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LADders



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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LADI News

Circle of LAD

Linda Wieser, LLLI Director of Leader Accreditation Department



I feel honoured to have been appointed LLLI Director of Leader Accreditation Department (DLAD). Over the past seven months as Interim DLAD, I have greatly enjoyed working with the LAD Council, LLLI Board and Zion Tankard, LLLI Executive Director. Accreditation of new Leaders is essential to the growth of our organization. I feel lucky to be able to play a major role in this important work we all do as Leaders.

I live in Nova Scotia, Canada but am originally from the United States. I moved to Nova Scotia for ten years from 1973 to 1983 and after retiring as an International Board Certified Lactation Consultant (IBCLC) at our local hospital in Michigan, USA, returned here in 2009. I attended my first LLL meeting in

Yarmouth, Nova Scotia, back in 1980 after weaning Heidi at seven months, and became accredited as a Leader four years later, after another baby, Erica, and moving to California, USA. I have led with Groups in California, Michigan, USA and Nova Scotia; been a lone Leader and co-led with one to three other Leaders. I have also worked in the Professional Liaison Department, planning health provider seminars and presenting many sessions at LLL conferences. Since 2008 I have been part of the LAD as ACLA, ACLA-at-Large, CLA and ALA.

Becoming an LLL Leader led to a career change for me. After working as a physiotherapist for over ten years, I embarked on a course of study in lactation management and took the International Board of Lactation Consultant Examiners (IBLCE) exam in 1987 to become an IBCLC. As an IBCLC, I worked in hospitals and private practice. During the entire time I worked as an IBCLC, I continued my work as LLL Leader. It helped remind me of the normal course of breastfeeding.

My husband, Jim Rosbe, and I have been married for 42 years. We have two daughters. Heidi lives in Jackson Heights, New York City, USA, and Erica lives in Los Angeles, California, USA. They are breastfeeding mothers of our four grandchildren: Omar (6) and Lola (3 1/2) in New York and Freya (4) and Margot (15 months) in Los Angeles. Being a grandmother has been such a delight for me. I highly recommend it. We were fortunate to all be together last Christmas, and Heidi, Omar and Lola joined Jim and me for 3 1/2 weeks in June, after self-isolating since March in Northern Michigan. What a delight to have them stay with us. And what a sudden change in routine, energy and noise level!! We now communicate via Zoom or FaceTime.

Self-isolating during the COVID-19 pandemic has been relatively easy for Jim and me. We live on a large bay on the South Shore of the province. This means walks and sailing and visiting islands are still possible. We also have a large garden which provides us with fresh and frozen produce throughout the year. Our newly erected cold frames have extended our gardening season into the colder months. Nova

Scotia is part of the “Atlantic Bubble.” The four eastern or Atlantic provinces of Canada have united for pandemic protection and imposed a two-week quarantine on anyone entering the “Bubble.” This has kept our number of COVID-19 cases very low. Many of you know how much Jim and I love to travel, especially via our 40-foot (12-meter) steel sailboat, which is currently at a friend’s dock in Norway. For now I find pleasure in gardening, reading, watching movies, doing tai chi, scrapbooking, and playing board games.

Working with Leader Applicants is something I especially enjoy and will continue with, as a counterbalance to the administrative work of the DLAD. I am currently working with Applicants in Canada, Russia, Lebanon, Bulgaria and Qatar. As many of you know, I also enjoy writing and editing articles, as well as revising accreditation resources. Again, I need to thank La Leche League for providing me with the opportunity to improve these skills.

The DLAD is the liaison between LAD Council and the LLLI Board and Executive Director. In this position I will continue to work closely with Amy Shaw, LLLI Board Liaison to LAD. The past several months of transition have been a challenging time for the LAD Council. Still the LAD Council has been able to remain a strong team. We meet virtually monthly and communicate frequently via email and WhatsApp. LAD Council members have also been meeting monthly with the LLLI Board and the Executive Director. This has facilitated work on accreditation policies. In addition, I have been attending the Direct Connect Entity quarterly calls with the Board and the Executive Director. This has given me the opportunity to directly share information about Leader accreditation with the Direct Connect Entity administrators.

As DLAD, I envision the following goals:

- Continuing to build a strong LAD Council team, which implements universal accreditation of Leaders worldwide.
- Strengthening the relationship between the LAD Council and LLLI Board.
- Facilitating translations of Leader accreditation resources.
- Revising LAD documents, as needed.
- Being responsive to the needs of all LAD representatives.
- Building a relationship with the Direct Connect Entity administrators.
- Orienting new Administrators of Leader Accreditation (ALAs) when someone new is appointed to LAD Council.

I want to thank Toshi Jolliffe for all her help orienting me to the position of Interim DLAD. I feel honoured to follow in Toshi’s footsteps and to continue the work she started by incorporating her goals into mine as shared above. I am looking forward to the joys and challenges of the DLAD position, especially working in La Leche League at the international level.

Feel free to contact me with any concerns you have at: wieser.linda@gmail.com or linda.wieser@lllc.ca



Toshi Jolliffe and Linda Wieser
2016 LLL European Management Symposium

Thank You, Toshi!

The 2005 LLLI International Conference in Washington DC, USA, was the first time I met Toshi at a LAD gathering (or at least the first year I have a picture of her). Fast-forward to March 2012 where we are both Administrators of Leader Accreditation (ALAs) meeting at the LLL European Management Symposium/LAD Council meeting in Frankfurt, Germany. A lifetime friendship progressed during this conference. Toshi was quiet and easygoing with great listening skills. When she spoke everyone paid attention because what she said was insightful or important. On the other side she is fun, loving, happy, and full of hilarious antics. Do ask to see her father's favorite box to see a special side of Toshi.

It was exciting to have Toshi appointed as LLLI LAD Director (DLAD) in 2016 while I was an ALA. She brought an energy to the position and strived to do the very best for LAD representatives worldwide. She worked hard to make sure all the forms and exercises were updated and she personally translated them into Japanese. It was common to get emails from her that were written in the middle of the night as she was always prompt in her replies. She pulled the LAD Council together to work as a strong team, surrounding herself with ALAs who would work hard. Her gentle way of asking for assistance built a team of ALAs who were doing many activities they previously would have said no to.

Toshi worked really hard to reestablish a strong working relationship with the LLLI Board and was quite successful to doing so. Toshi remains someone who loves LAD. She is a fantastic writer with strong editing skills. She pays attention to detail with the end result being documents that have working links, words spelled correctly and proper grammar used.

Most of all I want to thank Toshi for her hard work and dedication to the DLAD position. I will treasure my friendship with her and her husband, Michael, forever.

Lori Bryan, Lodi, California, USA



LAD Council members visiting Toshi in Luxembourg in 2014
From left: Benaifer Bhandari, Toshi Jolliffe, Lori Bryan, Alison Parkes

* English translation follows.

« Merci Toshi! » Ces deux mots vont si bien ensemble n'est-ce pas?

En juin 2018, je suis revenue comme ALA au LAD Council pour représenter la Ligue La Leche. Les choses avaient pas mal changées depuis mon dernier passage de 2005 à 2009. En fait, les seules choses qui n'avaient pas changé étaient mes connaissances limitées en anglais, et mon manque de connaissance et d'intérêt envers l'utilisation d'un ordinateur.

Je ne soupçonnais pas à quel point je serais si bien accueillie par Toshi Jolliffe, la directrice du LAD Council en poste. Elle a commencé à m'écrire dès que j'ai obtenu le poste et m'a donné patiemment une orientation solide. Elle a pris le temps de répondre à toutes mes questions (et j'en avais beaucoup). À quelque part, elle a même réussi à comprendre ce que j'écrivais en anglais. Cela fut rassurant pour moi de faire partie de cette équipe car il était évident dès le départ que je pourrais toujours compter sur elle pour obtenir du soutien. Je serai toujours reconnaissante pour sa gentillesse et son soutien continu.

J'ai eu la chance de rencontrer Toshi à Raleigh en 2018 et à Panama City en 2019. J'ai alors pu constater qu'elle était aussi gentille que je me l'imaginai à travers notre correspondance. Toshi a une manière bien à elle de faire sentir aux personnes qu'elles sont toutes importantes pour elle. Elle sait établir un lien personnel avec chacune de nous. Entre autres, elle et moi avons souvent échangé sur nos mères âgées et cela m'a fait chaud au cœur.

