,
Camille
Eva Donat
Barcelona, Spain

Dear Agathe,

I can appreciate your concern in terms of addressing this. I think the best way to think about this is to look at the big picture in a positive and encouraging light. If this Applicant meets the pre-requisite of breastfeeding for twelve months and has had to work during that time, then they may have had to go to great lengths to maintain the breastfeeding relationship. I suggest approaching the topic by asking the Applicant to describe their experience with working and breastfeeding, and how they managed it all (with a congratulatory note of encouragement). I think we can all learn a lot from what these mothers/parents have to share. There are many creative and fascinating ways to make it all work for the breastfeeding dyad, and the more we approach Applicants without judgement, the more we are all going to gain in LLL from what they have to teach us. LLL is stronger when we have a more diverse body of experiences.

Camille Orienting CLA

Roberta Samec
Ontario, Canada

Dear Agathe ACLA-in-orientation,

Thank you for writing. Your question is not a rare one. Many ACLAs and supporting Leaders often ask for help addressing the topic of separation because families live in a great variety of situations and there is no number of weeks and months that would allow us to decide correctly whether a potential Applicant is eligible for being a Leader or not. This is very well expressed in the LLL document on separation which states:

“Mothering through breastfeeding” doesn’t lend itself to numbers. How many feeds a day are enough? How long a feed is too long or too short? How many times a day should the baby be cuddled outside of feedings? Each of these questions has actually been asked by professionals in the past, and earnest answers have been given. (A 1939 handbook[i] suggested a once-daily cuddle after the evening feed.) We believe that the most accurate way to measure “enough togetherness” during the first year is the visible, measurable fact that mother and baby are still happily nursing.
The fact that the Applicant and her baby are still enjoying a deep breastfeeding relationship tells us about her ability to respond to her baby’s needs although she works full-time (how creative she must have been-- you can ask her to tell you!) and it tells us also about the baby’s resilience and coping strategies. The same daily routine may not work so well for other breastfeeding dyads and it’s because of this uniqueness that LLL believes no numbers can express the “intense need” concept.

You can find the full wording of the LLL document here (username and password required):
https://www.llli.org/a-more-encompassing-way-to-look-at-mothering-through-breastfeeding/

Reading it, I believe, you will find inspiration and useful hints on how to explore the concept with the Applicant in depth, reflecting her personal experience.

WarmLLLy,
Misha Laudicina
Triest, Italy

Cara ACLA-in-orientamento,

Grazie per aver scritto al LAD. La tua domanda non è rara, infatti molte Consulenti tra le ACLA e le Consulenti di riferimento chiedono spesso chiarimenti riguardo alla separazione perché le famiglie vivono in situazioni molto diverse fra loro e non è possibile esprimere in termini numerici (di settimane o mesi) un tempo minimo che ci permetta di valutare se una madre interessata sia idonea a diventare Consulente de LLL. Questo è spiegato molto bene nel documento de LLL di cui a breve sarà disponibile anche la traduzione italiana che troverai sul prossimo numero di “Latte e Miele”:

“Essere “Mamma attraverso l’allattamento “ non si presta ai numeri. Quante poppate al giorno sono sufficienti? Per quanto tempo una poppata è troppo lunga o troppo corta? Quante volte al giorno il bambino deve essere coccolato al di fuori delle poppate? Ognuna di queste domande è stata posta in passato da professionisti e sono state date risposte serie. (Un manuale del 1939 suggeriva una coccola una volta al giorno dopo la poppata serale.) Noi crediamo che il modo più accurato per misurare “vicinanza sufficiente ” durante il primo anno sia il fatto visibile e misurabile che madre e bambino sono ancora felicemente allattanti.”

Il fatto che la tirocinante e il suo bambino godono tuttora di una profonda relazione di allattamento ci parla della sua capacità di rispondere ai bisogni del bambino nonostante lavori fuori casa a tempo pieno (quanta creatività avrà messo in campo – ti puoi far raccontare!) e ci parla anche della resilienza e delle strategie di coping del bambino. La stessa routine potrebbe non funzionare per altre coppie mamma-bambino ed è proprio in virtù di quest’unicità che LLL crede che non vi siano numeri in grado di esprimere il Concetto del “bisogno intenso”.

Qui puoi leggere il documento de LLL per esteso in inglese (e sul prossimo numero del LeM troverai la traduzione italiana):

https://www.llli.org/a-more-encompassing-way-to-look-at-mothering-through-breastfeeding/

Spero tu possa trovare spunti utili per la tua conversazione con la tirocinante.

