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Thank You for Everything!
Toshi Jolliffe, LLLI LAD Director

In November I was privileged to attend the LLL France Conference in Dourdan. During the LAD sessions local LAD representatives helped Applicants with their questions. Some experienced LAD administrators added their explanations.

When my husband and I visited Ireland more recently, I attended a local Series Meeting held in a member’s house in Dublin. Leaders were standing because there were so many mothers and babies. The living room was filled with lively discussions in a friendly atmosphere.

These precious moments are what we need to focus on: Helping mothers become Leaders and offering support to breastfeeding mothers and babies. What Leaders and LAD representatives can achieve is immeasurable. The effects will be passed on generation after generation because we all want to give back what we have received.

Thank you for everything you do as LLL Leaders and LAD representatives. I hope to meet many of you at LLL events in the future.

Series Meeting at LLL Dodder Valley, Ireland, December 5, 2017

Thank you for everything you do as LLL Leaders and LAD representatives. I hope to meet many of you at LLL events in the future.

Relationships – What LLL Is All About
Lesley Robinson, CLA, Ottawa, Canada
“Good relationships don’t happen overnight.” So stated a recent Sunday newspaper article. They require “commitment, compromise, forgiveness and, most of all, effort.” Although the author was referring to romantic relationships, this can apply equally to the work we do in LLL in general and in the LAD in particular.

LLL is all about relationships. In helping situations and at Series Meetings, we focus on the establishment of the first relationship in the arms of the single person who meets all the baby’s needs, both physical and emotional. It is at the breast that, as well as being fed, the baby learns to trust and love and it is our own experience of this relationship that first drew us to LLL. As Leaders, we establish a rapport with those who come to us for help and attend meetings and we develop working relationships with co-Leaders. As LAD representatives, we establish relationships with Leader Applicants, their supporting Leaders and the LAD representatives who support us and whom we support in our LAD work. All of these relationships matter and they all require our continuing effort.

**Commitment**

As Leaders we are familiar with the idea of commitment. We regularly reaffirm our Statement of Commitment to represent LLL’s philosophy and policies. This reaffirmation is a valuable reminder to us of our pledge to fulfill the responsibilities of leadership. In helping situations it is our responsibility to remain committed to sharing information and providing support. We are also committed to being there to lead meetings. As co-Leaders we are committed to each other. We share responsibilities and support each other, taking up the slack at times of family need.

In our relationships with Applicants we are there to guide them along their path to leadership. We make sure that we respond to all the work they send us in a timely manner. We are committed to encouraging them and to providing the tools they need. Our commitment to each other as LAD representatives is vital to our work. We send and receive reports, we offer our support, we ask others what they need, we listen and then follow up. We consult when we need to and we share our wisdom and experience for the benefit of all. The network of support in the LAD is outstanding and it is one of the key benefits to working in the LAD.

**Compromise**

In helping situations we remember to offer information rather than advice. Our suggestions are made from the perspective of LLL philosophy, but we know that not all of those who come to us for help will share that philosophy in its entirety and perhaps the solution that is right for any given family would not be our choice. We put aside our personal biases and encourage the decisions that are right for families, even when they might be different from our own. We may not always agree with co-Leaders about decisions we make for the Group. Seeking compromises can benefit the Group and enrich the experience of its members. We seek to be sensitive to the feelings and the opinions of others as we work together.

Compromise may seem more elusive in the LAD. We work with an established set of prerequisites to applying for leadership and fixed criteria for accreditation. As a philosophy-based organization, we may appear to be rigid. Nevertheless, the concepts are descriptive of a range of experiences, rather than rules for Leaders to follow. One Leader’s experience of the concepts is not identical to that of a co-Leader, but both recognise what unites them. When we work with Leader Applicants we begin with their experience, not our own. Our dialogue reveals how Applicants’ experience relates to the concepts and we encourage Applicants to explore their personal biases in order to look beyond them. As for compromise within the LAD, we work best by listening to each other and by acknowledging feelings and strongly held opinions. Cooperative relationships are important when LAD representatives are working together on projects such as creating or updating resources, writing articles or co-presenting LAD sessions.

