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Revision of Appendix 17, LLLI Policies and Standing Rules Notebook: What do the changes mean for LAD representatives?

Cindy Garrison, Pennsylvania, USA

At the 2016 Spring Meeting the LLLI Board of Directors made a revision to the policy statement related to the concept “In the early years, the baby has an intense need to be with his mother which is as basic as his need for food.”

The previous policy statement said:

“In considering a mother for leadership, the focus shall be on the mother’s breastfeeding experience, on her awareness of her baby’s need for her presence, her continuing flexible availability to her baby, and her willingness to support the philosophy of LLLI.”

The newly adopted policy statement says:

“In the early years, the baby has an intense need to be with his mother which is as basic as his need for food. When a mother breastfeeds her baby, she provides comfort, security, and love, as well as nourishment. This bond fulfills the physiological and emotional needs of both mother and baby. The consistent presence of a responsive caregiver, as is found in the breastfeeding relationship, is proven to be an important foundation for healthy human development. A variety of circumstances can separate a mother from her child, including employment outside the home and cultural traditions. When the mother and baby cannot be together, it may be possible for another person close to the child to provide a stable, loving presence.”

As a LAD representative who deals with many applications a year, you have probably received applications from mothers who experienced separation from their babies due to work or other factors. You may now be wondering if the revision of Appendix 17 changes how you approach these applications. You may be asking yourself: “Should I still use Guidelines for Leaders in Appendix 18?” or “Does this mean that it doesn’t matter if a mother has regular separation from her baby?” or “What do I need to do differently now?”

The simple answer is that you will continue to treat each application as you always have: a privileged insight into how a woman became a mother through her breastfeeding experience and how that experience reflects the concepts and philosophy of LLLI.

Of course, the actual dialogue with the mother is a bit more complex than that. When you receive an application in which the mother has experienced regular separation from her baby—for any reason—you will still want to ask her when the separation began, how she knew her baby was ready for the separation, what steps she took to minimize the separation, etc. You can use the statements in the Mothering Experience Prerequisite as a means of dialogue to help you and the mother better understand how she values nursing at the breast, how she recognizes her baby’s need for her presence, and how she took her baby’s needs into consideration as she managed the separation. As with discussion about any of the concepts, you can ask the mother about her understanding of the concept, if she has any reservations about it, how she sees her experience reflecting the concept, and how her experience and understanding of this concept can help her in the role of a Leader.

What will the LAD do differently because of this change to Appendix 17? As with any concept, we continue to focus on what the mother is doing that reflects the philosophy. If we were discussing the concept “Alert and active participation by the mother in childbirth is a help in getting breastfeeding off to a good start” we would ask questions about the preparation and birth experience. How did the mother plan for her childbirth? What motivated her final decision? What about the moments after birth? How did she and baby spend the first hours?
Looking at this new policy statement, LAD representatives would also focus on what the mother did to prepare and what she is doing now that reflects LLL philosophy. How did the mother plan for the separation? Did she make any particular changes to her work situation? How did she decide on care for her baby while she was at work? How did the mother ease her baby into the separation and new setting gradually? How is she providing for the baby’s feedings while she is away? How does she mother her baby when they are together? How do they reconnect? How does she manage any separation not related to employment?

If there is a change, it is in how we look at the situation. Separation by itself is not always a reason to turn down a mother’s application. The focus is also on how the mother approached the separation with regards to her baby’s needs and how she protected the breastfeeding relationship. In other words, we look for and value what the mother achieved.

It is understandable that questions arise because the new implementation of the concept policy statement is about the core part of LLL philosophy: mother-baby relationship. At the same time it is critically important for the LAD to maintain consistency regarding applications and accreditations. The Mothering Experience Prerequisite remains unchanged and Guidelines for Leaders within Appendix 18 are useful in discussions with mothers interested in applying to be Leaders. Also, we may have a better understanding of what the Board expects once the “Frequently Asked Questions” are available.

As in any application, if you are unsure how to proceed, feel free to consult with your LAD support person. If questions remain, she can always seek further insight from her support person and the LAD Council.

Cindy Garrison is the past Interim Director of the LAD and previously served on the LLLI Board of Directors for two terms, including three years as Co-Chairman of the LLLI Board. She and her husband, Dave, have three grown sons, two daughters-in-law, and seven grandchildren. She lives in Canonsburg, Pennsylvania, USA, and leads with the first LLL Group she attended.

Tribute to the Life of Karin Gausman
September 5, 1946 – April 21, 2016

The deep sorrow of losing a loving person never goes away. It is something we carry with us. I do think, though, that people who have experienced the depth of sadness are better able to understand when other people are grieving. Although we cannot undo what happened in the past, we can be kind to other people in the future, based on that experience of the past.

Karin Gausman, June 10, 2001
Karin Gausman was a La Leche League Leader for over 40 years. Karin joined the Leader Accreditation Department 28 years ago, and accredited over 400 new Leaders. Along with Alison Parkes, Karin served as LAD Director from 2005 to 2010. Karin lived in Loveland, Colorado, USA, with her husband, Jim. They had three children and four grandchildren. Karin died of breast cancer.

