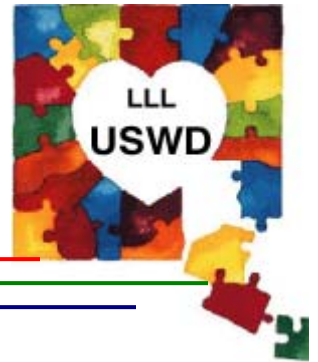


USWD eCONNECT

La Leche League US Western Division
Forming Connections Leader to Leader

Issue 2



Stepping Back To Gain Perspective

My oldest son is an art major and his girlfriend is studying linguistics. They each took traveling college classes this summer as they trekked through Bolivia and Peru for a couple of months. Tyler sent several emails updating their journey along the way and I was struck by one of his messages. He is there for an art history class to study ancient ruins and wrote enthusiastically about the magnificent statues and mosaics. He said he was moved by the power of the work and intrigued by the use of vivid colors, intricate designs, and the sheer enormity of many of the pieces.



Bolivian Mosaic

Tyler loved the mosaics. He realized that, as he moved closer, he could see only the lines between the pieces. He could no longer see the whole picture that, just a moment before, was so clear. The more time he spent studying a particular mosaic, the more he focused on the lines, rather than the work itself, and lost the picture in the process. Seen

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close up, the mosaics became just color and pieces of tiles that were disconnected and no longer made sense. He said that it wasn't until he stepped back that he again felt the power of the artwork.

I couldn't help but smile. This reminded me of what often happens when I lose sight of purpose and what matters. It's not that I think the details or "lines" are unimportant, since I know it's the "lines" that holds the picture together, it's just that there is a danger of the picture becoming distorted or missed altogether when I don't remember to step back for perspective.

Step back and the picture reappears-- intriguing isn't it? Perhaps when we're soooo close to the problem, soooo close to the people, soooo close to life itself -- sometimes we just can't see the whole picture. I think we often forget to stop and ask why we do what do, why it's important and if it is necessary. From time to time I find it's worthwhile to take a moment and retreat a back a bit and regain perspective -- balancing the details of the work and the bigger picture.



Ty and Shuntelle at Machu Picchu

When we step back, clarity suddenly leaps out of the picture and seemingly unconnected people, places and possibilities now seem inexplicably connected! I think the LLLI Conference and International Mastery Symposium are a great reminder of this. We all do a great job focusing on the work we do

within our local community, Area, Division and Affiliate. What we might be more mindful of is whether that focus also includes how we see all Leaders as part of the greater whole - La Leche League International. When we step back from our daily work we can see the bigger LLL picture and how together Leaders make a difference world-wide.

In how many ways can we each step back today, this week, or even the rest of our journey? LOTS!! Stepping back allows the lines and the picture to become one again.

Here's to stepping back and appreciating the power of having the whole picture in view!



Announcing "AskUSWD"

In an effort to make communication with us easier, the USWD staff has set up two new ways to reach us.

First, there is a Community Network discussion, AskUSWD. Find it by going to the CN and searching for AskUSWD. (We are not publishing the address of the CN for security reasons. If you need to know how to access the CN, ask another Leader, or on your Area e-list, or your ADCs, or email community@llli.org.)

You can also reach us on AIM. Use the name AskUSWD to chat with us online. Times will vary, but to start, look for us on Wednesday mornings.

Also, feel free to contact any of us by phone, or ask for us to call you. You'll find the current USWD staff directory at <http://www.lllusa.org/admin/USWDdirectory.html>. (You will need a password for this; if you don't have it, contact your ADCs.)



LLLI Policies for USWD Agreements

Over the last several years, based on the LLLI Board's vision for LLL to become a more distributed organization, many changes have taken place throughout USWD. We've been trying to be less bureaucratic, while strongly conforming to the key lessons learned by LLLI Leaders over the last half century:

- don't mix causes,
- let moms make their own decisions,
- stay focused on mother-to-mother support,
- and it's all about mothers and babies...

We are looking for your help in continuing to learn as a community for the next half century as we work together and support each other, Leader-to-Leader.

The attached document is an explicit expression of LLLI's policies for USWD. Briefly summarized, this document explains:

1. Expectations of all USWD Leaders
2. What it takes to be recognized as a USWD Area, and the accompanying responsibilities
3. The definition of USWD, its responsibilities, and its governing procedures

It's important to note that these changes are really about being explicit about how we work and connect right now. There will be no huge shift or major upheaval and some may even find these changes to be somewhat anticlimactic and wonder what all the fuss is about.