Merci Toshi pour ton travail si dévoué et pour ton amitié.

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“Merci Toshi!” Those two words go so well together, don't they?

In June 2018, I was back on the LAD Council as the Administrator of Leader Accreditation (ALA) for Ligue La Leche. Things had changed a fair amount since I was there last from August 2005 to May 2009. The only things that had not changed were my limited English skills and my lack of knowledge and interest with computer use.

I never suspected how I would be so very welcomed by DLAD Toshi Jolliffe. She started writing me as soon as I was appointed and patiently provided me with a solid orientation. She took time to answer all my questions (and I had lots). Somehow, she even managed to understand my English writing. I was really reassured to be part of this team as it was clear from the start that I could always count on her for support. I will be forever grateful for her kindness and her ongoing support.

I was very lucky to meet Toshi in Raleigh, North Carolina, USA (2018) and in Panama City (2019) for LLL events. She was as kind as I imagined her from our written exchanges. Toshi has a way to make everyone she encounters feel special. Among many things, she and I talked about our aging mothers and this was very special to me.

I learned so much from Toshi. The respect she shows others is unbelievable. Thank you Toshi for all your dedicated work and also for your friendship.

Linda King Gaboriaud, Quebec, Canada

The first time I set eyes on Toshi I saw a very lively figure in the distance with pigtails, wearing shorts and I thought there was a teenager in the room! It was Saturday evening in Frankfurt, Germany and I was attending the 2012 European Management Symposium (EMS) watching the LAD Council enter the room and perform the hilarious dance for us in honour of their New Zealand colleague who couldn't attend. They were so funny! Toshi does indeed look very young, but as I got to know her, I realised how much LAD experience she had, as well as three grown children—so she was definitely not a teenager. But the secret of her youth remains a mystery!



2012 EMS, Fun Evening

From left: Lesley Robinson, Alison Parkes,
Toshi Jolliffe, Silvia Llenas

I am honoured to have got to know her better since then, as she was appointed the DLAD during the time that I was serving on the LAD Council as co-Administrator of Leader Accreditation for Europe. I don't think I've ever met a Leader more dedicated to helping mothers become Leaders. She even made stickers for all the LAD representatives at events that said "I ♥ LAD!" and went around looking for us and sticking them to us! Maybe it was her secret way of getting us to recognise and get to know each other.

Working with Toshi was very inspiring. She is the most efficient colleague I have known. Although she could be halfway around the world, visiting her mother in Japan, stopped in the Middle East on a layover or just busy at home in Luxembourg, I always received very quick replies to my emails to her—sometimes in minutes! She is meticulous in her record keeping and always followed guidelines and protocol to the letter. Even down to particular nuances of grammar and the exact way LLL or LAD phrases certain things. I'm sure that is not easy when English isn't your first language, but she did a better job than I could have! She also has great insight and a respectful and kind way of looking at every situation. She has a magical way of getting you to take on extra work that you are sure you would say no to!

It is my great pleasure to count Toshi as a friend as well as a fellow LAD Leader. I know her wisdom and dedication will be sorely missed by everyone who had the chance to work with her and I'd like to take this opportunity to give her a big thank-you for all the years she has given her time and her boundless energy to La Leche League and to the Leader Accreditation Department.

Margaret McGuigan, Co Monaghan, Ireland



The Joy of Being an Administrator of Leader Accreditation

Linda Wieser, Nova Scotia, Canada

Many LAD representatives focus solely on their work with Applicants. Others get interested in the administrative aspects of LAD work. Some of you are currently working, or have in the past worked, at the Area level as CLA, or in some Area Networks as a Regional Administrator of Leader Accreditation (RALA). And a few of you have volunteered for the ALA position. However, I suspect that most of you may wonder why anyone would ever want to be ALA. Corresponding with Leaders and Applicants already takes up a lot of time!

LAD Council includes the Administrator of Leader Accreditation (ALA), or co-ALAs, for each Direct Connect Entity (DCE). (See LADI chart at the end.) These ten ALAs plus the LLLI Director of Leader Accreditation Department (DLAD) and two Advisors (for a total of 13 members) is the administrative body for LAD International. The LAD Council, with the DLAD as chair, is a link between the LAD and the LLLI Board.

As an administrative body, LAD Council:

- Meets regularly with the LLLI Board on a conference call to discuss what is happening in LAD.
- Revises and creates new LAD documents, as needed.
- Discusses issues that arise in the DCEs to increase uniformity in Leader accreditation.
- Publishes the LAD newsletter, *LADders*.
- Meets monthly via Zoom, and communicates frequently via email or WhatsApp.

Individual ALAs:

- Attend the annual LAD Council meeting.
- Communicate changes in policies and procedures related to Leader accreditation to the LAD they represent.
- Bring concerns of their Areas/entities to LAD Council.
- Review and edit LAD documents.
- Help translate LAD documents into the Area's/entity's primary language.
- Respond to questions and referrals from local LAD representatives.
- Communicate with other members of the LAD Council regularly to:
 - Review, revise and improve approaches and procedures impacting Leader accreditation.
 - Help LAD representatives implement accreditation policies effectively in their Areas.
- Provide orientation for new CLAs and RALAs.

Here's what some current ALA members of LAD Council write about the position:

Vicky Reynell, Asia, Africa and Middle East

I have only been in this position since 2020 April, yet I value my first months as ALA. The two aspects I most appreciate are:

*The privilege of serving the LADs of countries outside my own, South Africa. This has given me an awareness of the efforts LAD representatives, whose first language is not English, need to do to keep up with ongoing changes in documents relating to Leader accreditation.

*The LAD Council is a safe space. Council members can debate a topic openly by welcoming different viewpoints.



Lori Bryan, LLL USA LAD



La Leche League (LLL) has been an important part of my life since I attended my first meeting while pregnant over 38 years ago. I wanted to help make sure LLL was available to support my children when they had families, so I volunteered for ACLA work and said “no” to CLA work until the time was right for my family. To become a CLA, and thus part of the Area Team, and to work with Leaders I had looked up to and respected was a bit intimidating, yet exciting. It then seemed logical to become a RALA since I liked supporting the ACLAs in my Area. Later, no one volunteered to be ALA so I was the one who said yes. Once I became part of LAD Council, I realized that I had the support of the DLAD and the other ALAs who had more experience/knowledge about the job. I loved working with those from other countries and learning more about

LLL around the world. I also got to work with a team of RALAs as their support person, which is one of the favorite parts of my job. And the bonus of the ALA work is that I make new friends, get to attend awesome conferences and also have a say in the future of LLL.

Laura Laubach, European Area Network



As a LAD member for almost 20 years, I have had the fantastic opportunity of benefiting and learning from many LLL companions. Within my Area, I have had the privilege of many Applicants sharing their personal histories with me, and have welcomed enthusiastic ACLAs to the department. I have received wonderful support within the LLL European community, through email, and recent virtual meetings, but mostly via person-to-person enjoyment at the several LLL European Management Symposiums I’ve attended over the years. LLL is contagious!

All this experience has also shown me the importance of support to all in LAD throughout the “LADder”—from Applicants to ACLAs to CLAs to ALAs to LAD Council and DLAD. Each step is important. Therefore, when I was asked if I might be interested in being ALA, I felt it was my duty (a pleasant duty!) to step in and participate. I saw the need. Just as I became interested in being an LLL Leader, in part, to pass on the support I received as a new mother, I am trying to fill a supportive role for the great women in LAD and LLL European Area Network.

Do you know what has surprised me as ALA? I started in this role to give support, without anticipating the best part of this role: I am also surrounded and supported by another group of wonderful women in the LAD Council—ALAs in different parts of the world. Talk about getting more than you give!

Roberta Samec, LLL Canada

I have been a member of the LAD for only a few years, but every step has had added value as well as new and interesting challenges. One of the highlights that stands out so far as ALA has been collaborating on the new Bias Exercise. It was great to collect thoughts and impressions from LLL Canada to bring to LAD Council at the 2019 Panama International Management Symposium in October, and it’s finally complete. It’s also been great to work more broadly in Canada with other LAD representatives as previous to this, most of my experience has been in my Area only. Problem solving with other Leaders is very rewarding.