Un caro saLLLuto,

Misha Laudicina
Trieste, Italia
Dear Agathe,

I see you're working hard to understand the new LLLI policy about mother-baby separation not being grounds for denying an application. But you're not quite sure how to apply this policy, nor how to go about dialoging with an Applicant who may have experienced separation, especially concerning the concept of a baby's intense need to be with his mother.

What we're being asked to do is to change our focus, and talk about how the mother/parent “mothers” when with baby, and see if, in that framework, the potential Applicant meets the prerequisites.

Of course, as you speak with a potential Applicant about their personal experience, any separation they may have experienced will come up and needs to be addressed. The newly revised Appendix 18 gives us suggestions for dialoguing:

**LLLI Policies and Standing Rules** Appendix 18, Part II: Guidelines for Leaders, Section A: Personal Experience Prerequisites, point 2:

"The Leader observes the interactions between the potential Applicant and the baby and sees how the behaviors and relationship reflect an understanding of LLL philosophy. Additional insights may be gained by discussing the following topics with a potential Applicant:

- understanding of breastfeeding as a relationship,
- ways of recognizing and responding to the baby's needs through answers to such questions as:
  - How do you know when your baby needs you?
  - What are some ways you have found to meet your baby's needs?
  - If there are times when you are away from your baby, how do you reconnect with your baby when you get back together?
  - What strategies have you implemented to make the most of your time with your baby?
  - What strategies have you used to maintain the breastfeeding relationship for 1 year or beyond?"

As you discuss these things with a potential Applicant, your empathetic listening skills will help you both work through the ten concepts and figure out whether the potential Applicant’s breastfeeding and parenting experiences reflect LLL philosophy.

I hope this gives you some idea about how to move forward in your dialogue. Thank you for caring so much, and I'll be happy to hear how things go with this potential Applicant.

WarmLLLy,
Camille

Laura Laubach
Pamplona, Spain
Dear Charlotte CLA,

There is a mother in my Group who wants to become a Leader. She meets the prerequisites and communicates well with the other mothers. My only concern is that I have never seen her interact with her 18-month-old breastfed toddler. She attends our evening meetings and leaves her toddler at home with his father. She started attending six months ago when she moved to our city for her new job. Can I write a recommendation for her without seeing her interact with her toddler?

Warmly,
Lilly Leader

How would you respond? Send your ideas for a reply or an extract you would like to share with other LAD representatives to Linda at wieser.linda@gmail.com.
Hello! My name is Rachel Concitis and I am the incoming Managing Editor (ME) for the LADders magazine. I am also a Regional Administrator of Leader Accreditation (RALA) for the Great Lakes Region in LLL Alliance and the CLA for LLL Ohio in the United States. I became a Leader in June 2017 and joined the LAD in February 2018. I searched out my area La Leche League meetings when I was pregnant with my first child, Bradley. I quickly found some lifelong friends and decided that becoming a Leader was the right choice for me.

Outside of La Leche League I teach third grade (eight- and nine-year-olds) in Columbus City Schools, Columbus, Ohio, USA. I have taught for 14 years. Through the years I have taught both special education and regular education students, and a variety of grades in the elementary school. Reading and social studies are my favorite subjects to teach, and I love using children’s literature to spark discussions about diversity, inclusion, as well as history.

I have been able to put my knowledge and tips about working and breastfeeding to use with other teachers who have had children after me and wished to continue to nurse after returning to work post-maternity leave. Most teachers in the United States are only able to have six weeks of maternity leave, and it is often unpaid, so support is vital when returning to work and managing pumping.

My husband and I met nine years ago when we were both camping with mutual friends. We continue to go camping there with our friends as often as we can. It has enabled us to pass our love of the outdoors on to our four-year-old, Bradley. We are expecting our second child in September, and hope that our next child enjoys being outdoors as much as Bradley does.
I’m grateful for the opportunities I have been given through my involvement with La Leche League to help other nursing parents, as well as the many working parents who attend my Group’s evening meeting. There are so many parents out there who wish to continue breastfeeding after they return to work, and it is vital that we have Leaders who share those experiences.

Clare Davidson, Great Britain

Penelope and Clare

I have been married to Simon since 2002 and we have three lovely daughters, Georgia who is almost 15, Felicity who is 11 and our new surprise little one Penelope who is just 6 months old. We have three cats, the youngest also being a surprise who showed up in our garden as a starving stray kitten two years ago.