While we've tried to use fairly precise language in the attached policies, our intention is to make things simple and straight-forward. Please don't use your "read between the lines" glasses on this. Use your "common sense" glasses, or better yet, your "how is this going to help me help mothers and babies?" glasses in interpreting what the statements mean. We're hoping that this document will make things simpler rather than more complex or burdensome.

There is one term that might look sort of jargon-ish, and might benefit from a little clarification. When we use the term "mutual accountability" in these policies, we mean that a collection of Leaders are vouching for each other that whatever they agreed to do, such as meeting LLLI policies, they are actually doing. We are not particularly concerned how they figure that out, just

that they are comfortable vouching for each other. We assume that all current USWD Areas are in this state of mutual accountability, at least with those Leaders who are up-to-date with their reports and dues.

There is one "change" that should be highlighted. The LLLI Board has been moving toward this "change" for a couple of years and that is the fact that Leaders have the right to choose the Area they report through. All Leaders everywhere must operate under the same basic policies and expectations set by the LLLI Board, including the importance of communicating and coordinating with each other no matter which Area or Division in which we find ourselves. We are one set of Leaders helping mothers worldwide, and all of the other distinctions are mostly a matter of administrative convenience. While there are some legal differences country by country, and smaller ones state by state, they shrink in comparison to what we have in common as Leaders.

Leaders will have the options listed below as to where they might connect, and while the responsibilities and parameters differ with each of these choices, all Leaders will be mutually accountable to each other, where they connect and to the organization as a whole. Leaders can:

- Remain connected within the geographical USWD Area they live
- Connect with another established USWD Area
- Connect with an Accountability area like Heartland
- Connect with another Division/Affiliate
- Join at least 20 other Leaders to form a new recognized USWD Area
- Join at least 20 other Leaders to form a new Accountability area

which links to the Area
Accountability Network (AAN)

We're guessing that there are relatively few places in the USWD where Leaders would want to go through the steps of creating a new Area for themselves, but we want to make sure it's possible if they feel they have a reason, and are willing to vouch for each other. There will be lots of learning to do in those places where Leaders do make that choice. We'll need to be patient with each other, and find the ways to make things work.

Hedy Nuriel, Executive Director, and the LLLI Board of Directors have seen this document and it has their support.

We appreciate and welcome your comments and thoughts, so that we may clarify any points that are unclear. Please contact any staff member - we look forward to learning and sharing together!

We're hoping that creating opportunities for Leaders to connect in different ways - geographic and non-geographic locations, common interests or hobbies, age, family situations, ethnic or religious similarities, projects or events, friendship - will open up even more possibilities for Leaders to feel a sense of camaraderie, support, and trust for each other as we serve the mission of helping breastfeeding mothers and babies.

☺☺

IMS 2005: Open to the Possibilities

(More pictures can be found in the online version of eCONNECT at www.lllusa.org/USWD/ECONNECT)

The LLLI Conference gives us many tools we can use in our support of mothers and babies, but as Leaders, we often seek inspiration for our Leader-to-Leader contact. Working together effectively, handling conflict, finances, outreach, leadership development, learning styles, and time management are all topics discussed at events like TEAM and the International Mastery Symposium (IMS).

In past years, these gatherings have been tailored to administrators and Area Department Coordinators. Starting with TEAM 2004, the LLL U.S. Western Division (USWD) welcomed all Leaders to participate, as these are learning opportunities that benefit all attendees working with others within the context of a volunteer breastfeeding support organization.



Ballroom full of Leaders

In Washington, D.C., IMS began on Wednesday evening, June 29, 2005, with a Resource Fair where Areas, Divisions, and Affiliates shared examples of resource materials they use in their communities. We saw breastfeeding-support brochures in many languages, aimed at different cultures, a fascinating learning opportunity.

Some Leaders brought table-top displays showing how they worked with Leader Applicants, from special forms to carefully organized notebooks that Applicants could continue to use after being accredited as Leaders. Some Areas posted screen shots from their web sites. The USWD passed out buttons that said, “Be the vision you want to see,” and brought their Resource Library for Leaders to browse or check out. Staff members were available to talk with anyone throughout the week of the conference.



Deciding which sessions to attend

Thursday, June 30, was the first complete day of IMS--a global event held in the Ballroom with attendees from all Divisions and Affiliates.

Utilizing a “town hall meeting” format called Open Space, facilitators Christine Whitney Sanchez and Claudia Haack explained the format for the day and announced the topic: "How can we learn from each other around the world to enhance our leadership and administrative skills?"

Almost immediately, Leaders came to the center of the circle and wrote their ideas (and their names) on a large sheet of paper, took it to the microphone, and one-by-one, announced session topics and descriptions that they were proposing in relation to the above question.

After each Leader announced her session, she chose a meeting room and

time slot from the grid of available spaces and hung it on the wall under the general session time.

