Separation
LAD Council

What can a LAD representative do to help a Leader when she is approached by an interested mother who may not meet the Mothering Experience Prerequisite? The responsibility of helping other mothers find out about leadership involves a variety of considerations, approaches, attitudes, and activities, and we may need to tap into our Leader skills and resources for this important task.

Here is a fictitious example that might be brought to a LAD representative’s attention:

Meredith returned to her full-time job when Sam, her second baby, was two months old. Ever since, she has left him and her 30-month-old daughter, Angie, in day care near her workplace for eight to ten hours per day. Angie weaned from the breast during Meredith’s pregnancy with Sam. Meredith says that she managed breastfeeding Angie in similar ways to how she currently manages Sam’s needs. She co-sleeps so that Sam can catch up on breastfeeding

Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Separation</td>
<td>1</td>
</tr>
<tr>
<td>LAD Council Report to the LLLI Board of Directors – October 2011</td>
<td>4</td>
</tr>
<tr>
<td>Le Guide de la Stagiaire</td>
<td>5</td>
</tr>
<tr>
<td>Adapted from the LLL Great Britain Leader Applicant Handbook</td>
<td></td>
</tr>
<tr>
<td>How Would You Respond?</td>
<td>6</td>
</tr>
<tr>
<td>Responding to the Applicant’s terse letter</td>
<td></td>
</tr>
<tr>
<td>Good Ideas!</td>
<td>8</td>
</tr>
<tr>
<td>Include your photo in the first letter</td>
<td></td>
</tr>
<tr>
<td>Finding time for your “to-do” list</td>
<td></td>
</tr>
<tr>
<td>New Resource for LAD Representatives</td>
<td>8</td>
</tr>
<tr>
<td>LLL Philosophy Notebook—Sample Explanations to Applicants</td>
<td></td>
</tr>
<tr>
<td>A Taste of LAD International</td>
<td>9</td>
</tr>
<tr>
<td>Marie-Claire Bakker</td>
<td></td>
</tr>
<tr>
<td>Rika Mitani</td>
<td></td>
</tr>
<tr>
<td>Deb Pladsen</td>
<td></td>
</tr>
<tr>
<td>Sally Allison</td>
<td></td>
</tr>
<tr>
<td>LAD Promenade</td>
<td>12</td>
</tr>
<tr>
<td>Appointment Notices</td>
<td></td>
</tr>
<tr>
<td>Editorial Postscript from LAD Council</td>
<td></td>
</tr>
</tbody>
</table>

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.

2011-4 No. 7
during the night, and she wears her baby in a
sling when they are together. Sam is fully
nourished on mother's milk, which is expressed
and given by bottle in the arms of the day-care
provider on workdays. Meredith takes time off
work whenever either child is ill or upset. She
has attended the evening Series Meetings since
she was pregnant with Angie. At Series
Meetings, Meredith demonstrates the personal
traits required for LLL leadership, and she is
enthusiastic about applying. The Leaders are
especially interested in having Meredith become
a co-Leader because she will be able to address
pumping, milk-storage, and work issues that
employed mothers so often ask about.

The accreditation policies of La Leche League
International are based on our parenting philosophy
of mothering through breastfeeding. As LAD
representatives, we can remind Leaders that LLLI
publications and policies articulate the Mothering
Experience Prerequisite. Reviewing these can
reinforce a Leader’s confidence as she explores the
possibility of leadership with an interested mother.

From the 2010 edition of *The Womanly Art of
Breastfeeding*, pages 280-81:

The research-based reality is that neither one of you
is built, physiologically or emotionally, for long and
regular separations. Growing research from a number
of different countries shows that a baby who is
separated from his mother for the hours that full-time
outside work requires has elevated cortisol levels—a
clear sign of stress. It isn’t always easy to tell how a
baby is doing; the baby who seems quiet and content
in the child care center may actually have higher
levels of stress hormones than the one who cries and
protests.

From Appendix 17 of the *LLLI Policies and Standing
Rules Notebook (PSR)*:

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.

From Appendix 18 of the *LLLI Policies and Standing
Rules Notebook, “Guidelines for Leaders,”* pages 3,
4:

6) In order to meet the Personal Breastfeeding and
Mothering Experience Prerequisites, a mother has
experienced mothering through breastfeeding in a
way that includes being available and responsive to
her baby's needs. This experience, combined with
what she learns from other mothers and from LLLI
resources, provides her with a strong base for helping
mothers.