Cynthia Massey, LLL Alliance



While my favorite part of being a member of the LAD is working directly with Leader Applicants and the Leaders who are supporting them, being part of the LAD Council has brought its own joys. Because the LAD is an international department, being part of the LAD Council has given me the opportunity to work closely with Leaders from countries around the world. Learning that we share many of the same struggles and many of the same joys, both as LAD representatives and as Leaders, is validating and reassuring. Learning more about other cultures, and about how changes wanted by one country may be

received by another, brings a better understanding of the challenge of making decisions for an International organization.

On an Area Network level, it gives me great satisfaction to provide support to the LLL Alliance LAD administrators who more directly support Leaders and local LAD representatives. When I keep track of updates to forms and documents, making sure they have access to the most current versions, they are free to do the important work of directly accrediting new Leaders. A strong support system makes everyone's job easier, and I'm proud to be part of that network.

Dunia Guerrero, Latin America

* English translation follows

Creo que la parte más linda de mi trabajo actual como ALA LA ha sido conocer a más mujeres maravillosas que forman parte de la organización y trabajan como administradoras, ver de cerca el trabajo que realizan, la manera en que han continuado trabajando aún en tiempos de prueba para la humanidad es algo que tomo como una gran enseñanza y oportunidad enriquecimiento. Siento que soy muy afortunada, pues mis predecesoras en el cargo (Mariana Petersen, Silvia Barco) han hecho un gran trabajo formando un maravilloso equipo de LAD Latino América, donde el respeto, la cooperación y afecto están a la orden del día, gracias al esfuerzo realizado por ellas actualmente quienes servimos en LAD LA sentimos que trabajar es realmente un placer. Finalmente, he tenido el gran gusto de ver crecer a nuestra organización aún en los días más difíciles continuaron acreditándose nuevas líderes y tuvimos ceremonias de velas emotivas y bellas que han sido como un bálsamo para nuestros corazones.



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I think the most beautiful part of my current work as ALA Latin America has been to meet more wonderful women who are part of the organization and work as administrators. To see up close the work they do, the way they have continued to work even in times of trial for humanity, is something I take as a great teaching and enrichment opportunity. I feel that I am very fortunate because my predecessors in this position (Mariana Petersen, Silvia Barco) have done a great job forming a wonderful team of LAD Latin America, where respect, cooperation and affection are the order of the day. Thanks to the effort made by those who currently serve in LAD Latin America, we find that working together is a real joy. Finally, I have had the great pleasure of seeing our organization grow even in the most difficult days as new Leaders continued to be accredited, and we had beautiful and emotional candle ceremonies that have been like a balm to our hearts.



Absentees



Cindy Garrison

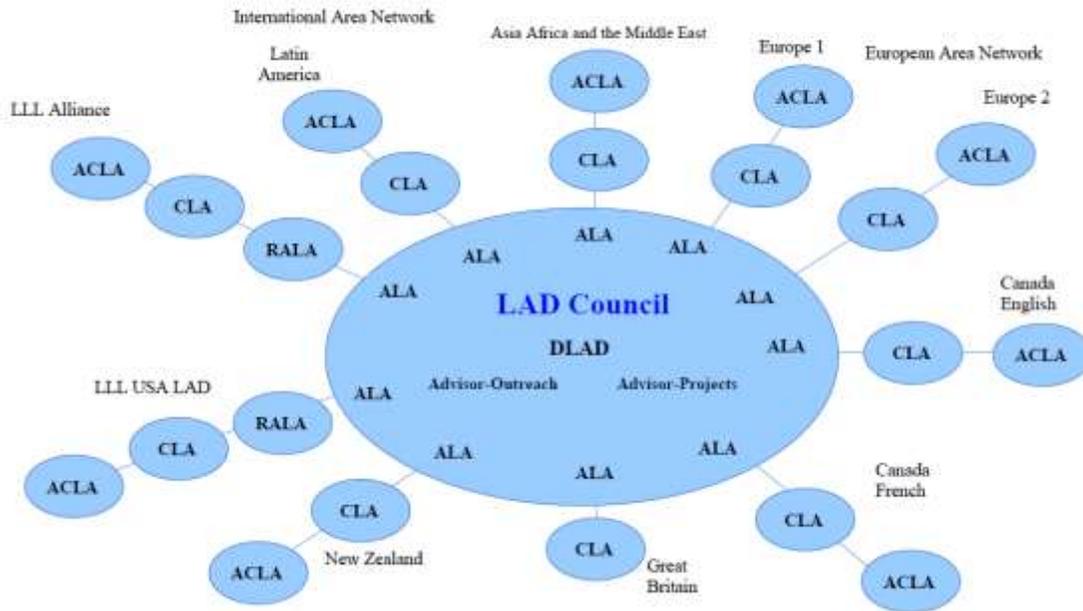


Clare Davidson with her baby, Penelope

From 2019 LAD Council Meeting in Panama

From left: Karin Ali, Alison Stanton, Tiziana de Meo (front), Mariana Petersen (back), Toshi Jolliffe (lying), Juliet Matthee (back), Roberta Samec (middle), Linda Wieser, Lori Bryan (back), Laurence Kher, Linda King Gaboriaud

LAD International



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Writing with Respect

Juanita Watt, White Rock, New Mexico, USA

Adapted from *Leader Today*, January 2016

Respect. This word is used frequently in La Leche League (LLL). As Leaders we respect the mothers and parents we help, as well as Leader Applicants and co-Leaders, as individuals and as adults responsible for making their own decisions. The language we choose—both written and spoken—is one way to show our respect. Here are some examples:

Possessive verbs, phrases, and pronouns

Language that implies mothers or other adults are our possessions can come across as condescending. On the other hand, entities used as possessives seem to indicate only affiliation. Here are some ideas for avoiding using possessive language with other adults:

- Janet is working with a Leader Applicant.
(Instead of “Janet has a Leader Applicant.”)
- The Group has five members.
There are five members in the Group.
(Instead of “We have five members.”)
- We support the Leader Applicants in the Group.
We support the Group’s Leader Applicants.
(Instead of “We support our Leader Applicants.”)
- I have sent *LADders* to the ACLAs in my Area.
(Instead of “I have sent *LADders* to my ACLAs.”)

Words and phrases usually associated with children, animals, and objects

When used to refer to adults, certain terms may come across as condescending or manipulative. For example, “grow,” “nurture,” “groom,” “train,” “generate,” “locate,” and “prepare” are commonly used with children, animals, or objects. Children and plants “grow” or need “nurturing.” We “groom” or “train” our pets, “generate” electricity, “locate” our car keys, and “prepare” dinner. When referring to mothers or Leader Applicants, how about using these words?

- | | |
|-------------|------------|
| • help | • inspire |
| • encourage | • interest |
| • assist | • invite |
| • work with | • attract |
| • support | • mentor |

Another example: “Last week we met with Stephanie, a Leader Applicant in the Group, to discuss the *Checklist* and other pertinent items to **help her prepare** for leadership.” This wording indicates Stephanie is the one doing the preparing. Saying “we prepare Leader Applicants for leadership” can sound like the Leader or ACLA is in charge of the application.

Avoiding the word “process” with “application” and “accreditation” reflects the Leader Accreditation Department’s goal to help each individual Leader Applicant design the application to meet the Applicant’s needs. Often just “application” or “accreditation” is enough, or try “accreditation journey,” “application period,” “application time,” or “accreditation procedures.”

“Which” and “that” are generally used with animals and objects and can sound condescending when used with people: “mothers and parents that attend LLL meetings.” Using “who” and “whom” with people shows our respect: “Mothers and parents who attend LLL meetings share encouragement and support.”

Sensitivity to a word’s context helps when using analogies and metaphors. Although these can add excitement and imagery to our writing, we need to be aware of whether we are personifying objects or “objectifying” people.

For example, “LLL Series Meetings can help the participants grow” sounds condescending because it compares people to a growing plant (or child). However, “LLL Series Meetings can help the participants’ confidence grow” avoids this because “grow” is used to describe the participants’ confidence, not the participants themselves.