**Forgiveness**

Forgiveness follows conflict or an acknowledgement of an error or of hurt feelings. There is a famous line in the film *Love Story*: “Love means never
having to say you’re sorry.” It may be considered wiser to say that it is love that requires saying you’re sorry. In our interactions with those we love and as part of loving guidance it is important to acknowledge when we are wrong, when we make a mistake or when we are aware of hurt feelings. This sets an important example for our children. The forgiveness that follows benefits all parties and enhances relationships.

Forgiveness can follow conflict and many of us have a natural aversion to conflict, avoiding it at all costs. Yet conflict can be beneficial. It can enhance our understanding of each other, help us to re-evaluate our positions and lead to the resolution of problems, both in our personal and working relationships. Here are some suggestions for how to have a “good” argument:

- Describe the situation rather than criticising the person.
- Use “I” statements – talk about how you feel.
- Avoid accusation – seek to identify problems and solutions rather than blame.
- Seek to de-escalate the situation when things get heated, by using phrases such as “Let’s consider...,” “What do you think about...?” or “I hear what you are saying.”

(For more information please refer to Guidelines for Skillful Conversations, Part 3, Leader Applicant’s Resource Kit.)

**Effort**

Relationships require hard work and perseverance. We know that parenting requires constant vigilance, creativity and thoughtfulness and that the effort will last a lifetime. We may pay less attention to the long-term effort that is equally necessary in our other relationships. In helping situations we make the effort to reassure callers, to find information and call back if necessary. We follow up to find out how our suggestions have worked and what else we can do to help. We make a point of remembering the baby’s name and other details that the caller has told us.

With Leader Applicants we make the effort to respond promptly and in detail to all application work. We keep in regular touch with Applicants to encourage and support them even when they are not working actively. We also work at our relationships within the LAD. We report regularly and consult when necessary. We share ideas in LADders. LAD support Leaders respond to reports, encourage LAD representatives and listen to their concerns and suggestions. The LAD Council works at updating and improving resources to help LAD representatives in their everyday work. In order to be effective as a department, all these efforts need to be extensive and ongoing.

There are further elements, which are essential components in all our relationships and which pervade every aspect discussed above. Communication and respect are at the heart of developing and maintaining relationships. Remember that communication involves the active participation of two parties. It is not enough to broadcast a message. That message must be received, understood and acknowledged. When we are listening, we show by words and gestures that we have heard what has been said. We reflect back what we hear, in order to confirm our understanding. The other person has the opportunity to affirm that understanding or to contradict it. We ask questions to clarify our perception and to enhance our interpretation.

So let us renew our commitment to our relationships. Let us strive through active communication for constructive engagement and remain open to compromise and forgiveness. This takes work and perseverance and it is well worth the effort.

**Compilation Article**

**Work-Life Balance for LAD Representatives**

Ideas from LAD representatives around the world

La Leche League Leaders in general and LAD representatives in particular are unusually
busy people. Leaders are aware that whatever the workload, however numerous the tasks at hand, there is an expectation that family must always come first, but what can we do to make sure that we follow through on our commitments to LLL at the same time? Some resourceful LAD representatives have shared some of their ideas on achieving this balance.

Noelia Corpa, ACLA from Spain compares this balancing act to juggling:

Hello! My name is Noelia. I have been a Leader for five years and I have been an ACLA for at least three years. How do I fit the work of the LAD into my daily life? Well, juggling, I suppose.

My oldest daughter loves spending time with her mom and sometimes we play at her being my personal LLL secretary. My little one-year-old has other needs—the breast or some toys are enough (although not always of course.)

One of the most difficult tasks for me is working on Applicants’ personal histories because they deserve all my attention. So I reserve an hour per week for each of them: that is my free time, an hour just for me. Sometimes life gives me other little moments when I can answer e-mails or do paperwork. I have to confess that having an iPhone makes the work of an ACLA much easier.

Manon Forcier, ACLA for Ligue La Leche (French Canada) uses an online calendar to schedule time for her family, her job and the LAD. She writes:

L'équilibre existe-t-il vraiment lorsque nous sommes une bénévole passionnée?

