**LADders**

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

### Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helping Mothers Make the “No” Decision</td>
<td>2</td>
</tr>
<tr>
<td>Fitting LAD Work with Family Needs—What Has Worked Well for Me</td>
<td>4</td>
</tr>
<tr>
<td><em>Karin Ali, USA</em></td>
<td></td>
</tr>
<tr>
<td><em>Shiu-h-jane Lee, Taiwan</em></td>
<td></td>
</tr>
<tr>
<td><em>Alison Parkes, Great Britain</em></td>
<td></td>
</tr>
<tr>
<td>Greetings from LAD Council Member</td>
<td>8</td>
</tr>
<tr>
<td><em>News from Ligue La Leche Canada</em></td>
<td></td>
</tr>
<tr>
<td>How Would You Respond?</td>
<td>9</td>
</tr>
<tr>
<td><em>The Applicant suggested “paced bottle-feeding”</em></td>
<td></td>
</tr>
<tr>
<td>New Resource!</td>
<td>12</td>
</tr>
<tr>
<td><em>Thoughts on Becoming an LLL Leader and IBCLC</em></td>
<td></td>
</tr>
<tr>
<td>A Taste of LAD International</td>
<td>12</td>
</tr>
<tr>
<td><em>Nikki Bell, Canada</em></td>
<td></td>
</tr>
<tr>
<td><em>Kergi Leitgeb, Austria</em></td>
<td></td>
</tr>
<tr>
<td>Reminders!</td>
<td>15</td>
</tr>
<tr>
<td><em>Signature for the Statement of Commitment</em></td>
<td></td>
</tr>
<tr>
<td><em>Keeping a Leader Applicant’s Status Confidential</em></td>
<td></td>
</tr>
<tr>
<td>Good Idea!</td>
<td>15</td>
</tr>
<tr>
<td><em>Working on the Leader’s Handbook</em></td>
<td></td>
</tr>
<tr>
<td>LAD Promenade</td>
<td>16</td>
</tr>
<tr>
<td><em>Congratulations on your appointment!</em></td>
<td></td>
</tr>
<tr>
<td><em>Photo letters, “This is my office”</em></td>
<td></td>
</tr>
<tr>
<td>2015 editorial postscript</td>
<td></td>
</tr>
</tbody>
</table>
Helping Mothers Make the “No” Decision

Benaifer Bhandari, Great Britain
Cindy Garrison, USA

In the ideal scenario, every mother who approaches a Leader about leadership will meet the prerequisites. However, we know that doesn’t always happen! This can lead to a difficult conversation for the LAD representative with both the interested mother and her supporting Leader. In this article we would like to share some ideas for having a rewarding dialogue that allows each to come to the understanding of why the mother’s experience does not meet the LLLI Prerequisites to Applying for Leadership.

How to help the interested mother whose experience does not meet the prerequisites to come to that understanding herself.

We know through helping situations that when the breastfeeding mother can identify a possible solution to her concern herself, she can make sustainable choices and move forward. We believe this is the same for interested mothers. When beginning the dialogue, the LAD representative wants to look for qualities she can support and acknowledge. She wants to be positive and respectful of all aspects of the mother’s choices regarding breastfeeding and mothering. It is important not to rush the communication in order to allow the mother time for reflection.

The LAD representative can help the mother see where the prerequisites and her experience differ by recommending reading material. Asking the mother to read a relevant chapter of The Womanly Art of Breastfeeding, an article from Leader Today, or the Area’s own newsletter for Leaders can help her open her understanding by “hearing” the information from another source. This can be very helpful in calming the situation, particularly if the mother is feeling personally confronted. It could help move things to a more objective level due to the excellent resources we have to hand her. The LAD representative sometimes helps a Leader dialogue with a mother. If the Leader wishes to locate something suitable, her LAD representative is there to make suggestions. Asking the mother to reflect on the reading and her own experiences can help her see where the differences are.

It can also help to discuss the difference in roles between a Leader and being a mother in the Group. Some mothers are eager to be a Leader in order to help other mothers who made similar choices regarding breastfeeding or parenting. They may be surprised to find that they have more freedom to express personal views as a mother in the Group. By explaining how we, as Leaders, guide and facilitate Group discussions by putting our personal experiences aside, the mother may further appreciate what she is able to share as a mother in the Group. The LAD representative can reinforce all that the mother has been able to do to support breastfeeding mothers through her role as a member of the Group.
The LAD representative will want to carefully word her responses and questions to the mother. She may ask the mother to look at her situation, quoting her words, and ask her to look at her choices in light of the relevant LLLI concept. For example:

Mary, you write that you followed a very strict schedule for feedings, play time, etc., using the recommendations from a book your friend loaned you. Please review the LLL concept that states “From infancy on, children need loving guidance which reflects acceptance of their capabilities and sensitivity to their feelings” and also pages 129, 133-35, 139, 164-65, and 176-77 in The Womanly Art of Breastfeeding. Please share how you see this concept and the suggestions of La Leche League regarding scheduling reflected in the recommendations of the book your friend loaned you.

The purpose of sharing resources is to help the mother see that the dialogue is not personal. It is in an attempt to clarify the reasons for LLLI prerequisites and nothing more than that.

**How to help the Leader who has recommended this mother.**

In these situations, the supporting Leader also needs our support! She has recommended someone she feels would be a good Leader. As with the mother, we want to help the Leader recognize why that may not be the right role for this mother.