I have been a Leader since 2012 though it was 2005 when I first attended an LLL toddler meeting in Oxford, England. My eldest daughter was 15 months old, still breastfeeding and barely eating any solids. I received such wisdom and support (and a whole book to read on the topic) and I couldn’t wait to go back.

Since then I’ve attended meetings in the Cotswolds, in England, in Phoenix, Arizona in the USA, then back in the United Kingdom in Hebden Bridge and then Derby, England where I now live. I have four wonderful co-Leaders in LLL Derbyshire, England, who were amazingly patient with me asking questions I already knew the answer to (or would have done if I had been less tired and emotional) when I had my baby in February.

We moved house a lot due to my husband’s career change from an information technology consultant to airline pilot when my older girls were small. Everywhere we went I was able to find a La Leche League Group within a reasonable distance and it meant I always felt like I had a way to make friends and somewhere to go to feel cared for even if it was for just a couple of hours once a month.
I joined the Leader Accreditation Department (LAD) towards the end of 2017 and have loved working with the small team we have here in LLL Great Britain. My time in LAD so far has given me so many new friends, a much greater understanding of the organisation as a whole and new delight every time I start to get to know each Applicant. It’s so exciting to be involved in helping new people become Leaders and to see how they go on to help LLL, mothers and babies and new Applicants.

I am really excited to have the chance to work as the Administrator of Leader Accreditation for Great Britain with the international LAD Council and the LLL Great Britain Council of Directors. I know I have a huge amount to learn and I’m looking forwards to finding it out and broadening my experience even more.

---

Helen Lloyd, Great Britain

I’m Helen Lloyd, a Leader in LLL Great Britain, and will be looking after the Promenade column. I’ve been a Leader for six years now and a CLA for two—it is one of my very favourite parts of being in LLL because it’s just so rewarding to work with Applicants and see them becoming ready for leadership. And as for me, I live in Bath, England, with my husband Huw and my sons Isaac, who’s eight and Aneurin, who’s five. I can never get Huw to show his face in pictures. I work from home as a technical accountant while my boys are in school, and usually before they get up and after they go to bed too. The dryness of accountancy is a good contrast to the liveliness of young children. I’m looking forward to getting to know more of you in the LAD internationally as I work on this role, so thank you for the opportunity!
April 2019 Semi-Annual Report: Compilation
LAD Council

The information from the previous SAR is indicated in parentheses. Italicics include/indicate estimated figures. “Length of applications” shows the median length in months; subtotals and LLLI total are averages of the medians.