Below are thoughts from some of the many whose lives Karin touched.

* * *

After I heard about Karin passing away, I spent some time reflecting on all that she did for LLL and LAD. Being in the LAD is, at times, like walking on a bed of nails, walking through a mine field and having a great time working with Leaders, Applicants, and the fabulous LAD Leaders all over the world! Karin did all this with great skill, creativity, hard work and love. While death will come to all LLL Leaders, there is always a place in some mother’s heart for that Leader who helped her along the way. Karin will remain in our hearts. Let us give thanks that we had the privilege of knowing and working with Karin.
~ Pam Ahearn, Indiana, USA

Thank you, Karin, for all that you gave to me, and all that you gave to the LAD, LLL, and the countless Leaders and Leader Applicants you worked with. You are truly missed and can never be replaced. You have left an empty space not only in the department, but also in the hearts of all who knew you. You were always and will always continue to be such an inspiration to me.
~ Karin Ali, Texas, USA

I feel enormously privileged to have had the opportunity to get to know Karin as she patiently mentored me through my LAD orientation, about seven years ago now. As she modelled responses and reflectively gave me the tools with which to guide mothers through their applications, she simultaneously managed to calm my doubts and give me the confidence to tackle this challenge. The knowledge that she would always be there in a supporting role if I ever had questions was tremendously reassuring. The ripple effect of her work and the many, many lives she touched will go on indefinitely even as we grieve her passing.
~ Marie-Claire Bakker, Abu Dhabi, UAE

I am eternally grateful to have had Karin as my mentor for over a decade. She taught me so much, and always in the kindest way, by role-modeling: how to write eloquently, how to edit others’ writing with sensitivity, how to give generously of one’s time and talents, and even how to deal with battling cancer with a touch of humor. She was a great woman. She truly made a difference.
~ Marie Beam, Maryland, USA

How do you select a few words to summarize such an amazing person who gave herself to LLL?

K=Kind
a=ambitious
r=reliable
i=incredible
n=nice
G=Gifted
a=artistic
u=unique
s=sweet
m=mighty
a=articulate
n=nifty

~ Lori Bryan, California, USA
I am very sad for Karin… What a loss for her family, her friends and for LLL. She has inspired many of us, and her legacy is living in our work. How lucky we are to have crossed the route of such a great woman! Her family can be proud of her. Thank you for all you did for mothers and babies, for us all…

Avec toute mon affection,
~ Laurence Kher Descourtieux, England

Please know how grateful I am for all your kindness and love you have given my daughter. You and I did not have an opportunity to meet each other. From the way my daughter talked to me about you, I could tell how much she was fond of you. Thank you for everything you did for many people. Thank you also for your friendship with my daughter. You have meant so much to her.

Arigato [thank you], Karin.
~ Shigeko Enoki, Japan (mother of Toshi Jolliffe, Luxembourg)

[Original Japanese message below]

カレンさま
いつも、とし子に温かく接し、励まし続けてくださったことを深く感謝しています。カレンさんにお会いしたことはありませんでしたがとし子が話す様子からして、あなたのことのどれだけ尊敬し慕っているかがわかりました。
今まで多くの方のために力を尽くしてくださったこと、そしてとし子をいつも心から励ましてくださったことを深く感謝しています。ありがとうございます、カレンさん。

権本重子

Karin was one of my LAD “heroes.” It was such a privilege to work with her. As my Regional Administrator of Leader Accreditation (RALA), she provided support in a warm and friendly manner. I admired and appreciated her extensive knowledge, wisdom, and accessibility.

~ Lindsay Evans, Maryland, USA

Karin and I served together on LAD Council for many years when she represented U.S. West and I Europe. We made a strong connection from the start and maintained contact right up to the last few weeks of her life. She was warm and gentle and yet strong. I learnt a lot from her and enjoyed spending time with her — in real life and “virtually.” It was a real privilege to know and be able to work closely with her. She will surely be much missed around the world. I know I am missing her already.

~ Eileen Harrison, France

When I lived in California due to my husband’s business, I gave birth to my second baby. Karin, as Coordinator of Leader Accreditation (CLA), helped me to become an LLL Leader in 1992. Although there were several Japanese mothers who met prerequisites for leadership, it was hard or took long for them to become LLL Leaders at that time. That’s why I decided to become an LLLI Peer Counselor Program Administrator in 1993, and train several Japanese mothers to become peer counselors. Karin helped me become Associate Coordinator of Leader Accreditation (ACLA)-at-Large for Japanese speaking mothers in 1994, so that even mono-lingual Japanese mothers can correspond in their native language. She trusted my potential before I believed in myself. When I moved back to Japan in 1995, I became ACLA for LLL Japan, and then CLA to help more Japanese mothers become LLL Leaders. Many Japanese peer counselors I had helped in the USA became LLL Leaders in Japan later. Without Karin’s encouragement, it would not have happened, as I may not have been involved with LAD.