Language that sounds controlling

Words like “advise,” “counsel,” “teach,” “educate,” “guide,” “warn,” “should,” and “must” can come across as controlling because they imply that a Leader is responsible for mothers or their decisions. Here are some alternatives that reflect a peer relationship between adults:

- | | |
|-------------|----------|
| • suggest | • inform |
| • encourage | • offer |
| • help | • can |
| • support | • might |

For example, “Leaders can encourage mothers to consult their baby’s doctor if they have concerns about . . .” Using “encourage” (instead of “advise” or “counsel”) keeps the responsibility and decision to consult the doctor with the mother.

Some sentence structures can sound controlling or imply that a suggestion will work for everyone. For example, “Nurse every two hours” and “Nursing more often will build your supply” can come across as advice or a “guarantee” of results. “Many mothers have found that nursing every two hours . . .” and “Nursing more often might help to build up your supply” are more open-ended and leave the decision up to the mother.

When we do need to state an expectation or requirement directly, using simple present tense or adding a reason and “please” to a request for action sounds more polite and respectful and less like an “order.” For example, “Leaders offer information and options, not advice” or “To help avoid delays, please sign and send in the Statement of Commitment promptly.”

The language used in spoken conversations and in our letters, emails, and other written material is a powerful way of communicating respect. I hope these ideas inspire you to continue to express your thoughts vividly and creatively and in ways that respect each individual.

Editor’s note:

Juanita originally wrote this article in 1992 for US Western Division *Connections* #39, and adapted it for *LAD Lifeline* 2002 Issue 3, *LADders* 2015-3 No. 22, and *Leader Today* January 2016. It was also adapted and translated into Japanese for LLL Japan’s *Area Leaders’ Letter* 2004 No. 5.

Juanita Watt is a Leader in White Rock, New Mexico, USA, and enjoys helping with LADders as a reviewer and proofreader. She and her husband Bob have two daughters, two sons-in-law, and two granddaughters.

Call for Donations!

The Karin Gausman Leader Accreditation Fund (KGF) helps Leader Applicants with their LAD-related fees and LAD representatives worldwide with their education and enrichment opportunities. During this year there have been funding requests from those who face financial challenges because of the pandemic. The LAD Council will appreciate your donations to <https://www.llli.org/support-us/karin-gausman-fund/> so that we can keep promoting and supporting Leader accreditation worldwide.

We are pleased to share articles by Jim Gausman, Karin's husband, and Elena Gvozdeykova, LAD representative in Bulgaria.

My Dear Karin

Jim Gausman

Loveland, Colorado, USA

Toshi Jolliffe asked me to share a few words about life as the spouse of a LAD Director. Karin worked with Toshi for years in the LAD.



Karin Gausman
1946-2016

Karin was involved with LLL when I met her. She was the mother of two children at the time, one 13 and one 10. We had another after a brief courtship and marriage. The most important thing in Karin's life was always her children. Her devotion to them and to our grandchildren was absolute and was always the guiding star for our family. I cannot honestly recommend one of her adages, which is that grandma's house is where the grandkids can do whatever they want. I'm still paying for that one.

After our son was born, Karin renewed her interest in LLL and began going to meetings. She was accredited and immediately expanded her participation by providing assistance in several departments, which I no longer remember the names of but know they involved public relations, conference preparation, and all the things Leaders do. As her responsibilities grew, she became much more involved in management and leadership, with a deep understanding of LLL's beliefs and philosophy. In Colorado, USA, we were part of the United States Western Division, which included at the time California and several other states with lots of Groups and Leaders.

Eventually, she became involved in the LAD, which, much to her chagrin, became the place where she was able to achieve great things. I doubt Karin would consider this a compliment, but she was the greatest administrator and manager I've ever met. She was capable of corresponding with multiple Applicants on a regular basis, maintaining a schedule, and contributing to the department during some very tough times. At one point, after two other administrators resigned, she had over 100 active applications. Over her term, she accumulated 100,000 pieces of correspondence, all properly filed and organized. I came to realize over time that her humility was completely honest. She never knew for a moment what a rare and magnificent person she was.

Karin was an absolutist when it came to applications. She viewed it as her job to see that the basic criteria and requirements for leadership were maintained, even in the face of extreme pressure. In every management job we're forced into places where we either have to stand firm or cave in. To the best of my knowledge, Karin never caved. Sure, she did her job without fear or favor.

Leaders everywhere can appreciate the two things she had taped to the top of her computer monitor:

“A Leader needs to be strong and confident, also kind, supportive and caring.”

“Is it necessary? Is it truthful? Is it kind?” *

Karin passed away on April 21, 2016 at the age of 69.

** Editor's note: These three questions are now included in LAD Manual, page 34, "2.11.2 Confrontational Dialogue."*

Thank You to the KGF!

Елена Гвоздейкова /Elena Gvozdeykova

Сливен/Sliven, България/Bulgaria

* English translation follows.

Казвам се Елена Гвоздейкова. Аз съм съкоординатор на акредитацията на лидери за Бъдещите области в Европа (FAiE). Научих за Фонда за акредитация на лидери Карин Гаусман (KGF) в началото на 2018 година. Причината бе Европейския мениджмънт симпозиум на Ла Лече Лига (EMS) в Берлин, Германия през 2018 година. Това е конференция за ЛЛЛ администратори и ЛЛЛ лидери, имащи интерес към административна работа. Симпозиумът е за мениджмънт и подкрепа, а не за кърмене и майчинство. Да учим е главната цел и се подготвят интересни сесии от всеки един департамент: Лидери, Акредитация на лидери, Професионални връзки, Публикации, Връзки с обществеността, Комуникационни умения, Администрация и Финанси. От първият ми EMS през 2010 година, дълбоко оценявам всяка една възможност да участвам в това събитие. Това е страхотна възможност да учиш, да получаваеш информация и подкрепа, да обменяш идеи, да срещаш различни хора и да почувстваш духа на Ла Лече Лига. Това е „най-лесно“ достъпното събитие, поради това, че живея в България, Европа. За съжаление таксата за участие в симпозиума както и самолетните билети и такси, не бяха достотъчно евтини за мен. Чудех се дали бих могла да участвам в EMS при тези условия, и тогава Margaret McGuigan - подкрепящата ми личност от LAD в този момент, ми писа за KGF. Не бях чувала за него преди.

Научих, че Фондът за акредитация на лидери е създаден в памет на Карин Гаусман, за да изрази дълбоката признателност на Лидери и Администратори от LLL за това, че е помогнала на кандидатите за лидерство и на Департамента за акредитация на лидери по целия свят давайки им възможности за образование и обогатяване. Бях впечатлен от работата и подкрепата на Карин Гаусман на LLL лидерите, борещи се с рака, преди тя да умре през 2016 г. от същото заболяване. Чудесно е, че нейните съмишленици Лидери са създали този фонд и са запазили спомена за нея, жив.

Тоши Джолиф току-що беше поела позицията координатор на фонда Карин Гаусман. Тя и Маргарет ми помогнаха и KGF покриха изцяло таксата ми за регистрация и самолетен билет. Това ми даде възможност да участвам в EMS 2018 и да посетя всички LAD сесии както и някои сесии на другите департаменти. Всяка сесия си заслужаваше. LLL и Кодексът на СЗО, Приобщаващ език, Кандидатстването, Нуждите на бебето, Подпомагане на кандидатите да се подготвят за водене на LLL срещи, Среща на CLA в Европа, Участието на LLL в Инициативата болници приятели на бебето и други. Много информация. Много идеи. Много неща, които да споделим с другите български LLL лидери, които не успяха да участват в EMS.

След EMS преведох материали за сесията “Кандидатстване” и организирах уебинари за споделяне с други български LLL лидери и кандидати. Обсъждахме ги също и чрез имейли и чатове. Имаме и няколко срещи, на които обсъждахме сесиите, които успяхме да посетим.