Leaders who were not suggesting sessions listened to the choices available, and some kept a list of all the topics while others jotted down only the ones that sounded interesting to them. By the time everyone had shared their topics, we had some 46 sessions on the Marketplace wall. Additional meeting spaces were still available on the grid, but Leaders were eager to pick the ones they wanted to attend and get moving!

Christine and Claudia encouraged Leaders to come up to the wall and view the sessions up close. Negotiation occurred when someone wanted to attend two topics scheduled in the same time slot. If the other organizer agreed, they could change time slots or even combine similar topics.

Once these small changes were made, participants wrote their names on the session titles posted and made note of the locations for each.

Session Leaders received a packet with forms to record who attended and what was discussed, as well as additional paper for posting key ideas on the big sticky wall after the session was over. Schedules in hand, everyone was off to their meeting rooms.

There are a few principles to Open Space that are worth mentioning:

1. Whoever comes are the right people.
2. Whatever happens is the only thing that could have happened.
3. Whenever it starts is the right time.
4. When it's over, it's over.

And The Law of Two Feet—if you're not learning or contributing, take your two feet and go somewhere else. This gives every participant permission to get

up and leave a session if she feels like it's not what she wanted to talk about, or if there is another fascinating topic that can't be missed happening during the same time slot. Some people are bumblebees that like to keep moving and visiting different sessions, cross-pollinating ideas as they go, and some people are butterflies, enjoying more quiet time and solitude in order to process their thoughts. Both are welcome at Open Space events.

Over the rest of the day, Leaders attended the sessions they had created and signed up for, and after completing a topic, the note-taker for the session would return to post the highlights on the wall and type up her notes on the computers set up in the Ballroom. If someone didn't want to type or needed help entering data, staff members assisted with the process and then transferred the documents to the web site being set up for IMS. By the end of the day, session reports had been uploaded to the LLLUSA web site so they were accessible to all attendees and Leaders throughout LLL. If you want to check them out, see <http://www.lllusa.org/USWD/IMS2005>.



Information fills the sticky wall

Session reports were also printed out and posted around the room for participants to read during their breaks. At the end of the day, Christine and Claudia invited Leaders to review the now crowded sticky wall and write their names on any action points that they were personally interested in following up. Open Space can be used for

generating ideas and enthusiasm for the work, or for targeting a specific plan of action. At the end of the day, Cindy Garrison, EUS Division Director, thanked Leaders for attending and sharing their ideas and passion for LLL.

Friday, July 1, was Department Day, with each department organizing their activities, sometimes alone, sometimes in conjunction with another Division or even another Department. For instance, the USWD Publications Department met with the International Publications ALLEs, and the EUS Publications Department joined them for part of the day. This made for a little confusion in trying to find the right meeting rooms! The benefit was that we shared lots of information and the perspective from other parts of the LLL world was so welcome. Some of the ideas offered were new to Leaders in another Area or Division, and this was a great atmosphere to be able to consider new ways of doing department-oriented work. Read reports of each Department's gathering at <http://www.lllusa.org/USWD/IMS2005>.

Discussions have already begun for IMS 2007. Would you like to have a say in how the event is planned? Here are some questions to think about and respond to:

If you have ever attended an IMS, what have you valued most about the IMS sessions you have attended previously? What makes it important for you to attend IMS in 2007?

Looking ahead, if you had a blank slate on which to plan an international gathering of Leaders, what would you like to see?

What would make the gathering most important and valuable to you and the Group, Department, or Area you represent?

What would give you the most value for your money, time and effort to attend?

What structure or use of time or speakers or learning opportunity would

make it so inviting that you couldn't imagine not being there?

Please share your thoughts! Send them to Barbara Emanuel at
BEmanuel@Illli.org



Introducing Events Workgroup

Introducing USWD Staff members, and the work they do to support Leaders in our Division. This month we feature the Events Workgroup: Patricia DuBray and Anne Hutton.

Skidding in Broadside – Patricia DuBray

My personal philosophy is “Life is an Adventure.” A quotation above my computer states...



“Life should not be a journey to the grave with the intention of arriving safely in a pretty and well preserved body, BUT rather to skid in broadside, thoroughly used up, totally worn out, and loudly proclaiming, ‘WOW! What a ride!’” Breastfeeding began this way for me. My husband Dan and I were excited about the birth of our oldest son, Cameron. Cameron surprised us and arrived 10 days prior to his due date, small and somewhat compromised. What an adventure! Breastfeeding was difficult at best and I was put in contact with a La Leche League Leader/Lactation Consultant 4 days post partum. We struggled and muddled thru the first 6 weeks and used, I believe, every aid product available on the market at that time. I was committed to breastfeeding from the start and that sustained both Cameron and me. Over time Cameron did learn to breastfeed and I am happy to report the adventures with him are at an all time high.