12) When considering the Mothering Experience
Prerequisite with a mother who has experienced
separation from her baby, Leaders can use the
following as the basis for dialogue and insight:

• How the mother demonstrates that she
recognizes and understands the baby's intense
need for her presence and how she responds to
meet this need;
• Any impact of separation on mothering through
breastfeeding;
• The arrangements the mother makes/has made to
lessen separation between mother and baby,
and/or to minimize disruption of breastfeeding;
• The mother's presentation and explanation of
LLLI philosophy in light of her experience;
• How the mother thinks she would help other
mothers experiencing situations similar to her
own.

La Leche League does not accredit “specialty
Leaders.” Every Leader learns about typical
breastfeeding concerns outside her own personal
experience so that she can address these concerns
with sensitivity and basic information. Sometimes a
mother in the Group may be a particularly valuable
contributor, as in the case where she has dealt with
the challenges of full-time employment and
breastfeeding. She need not be a Leader to contribute
to the Group’s discussions and share her personal
experience.

Let us go back to the fictitious example of Meredith:
In subsequent dialogue, Meredith shares that initially she would go to day care at lunchtime to breastfeed Angie. When she found her baby sleeping at that time of day, Meredith stopped going and worked straight through the day. She notes that she now meets Sam’s needs for her presence during the evening, night, and early morning, and she describes this as “reverse-cycle breastfeeding.” This worked well for Angie, and she is hopeful that Sam will follow a similar pattern.

At the point when Leaders may perceive discrepancies between Meredith’s experience and the Mothering Experience Prerequisite, they need to respond with empathy and remain accepting. Continued active listening may help clarify for Meredith what impact discontinuing her lunchtime visits to the day care has had on her breastfeeding relationships. If she senses criticism or perceives that her choices may have gone against her own maternal instincts, it may be wise to stop discussing and allow time for reflection. Any mother may require time to consider new insights and how to reconcile these with her self-image. If Meredith subsequently decides to pursue her interest in leadership, discussion of these emotionally sensitive discrepancies may require tact and careful choice of words. Co-Leaders can consult one another as well as their LAD representatives if they need to explore the issues further.

Decisions that are “handed down” may cause a person to feel “judged.” Rather than saying, “I can’t recommend you for leadership,” the Leader might say, “Yes, let’s explore your interest in leadership. I can offer you information about LLLI accreditation policies and resources. We’ll discuss this whenever we can make time. Does that sound good to you?” Taking time for this discussion will help enable the mother to find her own way in understanding LLLI accreditation policies. If she meets the prerequisites, this understanding forms an important part of her preparation for leadership. If she does not meet the prerequisites, she can see for herself where her experience is different from what LLLI expects of accredited Leaders.

Some suggestions for Leaders during pre-application discussion

- Remember that our basic communication skills apply to pre-application discussion as well as to mother-to-mother helping; letting the interested mother know that she is heard and understood from her point of view is important. Use phrases for active listening: *It seems to you that . . .; I’ve been thinking about what we discussed and wondered what you think about . . .*
- Try to avoid confrontation about discrepancies between her experience and the Mothering Experience Prerequisite.
- Acknowledge her choices, even when they are not in accordance with LLLI accreditation policies or do not reflect LLLI philosophy.
- Avoid assumptions; sometimes mothers who have not attended LLL activities and gatherings other than Series Meetings may still need to learn about what our philosophy-based organization expects of Leaders and how it relates to the LLLI mission.
- Offer time to reflect on discussion points or new information.
- Ask open questions: *What are your thoughts on becoming an LLL Leader? What have you read or observed that you would like to discuss in more detail? When we last discussed accreditation, what surprised you or particularly stuck in your mind?*
- Be aware of pressures or expectations that Leaders and interested mothers may have. A Leader who “needs” a co-Leader may feel impatient to recommend a mother, and she may be tempted to overlook or rationalize discrepancies between LLL philosophy and the mother’s experience. The mother who has expressed interest may feel obliged to continue towards applying, perhaps overlooking or rationalizing discrepancies about what LLL expects of Leaders and the goals she herself has for helping other mothers.
- Consult your LAD support person as needed.
It can be challenging for a Leader to help an interested mother understand the Mothering Experience Prerequisite when the mother’s own experience may have been quite different. In today’s fast-paced world, many parents place a high priority on such values as career advancement, insurance benefits offered by the employer, the role of other loving family members in the child’s life, or financial considerations. LLL does not have a philosophical stance on such issues, nor are there any accreditation criteria that apply to these parental efforts.