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My name is Elena Gvozdeykova. I'm an ACLA for Future Areas in Europe (FAiE). I learnt about the Karin Gausman Leader Accreditation Fund (KGF) in 2018. The reason was the LLL European Management Symposium (EMS) in Berlin, Germany, 2018. This symposium is about managing and supporting, not about breastfeeding or mothering. Learning is the first aim, and interesting sessions are prepared for each department: Leader, Leader Accreditation, Professional Liaison, Publications, Public Relations, Communication Skills, Administration and Finance.

Since attending my first EMS in 2010, I appreciate every opportunity to join this event. It's a great way to learn, to receive information and support, to exchange ideas, to meet people and to feel the spirit of LLL. It's the only event that is “easy” to access because I'm living in Bulgaria, Europe. Unfortunately, the registration fee and airfare that were the lowest possible were not low enough for me. I was wondering if I would be able to come and then Margaret McGuigan, my LAD support person at that time, wrote me about the KGF. I had not heard about it before.

I learned that this Leader accreditation fund has been set up in memory of Karin Gausman to express LLL Leaders' and administrators' deep gratitude to her for helping Leader Applicants and LAD representatives worldwide. I was impressed with Karin's work and support to LLL Leaders who were suffering from cancer before she passed away in 2016 from the same illness. It's great that her fellow Leaders created a fund to keep her memory alive.

Toshi Jolliffe, LAD Council Advisor Projects, has just taken over the position of the Karin Gausman Leader Accreditation Fund Coordinator. In 2018 she and Margaret helped me and the KGF covered fully my registration fee and airfare. That gave me the opportunity to participate in EMS 2018 and to visit not only all LAD sessions with many interesting topics but also sessions of other departments. Every session was worth attending: “LLL and the WHO-Code,” “Inclusive Language,” “The Application,” “The Needs of the Baby,” “Helping Applicants Prepare for Leading LLL Meetings,” “European CLA Meeting,” “LLL's Involvement with the Baby Friendly Hospital Initiative,” and more. Lots of information and lots of ideas! Lots of things to share with other Bulgarian LLL Leaders, who couldn't come to EMS!



From the session “Helping Applicants Prepare for Leading LLL Meetings” at the 2018 EMS. Some participants are demonstrating a mock-Series Meeting for isolated Leaders. Elena is playing a role of a “noisy baby” on the floor facing towards the camera.

After the EMS, I translated materials about the session “The Application” and organized webinars to share with other Bulgarian LLL Leaders and Applicants. We continued our discussion via emails and chats. We also had a few meetings where we discussed the sessions that we were able to visit.

Elena Gvozdeykova lives in Sliven, Bulgaria, with her partner, Ivan, and their daughter, Stanimira. She will be 13 years old in a few weeks. Elena is an IT (information technology) specialist and has been working from home in the last seven years. She is also a climbing instructor, a speleologist who explores and studies caves, a trail runner and started to practice sport orienteering because of her daughter. She likes to spend her free time in nature or travelling with her family and friends. Elena was accredited as a La Leche League Leader in 2010 and became the second Bulgarian LLL Leader after Tania Ruseva. Lesley Robinson of LAD Canada worked with her during her application. Lesley inspired Elena to become part of the Leader Accreditation Department and worked with her on her LAD orientation. Since 2014 Elena has been part of the LAD.





1952 - 2020



We mourn the loss of Dee Russell, LLL Leader from New York, USA, and longtime LAD representative. Dee was a trailblazer when ACLAs-at-Large first began working with Leader Applicants from around the world. Her tireless efforts helped La Leche League grow in countries with few Leaders and no LAD support, in addition to helping out with overburdened LAD representatives well beyond her own local Area. Dee loved attending LLL events such as LLL Alliance Team meetings, conferences and Leader Development Seminars. She brought joy, happiness, and a true sense of sisterhood to all those around her.

We wish Dee's family peace as they move forward, holding her in their hearts.

Please consider making a donation to the Karin Gausman Leader Accreditation Fund in memory of Dee: <https://www.llli.org/support-us/karin-gausman-fund/> When you make the donation, please indicate that it's in Dee's memory. Her family will be notified of your donations.



Here is a question from a Leader, written to the CLA, about a potential Applicant. Thank you to the LAD representatives who submitted their responses. There is no single right answer. Sharing possible approaches can help us consider how we might choose to respond.

Dear Carina CLA,

How can we make sure that a potential Applicant meets the prerequisites to applying for leadership if Series Meetings are suspended and only taking place online?

Lucy Leader



Dear Lucy Leader,

I understand the challenges you are currently facing not being able to have a potential Applicant attend in-person meetings. Please keep in mind that the purpose of attending meetings is two-fold. First, attending meetings allows the potential Applicant to get a feel for the “flavor” of your meetings, and LLL meetings overall. Second, attending meetings shows dedication to LLL, and shows you, the Leader, that if this person becomes an Applicant and later a Leader, they would reliably attend meetings and dedicate themselves to the LLL mission.

Yes, meetings look different right now; however, if they are taking place online a potential Applicant still has the opportunity to “attend” meetings and fulfill this requirement. I would suggest that you encourage potential Applicants to attend your online meetings if they aren’t currently attending. Also, be reassured that online meetings can still fulfill the requirement for meeting attendance. Further, online meetings may become a new norm for LLL even when face-to-face meetings resume, considering some of the positive feedback we’ve received, so having experience using an online platform can be beneficial.

Yours,
Carina CLA

Rebecca Renegar
Tennessee, USA



Dear Lucy Leader,

Moving to online platforms takes away some of the nonverbal cues and the organic interactions we are used to when we share physical space. At the same time, virtual meetings often give us a chance to see parents and children at home in their “natural habitat.” You may notice that parents have set up a nursing nest, see they can juggle the needs of children of different ages (including older ones who may not usually attend in-person Series Meetings), or watch them breastfeed in their most comfortable chair (or bed!). All of these are great examples of mothering through breastfeeding, loving guidance, and meeting a child’s need for their presence.

It can also be easier to talk with a potential Applicant (and later to meet with an Applicant) when neither of you has to leave home or bring your children to an unfamiliar environment.

Warmly,
Carina CLA

JoAnne Elder-Gomes,
New Brunswick, Canada



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Dear Lucy Leader,

Online meetings are new to many of us, and it’s understandable that you’re wondering about how this will impact your ability to get to know parents interested in leadership. We can only see where a camera is pointed, after all!

Since switching to online meetings, my co-Leaders and I have recommended three Applicants, one of whom had also attended in-person meetings. A few observations:

- It’s still possible to see how parents interact with their children. At an in-person meeting, many people opt to leave their older children at home, so online meetings actually give us more insight in some cases.
- It’s also just as easy to observe how parents interested in leadership interact with other meeting attendees. When our meetings get large, we often do breakout groups, allowing everybody more time to talk.
- It’s often easier to talk with potential Applicants after online meetings. I end the meeting for everyone, and then the interested parents log back on to ask questions and chat about meeting highlights. This was often much more challenging in person when we had any number of parents and their little ones lingering.

Regular meeting attendance may be easier for some people when it’s online. People can access our meetings no matter where they live. Traffic and bad weather no longer stop anyone, either!

As with all pre-application work, Leaders can take their time talking with people interested in leadership and make sure they feel confident in recommending them.

Warmly,  
Carina CLA

Sarah Quigley  
California, USA



Скъпа Люси Лидер,

\* English translation follows

За съжаление Covid-19 засегна живота ни по много начини. Предполагам не ти е лесно в настоящата ситуация. Онлайн срещите не са точно това, което повечето от нас предпочитат и с което сме свикнали, но е възможност да продължим да предоставяме информация и подкрепа на семействата по целия свят.

Когато провеждаме онлайн срещите, всяка майка има възможност да се включи. Използването на камери по време на самата среща, ни позволява да видим майката в една по-естествена за нея среда. Да видим как тя общува с бебето си и евентуално, ако има по-големи деца – и с тях. Наред с тези срещи, биха могли да се провеждат и разговори онлайн, в които да се обсъждат предварителните изисквания за лидерство. Тези диалози биха ни помогнали да разберем по-добре дали потенциалния Кандидат отговаря на изискванията. Във всеки един разговор, можем да обсъждаме в детайли всяко едно изискване, докато бъдем убедени, че потенциалния кандидат отговаря на него.