J'ai un emploi salariédé de 3-4 jours par semaine. Mes heures dédiées au DAM et au LAD se passent toujours à l'extérieur du travail.
Utilisation de l'agenda en ligne:

- Je réserve des blocs de temps pour mes activités bénévoles au DAM et au LAD.
- Il est plus facile pour moi de déterminer où placer ces blocs dédiés au DAM car, dans mon agenda, je vois aussi celui de chaque membre de ma famille (conjoint, enfants). Ainsi, je peux m'assurer de choisir des moments où on aura moins besoin de moi.
- J'utilise aussi un code de couleurs dans cet agenda en ligne: orange pour les plages horaires à venir, mauve une fois que je les ai complétées.
- Je rectifie aussi le temps si j'ai mis plus ou moins de temps ou si j'ai dû modifier mon horaire, et j'inscris dans le champ "notes" les choses que j'ai faites. Cela me permet de voir à quel point je suis (ou non) productive!

La planification de l'utilisation de l'ordinateur familial est parfois un problème: nous avons besoin de nous faire un horaire afin que cela réponde aux besoins des étudiantes et de la représentante du DAM (LAD).

Nous devons parfois faire de longues heures de route pour voir mes parents (1h30 pour aller) ou ma belle-mère (3h de route pour aller). Je prends un peu de temps pour relire certains messages destinés à mes stagiaires. J'ai de la chance: je ne souffre pas du mal des transports!

Pour moi, le meilleur moment pour la relecture finale de mes courriels se passe le matin. J'essaie de réserver quelques matins par mois pour cette activité mais ce n'est pas toujours possible.

Is it possible to find balance when you are a passionate volunteer?

I work at a paid job three to four days per week. I always do my LAD work at home.

Using an online calendar:

- I reserve blocks of time for my volunteer LAD activities.
- It is easy to figure out when would be the best moments to schedule LAD time because I have access to all my family members' calendars (we share each other's calendars). So I can view "who does what when" and block my LAD time when I'm least needed.
- I colour code my time on the online calendar. For example: orange is for planned time slots, purple for once they are completed.
- I also make corrections if I have taken more or less time or if I have had to change my schedule, and I write in the "notes" field the items I have accomplished. It allows me to see how productive I am (or not)!

Reserving time on the family computer can be problematic. We sometimes have to negotiate ahead of time, to meet the needs of both students and LAD representative.

We sometimes have to spend a lot of time travelling to see my parents (an hour and a half away) or my mother-in-law (three hours away). I use that time to re-read messages from Applicants. I am fortunate that I do not suffer from motion sickness!

For me, the best time to do a final read-through of my emails is in the morning. I try to schedule several mornings per month for this activity, but it is not always possible.

Nikki Bell, CLA for Central and Southern Ontario in Canada finds ways to keep her children occupied while she is working:
During my application for leadership, I remember talking about working with parents and being a parent—trying to find that balance. The same discussion can be had with LAD work. When my children were babies, I would typically do LAD work when they slept. There were some times that I had to type an email or make a phone call when they were awake. Initially it caused me some anxiety, but as I took a step back and re-evaluated, I remembered what my LAD representative had reminded me—it's a chance to role model. Going back to the basics, I created a "League" bin. It literally had LEAGUE written on it! Inside I had different play dough toys, new colouring pages, toys and puzzles that were to be used only when I was working on LLL items. If I were able, I would have a snack platter and water available to curb any hunger pains before they hit. There were days when screen time was necessary, a movie or time on the tablet. Above all, I remember feeling such happiness when the only distraction that was able to work was nursing. I have emailed many Applicants, talked through many concerns about the application while one of my children was nursing. It just seemed appropriate!

Juliet Mathee, ALA for Asia, Africa and the Middle East, lives in South Africa. She uses small blocks of time to get LAD work done:

I have been working in the LAD for about ten years, in various positions. As you know, we love to respond immediately to emails from other LAD representatives or from Leader Applicants. This is not always possible, as I might be on my way to fetch a child or going shopping or paying the bills. While doing these activities, there is always a bit of waiting time involved and we are all (at least I am) attached to our cellphones these days, so we are hardly ever without something to do. While waiting in the line at the grocery till, I can read an email or two. Sometimes it just needs a quick response. Sometimes I reply with: "Thank you for your message, I will respond later today."