As LAD representatives, we want to use and model language acknowledging the mother’s qualities and relating them to the details of the prerequisites. Sometimes the supporting Leader needs help untangling the prerequisites and what they mean. We can help her by quoting the Leader’s Handbook and referencing what we quote so she can find it herself to show the mother. Guiding her to the right parts of the Leader’s Handbook, so she knows exactly what to look for, can help the Leader not only in this conversation but also when she is discussing leadership with future interested mothers in the Group. For example:

Lucy, when Mary wrote about her birth experience she was very enthusiastic about sharing the merits of the midwife she used for her home birth when she is a Leader. Please review the following pages of the Leader’s Handbook that discuss mixing causes, pages 46-47, 194-95, 212-14, and explore with her the differences in the role of a Leader, who represents La Leche League and LLLI philosophy, and the mother, who represents her own choices and preferences.

The LAD representative can help the Leader see that there is no need to rush communication, ensuring as full reflection as possible. Where there is emotional upset, we may have a tendency to want to write and fix things straight away. As Leaders we are very empathetic to another’s upset. Perhaps those are the exact times we could take a step back and think things through from all sides and take the extra time to look at the detail of the wording of the prerequisites.

It is very important that the LAD representative support the Leader who is dealing with her own disappointment. She could be a lone Leader who is exhausted and therefore a little desperate. The interested mother could be a close friend and she could be facing embarrassment or anger. Whatever the emotion, she may need space to express how she feels. For example, the LAD representative might write:

Lucy, you were excited to meet Mary and eager to offer information about leadership. It must have been painful to realize that she had decided not to pursue leadership. I am very sorry that the dialogue did not progress as we both hoped. Lucy, I think there are many “best ways” of looking after a baby because each baby and every mother’s situation is unique. Mary made the best decision for her family, taking into account family circumstances. I sincerely hope that she will be proud that she chose what suited her and her family. Neither Mary’s choice nor the recommendations of LLL are better or worse. We cannot compare them because what is good is what suits the situation. Thank you for having a respectful dialogue with Mary. I have appreciated your conscientious approach and willingness to help.
Lastly, we need to support ourselves. If the situation is upsetting for the LAD representative, then she can remember she’s not alone. There is an international team of women out there ready to support her.

With careful and respectful dialogue, the LAD representative can both help the mother come to her own understanding that her experience does not reflect the LLLI Prerequisites to Applying for Leadership and support the Leader in her disappointment.

Each of us has the skills to handle these situations; sometimes we just need to remember we are not alone and give ourselves time. Listening, understanding and reflecting are what we do best!

Benaifer Bhandari is a Leader in Hertfordshire, Great Britain, and a mother of two sons 17 and 15. She has been a part of the LAD for 12 years and has supported the LAD team there for over 4 years. Benaifer loves speaking internationally on listening skills and is also a Trustee for LLL Great Britain.

Cindy Garrison is currently the Interim Director for the Leader Accreditation Department. Cindy was previously Co-Chairman of the Board of Directors for LLLI for three years and also served as Director of the former Eastern United States (EUS) Division. Cindy has held various positions in the LAD, most recently as Associate Director for Regional Administrators of Leader Accreditation in the former EUS Division. She and her husband have three grown sons, six grandsons and one granddaughter. Cindy still leads in the first La Leche League Group she attended.

---

**Fitting LAD Work with Family Needs—What Has Worked Well for Me**

At every stage of our lives, as mothers and also LAD representatives, we juggle the commitments of our LAD work and needs of our families. Three LAD representatives share how they’ve managed to keep their families happy while enjoying the satisfaction that LAD work brings. Several LAD representatives requested this article in their Semi-Annual Reports (SARs). Whether your children are aged four, fourteen or forty, we hope you’ll get some ideas to keep your LAD work fresh and your family content too!

**Karin Ali, USA**

Reflecting on when I joined the LAD almost four years ago, I remember feeling excited yet apprehensive about how I would find time for corresponding with Leader Applicants while taking care of my family, which includes three young children. Just like when I first became a Leader, it took a while to learn the best ways for me to stay organized.

One of my favorite ways to do this as a LAD representative is to use an “application checklist.” This document was introduced to me by my support person when I was in orientation, and I find it is a fabulous way to keep all of the information I need to know in order. (Please feel free to contact me karinali0407@gmail.com if you’d be interested in seeing a copy.) I have a separate sheet for each Applicant, which includes her personal information, her children’s names and when they were born, and spaces to mark what date each part of the application was sent to me.

Over the years, I’ve added sections where I can check off when I have updated a supporting Leader about an Applicant’s progress and also a more complete notes area. At this time, I still print one out every time I receive a new application; however, I foresee that I will soon begin to use my smartphone to keep track of it all. It’s a wonderful way to immediately know where each Applicant stands, and provides a clear way for me to recognize the progress that is being made.

Another way I’ve found to fit LAD work into my daily life is to realize that if I need more than one day to get back to someone, it’s okay. At times I would feel pressure from myself to answer immediately, and knowing that I can take a day, a few days, or longer to reply (especially in response to a personal history) helps me stay centered and not feel overwhelmed. This is especially helpful if the information that I need to process is of an emotional nature.
I feel free to take the time I need to respond if I write a short email letting an Applicant, LAD representative, Leader, or interested mother know that I received her note, and will respond in a certain number of days. In addition to those ideas, “lovingly lifting” from myself or other LAD representatives has saved me so much time and energy. Instead of using my energy to write something completely new each time, I can add extra details to the personal touches I include in each letter.