Надявам се отговорът ми да ти е от полза.

С най-добри пожелания,  
Елена,  
Сливен, България

.....

Dear Lucy Leader,

Unfortunately, COVID-19 has affected our lives in many ways. I guess it's not easy for you in the current situation. Online meetings are not exactly what most of us prefer and are used to, but they are an opportunity to continue to provide information and support to breastfeeding families around the world.

When we conduct online meetings, every mother has the opportunity to get involved. The use of cameras during the meeting itself allows us to see the mother in a more natural environment for her. We could see how she communicates with her baby and eventually, if she has older children, with them. In addition to these meetings, online conversations could be held to discuss prerequisites for leadership. These dialogues would help us better understand whether the potential Applicant meets the prerequisites. In each conversation, we can discuss each prerequisite in detail until we are convinced that the potential Applicant meets it.

I hope you find my answer useful.

WarmLLLy,  
Carina CLA

Elena Gvozdeykova  
Sliven, Bulgaria



Dear Lucy Leader,

This has been a challenging time, hasn't it? And you wisely recognize that it is as important to see how a mother relates to her child and to others at a meeting, as it is to be aware of her knowledge about breastfeeding.

In online meetings, it might be helpful to include a line in your invitation to the meeting that all children are welcome. You might also encourage participants to have snacks and drinks on hand. Another idea is to build the conversation around how the topic relates to the child and ask mothers to share an example from their own experience or to illustrate it through the camera. In online meetings it can still be possible to observe mothers demonstrating ways to nurse in public. I know of a mother who showed how she pumped hands-free at work while she was also attending an online meeting. If you have someone in mind as a potential Applicant, you could ask if she would be willing to prepare to be an example of whatever situation you would like discussed and/or demonstrated.

Online meetings themselves present their own challenges to mothers. That can be a topic of discussion itself—how to balance tending to your child's needs while also participating in the call. In-person meetings allow you to see more body language. For online meetings, you can remind mothers that their baby's/toddler's needs come first and be observant of the verbal and nonverbal ways the mothers respond to the needs of their children during the call.

Some Groups use the time right after the meeting to have a quick evaluation meeting. You could invite mothers who might be interested in applying for leadership. This can give the Leaders a chance to ask the mothers questions about what they observed, how they felt about the discussion, what suggestions might have helped other mothers manage juggling the computer and their child/ren's needs. That would offer another opportunity to see how the prerequisites are shown in the responses and the nonverbal body language and actions.

Lucy, please feel free to check in with me again if you still have questions or concerns about this aspect of learning more about a mother you feel might be a good candidate for leadership while also dealing with the challenges a pandemic brings

Warmly,  
Carina CLA

Cindy Garrison,  
Pennsylvania, USA



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Dear Lucy Leader,

Thank you so much for this question; it is so important at this time that we think creatively about how to still meet our basic responsibility of supporting parents to become Leaders. I admit I have found online meetings to still feel strange and unfamiliar, but I am so grateful to be able to offer them to families.

In terms of how to determine if a mother meets the prerequisites to applying for leadership in this online meeting time, some of the things I look for are still the same in many ways. I notice mothers who attend a full series, or many meetings. This tells me that they have the commitment needed and that they value what LLL has to offer families. I still look to see how they respond to their baby or child, to see if they demonstrate a commitment to gentle and responsive parenting, valuing the child's need for closeness as

well as nursing. I also look to see how they listen to other parents, for example, if they respond with empathy and understanding and if they offer information to attempt to help other parents find solutions to their problems.

It might be helpful, due to the lack of organic social time in online meetings, to mention the opportunity to become a Leader and help other parents. This may prompt a mother who is thinking about it to talk to you. It is also important to think through how to have pre-application dialogues. This might need to happen via an online video call or by phone, or maybe in your Area you can do that in person. As you know it is important to take the time you need during these chats for you and the interested parent to determine if this is the right fit for the interested parent.

One of the things I think about that reassures me is that mothers who have been attending virtual meetings and feel comfortable in that forum are such an asset to the organization at this time, as they bring a communication skill set, demonstrating empathy and connecting with other mothers via technology. This is something that some of us who are more experienced with face-to-face meetings are still needing to learn.

I hope these thoughts are helpful. I think finding Applicants is similar to other aspects of mothering and leading. Trust your instincts and reach out to your LAD department for support and guidance, if needed.

Sincerely,
Carina CLA

Cynthia Mann
Nova Scotia, Canada



Dear Angelina ALA,

I received a question from an ACLA and am not sure how to respond. The ACLA is working with an Applicant who, along with other techniques, weaned her toddler by rubbing something bitter on her breasts. The ACLA is wondering how this approach fits with the weaning concept and how the Applicant should discuss her weaning experience, if accredited.

I look forward to your thoughts on this.

Yours, Concepcion CLA

How would you respond? Send your ideas for a reply or an extract you would like to share with other LAD representatives to Linda Wieser, Contributing Editor, at: wieser.linda@gmail.com



New French LAD Page

LAD Français on the LLLI website is available at: <https://www.llli.org/lad-francais/>

The following documents have been uploaded to two subpages:

Dossier de pré-candidature du Leader

- Envie de devenir animatrice LLL (mars 2020)
- Explications des concepts (PSR) (juin 2020)
- Candidature pour être animatrice (PSR) (septembre 2020)
- Avant la demande de formation: Un guide pour l'animatrice (février 2020)
- Recommandation de l'animatrice (octobre 2019)

Ressources pour les demandes

- Histoire Personnelle d'Allaitement et de Maternage (octobre 2019)
- Checklist des thèmes à aborder pour se préparer à être animatrice (octobre 2019)
- Lectures/apprentissages de base (octobre 2019)
- Exercices de mise en pratique, des questions d'aide et de la gestion du groupe (octobre 2019)
- Accouchement allaitement (septembre 2018)
- site LLI, L'Allaitement de A à Z (august 2018)
- Entraînement à l'écoute (octobre 2019)
- Exercice Melange Causes (2019)
- Exercice sur les préjugés (novembre 2020)

LAD Pages in Other Languages and Translations of LAD Documents

If you would like to have a LAD page for resources in your language, please contact Linda Wieser at: wieser.linda@gmail.com. She will create the page and upload the documents in your language. Linda is willing to create a computer-generated translation using DeepL Translator for any resources still needing translation. Some translators have found it easier to start with the computer-generated version than the original English version.

Support Concept

On first reading at the October 2020 meeting, the LLLI Board approved the wording for a revision of the Father Concept. The LLLI Board will review Leader comments on the new wording and vote again in January 2021 on this concept revision.

New wording:

Breastfeeding is enhanced by the loving support of the baby's father, a co-parent, a partner, and/or close family members who value the breastfeeding relationship. (October 2020)

Withdrawal of an Applicant in LLLI Database

If an Applicant you are working with has been entered into the LLLI database, and that application is withdrawn, please notify Jana Allen jana@llli.org at the LLLI office.

New Bias Exercise (Nov 2020)

The Bias Exercise has been revised. Please start using it with Leader Applicants, if available in your language. If you have not received a copy from your LAD support person, you can find it on the LLLI LAD pages: <https://www.llli.org/leader-accreditation-department-lad/application-resources/> You will also want to make sure that the Area Leader Department is aware of this revision as it is recommended as an exercise for Leaders as well as Applicants. Consider co-presenting it with the Leader Department at your next Leader day or Area workshop.

Resources Added to the LAD Web Page

Bias Exercise (Nov 2020) – Word and pdf versions



Revised LAD Documents of the Year!

February

Thinking about LLL Leadership?
Pre-Application Guidelines for Leaders
 Leader Recommendation form
 Applying for Leadership (PSR)
 Appendix 1 to *LADders*, *LLL Philosophy Notebook*
LLL Purpose, Mission and Philosophy

April

INDEX Breastfeeding Info A to Z
 LADI Chart

May *LAD Manual*

July

LARK (*Leader Applicant's Resource Kit*) Combined
 LARK—*Leader's Guide* Combined
Personal History of Breastfeeding and Mothering

August

LLLI Statement of Commitment and Database Form
 “Helping Others Become Leaders,”
 Chapter 4, *Leader's Handbook*
LAD Work: Is It for You?