La Leche League’s parenting philosophy of *mothering through breastfeeding* is not for everyone, nor is it better than all other parenting styles. Learning about and responding to her baby’s needs may not always be a smooth road. However, even if a mother’s situation or choice takes her off the path of mothering through breastfeeding, she adjusts her choices quickly to try to get back on that path if her values do, in fact, coincide with LLL philosophy. When a mother speaks about managing the needs of her baby with reference to external criteria (maternity leave is up, or a well-trained day-care provider is near the workplace), we may perceive that her understanding of good mothering is different from what La Leche League promotes.

It is essential for the Leader to participate in the pre-application discussions, even if the answer is “No.” She is the one who knows the interested mother well and is in a position to conduct a detailed discussion with her, respecting the mother’s capacity to take in information and consider her own experience in light of LLLI accreditation policies. Ultimately, this Leader-guided dialogue will help the interested mother to reach insights about how her own experience does—or does not—meet the LLLI Prerequisites to Applying for Leadership. This can help the mother realize that leadership is not for her, or it can help the Leader write a thorough and wholehearted recommendation.

**LAD Council Report to the LLLI Board of Directors ~ October 2011**

**Global Network:** LAD Council members have continued to work cooperatively to ensure smooth running of the Department. We are offering support to each LAD entity by organizing LAD sessions; creating/updating resources; recruiting/orienting new LAD representatives; and responding to inquiries. We maintain the global network through frequent, cordial communications.

**Semi-Annual Reports:** The LAD Council collects the Semi-Annual Reports. Statistics for the October 16, 2010 – April 15, 2011 reporting period can be found in *LADders* 2011 #3, page 6 (see link below); comparison of the four most recent reporting periods is also included.

**LADders:** The latest two issues of LAD Council’s quarterly international, multi-lingual publication can be found online at:


(Username: LAD  Password: LADis#1)

The past four issues of *LADders* have included the project of compiling dialogue samples for each of the ten philosophy concepts.

**LLL World Directory** is kept up-to-date to facilitate easier communication regarding Applicants who move.

**LADI Inquiries to the LLLI Web Site:** Responded to over 60 queries from around the world, from mothers interested in LLL leadership where there is no local Group, and from former Leaders seeking reinstatement.

**Review of LAD Practices:** Ongoing efforts to use the results from two LAD Council surveys plus other feedback to determine what is—and is not—working well, assess length of time required for accreditation,
be mindful of extent of preparation desirable for effective leadership, and continue to experiment with innovative ways to facilitate accreditation.

**Highlights from LAD Entities**

**Resources/Projects**
- “Ten New Leaders in the Disaster Areas” project in Japan, with international funding from LLL entities/Leaders
- *Breastfeeding Resource Guide (BRG)* updated to include study questions
- Developing *Leader Applicant Resource Kit* (Alliance)
- Revising *Leader Applicant’s Handbook* (Great Britain)
- Expanding LLL network: “Ten New Groups Project” funded by the British Government (Great Britain)

**Publications**
- *Leaven* articles contributed by LAD Council for the “Preparing for Leadership” column
- Newsletters for Applicants: *Chrysalis* (LLL Canada), *Arc-en-ciel* ([Rainbow], Ligue La Leche), and *Horizons* (Alliance)

**Translation**
- Translating *LADders*, SARs, *Leader Applicant’s Handbook*, and other LAD materials
- Offering bilingual LAD representatives’ support
- Accrediting Leaders without a common language, with help from translators

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**Quand j’ai lu le *Leader Applicant’s Handbook* écrit par Alison Parkes pour LLL Great Britain, je l’ai trouvé si intéressant, si utile, si complet que je n’ai pas résisté à la tentation de le traduire en français. J’ai rapidement découvert, en l’explorant plus profondément, que le traduire n’était pas suffisant et que je devais aussi l’adapter à la situation de LLL France. Bien que la plupart des chapitres aient pu être traduits tels quels, j’ai dû réécrire entièrement d’autres parties pour les stagiaires françaises.