Something else that I am now very accustomed to is focusing on work while frequently being interrupted. As I write this, my twin sons have come to show me their Lego hovercraft they just built, and my daughter stopped in to let me know about the horse farm she is designing, and asked me which horse I would like to add. If I’m not being interrupted by them, the fact that I need to make dinner or help my husband edit a project he is working on may bring a pause to my work. Even though I may not have a solid block of time every day, I have learned to accomplish a lot in short bursts whenever I can get them, whether I have time at the computer or I am out at a park watching my children play. If I really need to focus, I will often stay up after they have gone to bed to complete my work.

I also cannot stress enough how important a strong support system has been for me to lean on. My family (my husband and mother) and my LAD support person are my sounding boards and continue to inspire and encourage me every day. Communicating with Leaders, Applicants and interested mothers is always motivating, and sharing experiences helps me keep my enthusiasm up if I feel tired or overwhelmed.

When I look back over the years I have been a Leader, and then an ACLA-at-Large, CLA, and now a Regional Administrator of Leader Accreditation (in LLL Alliance, USA), I sometimes wonder how I fit it all in, especially with three children home with me. The truth is, unlike folding laundry or doing dishes, LAD work is something that I really enjoy. I want to find time to do it. It is a challenge to me and also extremely rewarding on a regular basis. It's not always easy to stay organized; however, every time I send a Leader Applicant her Statement of Commitment to sign, I know it is worth it.

Shiuh-jane Lee, Taiwan

* English translation follows.

2011年我的ACLA職務認識展開了，當時孩子們約13、11和7歲，正值愛動嘴又吵鬧的年齡。由於我在2007年委任成為哺乳輔導後就加入地區校閱中文翻譯的小組，而且大部分時間都待在家，因此讀和寫是很平常的活動。ACLA的職務認識對我而言就像是一份額外的讀寫作業。我認為自己能從中學習，就我從為地區編輯排版中文會訊中學習那樣。雖然以英文書寫比用中文書寫耗費更多時間，我在孩子們上學的時候一點一滴地完成它。

2012年《女性哺乳的藝術》和《哺乳輔導手冊》已經被翻譯成中文，我從一開始就參與校閱兩本書的部分章節，並且為中文《哺乳輔導手冊》做編排。通常我利用周間孩子們熟睡的時候工作，唯獨周末孩子們喜歡開聊而經常抑制至疲倦方休，經常深夜已降臨。為了加入他們活躍的鬧局，我不太忙其他事情。他們那吵鬧而愉悅的聲音打從出生就縈繞在我身旁，因此在那樣的時刻裡，我極是聆聽和享受他們。

那年7月我開始和申請人通信，我在孩子們上學的時候寫信，偶而也在半夜沒有睡意的時候寫信。隔年2013年7月，我接下了中文申請案CLAA的職務，然而在沒有中文ACLA的情況下，我仍和中文申請人通信，而且多在上午和某些深夜進行。周間中午么兒下課返家後，我們相互為伴，出門也同行。
In 2011 I started my ACLA orientation when my children were at the noisy ages of 13, 11 and 7. Because I had joined the Area team to review Chinese translation since my accreditation as an LLL Leader in 2007 and had stayed home for most of the time, reading and writing were my usual activities. ACLA orientation was like an additional reading and writing assignment. I thought I could learn something from it just as I had learned from editing and doing the layout for the Chinese newsletter for the Area. Although writing English took much more time than writing Chinese, I did it little by little when the children were at school.

The Womanly Art of Breastfeeding and the Leader’s Handbook were translated into Chinese in 2012. I was part of the review teams from the very beginning and had done the layout for the Chinese Leader’s Handbook. I usually worked during the week when my children were sound asleep. During weekends, the children loved to talk and argue a lot until they got tired, which was often approaching midnight. I did not work so much at those times so I could join in their lively interactions. Their noisy but happy sounds had been around me since they were born, and so I just listened and enjoyed them.

I started corresponding with Leader Applicants in July of that year. I wrote emails when the children were at school and occasionally at midnight when I did not feel sleepy. In July 2013, I took on the role of CLA for Chinese applications, but because there was no Chinese ACLA, I also corresponded with Chinese Leader Applicants. I spent most of the morning and some time around midnight on correspondence. During the week when our youngest came home at noon I spent time with him or took him out.

In September of the same year, I began a graduate course in anthropology at university. It was a new and challenging venture for me. Although I had graduated from nursing college and studied life sciences, I knew they did not have much relevance to anthropology. I took the course out of interest. The studying occupied most of my time. I made the daily tasks of shopping, cooking and cleaning as easy as possible. My husband gradually helped me by doing more and more of the house chores. The children seemed to be spending more time on their personal interests as well. As soon as I finished my course reports or exams, I caught up with emails in order to leave time for the coming classes. All the correspondence with mothers, Leader Applicants and Leaders was well organized in my email account, and so I had no problem in tracing and replying to each of them as soon as possible.

Two busy years have passed. The children are becoming independent although they still make a lot of noise around the house. I am able to plan most of my daily work according to my schedule. Besides my course work, I do LAD work during the day while the others in the house are also busy with their activities. I sometimes work after dinner, at midnight or in the early morning.