At home in the afternoon, when my school-aged children need my attention, I try to put my phone away and focus on them. Planning my time is important. I decide that a certain hour or two of my day would be perfect for administrative work. A little bit each day works for me.

Thank you to Noelia, Manon, Nikki and Juliet for sharing your wisdom. The above ideas reveal the importance of planning. Scheduling time for different activities makes sure they get the attention they need. Technology is a big help in scheduling time and in being able to take advantage of small blocks of time. The need to put family first is an opportunity to model for Leader Applicants that when we say “family first” we mean it. This is fundamental to the work that we do in La Leche League.

LADI Survey 2017

In May-June 2017 a survey was distributed to LAD representatives worldwide. LAD representatives were asked to respond to the questions based on their experience over the preceding six months. The survey was translated into French and German. A total of 92 responses were received from LAD representatives in 38 different Areas, living in more than a dozen countries and representing all Direct Connect Entities.

Thank you to all those who responded. Here is a summary of the responses received:

LAD representatives shared information about the cultural context of applications in their Areas. Maternity leaves vary considerably from less than six weeks to up to three years. Maternity leave is mandated by governments in 48% of the countries surveyed. In many places it is dependent on individual employers. Most LAD representatives stated
that short maternity leave has an impact on applications for leadership in their locations. Other cultural barriers cited included the tradition of using nannies, weaning as directed by the common religion, the influence of friends and family and financial pressures.

Respondents to the survey reported that Leaders are well equipped to work with potential Leaders in the pre-application period. 94% reported that Leaders are using *Thinking About LLL Leadership?* or an equivalent resource in pre-application discussions. Other resources used include Appendix 17 to the *LLL Policies and Standing Rules Notebook* (PSR), Appendix 18 to the LLLI PSR, *The Womanly Art of Breastfeeding*, *Leader's Handbook*, *Leader Today*, the LLLI website and other LLL publications.

For 95% of those who responded to the survey, *The Womanly Art of Breastfeeding* is available in the language of the mothers they support. 72% reported that new Applicants were required to own *The Womanly Art* and 61% said that they were required to read the book before applying.

Respondents reported that the *Preview* is used in a variety of ways. 46% reported that Applicants wait until the end of their applications to use the *Preview*. Others use it at different times during the application period. Many Applicants are choosing to cover more than the required number of questions and group dynamics situations and some of them work through the entire *Preview*.

Applicants often read more than the required books. Some Applicants are reading LLL leaflets/information sheets, *Breastfeeding Answers Made Simple*, the *Leader Applicant's Handbook* and resources in Applicants’ native languages. Some Applicants read books about topics that arise during dialogue on their personal histories.

41% of respondents reported working with Applicants who experience extensive, ongoing separation. Two cases of weaning prior to a year of age were reported. Seven instances were reported in which Applicants were given special consideration under the Personal Breastfeeding Experience Prerequisite for a variety of reasons. Two mothers were described as having experienced exclusive pumping. 24 breastfed at the breast with added expressed breast milk. Seven respondents were working with mothers who had experienced breastfeeding with some formula supplementation.

For those applications with regular ongoing separation, the average age that separation began was reported as ranging from less than two months to 24 months. The average amounts of time that Applicants were separated from their babies were reported variously from three hours on three days per week up to eight hours, five days per week or “full time.”

Over 50% of respondents reported consulting with LAD support Leaders about applications because of questions about application work or inactivity, early separation, early weaning or supplementation.

LAD representatives reported presenting sessions at workshops and conferences. Topics included pre-application discussions, application work, question-and-answer sessions, using the BRG and mixing causes.

LAD representatives are writing for Area publications, *LADders, Leader Today* and some LAD representatives translate articles for local audiences. A variety of LAD topics are covered.

30% of respondents are working with isolated Applicants. Sometimes LAD representatives also take on the role of supporting Leader for isolated Applicants.

Application fees vary greatly in different parts of the world from as little as $7 USD to as much as $132 USD. Some fees include additional materials or fees, e.g., *The Womanly Art, Leader's Handbook, Leader Applicant's Handbook* (LAH) and/or accreditation fee. The fees collected are used for LAD budgets, for specific costs of the application or are shared with Areas and Area Networks. In 75% of cases the fees are paid by Leader Applicants. Others are paid by Applicants together with Leaders and/or Groups. 73% of respondents reported that there are systems of sponsorship in place for Applicants who cannot afford the fee.