En même temps, j’ai commencé à travailler avec une stagiaire britannique travaillant avec le *Leader Applicant’s Handbook*. Cela m’a permis de le « tester » et de comprendre comment une Co-LAD (ACLA [A-DAM]) pouvait travailler avec le *Guide de la stagiaire*.

Utiliser ce guide m’a permis d’expliquer aux autres ce qui devrait être changé dans la version traduite. Nous avions prévu d’introduire le nouveau *Guide de la stagiaire* en janvier 2012, mais après avoir commencé à l’utiliser avec quelques stagiaires, nous avons décidé de ne pas attendre pour l’envoyer à l’ensemble des stagiaires françaises. J’espère que les stagiaires...
et leurs animatrices l’apprécieront autant que nous. La liste des stagiaires de LLLF en attente d’une correspondante LAD est très longue et le fait d’avoir en leur possession une telle ressource va leur permettre de commencer à travailler sans attendre qu’une Co-LAD prenne leur dossier.

Félicitations, Alison, et un immense merci à LLL GB d’avoir permis à LLL France d’utiliser leur superbe Leader Applicant’s Handbook.

Laurence Kher-Descourtieux a été accréditée en 1994, et a cinq enfants de 12 à 22 ans. Elle et sa famille ont vécu dans de nombreux pays: USA – où elle a rencontré LLL; France; Gabon – pas de groupe, bien qu’elle ait vaine essai pour en mettre un en place; Guatemala – animatrices adorables et groupes formidables; Venezuela – où il n’y avait pas de groupe LLL à son arrivée et où elle a réussie à en implanter un avec grand succès; Colombie – animatrices adorables et expérience extraordinaire; Londres – magnifique d’y retrouver LLL. Laurence est entrée dans le LAD en 1997 et elle actuellement co-Administrator of Leader Accreditation (co-ALA) en Europe avec Ineke Leiter.

How Would You Respond?

When I read the Leader Applicant’s Handbook compiled by Alison Parkes for LLL Great Britain, I found it so interesting, so beautiful, and so complete that I could not resist translating it into French. I quickly discovered, by going deeply into it, that translating wasn’t enough; I also needed to adapt it to fit the needs of LLL France. Although most of it could be translated as it was, some parts had to be completely revised for French users.

Meanwhile, I started working with a British Applicant, using the Leader Applicant’s Handbook. This gave me the opportunity to “test” the resource and see how an ACLA could work with it. Using this handbook helped me explain to others how things would be changed in the translated version.

We had planned to start using the new Guide de la Stagiaire in January 2012, but after experimenting with it with several Applicants, we decided not to delay introducing it to all French Applicants. I hope that both the Applicants and their sponsoring Leaders will be as enthusiastic as we are.

There is a long waiting list of Applicants in France, and having such a resource will definitely help them get started while they await an ACLA to take their file.

Congratulations, Alison, and special thanks to LLL Great Britain for letting LLL France use this superb Leader Applicant’s Handbook.

Laurence Kher-Descourtieux was accredited in France in 1994, and has five children, ages 12 to 22. She and her family have lived in many countries: USA – where she discovered LLL; France; Gabon – no Group, although she tried to set up one; Guatemala – lovely Leaders and wonderful Groups; Venezuela – there was no LLL there, and she managed to set up a Group with great success; Colombia – lovely Leaders and wonderful experience; London – wonderful to have LLL. Laurence joined LAD in 1997 and is now co-Administrator of Leader Accreditation (co-ALA) in Europe with Ineke Leiter.

Here is an extract from a letter from a Leader Applicant, written to her LAD representative during her application. There is no single right answer. Sharing our own possible approaches can help us to consider a variety of ways to respond.

I don’t need to write much about this concept because I already know it’s good to nurse the baby early and often. It is natural and I enjoy being with the baby.
Yes, for many of us this concept is so obvious that it seems unnecessary to write more. Since you enjoy being with your baby so much, it only seems natural to feed your baby whenever he’s hungry. How lucky he is to have you for his mother.