Alison Parkes, Great Britain

You are right in the middle of doing some LAD work, responding to an Applicant’s personal history or devising a workshop outline or drafting an article—it could be anything!—when the telephone rings. Does this sound familiar? There was a time when those calls were from mothers in need of breastfeeding help. These days they’re more likely to be from one or another of my grown-up children (son #1, excited about his upcoming wedding; son #2, wanting to tell me about his first week in a new job; daughter, calling from the other side of the world). “Oh hello.” I try to respond as I used to when my children were small, giving them my full and focused attention: “No, of course you’re not disturbing me, tell me what’s going on!”
Sometimes it’s my sister or brother calling, wanting to discuss care of our elderly mother. Although our mother is contented and well looked-after in a care home, we naturally worry about her. When I go to visit her, I make a day of it, as it’s a drive of over two hours each way, going around London on very busy roads; so I avoid the rush hour on my way back and visit my sister for a cup of tea before heading home. And there is my husband, Rob, who recently retired. I am, of course, pleased that he wants to spend time with me, now that we can be spontaneous and occasionally do something together, even if it’s just going for a walk.

Making time for LAD work can sometimes feel like a challenge, at a time in my life when I’d assumed it would all be much easier! Finding the right balance is something I’ve had to work at. These are some of my self-made “rules,” which I continually break (of course!), but which form a useful framework to help me find that balance. I wish I’d realised some of them much earlier!

- I don’t reply fully to Applicants’ emails when I receive them. Instead, I acknowledge receipt and explain I’ll get back to them properly within the next week or two. Replying fully can sometimes generate a long message back, putting me under pressure to write another response. Delaying my full response enables me to control the rhythm of our conversation, at a pace I can manage.

- I limit the Skype calls I have with Applicants to two per week. Because I have regular Skype calls with several Applicants, these could take over my LAD work if I let them. Instead, I only schedule up to two per week, so I have time for my other LAD work.

- I schedule set times for my LAD work, such as Tuesday afternoon and Thursday morning. This is when I write my full responses to Applicants. Once I get into the groove of writing to Applicants, I can respond fluently and efficiently. In practice I am flexible about which days I do LAD work each week. Then I can visit my mother or go out with my husband, as long as I keep other periods of time free for LAD work later in the week. And although I do allow LAD work to seep into other times, that’s my choice and I can adapt it to suit my other commitments.

- As soon as I send off my SAR for a reporting period, I start my next one, updating it whenever I take on a new application or when an Applicant reaches accreditation. This is so easy to do and makes it much easier to submit my SARs when the time comes.

- Here in LLL Great Britain we make use of the Leader Applicant Handbook (LAH*) and I use the Module Summaries for each Applicant to keep track of her progress. In this way, I can spend the minimum of time reminding myself where she’s got to in her application. Whatever system you use, finding ways to keep track of where an Applicant is in her application helps you save time, energy and sanity!

I think one of the key things to remember is the importance of looking after yourself, at whatever age and stage you’ve reached in your life. It’s as important to do that now as it was when we were mothering younger children. Be kind to yourself, forgive yourself for the things you don’t manage to do, whether that’s LAD work or fulfilling some other task. And be sure to celebrate your LAD achievements too—with other LAD representatives, if at all possible, as they truly know what it means to you. The support you get from other LAD representatives is priceless, whether that’s via a Facebook or Yahoo group, or face-to-face meetings; knowing that someone else cares about what you are doing for the organisation you both love can help you keep going over a rough patch and inspire you to accept fresh challenges. I’m sure that helps explain why I am still here—and still loving LAD.

* Editor’s note
The full-colour version of the LLL Great Britain Leader Applicant Handbook is available at:
It can take a few minutes to download the file.
The text-only version can be found at:
Please contact your LAD support person if you do not have Dropbox.
Greetings from LAD Council Member

Des nouvelles du DAM de la Ligue La Leche Canada/
News from Ligue La Leche Canada

Marie-Eve Dallaire, Canada

La Ligue La Leche Canada compte 81 monitrices du Québec et du Canada Francophone rassemblées sous 21 groupes LLL. Pour soutenir les stagiaires en démarche dans ces groupes, le département d’accréditation des monitrices (DAM) peut compter sur Lesley Robinson, Manon Forcier et moi-même, Marie-Eve Dallaire. Lesley est une personne d’une grande expérience et ayant participé au processus d’accréditation de très nombreuses stagiaires. Manon est une nouvelle adjointe du DAM qui a un grand désir de s’impliquer et de s’investir en assumant de nouvelles responsabilités et en supportant la mise à jour des documents du DAM. Quant à moi, je remplis depuis un an et demi la fonction de coordonnatrice du DAM et je souhaite soutenir encore quelques stagiaires avant que mon mandat ne se termine l’an prochain.

Le défi que le DAM aura à relever au cours des prochaines années en est un de pérennité. De nouvelles offres de services d’autres organismes ont dilué l’auditoire à la recherche de soutien en allaitement. Certains offrent un jumelage de marraines très prisé des nouvelles mères. Aussi, ces organismes ont peu d’exigences envers les mères désireuses de s’impliquer bénévolement. L’attrait pour la LLL a considérablement souffert de cette situation. Les mères trouvent réponse à leurs questions par des sites internet (là-dessus, je crois que la LLL a fait un beau travail pour offrir une source fiable d’information sur le web) et par des groupes sur les réseaux sociaux et elles ressentent moins le besoin de rencontrer d’autres mères dans des réunions. Lorsqu’elles veulent aider d’autres mères et qu’elles comparent les démarches de la LLL aux exigences des autres organismes, très peu souhaitent poursuivre. Mais je crois aussi que celles qui restent sont celles pour qui la philosophie a vraiment un sens particulier et que cela vaut vraiment la peine de s’investir pour les aider à poursuivre dans leurs démarches pour devenir monitrices. Je ne sais pas si la LLL réussira à maintenir un nombre de monitrices stable au cours des prochaines années, mais je souhaite vraiment participer à l’effort en ce sens. Je suis convaincue que la LLL offre une qualité de service d’aide et de soutien en allaitement inégalée, que notre rôle est précieux et qu’il fait la différence pour bien des mères.