Another story: Just before I moved back to Japan, Karin asked me to recommend another ACLA-at-large for the Japanese community, and I introduced Toshi Jolliffe to Karin. I am sure that Karin was pleased to know that Toshi became a LAD Director.

~ Hiroko Hongo, Japan
We met each other at an LLLI Conference in Chicago 20 years ago. LLL Japan had just been founded and I started working in the LAD. At that time there were not enough translated materials, and it seemed very challenging to me. Karin kindly arranged a meeting for me and Hiroko one evening. Karin’s gentle soft voice and warm smile welcomed me. Karin reassured me, and I wanted to do my best and support the LAD in Japan. May my gratitude and prayers reach you from Japan.

~ Yasuko Kakumu, Japan

[Original Japanese message below]

カレンさん
お目にかかりましたのは
今から20年程前のシカゴのカンファレンスでした。
LLL日本が立ちあげ認定部の仕事を始めました。
資料が日本語に十分翻訳されていない中での仕事は分からないことが多く、
不安でした。
カンファレンスの夜に時間を取っていただき、
広子さんと3人でお話しさせていただきました。
あなたがカレンさんの笑顔に包まれ、
改めて日本での認定部の仕事を頑張ら　と思ったことを
思い出す。
日本より心を込めて感謝の気持ちを送ります。
各務泰子

I was so sad to hear of Karin’s illness and passing. Toshi, my support person when I served as Israel’s CLA, and I frequently consulted with Karin regarding sensitive cases. Karin was always tactful, professional, kind and warm. We wish her family strength during this difficult time.

~ Hannah Katsman, Israel

I have Karin’s colourful handmade bookmark right beside my computer where I always do my LAD work. It always makes me feel that I want to be like Karin: someone who is kind, gentle and supportive. I am grateful for Karin’s generous and pouring love. Please keep staying with us and protecting us in spirit.

~ Eri Kido, Japan

[Original Japanese message below]

カレンさん
シカゴのコンファレンスでカレンさんからいただいた
カラフルな手編みのしおりを、
認定部のお仕事をするパソコンのそばに飾っています。
見るとび、
いつも優しく温かく励ましてくださるカレンさんのよ　にありたいと思います。
あふれるほどの愛を心から感謝します。
どこか、これからも見守っててください。
ラ・レーチェ・リーグ日本ACLA
木戸恵理
I admired Karin Gausman tremendously for her bravery and dedication to the future of La Leche League. Despite her serious illness, she continued to serve and guide the Leader Accreditation Department, so dear to her heart. My condolences to her family.
~ Marian McCabe, Virginia, USA

My most memorable interaction with Karin was while we were updating the old LAD sheet “Concept Continuum.” It turned out that we reworked the whole thing and created a new document, “Concept Connection: Linking LLL Philosophy to Real Life—A Guide for Discussion.” Karin taught me how to work cooperatively when writing, to listen to the vision of the other person, and to look critically at the wording to make it reflect the message we wanted others to understand. Karin took the time with me, through many emails, to explain clearly her ideas, and we achieved our goal. The skills she taught me have been used over and over as I’ve written other documents, collaborated with others, and reviewed others’ writing as their LAD support person.
~ Joan Peloso, Florida, USA

Over the years I have found myself thinking of Karin every day for the little pieces of gentle wisdom that she shared with me, not only about LAD work, but also about life in general. Karin was a steadfast and thoughtful mentor, always kind and prepared to seek the positive side of any situation. When I am tempted to rush to judgment, I think of Karin and I am able to remember her prudent consideration. When I am tempted to respond in anger, I think of Karin and remember her generous good will. When I am tempted to lash out, I think of Karin and I am reminded of her gracious and diplomatic approach. I hope she knew what an inspiration she was to all of us. Her compassionate understanding and her quiet courage will always be with us.
~ Lesley Robinson, Canada

Kindness, softness, warmth ... Karin. I was so blessed to have met her. She loved the babies and knew the truth of mama/baby love and togetherness. She gave us wisdom, love, strength ... and Leader Applicant’s Resource Kit (LARK)! I believe Karin will always be with us.
~ Darlene Utzinger, Massachusetts, USA

Karin and I worked together on the U.S. Western Division staff in the 1990s, when she was a RALA and then ADRALA and I was in publications, and then again in the 2000s when she was co-LAD Director and asked me to help with LAD Lifeline. Her wisdom, kindness, and dedication were, and still are, an inspiration. One of my favorite memories of Karin is from a USWD staff meeting. One evening when we were unwinding after a long day, she showed us how she could still do the splits. We were all impressed and amazed! Thank you for being in our lives, Karin. We miss you!
~ Juanita Watt, New Mexico, USA

* * *
This tribute to Karin was compiled by Marie Beam, Kensington, Maryland, USA, and Lesley Robinson, Ottawa, Canada, who served as LAD Council Coordinators from 2010 to 2015.
Memories of Karin clockwise from top left: In Colorado with Mary Ann Kerwin, Toshi Jolliffe and Lesley Robinson; at the 2010 EMS; at a sushi restaurant with Toshi in Chicago airport; on a visit to Peru, Indiana to see Nancy Spahr and in pyjamas for a LAD Council Meeting at the International Conference in 2005.
This fund in memory of Karin Gausman is to express our deep gratitude to her by helping Leader Applicants and LAD representatives worldwide with their education and enrichment opportunities.