I would appreciate it if you would send me some examples of how not nursing early and often can affect one’s breastfeeding relationship, specifically one’s milk supply. I’d also love to hear more details about the early days with your baby, especially how you knew when to feed him, how you felt about your milk supply, and any concerns you had.

Linda Wieser, Michigan, USA

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You have had such a good experience initiating breastfeeding. You are so fortunate. For those of us who have enjoyed such happy breastfeeding relationships, the concepts of LLL philosophy may seem so obvious that there hardly seems to be anything to say about them! Imagine, however, that you are talking to a first-time pregnant mother who is nervous about how the experience might be for her. Perhaps she doesn’t know much about the hospital’s policies, or is anticipating a difficult birth. What could you tell her about those all-important first nursings that would help her to feel more at ease and better prepared?

Lesley Robinson, Ottawa, Canada

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I can see that you are so attuned with LLL philosophy that it is part of the fabric of your life. To you, nothing is as natural as being close to your baby and nursing her as often as she needs. As Leaders, one of our jobs is to be able to expand on the concepts by giving examples and explanations to mothers for whom these ideas may not seem so obvious. Some mothers may be surprised by how often babies need to nurse in order to establish and maintain the milk supply. Some mothers may be surprised by how much babies need their presence, because books and relatives have emphasized the value of independence at an early age. In the application, the purpose of writing about the concepts is twofold: first, to think about how you have experienced LLL philosophy in your own life, and second, to think about how you would help a mother understand how breastfeeding works and how to enjoy “mothering through breastfeeding.”

With this in mind, please tell me more about the following:

- How were you able to get breastfeeding started with your baby? What was nursing like in the early days and weeks for you? At what point did you feel you had “an adequate milk supply and satisfying relationship” with your baby?
- What do you think is important for a pregnant mother, who wants to get breastfeeding off to a good start and to feel confident in her ability to nurse her baby, to know? How would you explain the idea of nursing “early and often”?
- For the mother who is experiencing challenges to an adequate milk supply, how would you explain the physiology of making milk? What would you explore with her to help her meet her breastfeeding goals and to enjoy the nursing relationship?

Eileen Saks, New Jersey, USA

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Dear ACLA,

I know you haven't heard from me in a long while. (You probably thought I had dropped off the face of the earth!) I really would like to finish my application quickly and I remember that you said we could do the personal history on the phone if we needed to. I don't think there's much else left to do and I'd really like to finish by next week because that is my deadline for certification as a childbirth educator. If I'm a Leader by then it will count as the breastfeeding component for my certification. I really hope I can make the deadline, so I won't have to start over.

Thanks for all your help.

Love,

Annie Applicant

How would you respond? Send your suggested reply or an extract you would like to share with other LAD representatives to Eleanor Becker at: ellowbecker@gmail.com

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New Extract

Dear ACLA,

I know you haven't heard from me in a long while. (You probably thought I had dropped off the face of the earth!) I really would like to finish my application quickly and I remember that you said we could do the personal history on the phone if we needed to. I don't think there's much else left to do and I'd really like to finish by next week because that is my deadline for certification as a childbirth educator. If I'm a Leader by then it will count as the breastfeeding component for my certification. I really hope I can make the deadline, so I won't have to start over.

Thanks for all your help.

Love,

Annie Applicant

How would you respond? Send your suggested reply or an extract you would like to share with other LAD representatives to Eleanor Becker at: ellowbecker@gmail.com
Good Ideas!

Include your photo in the first letter

Do you have a nice photograph of yourself which you’ve saved on your computer, or a digital camera or Web Cam that would allow you to take a fresh picture? As you are beginning work with a new Applicant, consider sending her a photograph of yourself to help her get to know you better and feel a greater personal connection. Let’s be honest and choose a recent photo, and not one taken ten years ago!

Finding time for your “to-do” list

When you sit down at the computer, you may feel like checking your email right away. Some LAD representatives find it a good practice to first do one or two items on the “things-to-do” list. This helps them feel refreshed with a sense of accomplishment before they start reading and responding to often time-consuming emails.