L’implication au DAM est une occasion de contribuer à la relève de la Ligue la Leche en participant à la formation de monitrices acquises à la philosophie de la LLL et toutes riches d’une expérience d’allaitement et de maternage digne d’être partagée.

Merci à celles impliquées au DAM. Lesley et Manon, votre travail est important et je vous tiens en haute estime.

Marie-Eve Dallaire habite à Jonquière, Québec, Canada avec son conjoint Steeve et leurs trois enfants, Benoît (10 ans), Doriane (7 ans) et Clémence (4 ans). Elle est monitrice depuis 2009, mais elle participe au groupe de sa localité depuis que Benoît avait seulement trois mois. Elle a décidé de s’impliquer à un second niveau au sein de la LLL en relevant le défi au Département d’Accréditation des Monitrices en 2012. Dans une autre vie elle est prothésiste dans un centre de réadaptation où elle travaille auprès des personnes amputées.
Ligue La Leche includes 81 Leaders and 21 Groups both in Quebec and in the rest of Francophone (French-speaking) Canada. The Leader Accreditation Department (LAD) includes Lesley Robinson, Manon Forcier and myself, Marie-Eve Dallaire, providing support for the Leader Applicants in these Groups. Lesley has lots of experience and has accredited many Leaders. Manon is a new LAD representative who wants to get involved and take on the responsibility of creating LAD documents. As for me, I have been the Administrator of Leader Accreditation for the last year and a half and I hope to support a few more Leader Applicants before the end of my term next year.

The big challenge for the LAD over the next few years is to continue to be there. New agencies offering services have reduced the demand for breastfeeding support. Some of these offer peer counsellor support. In addition these agencies have few requirements for the mothers who want to volunteer. The appeal of LLL has diminished because of this. Mothers find answers to their questions on websites (and I think that LLL has done well to provide a reliable source of information online) and from social networking groups, so they feel less of a need to meet in person with other mothers at meetings. When they want to help other mothers and they compare the LLL application for leadership with what is required by other organisations, very few decide to proceed. I also believe that those who remain are those for whom LLL philosophy has a particular meaning and it is really worth helping them to apply and to become Leaders. I don’t know if LLL will be able to maintain a stable number of Leaders over the next few years, but I really want to be part of the effort to do so. I am convinced that LLL offers an unparalleled quality of service of information and support for breastfeeding and that we have a precious role, which makes a difference for many mothers.

Being involved in the LAD is an opportunity to contribute to the future of La Leche League, by participating in the mentoring of Leaders who are well versed in LLL philosophy and have a rich experience of breastfeeding and mothering to share.

Thank you to those who are involved in the LAD. Lesley and Manon, your work is important and I value you greatly.

Marie-Eve Dallaire lives in Jonquière, Québec, Canada with her husband Steeve and their three children, Be noisy (10), Doriane (7) and Clémence (4). She has been a Leader since 2009, but attended her local Group from when Be noisy was just three months old. She decided to get involved at another level of LLL by taking on the challenge of joining the Leader Accreditation Department in 2012. In her other life she is a prosthetist in a rehabilitation centre working with amputees.

Here is an extract from an ACLA, written to the CLA, about “paced bottle-feeding.” There is no single right answer. Sharing possible approaches can help us consider how we might choose to respond.

Dear Cynthia CLA,

As you know, I am working with Lindy, an isolated Leader Applicant. Recently Lindy sent me her ideas for how to support the mother of a one-week-old baby who is refusing the breast. Lindy suggested offering the mother information about “paced bottle-feeding.”

Cynthia, I am very unhappy about giving any information about bottle-feeding, and I’m not sure under what circumstances “paced bottle feeding” might be recommended, if ever. Am I out of date?

Anneka, ACLA
Dear Anneka ACLA,

As a matter of fact, “paced bottle-feeding” is something I was unfamiliar with too. I looked in the index of *The Womanly Art of Breastfeeding* and was surprised to see it there, as I didn’t really expect to find anything about bottle-feeding in *The Womanly Art*. Reading the whole section on the subject of “Supplementation” (pages 420-26) was a reminder that some mothers do supplement breastfeeding, and that there may be times when we can give mothers information about bottle-feeding that can actually help them keep breastfeeding. Perhaps a mother introduced bottle-feeding and regrets it, perhaps she was advised to bottle-feed by her health care professional, or perhaps she’s been giving her baby expressed milk in a bottle but wishes she could return to fully breastfeeding. Whatever the reason, she has now turned to LLL for help, and paced bottle-feeding may help her make the transition to exclusive breastfeeding. It’s a method of bottle-feeding that mimics breastfeeding, and babies can feel more in control of milk flow. For a description of paced bottle-feeding, see *The Womanly Art* (pages 421, 425-26, 491).