Applications are received mostly by CLAs and sometimes by LAD or Area Secretaries. Over 70% of applications are assigned within two weeks, although some take longer than a month.
76% of CLAs reported that no applications have been rejected in their Areas in the previous six months. Applications that were not accepted were rejected because of formula use, separation that was not minimized, not meeting the prerequisites or not demonstrating LLL philosophy.

CLAs reported 9 applications where special consideration was given because of early weaning, insufficient glandular tissue, adoption, undiagnosed tongue tie and poor information. CLAs reported two cases of Applicants who experienced exclusive pumping. 26 Applicants breastfed and gave additional expressed milk and 12 Applicants breastfed and supplemented with formula.

CLAs reported that in almost every case, the reason for mother-baby separation was employment. One listed university as the reason for separation. Seven CLAs said that mothers were able to have flexibility in their situations. Five said that the babies were cared for by fathers or other close family members. In one case a friend cared for the baby and nursed the baby in the mother’s absence. Five mentioned that separation was part-time; two said that it was full-time. Three CLAs mentioned economic necessity as an explanation of separation.

39% of the CLAs who responded stated that they received applications which required consultation with their LAD support people. Consultations happened because of separation, early weaning, questions about LLL philosophy, adequately fulfilling the responsibilities of leadership, supplementation and mixing causes. Some situations have not yet been resolved. Routinely consulting on all situations where there is separation is done to ensure a fair decision in each case. Clarification of efforts to minimize separation can help to lead to positive outcomes. When flexibility is not shown, applications may not be accepted. When not enough information was given with the application, consultation helped to create a complete picture of the situation, leading to resolution, which was sometimes, but not always positive. For ongoing applications, consultation may lead to a leave of absence from the application.

CLAs reported completing orientations in varying amounts of time, from less than six months to over 18 months.

Completed files are sometimes kept by the LAD representatives who worked on them and sometimes by the CLA. Some keep them for one year, some for up to five years or indefinitely. In the case of an Applicant who does not complete accreditation, the file may be kept by the LAD representative working on the application or by the CLA. Some incomplete files are kept for six months. Most are kept for one or more years and some are kept for more than five years.

(R)ALAs reported on the numbers of referrals they had received over the previous six months. Applications were referred because of separation, special consideration and concerns about communications skills or mixing causes.

A more complete summary of the results of the survey is available. Please contact your LAD support person to request a copy.
Here is an extract from a Leader Applicant who has doubts about continuing. There is no single right answer. Sharing possible approaches can help us consider how we might choose to respond.

Dear Anna,

Thank you for sending me your news. Even though it seems you have taken the decision together and you both feel that it is right for your family, divorce is always stressful in many ways and makes great changes in the lives of all concerned. I wish you well through it.

Divorce is certainly not a reason to discontinue an application. There are very many Leaders who do not have, or have not always had, a spouse or partner. It definitely is not an expectation that LLLI has of its Leaders.

You might want to speak to the Group Leaders about your feelings of upset. Speaking about the role of others in the family is a key element of LLL meetings, especially the "Family and the Breastfed Baby"! It is important, therefore, that the Leaders retain this content in the meetings but this might be an opportunity for them to extend the conversation beyond husbands/partners as well as to address the concerns of single mothers and others without good family support. For everyone parenting alone, there are probably several in relationships where the two parents do not share the same philosophy and values, have differing ideas about parenting, etc. The discussion is richer and more useful to more people if it includes these possibilities and ideas about how to cope with them.

Either with them, or with me in our dialogue, it would be good for you to explore how you might address the topic in ways that are comfortable for you. When the breastfeeding dyad is well supported by those close to them both, breastfeeding tends to go more smoothly or problems are easier to tackle together. This isn't something that can be left out. As a Leader, you will need to be able to talk about this during meetings and one-to-one helping situations—just as Leaders whose babies were born by caesarean need to be able to speak about childbirth "in as close to its natural state as possible." LLL philosophy is not about ideals - people who have the “best” experiences or those who
are second best, but about practicalities and realities. Just as the best birth experience for some women is a caesarean birth, so the best family situation is the one which works for them. If some of these situations bring additional challenges, we need to talk about them and come up with ideas about how these challenges can be faced and, hopefully, overcome.