New Resource for LAD Representatives

LLL Philosophy Notebook

Thank you again to those who contributed their writings to the LADders articles “LLL Philosophy in Our Hearts” (Issues 2010-3; 2011-1, 2, 3). You will be receiving from your support person the LLL Philosophy Notebook, Appendix 1 to LADders, which is the compilation of sample explanations for each concept. It is designed as a resource for you to adapt to your own needs. Feel free to add your favorite phrases and create your own notebook to refer to as you correspond with Applicants.
A Taste of LAD International

In this fourth issue for 2011, we have the pleasure of meeting four LAD representatives. Three have recently begun their ACLA terms on different continents and share their perspectives on international LAD work, and one has begun her term as Administrator of Leader Accreditation (ALA). We thank them for connecting with us in this way and wish them enjoyable, worthwhile LAD work throughout their terms. Please write and share your stories while introducing yourselves and the LAD work you enjoy, including challenges. Contributions may be sent to LADdersmail@gmail.com by February 9, 2012, for the next issue.

Warm Greetings from Abu Dhabi,
Arabian Gulf,
Marie-Claire Bakker,
ACLA-at-Large for Future Areas in Asia and the Middle East

Marie-Claire with her husband, Fergus

I am delighted to begin my La Leche League and LAD work here in a new part of the world. Since finding the wonderful supportive mothering world of LLL in Ireland while expecting my second child 12 years ago, and becoming accredited there, I have been fortunate to experience La Leche League in Italy and then in Switzerland. Now our children Ineke (13), Odhran (11), and Gaia (8) are busy adjusting to our recent move to Abu Dhabi. In each new country, LLL Leaders have been my first contacts and helped so much in getting us settled. No matter what the linguistic or cultural differences, we have immediate common ground and have formed deep and lasting friendships, for which I am so thankful. I became an ACLA for Switzerland and ACLA-at-large* for Europe in late 2009, and I look forward to continuing in this new Area.

*RCLA-at-Large is a role that LAD International employs to offer Applicants an opportunity to write in their mother tongue or preferred language regardless of the language of their geographical Area of residence. Additionally, ACLAs-at-Large can help in Areas where LAD staff are overloaded, enabling Applicants to begin with minimal waiting times.

Rika Mitani, ACLA Japan

Rika Mitani and Rihito shortly after his birth

Nice to meet you! I was accredited in 2006 and joined the LAD in 2009. Eri Kido, CLA for Japan, who had worked on my application, asked me if I was interested in LAD work. I had been impressed with Eri’s kind approach and high skills, and I was just happy to know that we could work together again, this time in the LAD.

I feel shy if I have to dialogue with somebody in person. LAD work suits me because we communicate with Applicants mainly in writing. I first read their submission carefully for a couple of days, and after that I spend a few more days to draft my response. When I don’t have the necessary information or if I’m not sure what to say, Eri is there to help me with the draft. Thanks to her I can enjoy my work with confidence and pleasure.
May I introduce my family? There are four of us. My husband’s name is Yusuke and we have two boys: Yuki (7) and Rihito (2). Yusuke is a pediatrician and he is very supportive of breastfeeding. He understands LLL and respects Leader work. He was a co-presenter of the session entitled “Fathers’ Symposium” at the 2011 LLL Japan Conference in July. At the conference, I met an Applicant who worked with me. I explained to Yusuke that she might have been disappointed to meet me in person. Then he said, “Those who are learning to be Leaders understand LLL philosophy and they should be open to learning from many people.”

As the days go by, I realise how wonderful this department is! I am fortunate to be able to do ACLA work. Everything in the LAD is precious to me: a warm atmosphere, kind and thorough support, informative publications such as LADders, etc. They are privileges of LAD work, and I value what I can experience in this department. Also, I have been amazed at the solid global network of LAD representatives all over the world!

I would like to keep learning in this department. How wonderful it is to know that my contribution may increase the number of mothers who love LLL. Also, if I keep learning, my various skills will also be enhanced and my family life will be enriched. I am thrilled with that thought!

Lastly I want to express my special thanks for your caring messages, continuing encouragement, kind thoughts, as well as donations from all over the world after the earthquakes and the tsunami in northern Japan in March. Arigato and thank you very much!

My name is Deb Pladsen, and I started working as an ACLA in September. I became a Leader in July 2009 and have loved working with mothers in all stages of breastfeeding. Our Group has a good record of accrediting Leaders, and I thought it would be fun to get in on that process from the other side. I am fortunate to be in an area where I am surrounded by wonderful co-Leaders and active Groups.