However, like you, I am wondering whether it is appropriate to offer information about paced bottle-feeding to the mother of a one-week-old baby who is refusing the breast. I am also wondering why Lindy has come up with this suggestion. Is it something she has had personal experience of, do you know? Perhaps she came across it on a website or a friend told her about it? Or perhaps she associates breast refusal with a nursing strike, and has forgotten that the baby in this case is just a week old. Your response to Lindy about this situation will be an important guide for her future role as a Leader, affirming what she really does know—deep down from her own experience—about breastfeeding a newborn baby. Just by asking Lindy what other things she needs to know from the mother, before offering any suggestions, and what thoughts come to her mind that might support breastfeeding, will help remind her of the value of her own experience—the need for skin-to-skin contact, the importance of positioning and attachment, the effect of engorgement, maybe offering the breast when her baby is sleepy. There are so many things which she can probably tell you herself and thus affirm to herself what she really does know.

I have to admit to feeling rather alarmed when I read your message—until I remembered that Lindy Applicant is simply trying to help this mother, and needs our support to bring out the knowledge and skills her breastfeeding experience has already given her. And who knows? One of us, one day, may be glad of that information about paced bottle-feeding.

WarmLLLy,
Cynthia CLA
(Alison Parkes, LLLGB)

Dear Anneka ACLA,

I’m so glad you wrote about your concerns. It can sound strange for someone who is preparing to be a representative of a breastfeeding support organization to discuss talking about bottle feeding with a mother who is having trouble with breastfeeding her newborn. And it typically wouldn’t be a first or even second suggestion. Yet there is a place for it in certain situations and there is a section in *The Womanly Art of Breastfeeding*, pages 425-26, that describes how it is done.

Lindy is fortunate to be working with you as a mentoring Leader to help her learn how to sift through all the information we have and prioritize it to the mother’s needs. While acknowledging how paced bottle feeding can be a useful tool in helping a baby who is not latching well, you might ask her what might be some reasons that a one-week-old baby might not be able to latch and then discuss with her some of the other techniques that...
could be tried before going to paced bottle feeding and also what criteria might suggest that paced bottle feeding would be the best first step.

If, for example, Lindy mentions engorgement, you can go on to discuss management of engorgement, using the sections of *The Womanly Art* that address that topic, which could include pumping first to extend the nipple and start some flow, the use of warm or cold compresses, etc. If she mentions low output—no bowel movements over the past several days and few wet diapers—then you can confirm with Lindy that feeding the baby might need to happen first before a Leader can address helping a mother get her baby back to latching. You can then discuss with Lindy all the ways a mother can offer a supplement, including expressing into a teaspoon, finger feeding, and paced bottle feeding. In all of this, you can refer her to the sections of *The Womanly Art* that address this topic and the variety of approaches a Leader can discuss with the mother.

This kind of a discussion can help Lindy learn how to ask appropriate questions to get to the core of the problem so that she can then offer the most appropriate set of possible ways to handle it. It also helps her practice how to dialogue with a mother to learn what she can realistically handle. Some mothers will be adamant against giving a bottle where others may find the idea of finger feeding or hand expression more than they can face in this time of increased worry for her baby and doubt on her ability to breastfeed. To help Lindy get a better feel for how to dialogue with a mother, you could try Skype or Facetime so that the two of you can role-play and you can help her “hear” how a mother might respond to questions. You could also suggest a Communications Skills Workshop to learn more ways to dialogue with mothers and also to help her get to know other Leaders and Leader Applicants in your Area.

Thank you for giving this support to Lindy and modeling for her how Leaders help mothers. It must be challenging for her to go through her application without having access to a Group. Please feel free to write again if you have questions or concerns or just need additional feedback on working with an isolated mother during her application.

Warmly,
Cynthia CLA
(*LAD representative, USA*)

**New Extract**

Dear Cecilia CLA,

My dialogue with Averil ACLA started last year and my application finally began a few months ago, but I am still nowhere near my accreditation! Averil keeps asking me questions, and it takes a long time to discuss each subject. I know I don’t have a leader or a group nearby, but I am getting quite frustrated. Can you possibly assign someone else to work with me so that I can become a leader more quickly? Thanks for your help.

Alice, isolated Applicant

How would you respond? Send your ideas for a reply or an extract you would like to share with other LAD representatives to Alison Parkes, Contributing Editor, at: alisonjparkes@gmail.com
New Resource!

Thoughts on Becoming an LLL Leader and IBCLC

La Leche League Canada (LLLC) has developed this new resource. During a departmental Skype discussion, many CLAs asked for the creation of a handout they could send to persons interested in leadership who also indicated they planned to become IBCLCs. In English-speaking Canada they get many inquiries from people in areas where there are no LLL Groups. Some are mothers; others are health care professionals. Many say they want to become an LLL Leader and IBCLC.

Initially this resource was created as an internal document for use by the LAD in English-speaking Canada. However, when this was shared with the LAD Council for review, many members asked if they could use it locally. Thus, it is now an International LAD document that can be used by all Area LADs and also shared with Area Leaders: It is available from your support person or at Dropbox: https://www.dropbox.com/sh/l9fujh2hknbwqb5/AAA4trWkXQtGRqlQzcKOJouda?dl=0

Special thanks to Linda Wieser, Administrator of Leader Accreditation for LLLC, and the LAD team for creating this new resource!