September Application form

November Bias Exercise

LADialogue Registration

The LADialogue google group llladiologue@group.io.com is an excellent way to connect with LAD representatives all over the world. The members communicate in English and you can ask questions about Leader accreditation, share an enjoyable experience in your LAD work or request help with applications in your Area. If you are not a member of this group, please contact Janna O'Connell janna1967@gmail.com to join. If you are a member and there is a new LAD representative in your Area, ask Janna to add the person. Please cancel the subscription when someone has retired from the LAD.



Елена Гвоздейкова /Elena Gvozdeyкова

Сливен/Sliven, България/Bulgaria

* English translation follows.

Здравейте, Казвам се Елена и съм от България. Партньорът ми се казва Иван, а дъщеря ни Станимира. Когато родих през 2007 г., тук имаше само един ЛЛЛ лидер - Таня Русева. Тя по всеки възможен начин помагаше на майките, които се свързваха с нея. Наистина бях впечатлена от усилията, които полага. Живеех далеч от нея и не можех да посещавам срещите, които организираше. Но (винаги има едно „но“), заради работата на моя партньор, година по-късно трябваше да се преместим в град, много по-близък до нейния. Това ми даде шанс да видя как тя ръководи ЛЛЛ срещите. Трябваше да пътувам за всяка среща, но беше толкова приятно и вдъхновяващо, че пътувахме с дъщеря ми с удоволствие. След няколко срещи тя ме попита какво мисля да стана ЛЛЛ лидер. Така започна моето ЛЛЛ пътешествие.

През 2010 г. станах вторият ЛЛЛ лидер в България. Имаше и други кандидати, които в следствие също станаха ЛЛЛ лидери. Всички заедно работихме усилено за да преведем материали и да подпомагаме кърмещите семейства в България. Направихме всичко необходимо, за да превърнем Ла Лече Лига България в законна организация съгласно българското законодателство, независимо че сме част от Бъдещите области в Европа (FAiE). С времето се появяваха и други потенциални кандидати, които за съжаление не знаеха други езици освен българския. Това ни накара да се замислим какво можем да направим, за да ги подкрепим. Тогава реших, че искам да стана част от LAD.

На Европейските симпозиуми по управление (EMSs), които посетихме през 2010 и 2012 г., имах удоволствието да видя екипа на LAD. Всички тези задружни, усмихнати и винаги подкрепящи представители на LAD от цял свят бяха невероятни. Не бях сигурна дали ще се вместя сред тях, но Лесли Робинсън ме подкрепи и работи с мен върху ориентацията ми. Така че от 2014 г. станах част от LAD като ACLA за FAiE. В тази си роля работя с кандидати от всички страни в Европа. Главно с тези, които знаят само български и руски, но също така и с кандидати, които знаят английски. Прекрасно е чувството да подкрепяш хора от толкова много различни страни и да помагаш LLL да се установи за първи път в някои от тях. През септември 2020 г. влязох в ролята на CLA за FAiE, което не можеше да се случи без подкрепата на Лесли Робинсън, Маргарет Макгигън, Таня Русева и всички други прекрасни ЛЛЛ лидери, които познавам. Благодаря ви!”

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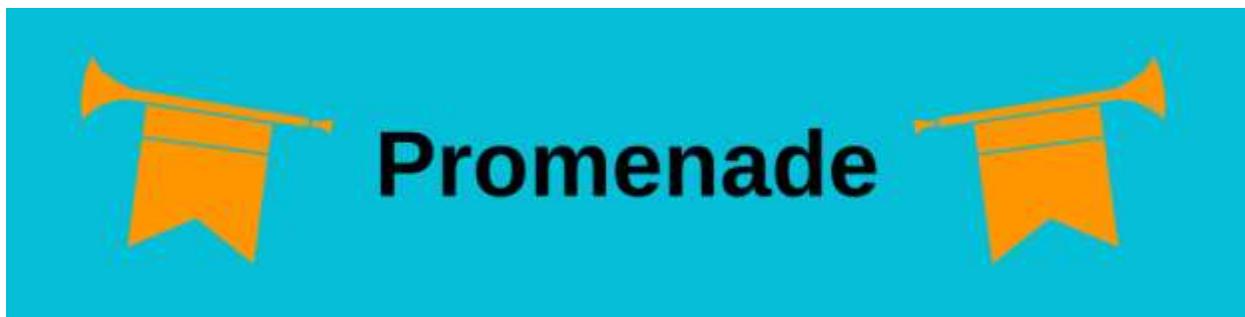
Hello, my name is Elena Gvozdeykova. I come from Bulgaria. My partner's name is Ivan and our daughter's name is Stanimira. When I gave birth in 2007 there was only one LLL Leader here—Tania Ruseva. She was helping in every possible way each mother who contacted her. I was really impressed by all her efforts. I was living far away from her and couldn't visit Series Meetings that Tania organized. But (there is always a "but") because of my partner's work we had to move to a city much closer to hers a year later. That gave me a chance to see how she led the Series Meeting. I had to travel for each one, but it was so nice and inspiring so traveling with my daughter was a pleasure. After a few meetings Tania asked me what I think about becoming an LLL Leader. This is how my LLL journey began.

In 2010 I became the second LLL Leader in Bulgaria. Lately there were other Applicants who became LLL Leaders. We work hard to translate materials and to support breastfeeding families in Bulgaria. We did everything that was necessary to make LLL Bulgaria a legal organization by Bulgarian law, no matter that we are part of the Future Areas in Europe (FAiE). There were other potential Applicants who unfortunately didn't know languages other than Bulgarian. That made us think about what we could do to support them. Then I decide that I'll love to be part of the LAD.

At the European Management Symposiums that we visited in 2010 and 2012, I had the pleasure to see the LAD team. All those united, smiling and always supportive LAD representatives from all around the world were amazing. I wasn't sure if I would fit in there but Lesley Robinson, Canada, supported me and worked with me on my orientation. So since 2014 I became part of the LAD as an ACLA for the FAiE. I'm working with Applicants from all countries in Europe. Mainly with those who know only Bulgarian and Russian, but also with Applicants who know English. It's a wonderful feeling to support people from so many different countries and to help in some cases LLL to start for the first time there. In September 2020 I stepped in the role of CLA for Future Areas in Europe. It couldn't have happened without support of Lesley Robinson, Margaret McGuigan, Tania Ruseva and all other wonderful LLL Leaders. Thank you!



From left:
Elena, Stanimira (13), Ivan



Congratulations on Your Appointment!

Charlotte Allam	ACLA for Great Britain
Dania Amador	ALA Secretary, Latin America
Cindy Garrison	LAD Council Advisor—Outreach (job title change)
Dunia Guerrero	Administrator of Leader Accreditation, Latin America
Elena Gvozedeykova	CLA, Future Areas in Europe
Sarah Ingall	ACLA for Great Britain
Toshi Jolliffe	LAD Council Advisor—Projects
Meghan Koranek	ACLA Texas, USA
Jenny Pace	ACLA, Canada
Linda Wieser	LLLI Director of Leader Accreditation Department



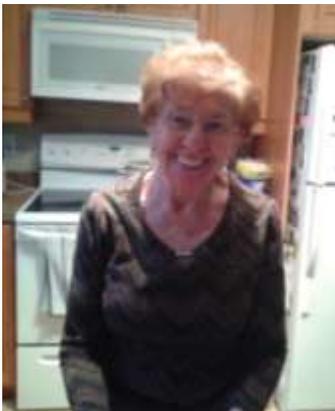
For this issue, LAD members write about their “pandemic projects” and share a photo of what they worked on in these unusual times.

* English translation follows

Nous avons toutes été touchées par cette pandémie et pourtant, aucun projet spécifique ne faisait partie de mes plans à part tenter de traduire, avec plusieurs animatrices de LLL France, de nombreux documents de l'anglais au français pour le DAM (Département d'Accréditation des Monitrices), communément appelé LAD à travers le monde. Sans le savoir, la vie allait changer mes plans en m'envoyant une surprise « pandémie » de taille.