My family and I live in Minnesota, USA. Cold weather is starting to set in, and I’m not too happy about that! My husband, John, and I were married in 2003, and we have two children, Katie (7) and Will (4). I have been a stay-at-home mom since Katie was born, but about nine months ago I started watching a friend’s little girl while she went back to work, so most days it feels like I have another two-year-old as well! I love volunteering at the schools, and when I have a little free time I enjoy running and being active outside. I’m looking forward to working with Applicants and seeing them complete their journey to become great Leaders!
Greetings, sister LAD representatives! My name is Sally Allison and I have recently been appointed the Administrator of Leader Accreditation (ALA) for the LLL Alliance for Breastfeeding Education Area Network. I am excited and a bit anxious as I begin my term, but am thrilled that the former ALA, Marie Beam, will continue to be a primary member of my immediate support team as she has been throughout my time in the LAD.

I first became involved with La Leche League while living in Bowie, Maryland, USA, when my oldest child was only a few months old. I was very new to that area and found LLL to be a wonderful support network where I made many enduring friendships. In July 2000, becoming a Leader seemed a natural progression for me, but little did I know what an impact it would have on my life.

The LAD and Communication Skills both intrigued me, but it was the local ladies of the LAD who really worked to recruit me, and I finally said yes in April of 2003. That same year I attended my first LLLI Conference, and if I wasn't hooked quite yet, that experience sealed the deal. Since that time I have served as an ACLA, a CLA for three Areas, and a RALA for the past five years. I truly love being a part of the LAD and feel honored to work with so many kind, caring, intelligent, and dedicated women. One of my favorite things about LAD work is getting to know the Leaders, Applicants, and mothers, hearing their stories, and having the opportunity to support them as they strive to support other mothers and babies.

My husband Lynn Stork and I share our home in Greece, New York, USA, with our two daughters, Rachael Elizabeth (born October 19, 1998) and Lauren Margaret (born March 12, 2001), and our cats Piccolo and Friskie. Lynn works at the University of Rochester as the Event Support Manager for the main campus and enjoys working with a mostly student staff. Rachael is a lovely, intelligent 7th grader, and Lauren is a bright, spunky 5th grader. The cats keep me company during the day when I am home. When I'm not at home you might find me at one of many activities, both paid and unpaid. I am a voracious reader with a penchant for mysteries and good fiction, but have been known to read just about anything. My interests include history, politics, the arts and theatre. Working for the local Wardrobe Union, occasionally helping with touring Broadway shows, is one of my favorite things that I get paid to do.

Recently I came across this quote, which really resonated with me and embodies for me the work that I do as an administrator, a Leader, and most importantly a mother.

“Leaders become great, not because of their power, but because of their ability to empower others.” — John C. Maxwell
LAD Promenade

Congratulations on your appointment!

Sally Allison  ALA, Alliance, USA
Laura Austin   ACLA, Washington, USA
Benaifer Bhandari  ALA, Great Britain
Rebecca Carroll  ACLA, Missouri, USA
Vicki Cluley  CLA, Texas, USA
Allison Eddyblouin  ACLA, Maine-New Hampshire, USA
Robin Fitzgerald-Jones  ACLA, Garden State, USA
Charlene McCoy  ACLA, Ohio, USA
Kristin McFetters  ACLA, Missouri, USA
Deb Pladsen  ACLA, Minnesota-Dakotas, USA
Ute Rath  CLA, Germany
Gabriela Rodriguez  ACLA, Switzerland
Natacha Six  ACLA, France
Beverly Steiger  CLA, Connecticut, USA
Karen Urick  ACLA, GeoMOKAN, USA

It seems like yesterday that LAD Council members started a new LAD magazine in 2010. We are already nearing the end of the year 2011 and this is the seventh edition of LADders! Each issue is based on submissions from LAD representatives worldwide. We are grateful for the contributions. The new LAD resource, LLL Philosophy Notebook, is one of the achievements illustrating the magnificent coordination and solid support network of LAD International.

Please send your article ideas, submissions, and suggestions to us at LADdersmail@gmail.com so that we can learn from one another. Thank you for your valuable work in this department. We look forward to working further with you.

LAD Council

LADders is a publication by LAD representatives for LAD representatives, designed to offer LAD representatives a place to share information and experiences. © LAD Council 2011