**Donations can be sent to:**

- **LAD West:** Donations in **dollars**, only paper checks via mail are acceptable to the address below. Please make checks payable to “LAD West” and indicate on the check memo line: “Karin Gausman Fund”

  Janna O’Connell  
  N140 W18100 Cedar Lane  
  Richfield, WI 53076  
  USA

- **LLL Europe**  
  Donations in **euros**  
  La Leche League Europe Bank account  
  IBAN: NL66 INGB 0005 0556 36  
  BIC-code: INGBNL2A  
  Indicate: “Karin Gausman Fund”  
  OR  
  La Leche League Europe PayPal account through  
  Indicate: “Karin Gausman Fund”

- Donations can also be sent to La Leche League International at:  
  [https://llli.thankyou4caring.org/lllidonatenow](https://llli.thankyou4caring.org/lllidonatenow)  
  Indicate in the section “Tribute Information”:  
  First name [Karin], Last name [Gausman],  
  Type [In Memory of], Description [LAD use]  
  It will go toward LAD expenses.

*Donations to the Karin Gausman Fund through LLLI are tax-deductible in the USA.*

**Scope & requirements:**

**Leader Applicants**  
Application fee and accreditation fee.  
- Applicants with financial difficulties will receive priority.  
- The cost will be reimbursed at accreditation.
Applicants are expected to complete their applications within a year. Special consideration may be given to Applicants who have language or translation issues, who have a baby, family crisis, etc., during that time.

Recommendations for a fund recipient from the supporting Leader and the corresponding LAD representative are required.

LAD representatives

Attendance at LLL conferences and other LLL-related educational opportunities.

LAD representatives of entities with financial difficulties will receive priority.

The recipient is required to organise a LAD session or submit a LAD-related article to a local LLL/LAD magazine, LADders or Leader Today.

A recommendation from the recipient’s direct LAD support person is required.

Usage of donations and applications for the fund:

Three LLL Future Areas (Latin America, Europe, Asia and the Middle East) will receive 30% of the total amount of donations (10% each).

The remaining 70% of donations will be used to help Leader Applicants and LAD representatives throughout La Leche League.

Applications for the fund will start in September 2016. More information will be available in August.

Greetings from LAD Council Members

Canada is the second largest country in the world by area, with a population of 35 million. Even though the majority of Canadians live near the border with the United States, many Groups are far apart, making it challenging for Leaders and Leader Applicants to attend Area Workshops. There are also many parts of Canada with no LLL Group, and underserved populations within urban areas. At our National Meeting (May 27-29th) we will be discussing how to address these issues and whether there are proactive ways to reach out to underserved areas. For example, the Newfoundland Leaders have been holding Series Meetings when visiting relatives in other parts of the province.

La Leche League Canada (LLLC) represents English-speaking Canada. We have 150 Groups and 416 Leaders divided into six geographic Areas. The LAD has a total of 17 representatives: myself as Administrator of Leader Accreditation (ALA), five Coordinators of Leader Accreditation (CLAs), ten Associate Coordinators of Leader Accreditation (ACLAs), and one LAD secretary (see article in LADders 2016-1 No. 24). Leader Applicants use the Leader Applicant’s Resource Kit (LARK) and LLLC Guidebook (Guidebook) to complete their applications. In 2014, Lesley Robinson, ALA for LLLC at that time, wrote the Guidebook. Recognizing that the Leader’s Handbook needed updating and was one of the primary resources for Applicants, she formatted the Guidebook based on the elements of the application with a chapter on each essential part: Personal History of Breastfeeding and Mothering, Checklist of Topics to Discuss in Preparation for Leadership, Breastfeeding Resource Guide (BRG), childbirth information,
required reading, Preview and accreditation. It provides an overview of everything an Applicant will need to know in order to be accredited. It does not contain specific links, as these may change, and forms and documents are not included since they are updated as needed. Instead, it is recommended that Leaders and Applicants work together to negotiate the LLLC website, becoming familiar with all the resources available there. To make exploring the website fun, we have created a “scavenger hunt.” (Applicants are asked to find specific items, such as forms or information sheets, on the website and are given hints on where to look.)

Over the last three years, there have been changes in how LLLC functions that have influenced how we work in the LAD. Because of a change in regulations for non-profit corporations, we no longer have memberships. Thus, we charge a $45 annual application fee and let Applicants know that this meets the requirement to be a member of LLL. To remain active, the Leader Applicant membership fee needs to be current. If it is not renewed and the Applicant has been inactive and not responding, we assume that she is withdrawing her application.