I met my Canadian husband, Mark, when we were in high school in the United States. We moved to Canada in 2000 and were married shortly thereafter. Mark is a gentle giant who loves to smile and engage with everyone. He is a car guy who loves old rock and roll. Mark is a dentist and currently practicing in two clinics in the Durham Region, Canada. On November 20, 2003 I had our first daughter, Nia. She is almost 12 years old and in Grade 7. Nia is a brilliant, empathetic, beautiful young girl who loves to sing and perform; can you tell I’m partial? January 22, 2008, we were blessed with another amazing daughter, Cyenna. She is 7 years old currently in Grade 2! Cyenna is compassionate, witty and gorgeous and loves to create masterpieces, again no partiality! July 1, 2012 we completed our puzzle! Jackson, our sweet cuddly son was born. He is our Canada Day baby and I am treasuring every second I have with him, as I know it goes way too fast!

We are a tight family, having no immediate family within Canada. We love to explore! Whether heading to downtown Toronto for a festival or exploring in a conservation park, Mark and I love to keep the children busy and active. If you asked them what my hobbies were they might tell you racing cars, playing ponies and giggling about the latest Internet trend. Mark and I try very hard to recognize and appreciate our children's different personalities and needs. My favourite adult hobbies include knitting (although I am too chicken to attempt socks), reading, volunteering at my children's school, baking and sleeping (but sadly my family does not give me much time to enjoy that one). I also enjoy spending time on social media (Facebook and Instagram). As mentioned previously, our families are spread all over, so social media has been an excellent outlet for sharing pictures and corresponding with each other.

Nikki Bell
I am the CLA for Central Southern Ontario (CSO). I am a Leader with the Markham and Black Creek Groups. This is my 10th year of leadership! I began my journey in the LAD to help bring more diversity among Applicants. Currently the CSO LAD has a CLA and a LAD Secretary, Anita Jarchow. The LAD Secretary and I work hand in hand to ensure an organized approach to the application for supporting Leaders and Leader Applicants. Anita is the first point of contact for all applications. She makes certain that the forms are filled out correctly and the fees have been paid. Once all necessary paperwork is received, we work together to assign an ACLA. Anita maintains a Google document of all Applicants and the progress made on their applications. She also directs any questions that are not about forms or fees to my attention. The team approach has helped create a very efficient LAD in the CSO.

The picture shows Nikki and her husband with Nia (12), Cyenna (7) and Jackson (3).

**Kergi Leitgeb**

Das Stillen ist eine sehr wichtige Erfahrung für die Mutter, das Kind und die gesamte Familie. Oft ist es das prägendste Erlebnis nach der Geburt und für die folgenden Jahre. Wir als La Leche Liga Stillberaterinnen begleiten manche dieser Mütter eine Stück dieses Weges und versuchen jede Frau dort zu unterstützen, wo sie es gerade braucht. Für uns ist es eine schöne Erfahrung, wenn wir Frauen diese Hilfe geben können.


Seit 2 Jahren arbeite ich selbständig als Ärztin für Allgemeinmedizin. Ich vertrete Hausärzte, mache
Bereitschaftsdienst am Wochenende und führe in meiner eigenen Praxis medizinische Stillberatung durch.


Ich freue mich schon jetzt auf das Treffen mit all den wundervollen LLL Beraterinnen vom LAD am European Management Symposium in Frankfurt im März 2016 und freue mich auf das Wiedersehen mit denjenigen, welche ich vor zwei Jahren kennen lernen durfte.

Breastfeeding is a very important experience for a mother, the child and the whole family. Often it is the most formative or shaping event after birth for the next few years. As a La Leche League Leader we accompany these mothers on their early life as a mother and try to support women where they need it. For me it is a wonderful and rewarding experience.

I am 41 years old and live in the south of Austria in a city called Klagenfurt. It is a beautiful place surrounded by high mountains (southern Alps) and many lakes, where one can go swimming in the summer. I live at a place where many people love to go for holidays. I am married to my husband Klemens and we have three children: Kaja our eldest is nearly 14; Felix, the boy in between his two sisters is 11; and our "little one" Ina is 9 years old.

Both my husband and I grew up here but travelled a lot throughout the world before we settled here close to our parents to raise our children. We are both doctors. When my first child was born, we lived in a city and I did not have any friends there yet. I visited the local La Leche League Group when Kaja was 6 weeks old and since then I did not leave La Leche League. Or maybe the other way round. After weaning Kaja at 16 months I looked for a reason I could still attend the meetings and became an Applicant because I just liked the Group so much.

I breastfed all three children for a very long time. After moving to Klagenfurt, Austria, in 2006 I started my own La Leche League Group with my friend Cynthia in the local parents-children-centre. Cynthia soon became an IBCLC because she is a pharmacist. This opportunity intrigued me and the idea to deepen my knowledge by getting the IBCLC certificate appealed to me. Three years ago I sat for that exam and passed. Since then breastfeeding is not only my passion but my profession as well. I am also working as a general practitioner in private practice. Often being on call during night gives me lots of opportunity to get my LAD work done, as there are, fortunately, not too many calls during night.