<table>
<thead>
<tr>
<th>Affiliates</th>
<th>Leaders</th>
<th>Groups</th>
<th>Applicants</th>
<th>New Applications</th>
<th>Discontinued Applications</th>
<th>Accreditations</th>
<th>Length of Applications (Months)</th>
</tr>
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<tbody>
<tr>
<td>Canada English</td>
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<td>161 (174)</td>
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<td>1 (1)</td>
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<td>84 (88)</td>
<td>101 (95)</td>
<td>28 (26)</td>
<td>16 (21)</td>
<td>7 (19)</td>
<td>19.7 (19.7)</td>
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<tr>
<td>New Zealand</td>
<td>112 (127)</td>
<td>33 (34)</td>
<td>26 (20)</td>
<td>2 (13)</td>
<td>4 (4)</td>
<td>0 (15)</td>
<td>NA (12.0)</td>
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<td><strong>Subtotal</strong></td>
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<td><strong>298 (316)</strong></td>
<td><strong>237 (226)</strong></td>
<td><strong>58 (80)</strong></td>
<td><strong>31 (39)</strong></td>
<td><strong>27 (54)</strong></td>
<td><strong>13.2 (14.9)</strong></td>
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<table>
<thead>
<tr>
<th>Non–USA Area Networks</th>
<th>Leaders</th>
<th>Groups</th>
<th>Applicants</th>
<th>New Applications</th>
<th>Discontinued Applications</th>
<th>Accreditations</th>
<th>Length of Applications (Months)</th>
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<tbody>
<tr>
<td>Europe (EAN)</td>
<td>1,255 (1,030)</td>
<td>652 (473)</td>
<td>385 (390)</td>
<td>85 (75)</td>
<td>50 (59)</td>
<td>51 (46)</td>
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<tr>
<td>Africa Asia Middle East</td>
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<td>149 (158)</td>
<td>51 (69)</td>
<td>13 (22)</td>
<td>7 (7)</td>
<td>18 (11)</td>
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<tr>
<td>Latin America</td>
<td>353 (352)</td>
<td>212 (218)</td>
<td>154 (127)</td>
<td>30 (14)</td>
<td>4 (6)</td>
<td>23 (13)</td>
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<td><strong>Subtotal</strong></td>
<td><strong>1,934 (1,725)</strong></td>
<td><strong>1,013 (849)</strong></td>
<td><strong>590 (586)</strong></td>
<td><strong>128 (111)</strong></td>
<td><strong>61 (72)</strong></td>
<td><strong>92 (70)</strong></td>
<td><strong>19.0 (17.3)</strong></td>
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<th>USA Area Networks</th>
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<th>Discontinued Applications</th>
<th>Accreditations</th>
<th>Length of Applications (Months)</th>
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<tr>
<td>Alliance</td>
<td>1,232 (1,540)</td>
<td>413 (511)</td>
<td>145 (164)</td>
<td>57 (67)</td>
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<td>30 (42)</td>
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<td>Garden State</td>
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<td>25 (25)</td>
<td>17 (19)</td>
<td>3 (7)</td>
<td>1 (3)</td>
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<td>Mosaic</td>
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<td>164 (144)</td>
<td>60 (28)</td>
<td>37 (11)</td>
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<tr>
<td>Southern California/Nevada</td>
<td>87 (96)</td>
<td>34 (51)</td>
<td>6 (4)</td>
<td>2 (0)</td>
<td>1 (0)</td>
<td>0 (0)</td>
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<td>Texas</td>
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<td>16 (14)</td>
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<td>7.0 (10.0)</td>
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<td>US West</td>
<td>622 (726)</td>
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<td>12 (9)</td>
<td>20 (18)</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>2,659 (2,998)</strong></td>
<td><strong>911 (1,046)</strong></td>
<td><strong>294 (290)</strong></td>
<td><strong>131 (114)</strong></td>
<td><strong>38 (40)</strong></td>
<td><strong>76 (89)</strong></td>
<td><strong>10.3 (11.4)</strong></td>
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| LLLI Total            | 5,443 (5,577) | 2,222 (2,211) | 1,121 (1,102) | 317 (305) | 130 (151) | 195 (213) | 13.5 (14.0) |
Comparison of Four Reporting Periods
LAD Council

- Affiliates: Canada English, Canada French, Great Britain, New Zealand
- Non-USA ANs: European AN (Area Network), International AN
- USA ANs: Alliance AN, Garden State AN, Mosaic AN, Southern California/Nevada AN, Texas AN, US West AN
- Italics include/indicate estimated figures

### Leaders

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<thead>
<tr>
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<th>Apr 2018</th>
<th>Oct 2018</th>
<th>Apr 2019</th>
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<td>852</td>
<td>854</td>
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<td>1,912</td>
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<td>5,998</td>
<td>5,807</td>
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### Groups

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<th>Oct 2018</th>
<th>Apr 2019</th>
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<td>849</td>
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<tr>
<td>USA ANs</td>
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<td>1,046</td>
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<td>Total</td>
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### Applicants

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<th>Oct 2018</th>
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<td>654</td>
<td>586</td>
<td>590</td>
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<td>USA ANs</td>
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<td>320</td>
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<td>Total</td>
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<td>1,121</td>
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### New Applications

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<th>Oct 2018</th>
<th>Apr 2019</th>
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<tr>
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<td>156</td>
<td>111</td>
<td>128</td>
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<tr>
<td>USA ANs</td>
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<td>121</td>
<td>114</td>
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<td>Total</td>
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<td>305</td>
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### Discontinued Applications

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<tr>
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<tr>
<td>Total</td>
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<td>142</td>
<td>151</td>
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### Accreditations

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<th>Apr 2018</th>
<th>Oct 2018</th>
<th>Apr 2019</th>
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<tr>
<td>Non-USA ANs</td>
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<tr>
<td>Total</td>
<td>264</td>
<td>205</td>
<td>213</td>
<td>195</td>
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# Reminder!