En effet, du jour au lendemain à la mi-mars, la résidence de personnes âgées de ma mère (89 ans, semi-autonome et atteinte d'Alzheimer) fermait ses portes. Cela signifiait concrètement que nous ne pouvions plus superviser ma mère au quotidien dans son petit logement comme elle en avait absolument besoin. Il fut rapidement décidé en moins de 24 heures que maman allait venir habiter chez nous le temps que cette pandémie passe...

Maman étant une personne très gentille, elle a collaboré du mieux qu'elle a pu à son adaptation dans notre maison. Nous lui avons répété encore et encore pourquoi elle était avec nous, pourquoi elle ne pouvait pas retourner chez elle, etc. Nous avons appris à la connaître et à instaurer une routine adaptée à sa réalité et à ses préférences. Puis, la décision de la garder de façon permanente a été prise naturellement à la mi-mai car ses pertes cognitives continuaient d'augmenter, rendant impossible un éventuel retour dans son logement en résidence.



Ce projet pandémie m'a donné la chance de redonner à ma mère une petite partie de tout ce qu'elle m'a transmis depuis mon enfance. Malgré ses pertes de mémoire croissantes, elle dit souvent qu'elle est bien avec nous (mon mari et moi) et qu'elle vit une belle vieillesse sans souci. En terminant, je peux dès maintenant vous annoncer mon prochain projet de pandémie, soit la planification du 90 e anniversaire de naissance de ma mère en février 2021.

.....

We have all been affected by this pandemic and yet, no specific project was part of my plans other than trying to translate, with several Leaders from LLL France, many documents from English to French for the LAD. Without knowing it, life was going to change my plans by sending me a big “pandemic” surprise.

Overnight in mid-March, my mother's retirement home for elderly people closed its doors. In concrete terms, this meant that we could no longer supervise my mother (89 years old, semi-autonomous and suffering from Alzheimer's) on a daily basis in her small apartment in the way she needed. It was quickly decided in less than 24 hours that mom would come and live with us until the pandemic was over.

Being the very nice person she is, mom adapted as well as she could to living in our house. We told her over and over again why she was with us, why she couldn't go back to her apartment, etc. We got to know her and established a routine adapted to her reality and her preferences. The decision to keep her with us permanently was made naturally in mid-May because her cognitive losses continued to increase, thus making it impossible for her to return to her apartment.

This pandemic project gave me the chance to give back to my mother a small part of everything she passed on to me since my childhood. Despite her increasing memory loss, she often says that she is well with us (my husband and I) and that she is living a beautiful old age without any worries. In closing, I can already announce my next pandemic project, which is planning my mother's 90th birthday in February 2021.

Linda King Gaboriaud, Canada

* Hebrew translation follows.



My pandemic project was to teach my children and myself the ability to enjoy what nature has to offer us. We live in a small town next to the city and there is a lot of nature and beautiful scenery around us. During the day we have relatively little time to enjoy it and during the lockdown we discovered our close surroundings.

We learned how to play with small stones, draw mandalas with dried leaves, explore where the ants go and spend whole days in a forest. Today's children are accustomed to a huge variety of games and an abundance of stimuli and nature in its simplicity allowed a deeper observation of the simple things and together we discovered a whole world.

In the picture my two sweet children are lying down inside a tent we built from scratch using only branches and leaves of a pine tree, and no tools at all.

.....

הלך היקרה

פרויקט המגיפה שלי היה ללמד את הילדים שלי ואת עצמי את היכולת להסתדר עם מה שיש לטבע להציע לנו.

אנחנו גרים ביישוב קטן לצד העיר ויש סביבנו המון טבע ונוף יפה.

במהלך היוםיום יש לנו מעט זמן יחסית להנות ממנו ובזמן הסגר גילינו את הסביבה הקרובה שלנו.

למדנו איך אפשר לשחק עם אבנים קטנות, לצייר מגדלות עם עלים יבשים, לחקור לאן הנמלים הולכות ולבלות ימים שלמים בתוך יער.

בתמונה המצורפת שני הילדים המתוקים שלי יושבים בתוך אוהל שבנינו מענפים ועלים של עץ אורן.

Coral Weissbrod, Israel

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My own project, which came as a surprise to me, was taking up running for the first time in my life. I was desperate to start ambitious new craft projects but they're not very compatible with small children; instead I started taking half an hour to myself in the morning before anyone else woke, heading out to the nearby canal and learning to run.

For several months now I have gone running on alternate mornings, without fail. I don't go fast or far, but it feels like a gesture of faith in myself, and an investment in my own health, and is half an hour when I'm guaranteed to be alone. And the state of my "new" running shoes shows I've been working hard!

Helen Lloyd, Great Britain

* Japanese translation follows.



My husband and I live with our daughter, Kaori, and her partner. When I realised I could not go out to buy a birthday present for her, I decided to transform part of our garden into a vegetable patch as a present. I also made matching summer dresses for us.

.....

私と夫は、娘の香、その婚約者といっしょに住んでいます。香の誕生日にプレゼントを買いに行けないとわかったときは、庭の1部分を畑に変えてプレゼントにしました。おそろいのドレスも作りました。

Toshi Jolliffe, Luxembourg
とし子ジョリフ、ルクセンブルク

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Here's my pandemic project. I set out to crochet a cotton blanket for each of my three girls for them to have a cool summer covering. This is the second one, I'm only halfway through it and winter is approaching. Maybe they'll each have one by next summer instead.



Clare Davidson, Great Britain



## ***LADders Team***

|                                     |                                                  |
|-------------------------------------|--------------------------------------------------|
| Contributing Editors                |                                                  |
| <i>How Would You Respond?</i>       | Linda Wieser                                     |
| <i>LAD Promenade</i>                | Helen Lloyd                                      |
| <i>A Taste of LAD International</i> | Lori Bryan                                       |
| <i>Semi-Annual Reports</i>          | Karin Ali                                        |
| <i>Good Idea! / Reminder!</i>       | Vacant                                           |
| Proofreader                         | Juanita Watt                                     |
| Reviewers                           | Toshi Jolliffe<br>Cindy Garrison<br>Juanita Watt |
| Guest Editor                        | Toshi Jolliffe                                   |
| Managing Editor/Layout              | Rachel Concitis                                  |

I think it is safe to say we are all overjoyed that 2020 has finally come to a close. This year has been beyond unprecedented and exhausting for all around the globe. I would like to thank all who helped contribute to *LADders* this year. Without their help I would not have made it through the publication year. I can't thank Toshi Jolliffe enough for agreeing to be guest editor for this final issue of 2020. As some of you may know, I teach third grade full-time in my "Non-La Leche League Life." Like many large, urban districts around the country and globe, my school district has been fully remote since the school year started in September. Remote teaching, while necessary and rewarding in its own right, has been exhausting as an educator, filled with twelve hours or more of schoolwork a day, lesson preparation, grading, and teaching through Zoom, and has left me little to no time to dedicate to *LADders*. Words cannot express how grateful I am to Toshi and the rest of the *LADders* contributors who helped me out and produced such a wonderful issue during this trying time.

Toshi Jolliffe, Linda Wieser, Cindy Garrison, Karin Ali, Juanita Watt, Helen Lloyd, and Lori Bryan have been invaluable resources as the four issues were compiled and edited. We started out the publication year by celebrating the tenth anniversary of *LADders*. *LADders* team members shared their recollections of the formation of *LADders* and the early years of publication. This year we included 10 feature articles, 2 compilation articles, 25 responses for the "How Would You Respond?" column, 8 introductions in "A Taste of LAD International" and 17 wonderful photo letters. We were delighted to announce a total of 27 new appointments in "LAD Promenade." We also debuted a new column in *LADders* titled "Updates from LAD Council." Eight dedicated LAD representatives and a Leader make up the *LADders* Team, collecting information, gathering contributions, editing and putting this newsletter together. In addition, our published Semi-Annual Report compilations reveal that LAD representatives worldwide have been working with over 1,200 Applicants during this calendar year and you accredited a total of over 300 new Leaders throughout the two published reporting periods.

Thank you to all of you for your hard work!

Rachel Concitis  
*LADders* Managing Editor

*LADders* is a publication by LAD representatives for LAD representatives,  
designed to offer LAD representatives a place to share information and experiences. © LAD Council 2020