Another change occurred when LLLC hired a part-time Executive Director (ED) and the Board of Directors changed from being an operational board to a governance board. As a result implementation of LLLC policies and goals rests with the ED and Administrative Team: Administrator of Leader Accreditation, Professional Liaison Administrator, Administrator of Leaders and Administrative and Donations Coordinator. We meet monthly via Skype. With this change, each department is expected to work as a team, meeting regularly to discuss departmental needs, share information and learn from each other. To promote departmental cohesiveness, I send out a quarterly LAD memo and arrange online departmental meetings. These have proved very successful.

We had our first LAD Skype call in February 2015 and have continued to meet once a quarter or sooner, if needed. To organize the call, I send out a Doodle poll to all the Area CLAs. (You can set up a free poll at doodle.com). Once I have a date, I invite other members of the department to join us. Initially it was challenging finding a time that worked for everyone as we have six time zones within Canada. (Newfoundland is a 1/2 hour earlier than the Atlantic Time Zone where I live.) We have settled on 20:30 on the East Coast and 16:30 on the West Coast. Usually all CLAs are able to attend. On our February 2016 call four other LAD representatives also participated.

Like other LAD entities, some Areas have CLAs who have been in their positions for many years, and some LAD representatives work with 25+ applications while others only have 3-5. Overall, however, there are enough LAD representatives to meet the needs of LLLC and there is currently no waiting list for applications. If one Area is unable to initiate an application, the CLA asks for help from LAD representatives outside her Area.

One challenge we have had is inquiries about leadership from cities and towns where there is currently no LLL Group. They may be from a mother or health professional who would like to set up an LLL support group in her area. The person may or may not meet the prerequisites to applying for leadership and she may not realize what is involved in becoming a Leader. We also get inquiries from women interested in becoming an LLL Leader and IBCLC. As a result we created the new LAD resource, Thoughts on Becoming an LLL Leader and IBCLC http://www.llli.org/docs/lad/thoughts_on_becoming_leader_and_ibclc_llli_version_1.pdf Currently we have 12 isolated Applicants and within the past nine months ten Leaders have been accredited who plan to start new Groups. This is very exciting.

Linda Wieser lives in Mahone Bay, Nova Scotia, Canada, where she and her husband, Jim, have a large garden and several boats for playing around on the water. They have two grown daughters and one grandson who will be two in October. Linda has been a Leader since 1984. For many years she worked in the Professional Liaison Department as Area Professional Liaison for Michigan, USA, and then Atlantic Canada. In 2008, she became a member of the LAD and is currently the Administrator of Leader Accreditation for LLL Canada. She is also the Contributing Editor of the LAD Column “Preparing for Leadership” in Leader Today.
Here is an extract from an ACLA, written to the CLA, about a mother interested in leadership who is expecting twins. There is no single right answer. Sharing possible approaches can help us consider how we might choose to respond.

Dear Carol CLA,

This is a new situation for me. Lucy Leader knows a mother she would like to recommend for leadership. She is hesitant because the mother, who previously nursed her older child without difficulty, is now expecting twins. Lucy wonders if she has to wait to see how the mother does with twins before discussing leadership with her or can she start the conversation and encourage the mother to get the application in now while she has more time?

Alice ACLA

Dear Alice,

Thank you for your question. It’s always a pleasure to hear from you. How exciting that there is a mother in Lucy’s Group who she believes would make an excellent Leader. It’s understandable that Lucy might have concerns, as breastfeeding twins may be more challenging than breastfeeding a single baby; however, I see no reason why she can’t discuss leadership with this mother. If an Applicant becomes pregnant during her application period, we don’t ask her to wait until the next baby is born. In fact, Applicants often like to complete their application work before the new baby arrives. When this doesn’t happen, we recognize that the Applicant may need to take a break from LLL work for several weeks while she gets to know her new baby.

Let me suggest that Lucy share her thoughts with this mother and ask her to read Thinking about LLL Leadership? (http://www.llli.org/ld/tall/talll.html or http://www.llli.org/docs/ld/thinkingaboutleadership_feb-2016.pdf) If, after reading it, the mother is interested and wants to learn more, Lucy can have an in-depth conversation with her. If she meets the Prerequisites to Applying for Leadership and wants to apply, then she and Lucy can decide together when is the best time to start.

Let me know if you have any other questions. And thank you so much for all the support and encouragement you are giving to the Applicants you’re working with.

Warmly,
Carol CLA
(Linda Wieser, Canada)
Dear Alice ACLA,

How exciting to hear that Lucy Leader sees leadership potential in one of the mothers attending the local Group! It’s especially delightful to hear that the mother is expecting twins. Learning about breastfeeding with both a singleton and twins will give her valuable experience and information to offer other breastfeeding families. Of course, Lucy Leader is wise to consider how leadership may fit into this mother’s life with twins coming. It also sounds as if both of you may be wondering whether the mother will still fulfill the prerequisites after the twins arrive.

Has Lucy discussed the prerequisites with this mother? If Lucy believes that she currently meets the prerequisites as outlined on pp. 221-223 of the *Leader’s Handbook* (Guidelines for Leaders in Appendix 18, Applying for Leadership), she is certainly eligible to apply. If she hasn’t done so already, Lucy may wish to explore with the mother how leadership may fit into her life, especially with twins joining her family.