## Upcoming Semi-Annual Report Deadlines

### SAR Deadlines

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<tr>
<td>ACLA to CLA</td>
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<td>CLA to RALA</td>
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<tr>
<td>RALA to ALA</td>
<td>June 1/Dec 1</td>
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<tr>
<td>ALA to DLAD</td>
<td>June 15/Dec 15</td>
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<tr>
<td>DLAD to LLLI Board</td>
<td>July 1/Jan 7</td>
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<table>
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<th>Outside USA except Great Britain, Lague La Leche</th>
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<tbody>
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<td>ACLA to CLA</td>
<td>May 1/Nov 1</td>
</tr>
<tr>
<td>CLA to ALA</td>
<td>May 15/Nov 15</td>
</tr>
<tr>
<td>ALA to DLAD</td>
<td>June 1/Dec 1</td>
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<tr>
<td>DLAD to LLLI Board</td>
<td>July 1/Dec 15</td>
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</table>

<table>
<thead>
<tr>
<th>Great Britain and Ligue La Leche</th>
<th></th>
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<tbody>
<tr>
<td>CLA to ALA</td>
<td>May 1/Nov 1</td>
</tr>
<tr>
<td>ALA to DLAD</td>
<td>May 15/Nov 15</td>
</tr>
<tr>
<td>DLAD to LLLI Board</td>
<td>June 1/Dec 1</td>
</tr>
</tbody>
</table>
Congratulations and Welcome!

Carolina Estuardo  
ACLA, LLL Chile

Athena French  
ACLA, LLL Pacific Horizons, USA

Sarah Morgan  
ACLA, LLL North Carolina, Alliance

Joelle Permutt  
ACLA, LLL North Carolina, Alliance

Jolie Scott  
ACLA, LLL Pacific Horizons, USA

Jessica Underwood  
ACLA, LLL Minnesota/Dakotas, USA

Greetings from LAD Council members
What we enjoy about being on the LAD Council

I enjoy the International feel of being on the LAD Council. It is lovely to meet yearly in different locations with women from all over the world, all with a common goal in mind: growing LA Leche League, growing the support we give to pregnant and breastfeeding women. I enjoy communicating with CLAs from different parts of the world. We all learn from each other.

Juliet Matthee, South Africa
Asia Africa and the Middle East

View of Cape Town, Robbeneiland, South Africa.
Juliet in the middle with her family
I greatly enjoy the sharing with my counterparts from all around the world. I live in an area where the local LLL community is very small, so working with members of the greater LLL world is personally inspiring. I also feel that my roles as a Leader have changed over my 20 years in LLL, so this seems like the right place for me to contribute right now.

Laura Brown Laubach, Spain
European Area Network

---

I enjoy being on the LAD council because I get to connect with other Leaders from around the world.

Roberta Samec, Canada
LLL Canada

---

Being part of LAD Council means I am helping to keep LLL moving into the future for my daughters.

Lori Bryan, California, USA
LAD West

---

I greatly enjoy the sharing with my counterparts from all around the world. I live in an area where the local LLL community is very small, so working with members of the greater LLL world is personally inspiring. I also feel that my roles as a Leader have changed over my 20 years in LLL, so this seems like the right place for me to contribute right now.

Laura Brown Laubach, Spain
European Area Network

---

Isabella (10) and Roberta

---

Laura at a 30000-year-old dolmen.
An hour from her home in Pamplona, Spain

---

Lori pictured with her youngest daughter, Cindy.
I am a new member of the LAD council and I am really enjoying this chance to be part of a global community and learn from so many incredibly experienced and wise people. It’s great to be involved in discussions and to be able to take back what I learn to help with my work in Great Britain.

Clare Davidson, Great Britain
LLL Great Britain

Working and spending time with worldwide LAD Council members is not only incredibly rewarding and enjoyable, it is something that helps to serve the myriad Leader Applicants and Leaders around the world in a way that is unique. The ability to brainstorm and listen to ideas from those from different cultures and those who speak different languages is extremely valuable, and I feel that I have grown exponentially both as a Leader and a LAD representative in my time as a member of LAD Council.

Karin Ali, Texas, USA
LLL Alliance

I enjoy learning more and more about LLL and how to best support our fellow Leaders, in a worldwide perspective.

Tiziana De Meo, Italy
European Area Network

Tiziana with her daughters, Gaia (16), Neva (10)
I enjoy working with LLL colleagues from around the globe who deeply care about La Leche League philosophy and the future of La Leche League.

Alison Stanton, New Zealand
LLL New Zealand

**LADders Team**

Managing Editor/Layout
Rachel Concitis

Contributing Editors
- Good Idea! / Reminder!
- How Would You Respond?
- LAD Promenade
- A Taste of LAD International

Vacant
Linda Wieser
Helen Lloyd
Lori Bryan

Proofreader
Juanita Watt

Reviewers
Toshi Jolliffe
Cindy Garrison
Juanita Watt

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