Of course, divorce brings many other changes and you may prefer (or find it necessary) to slow down your application work while you adapt to what this new life brings and you come to terms with how you feel about it. If you need to take a short leave of absence, that is also possible. Just let me know what you need and we can work out how best to go forward. The important point is that where we go next should address your needs and in your situation. Do not feel forced to do what you think LLL expects. LLL welcomes many kinds of Leaders living their lives in many ways, but who share a passion for LLLI's mission, purpose and philosophy. From the work we have done together so far, I think you'll be a wonderful Leader - whenever you are ready to take on those responsibilities.

LLLove,
Eileen

Eileen Harrison, France

Anna,
I am so relieved to hear from you. I was worried, since you had not emailed in several months. I understand going through a separation and divorce is gut-wrenching for your whole family. You bring a valuable perspective as a newly single parent. You're right that many Leaders assume other families look like their own - mother, father, and children - while that is not the family configuration for many mothers like yourself. Please consider continuing with your application.

One thing I love about La Leche League is the reminder that family comes first. If you need a break from LLL, I can absolutely put your application on hold as you go through this period of transition. There is no pressure to do anything but care for yourself and your sons right now. Please reach out if you need support of any kind.

Hugs,
Lucy Leader

Hello Anna,

What a difficult time for you and your family. It sounds like you have made a decision, which must be a relief after the uncertainty of trying to figure out the way forward for you. It must be also overwhelming to plan what that actually looks like as well as helping your children with their feelings about the divorce. With everything you are managing in your life, I appreciate you taking time to share with me.

I understand that you are wondering if you will belong as an LLL Leader if you do not have a spouse or a partner. You are more than welcome just the way you are. I want you to know that many of us are working towards a more diverse and inclusive LLL. If you decide to continue with LLL, it will be so amazing for the parents in your Group meetings to see you parent with loving guidance on your own without a spouse/partner. I support whatever you decide to do about your application, including waiting until other things in your life feel more settled before making a decision. If you decide to continue at your own pace, you will be an important addition to our LLL Leader community.

It sounds like you are also wondering how to manage your feelings at Group meetings when you hear parents talk about husbands and partners. I imagine that you are experiencing difficulty with that in other areas of your life as well. It doesn’t feel fair that others have the support of a partner while you must manage on your own. What do you think will help you feel less triggered by others’ family structure? If you would like to talk more about this, I am available. Have you talked with [supporting Leader’s name]? Perhaps she could be a support for you as well during this difficult time in your life.

Warmly,
Dear ________,

I wanted to get your input about something. Since I'm so close to completing my application, I've been thinking a lot about how I will fit in with the other Leaders. The more I think about it, the more concerned I get, and I don't know what to do. As you know, there are already four Leaders in my Group, and I am not sure if I am really needed. They answer all of the questions so easily, and I struggle with most of the really simple ones, even though I've been practicing. I want to keep going, but sometimes I just don't see a place for me there.

Thanks.

How would you respond? Send your ideas for a reply or an extract you would like to share with other LAD representatives to Contributing Editor for this column, Karin Ali, at karinali0407@gmail.com

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**Editor’s Note**

**LLLI Diversity Statement**

It is important for LLLI to promote diversity and inclusivity. (See next page.) Many of our Leaders are of a similar demographic, which makes it difficult for people who differ from that demographic to see themselves as belonging. For example, since most Leaders have a partner, it can be difficult for single parents to see themselves as Leaders. This can be a barrier to parents who need our help even to approach us, never mind keep coming back and becoming Leaders themselves. Having a “Father” concept that is inclusive will help demonstrate that LLLI truly believes in diversity among its Leaders.

**LLLI Diversity Statement**

We at La Leche League International have all nursed our babies. If you want to do the same, whoever you are, whatever your story is, we’re here to help.

LLLI is committed to serving everyone inclusive of race, ethnicity, religion, sex, national origin, ancestry, age, marital status, physical or mental ability, socio-economic status, political views, gender identity, sexual orientation, family structure, or other protected status.