Alice, there are a couple of perspectives about potential complications that you may find helpful to consider as you and Lucy discuss any concerns Lucy may have about recommending this mother. First, you might reassure Lucy that most complications do not present a barrier to an application. For example, if the twins arrive early and they are not able to feed at the breast initially because they are being tube-fed, the mother may have to pump and feed her milk through the tube for a while before beginning to feed them at the breast. As explained in Item 10 on p. 222 of the *Leader’s Handbook* (Guidelines for Leaders), such a special situation is not a barrier to leadership. Second, you might share with Lucy that even if complications arise that impact breastfeeding to some degree when the twins are born, Lucy’s confidence in the mother’s ability to breastfeed her twins, expressed through asking her to consider leadership, may offer just the emotional boost the mother needs to persevere and overcome the difficulties.

If a complication such as a need for tube-feeding or another medical issue does arise, with Lucy’s ongoing support and her own determination, the mother will likely do her best to move her babies to the breast as soon as they are physically capable of breastfeeding. On page 222 of the *Leader’s Handbook*, item 11 (Guidelines for Leaders) assures us that “a mother who makes every effort to meet her [babies’] needs for nurturing and nourishment at her breast and who has demonstrated awareness of and responsiveness to her [babies’] need for her presence can fulfill the Mothering Experience Prerequisite.” Items 9 - 11 on p. 222 of the *Leader’s Handbook* (Guidelines for Leaders) all help Leaders consider how mothers with special circumstances like these may meet the prerequisites.

Finally, if breastfeeding does not work out—though I’m betting it will!—the mother herself may decide that leadership is not right for her, or Lucy and the mother may wish to revisit the prerequisites in relation to the mother’s breastfeeding experience. Item 18 on p. 223 of the *Leader’s Handbook* (Guidelines for Leaders) offers guidance to Leaders who experience doubts about whether a mother has continued to meet the prerequisites after an application begins. However, a mother who has successfully breastfed her first baby and who is prepared with information to help her persevere in overcoming barriers to breastfeeding twins has a significant advantage compared to a new mother who lacks experience and information. I have confidence that she will succeed!

Alice, I hope that you are feeling more comfortable now about encouraging Lucy Leader and the mother to go ahead with an application if the mother is interested. The mother will gain a great deal of invaluable knowledge through her personal breastfeeding and mothering journey that can empower her as a Leader. If I haven’t addressed all your concerns, or if you find that Lucy Leader has additional concerns that you wish to discuss, please don’t hesitate to ask me any additional questions you may have. I look forward to hearing from you.

WarmLLLly,
Carol CLA
(Sandy Moore-Furneaux, USA)

**********

Hi Alice,

Thank you for asking about Lucy and her hopes to recommend this mother for leadership. It is lovely that she nursed her older child without difficulty and is now expecting twins. I can understand why Lucy wonders if it
would be best to start the conversation about a potential application with this mother now while she still has more time.

Many questions come to mind that you may want to ask Lucy: Did the mother’s experience with her older child meet the prerequisites to applying for leadership? Has Lucy spoken with this mother about the possibility of applying to determine if she is interested? If so, did the mother indicate a concern about timing? Do Lucy and the mother feel that the responsibilities of leadership would fit into the busy life of a mother of twins and another child? In other words, if this mother does meet the prerequisites for applying for leadership, is this the best time in her life to do so?

You might remind Lucy that applications involve considerable time and work and often take several months or more to complete. With a twin pregnancy there are so many variables. Nursing twins often involves a mother needing to give her life over to nothing but being with her babies. It can be a very challenging time, a beautiful time, most often both. Perhaps this mother’s pregnancy and her time with newborn twins, along with another child, will be unpredictable and an application for leadership or taking on leadership responsibilities would be overwhelming, if not impossible. If she does not have to think about target dates for getting portions of her application done, she may fully enjoy this very special time without adding a new responsibility in her busy life. Having to think about preparing for meetings and taking helping calls could be all but impossible for a while.

Lucy wonders if waiting to see how the mother does with the twins is necessary. Perhaps this is a good point. Lucy knows that nursing twins is not like nursing a single baby and that this mother may not choose or be able to keep up with nursing them in the same way that she nursed her other child. In looking at the experiences of interested mothers, LAD does look at her experiences with her youngest child at the time if that child is older than nine months. If that child is younger than nine months we look at the mother’s experiences with her second youngest child. This also points to the idea of waiting, giving this mother time and, more importantly, support as she launches on this new phase of mothering. A Leader supports others. She is a giver. This mother may be the person needing the support, the encouragement and information that a Leader can give her.

If Lucy feels that this mother meets the prerequisites for applying for leadership, based on her experience with her first child, it may be good for her to mention to the mother that perhaps at some point they could discuss the possibility of leadership, along with mention of pre-application discussions. I would encourage Lucy, however, to let this mother know that a time frame is not important right now. It would be something to “think about,” to keep in mind as a possibility for the future. Lucy could include her in Evaluation and Planning Meetings, encourage her to read *The Womanly Art of Breastfeeding*, if she has not already done so, and stay in touch with her. Essentially, Lucy would be drawing her into a circle of belonging and hopes for the future, whenever the time is best. I would suggest that Lucy consider this mother for potential leadership “gradually and with LLLove.”