LAD in Austria has been exceptionally guided by Sylvia Haslauer, who unfortunately had to retire 5 years ago as her husband was very ill. Now I am very proud to take over the CLA from Michaela Brunner, who did a tremendous job holding the good work up in the last years. For me it is a big honor to be in the LAD, as both of my predecessors are strong women whom I had been admiring for a long time.
Signature for the Statement of Commitment

It is important to have an actual signature on the Statement of Commitment when a new Leader is accredited. There are a number of ways that this can be done. Of course the new Leader can print out the form, sign it and return it to you by post. In the days of electronic communications we are used to being able to respond in an instant and we want to be able to accredit Leaders as quickly as possible. The new Leader can print out, sign the form and then scan it or photograph it and send it as an email attachment or attached to a text message, so the LAD representative can receive it quickly. If the signature is missing, accreditation will be delayed, so please make sure it is clear to soon-to-be Leaders what they need to do.

Keeping a Leader Applicant’s status confidential

You may want to suggest to Leader Applicants that they do not announce to members of the Group that they are Leader Applicants. This protects them in a number of ways. If an Applicant takes a long time to become accredited or decides to discontinue her application, she will not need to face awkward questions about it from members of the Group. In addition, if members of the Group know who is a Leader Applicant, she might be put in a difficult situation by being asked questions or being expected to represent LLL before she is ready. She is not yet covered by LLLI liability insurance. It is preferable for Group members to be pleasantly surprised by the announcement of the accreditation of a new Leader.

Working on the Leader’s Handbook

Here’s a suggestion for working on the Leader’s Handbook. An Applicant can read the Leader’s Handbook one chapter at a time. She can make a note of anything that is not clear and take her questions to a study day with the supporting Leader who can offer her explanations. Many Applicants enjoy working this way because asking questions is more relaxing than answering them. The Applicant and the Leader can have a lively discussion and it helps the Applicant to remember what she has read when she takes on the responsibilities of leadership. It can also be an effective exercise for the supporting Leader. You can offer your support to the Leader if she does not know the answer to a question from an Applicant.
Congratulations on your appointment!

Shahnila Ahmad  
ACLA, Pacific Horizons, USA

Marie Beam  
CLA, Maryland/Delaware/DC, USA

Juanita Benz  
ACLA, Kentucky/Tennessee, USA

Linda Boissinot  
ACLA, Québec/Eastern Ontario, Canada

Silvia del Corso  
ACLA, Italy, Europe

Katie Field  
CLA, Indiana, USA

Evelien Kraaijvanger  
ACLA, Netherlands, Europe

Susan Littleton  
CLA, Ohio, USA

Renee McLeod  
ACLA, Alberta/Northwest Territories, Canada

McKenze Ocampo  
ACLA, Texas, USA

Roberta Samec  
ACLA, Central and Southern Ontario, Canada

Lee Shields  
CLA, CommonWealth (Virginia/West Virginia), USA

Carol Smith  
CLA, Eastern Pennsylvania, USA

Claudine Smith  
ACLA, Québec/Eastern Ontario, Canada

Kim Stevens  
ACLA, Netherlands, Europe

Hester van der Horst  
ACLA, Netherlands, Europe

Missy Wang  
ACLA, Future Areas in Asia and the Middle East
This Is My Office

Voici mon installation pour mon travail du LAD. Comme vous pouvez le voir j’ai une photo du LAD Concil juste devant moi et des dossiers à ma gauche. C’est un vrai plaisir pour moi de faire toutes ces tâches pour le LAD, LLL, et les mamans.

Je vous embrasse.

Here is my LAD workplace. As you can see I have a photo of LAD Council right in front of me and some files on my left. It is a real pleasure for me to do all this work for the LAD, for LLL and for moms.

Love to all.

Agnès Chevalley, France.

I am always very happy to accompany Leader Applicants through their application and also the supporting Leaders when they have questions about the recommendation and/or application. Since last year, I have a new baby, Clara, and I am living again the joys of a new mother with a baby. A great part of my mornings are spent at the computer when my sweet Clara is sleeping in a carrier at breast. So, I can complete my responsibilities as ACLA/CLA while I answer the needs of my baby. It is really true that we do so much more when we have more children. For me, I am living this situation more easily with three children than with just one. We really develop a lot of resources as full-time mothers.

Nicoletta Mosincat, France.
As the year ends, the LAD Council wants to thank all LAD representatives, wherever you live, for all you do to help Applicants prepare for leadership. Each newly accredited LLL Leader means that our organization will be there for future generations of mothers and babies.

This year the LAD Council met in Queens, New York, USA, in July in conjunction with the LLL Alliance Leader Development Seminar (LDS). We had lots of serious conversations but we also had lots of fun. To celebrate the joy of working in the LAD we adapted the song, “New York, New York” and added a few dance movements. The video is available at: https://www.youtube.com/watch?v=ceDT5b7hwuM

Being a LAD representative is work and a big responsibility, but it’s also lots of fun. There’s a joy in exploring LLL philosophy with a mother passionate about supporting other mothers. It’s fun to think of creative ways of working with Applicants. And it’s a thrill to finally meet the person you’ve been corresponding with for months.

LADders Staff

Article Coordinators
LAD Council members
Contributing Editors
How Would You Respond? Alison Parkes
A Taste of LAD International Lori Bryan
LAD Promenade Linda Wieser
Good Ideas! / Reminder! Lesley Robinson
Reviewers Cindy Garrison, Karin Gausman
Lori Bryan, Juanita Watt
Layout Editor Lesley Robinson
Managing Editor Toshi Jolliffe

LADders is a publication by LAD representatives for LAD representatives, designed to offer LAD representatives a place to share information and experiences. © LAD Council 2015