LLLI seeks the equitable accreditation of a diverse body of Leaders.
Όνομα: Νατάσσα (Αναστασία) Καψάλη.

Προελ. Βόρεια Ελλάδα, σε ένα χωριό κοντά στη Θεσσαλονίκη.


Το LAD στην Ελλάδα: Είμαστε 3 co Leaders με 11 Applicants (photo) and 22 interested mothers στη σειρά!

Μου αρέσει πολύ: το διάβασμα, τα σεμινάρια για δεξιότητες επικοινωνίας, συγκρούσεις, αυτογνωσία, το κολύμπι, το περπάτημα (photo), οι ταινίες, "blogging" (έχω 2 blogs για το σχολείο και τη ζαχαροπλαστική χωρίς ζάχαρη και χωρίς αλεύρι).

Παρατσούκλι: Από τις LLL Leaders της περιοχής "Η μαμά μας".

Η φιλοσοφία της LLL, η μητρότητα, η αγάπη, η τριφερότητα, ο σεβασμός είναι το φως που με καθοδηγεί ως μητέρα του Απόστολου 16, της Ελευθερίας 13 και του σκυλιού μας :) της Χαράς, ως σύντροφο του σκύλου μου στη φωτογραφία με όλη την οικογένεια, ως δασκάλα (διδάσκοντας και μαθαίνοντας από τα μαθητεύδια μου 8-9 χρονών), ως LLL Leader με την co leader μου στις toddler meetings με CS, προσπαθώντας να απολαύσω το δώρο της ζωής βαθεία και αληθινά.

Είμαι ευθυγραμμισμένη που είμαι μαζί σας!

Name: Natasha (Anastasia) Kapsali
Location: Northern Greece, in a village near Thessaloniki.
LLL Greece: Leader since 2003; District Coordinator for six years; then Assistant District Coordinator; Communication Skills Development Facilitator (since 2014). Now ACLA (newly appointed).

LAD in Greece: We are three co-LAD representatives working with 11 Applicants (photo) and 22 interested mothers in a row!

I enjoy: seminars on communication skills, conflicts and self-awareness, reading, swimming, walking (photo), watching films, blogging (two blogs—one on teaching and one on pastry recipes without sugar and wheat).

Nickname: From the LLL Leaders in the Area: "Mom."

LLL Philosophy, motherhood, love, tenderness and respect make up the light that is guiding me as a mother to Apostolos (whose name means “mission”), 16, Eleftheria (which means “freedom”), 13, and our dog :) Chara (which means “joy”); as a partner to my husband (in the photo with the whole family); as a teacher, learning from my little eight- and nine-year-old pupils; as an LLL Leader with my co-Leader in toddler meetings about communications skills; I am trying to cherish the gift of life deeply and truly.

I am really thrilled to be with you!

Laurence Descourtieux
London, United Kingdom

Hello from London, Great Britain! Eric and I are French and we have five children (28 to 18; our last are twins) and a 17-month-old grandson. I met LLL in Washington, DC, USA in 1991 when I was expecting my second child and suddenly, breastfeeding looked so easy, nothing like my previous early ending experience… I have never stopped attending meetings since then and I became a Leader in 1994. I joined the LAD in 1999 to keep in touch with a lovely team when I was a lone Leader. Life took us to various places (France, USA, Gabon, Guatemala, Venezuela, Colombia and Great Britain) where I loved being involved with LLL. I have held various positions in the LAD, and I am now very happy to become Administrator of Leader Accreditation for LLL Great Britain and to join the LAD Council again.
 Would you or someone you know like to honor a special Leader or LAD representative? Maybe your co-Leader is retiring. Maybe you have a new co-Leader. Maybe you have just accredited your first Leader Applicant, your tenth, or your hundredth. To mark any of these special occasions, consider making a donation to the Karin Gausman Fund (KGF), a fund created to help Leader Applicants with application fees and Leader Accreditation Department (LAD) representatives with costs associated with attending an LLL educational event.

The KGF receives all of its funding from donations. Individual Leaders, Groups, and Areas around the world have donated to the KGF thus far, and we hope many more will do so in the months and years to come. Please consider making a donation today! (See below for more information.)