Carol CLA
(Darlene Utzinger, USA)
New Extract

Dear Cathy CLA,

An Applicant from a nearby Group is now attending the Group I am leading. She is still working on her Personal History and wishes to complete her application with her original supporting Leader, whose meetings she no longer attends. She does not want my support. I have concerns about her communication skills. Can you help me sort this out? Thank you.

Lucy Leader

How would you respond? Send your ideas for a reply or an extract you would like to share with other LAD representatives to interim Contributing Editor for this column, Toshi Jolliffe, at: toshijapan@pt.lu

Monika Schmid, Switzerland


* French and English translations follow

Mon nom est Monique Schmid, je suis depuis 12 ans animatrice LLL et dirige avec Pascale Horat à Hochdorf (Lucerne) la rencontre, la nouvelle année, je propose de plus dans notre maison aussi encore une rencontre qui a lieu le matin. A partir de la prochaine année d'association, je peux prendre en charge la direction de formation de LLL de Rahel Oberholzer. Je me réjouis beaucoup de ce travail parce que je peux rendre aussi de nouveau quelque chose à LLL ainsi. Pour moi était certain du premier contact avec LLL : „là je participe!“ Et la motivation en plus n'a pas diminué, depuis ce temps-là. J'ai pu voir ainsi beaucoup de rencontres merveilleuses. J'étais envoyé sur un chemin qui enrichit ma vie et, espérons que, aussi celui de ma famille et détention de fragment, peut-être, aussi les mères cherchant certain conseil.

Mon homme Heinz et nos enfants Josia 14, Laurin 12, Rebecca 9, Tabea 7 et Christophe 4 font partie de ma famille. Nos enfants (particulièrement les filles!) encore les animaux compteraient aussi parmi notre famille : Vaches, ânes, poney, poules, chats. Nous administrons une entreprise de bioagriculture avec les branches d'acquisition la production de pousses, les myrtilles et l'attitude de vache de mère. C'est à pouvoir vivre très si près à et avec la nature. A côté de mon amour à notre famille et à nos alentours magnifiques, je suis aussi beaucoup lié à la musique.

My name is Monika Schmid. I've been an LLL Leader for 12 years. I lead Series Meetings together with my co-Leader once a month in the evening in a schoolhouse and once a month in the morning in my own house. Since our general meeting in March, I’m CLA of LLL Switzerland. I am happy that I can do this work, because I can give something back to LLL as a result. From the first contact with LLL it was clear to me: "I want to be a part of this organization!" And the motivation to do so has continued since then. I have experienced so many wonderful encounters. I was sent on the path of LLL and some mothers enriched my life and hopefully the life of my family as well.

My family includes my husband, Heinz, and our children Josiah 15, Laurin 12, Rebecca 10, Tabea 7 and Christophe 4. Our children (especially the girls!) would even include the animals: cows, donkey, pony, chickens, cats. We have an organic farm with sprouts and blueberries, and cows with their calves. It is wonderful to live so close to and with nature. I'm connected also with the music in addition to my love of our family and our beautiful surroundings.
Hi from New Zealand (NZ). I am Sue Sutton. I have been a Leader since 1971, when our youngest daughter was one year old. I first read *The Womanly Art of Breastfeeding* in 1966 when our second son was born—a neighbour kindly lent me a copy. It was a revelation to me. I was a registered nurse working in maternity areas, delivery and postnatal wards before I began our family. I didn't realise at that time that there were any LLL Groups in NZ! In 1968, when our third baby was a few months old I went to a Parents Centre Conference and there met LLL ladies—I wanted to become a Leader and help other mothers breastfeed more successfully, with knowledge I learnt from *The Womanly Art*. I eventually became a Leader and began a new Group in our local community. I was a sole Leader for about eight years before I started working with some co-Leaders. I took a more supportive role then.

In the intervening years, as our family grew I worked part-time as a registered nurse in many areas, including maternity and neonatal intensive care. I often shared my knowledge at LLL workshops and conferences. I became an International Board Certified Lactation Consultant in 1990 and worked with many community midwives privately as well as in hospital, for 15 years, helping mums with breastfeeding. I did my Plunket nurse training* too, so I was working in the community as a child care nurse and shared my knowledge of breastfeeding with other staff as well as mums.

* Editor’s note: The Plunket Society is an incorporated society in New Zealand that provides a range of free health services to children under the age of five with their development, health and well-being.

By 2000 I was working again as a nurse at our local maternity hospital and as they were going for Baby Friendly Hospital accreditation, I began a weekly "breastfeeding group" run on LLL principles, under the umbrella of an LLL Group in a nearby community. Eventually this became an official LLL Group. Once there were enough LLL Leaders I returned to “support Leader.”