To donate in US Dollars

• By check—make payable to “LAD West”
  Put “The KGF” in the memo line. Mail to: Janna O’Connell
  N149 W18199 Cedar Lane
  Richfield, WI 53076, USA

• By Paypal—Send to: LLL Alliance for Breastfeeding Education at finance@lllalliance.org

To donate in Euros

• Through LLL Europe Account—IBAN: NL66 INGB 0005 0556 36
  BIC-code: INGBNL2A
  Indicate “Karin Gausman Fund”

• By Paypal—Send to LLL Europe account: https://www.paypal.me/LaLecheLeagueEurope
The Womanly Art of Breastfeeding and the prerequisites to applying for leadership

The organizational experience prerequisite includes the following wording:

⇒ Owns and is familiar with the contents of the most recent edition of *The Womanly Art of Breastfeeding* (if available in her language) as a primary resource for LLL Leaders.

Please note that this is a requirement only where *The Womanly Art* is available in the mother's language. Reading the book is part of the work of the application. To meet the prerequisites it is necessary only to be familiar with the contents of the book.

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Request for Breastfeeding Pictures

Dear LAD representatives,

*LADders* is always on the lookout for pictures to illustrate articles. Breastfeeding stock photos and clip art are not always plentiful or applicable to our needs. It would be useful to have some breastfeeding pictures of real people from around the world. If you have breastfeeding pictures that you would be willing to share and to give your permission for them to be used in LLL publications, please send them to Lesley Robinson at mummypiggy@gmail.com.
Congratulations on your Appointment!

Tessa Clark  
ACLA, LLL Great Britain

Clare Davidson  
ACLA, LLL Great Britain

Laurence Descourtieux  
ALA, LLL Great Britain

Elvira Germaná  
CLA, Spain

France Gouy  
CLA, LLL France

Ruth Gutsens  
CLA, Lactancia sin frontera, Andalusia, Canary Islands and the Basque country

Natasha Kapsali  
CLA, LLL Greece

Helen Lloyd  
ACLA, LLL Great Britain

Guinat Spiegel  
ACLA, LLL Israel

Anne-Lisse Taboada  
CLA, Réseau pour l’Allaitement, France

Hannah Tate  
CLA, Nebraska, USA

Coral Weissbrod  
ACLA, LLL Israel
Matilde è il nostro grande “desiderio” che ogni giorno possiamo baciare. Alessandro ha chiesto tanto una sorellina e noi l'abbiamo attesa davvero tanto. La sua nascita è un miracolo e ogni volta che guardiamo nei suoi occhi, ringraziamo la potenza della Vita.

Matilde, whom we kiss every day, was greatly desired. Alessandro had asked a lot for this little sunshine... And we waited so much... Her birth is a miracle and every time we look into her eyes, we say thank you to the power of life.

Warmest wishes,

Vicky Reynell, CLA, LLL South Africa
2017 Editorial Postscript

LADders is a publication by LAD representatives for LAD representatives and as another publication year draws to a close, a big thank you goes out to all of you who have contributed to LADders in 2017: nine of you wrote feature articles, 13 contributed to compilation articles, nine wrote responses for the “How Would You Respond?” column, ten of you introduced yourselves for “A Taste of LAD International” and 13 contributed beautiful photos for “Photo Letters.” We were delighted to announce a total of 40 new appointments in “LAD Promenade” and eight dedicated LAD representatives have been part of the LADders Team, collecting information, gathering contributions, editing and putting this newsletter together. In addition, our published Semi-Annual Reports reveal that LAD representatives throughout the world have been working with an average of over 1300 Applicants during this year and you accredited a total of almost 600 new Leaders over the two published reporting periods. LADders also reported on the LAD Council’s 2017 meeting, held in April in New Jersey, USA, in conjunction with the Garden State Area Network Conference. So much important work has been accomplished by this energetic department. Thank you to all of you!

Hitomi with her grandson Takeru
“I don’t have to explain how happy I am!”

Hitomi Akao, ACLA, LLL Japan
**LADders Team**

Article Coordinators: LAD Council members

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- *How Would You Respond?*: Karin Ali
- *LAD Promenade*: Linda Wieser
- *A Taste of LAD International*: Lori Bryan

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