About 2002 I was invited to join LAD as a CLA.* Within a year I took on the role of ACLA for Area 1 NZ. A few years ago, our Administratot of Leader Accreditation asked if I would take responsibility for enquiries about accreditation as an LLL Leader that were coming from Australia, so I became an ACLA for Area 6. I respond to queries about LLL leadership and also work with Applicants, some of whom are isolated.

* Editor’s note: In LLL NZ ACLA supports CLAs.
Murray and I have been married for 53 years now. Our four adult “children” have provided us with 15 wonderful grandchildren who range in age from 26 down to 11. I cannot imagine what my life would have been like without LLL. I have gained so much more than I have given. The skills LLL has taught me have enriched my life in so many ways.

**Paula Hinson, England**

I shall tell you a bit about me. I am peeping through from the back in the photo! I live in the United Kingdom, south of London on the Hampshire/Surrey border. I have a son, Luke, who is 25, who lived in London for four years but is currently back home, and I have two daughters, Andrea who is 22 who is at Exeter University studying anthropology, and Rose who is 19 who is currently on a gap year, travelling in Australia. My husband Mike works from home for a leading communications company. I have been a Leader in the Farnham LLL Group for 16 years. In 2010 I launched Café La Leche Farnham with Lottery Funding and I run it every Monday. I now have five co-Leaders. I joined the Leader Accreditation Department five years ago. I love working with mothers who are keen to be Leaders themselves.

Luke, Andrea, Mike, Paula (behind) and Rose.
Modelling Family First

As a Leader and also as a LAD representative your family is always your first priority. When taking care of family needs means that your responses to Leader Applicants and supporting Leaders may be delayed, let them know ahead of time if you can. Tell them when they can expect to hear from you. Not only will they appreciate your communication, but it is also an opportunity for you to model what we mean by putting family needs first, whilst still taking care of LLL responsibilities.

Emailing Lists

Create groups of recipients in your email programme for Leader Applicants and supporting Leaders, so you can easily send regular messages to keep in touch with all those you are working with. If you send your message to the group as “Bcc,” the recipients will not see the names and addresses of other recipients, so confidentiality will be preserved. If you are working with a large number of Applicants, you may find it useful to split the group into two or more smaller groups. Some servers may divert messages sent to large numbers of recipients to spam folders.
Congratulations on your appointment!

Manon Forcier  
ACLA, Ligue La Leche, Canada

Regina Iaccarino  
ACLA, New York, USA

Toshi Jolliffe  
Director of Leader Accreditation Department (DLAD)

Melanie Kollman  
ACLA, Maine/New Hampshire, USA

Avanya Mannasseh  
ACLA, Massachusetts/Rhode Island/Vermont, USA

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ACLA, North Carolina, USA

Sandy Moore-Furneaux  
RALA. LAD West, USA

Sandi Smith  
ACLA, South Carolina, USA

April Vanco  
CLA, Raritan Valley/New Jersey, USA

Justyna Walecka-Bowery  
CLA, Great Britain

* Editor's note: Linda Wieser wieser.linda@gmail.com welcomes your submissions and article ideas for "Preparing for Leadership," Leader Today.
Why I Love LAD

I love you because you help us expand leadership to support more mothers to meet their breastfeeding goals. La Leche League philosophy played an instrumental role in the way I was raised as the daughter of a Leader. Now as a mother, “mothering through breastfeeding” is the way I parent, too. I’m passionate about helping mothers nurse their babies in my local Groups and I joined the LAD so I could help accredit new Leaders who will spread LLL love and support. I am still learning my way around the LAD, having only joined four months ago. Accrediting new Leaders is proving to be another rewarding way to support mothers.

Susan Littleton, USA

Meeting New and Old Friends at the March 2016 European Management Symposium (EMS)

Attending my first EMS was very exciting and interesting. It was well organized with various sessions to choose from. The CSD training and LAD sessions were very helpful and inspiring. Feeling the LLLove from the other side of the world will be an eternal memory for me. I will share this love with more mothers.

-Missy

Benaifer Bhandari (Great Britain), Missy Wei Wang (China) and Minhui (Eileen) Fang (China)

Eileen was accredited as a Leader in 2012. Linda was her LAD representative. Both were surprised to see each other at the EMS.

Eileen was accredited as a Leader in 2012. Linda was her LAD representative. Both were surprised to see each other at the EMS.

Linda Wieser (Canada) and Eileen
I was lucky enough to receive a scholarship so that I could attend my first ever EMS. I am incredibly thankful and humbled for this opportunity. I’ve been to a lot of academic conferences in the past and they can be stuffy, boring and often pretentious. EMS was the complete opposite. The presentations were thought-provoking, practical and helpful. The Leaders I met were friendly, welcoming, motivational and inspirational (not to mention fun!). Not only did I have a blast and feel that I have a ‘tribe’ I belong to all over the world (which is priceless for an expat because I finally feel like I belong somewhere), but I’m able to bring back so much from my experience to enrich my entire region. I am very thankful for an unforgettable, life-changing opportunity.

- Tamara
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