Cameron is now 17 years old and enjoying his senior year in high school.

My other two children brought just as many adventures. Taylor, now age 13, and Mackenzie, age 10, arrived even earlier at 35 weeks gestation. They were small and breastfeeding came no easier for them than for Cameron. Lucky for me I had resources and had been attending meetings since Cameron was 6 months old. I have loved LLL from the start and was thrilled to be asked to consider becoming a Leader. It was a labor intensive project as writing is not my strong suit. The adventure of writing had a great incentive and that was the desire I had to return some of the support and encouragement I had received when struggling to breastfeed my babies. I became a Leader prior to Taylor’s birth in October of 1992. Taylor’s birth went swifter than expected - he was born in the car on the way to the hospital (now that is an adventure!).

Mackenzie brought the unique adventure as my only girl. Life is rich when one has children and the composition of our family surely did not disappoint. I loved being a mom, and supporting moms in their breastfeeding. As soon as I was eligible and prior to Mackenzie’s birth, I sat for the IBCLC Exam. I passed the test and have been supporting mothers nurturing their children at breast for the past eleven years.

Somehow in the busy schedule of a home business and raising a family, I managed to become involved in conference work for LLL, local lactation consultant associations and church events. I enjoy the challenge and energy of planning events, which are always a new adventure!

Just as life may have been stabilizing, our family began another adventure. Three years ago, as a family we choose to support Dan's decision to return to school for a doctorate in Education. He teaches Communication Classes in our local community college only 6 miles from our home. He loves teaching and calls me often from his office stating "don't tell anyone but they pay me to do a job I would easily do for free". The long hours away from home have recently paid off as Dan has completed his doctorate program, and now as a nutty professor has more career opportunities. I can look back at that adventure now and say it was worth it. 6 months ago we were "... skidding in broadside and thoroughly worn out."

Currently my adventures include leading a monthly LLL meeting and being part of the staff of USWD. Anne Hutton and I share the Events Workgroup. I enjoy working with the events team at conferences and meeting with Area Coordinators of Events in our division. I encourage any contact by phone or email and enjoy the personal connections we share.

To add to the adventure, I homeschool 2 of my 3 children, which, trust me, is a wild ride, yet rewarding in the time that I am able to spend and learn with them. I love to read and travel. We are currently planning adventures in 2006 to Florida for a few weeks and Spain for 6 months where Dan will be teaching for a semester. I look forward to attending LLL meetings and events while we live in Spain. I feel that the true adventure

will be learning conversational Spanish in the next 12 months so that I have no unplanned adventures while looking for "el bano" along with other necessities in daily living.

Living in another country and culture will be a journey with skids and bumps, yet I'll keep you posted on where the ride takes me. Like working with USWD, I'm sure that the adventure will be worthwhile, and I'll be proclaiming, "Wow! What a ride!"

The Long and Winding Road – Anne Hutton

Like many, my path to motherhood and LLL leadership was not a straight one. I grew up on Long Island, NY and couldn't wait for an opportunity to see the world beyond. I left home for college at Rice University in Houston, where I dabbled in Architecture and Engineering and a few more subjects before graduating with an English and Art History degree. I worked for a few years for a not-for-profit educational group, then joined Andersen Consulting as a management consultant overseeing large computer systems implementations and change programs. The job gave me the chance to rack up many frequent flyer miles and learn to live out of a suitcase.



I had met my husband in college. We dated for seven years before marrying and waited only six more to start a family. And I've been pregnant/nursing ever since. I am now full-time mom to Eric (10), Craig (7), Ryan (4), Sarah (2), and baby David Riley (5 months). It's been a great ride.

With my oldest I was involved in two different LLL Groups in Houston. My husband was then transferred to the Boston area, where my second son was

born and I became accredited as an LLL Leader. I actually signed my Letter of Commitment in September 1999, on the day we moved back to Houston. I now co-lead a large and active group in Central Houston.

In 2001 I took the ACE position for Texas, and coordinated our Area Conference in 2002 in Houston and our 2004 event in San Antonio. I found the ACE position appealed to my desire for more challenge and to use many of the skills I had acquired in my consulting days. After completing my term I was approached by Elizabeth White and Patricia DuBray about joining the USWD Events Department Workgroup. I was interested in helping other ACEs, but I had thought that all USWD positions required traveling. With four young children (David Riley being a later surprise), traveling – even to the LLLI Conference – was not an option for me. Elizabeth and Patricia assured me that the USWD could use whatever

help I could provide, so I jumped at the opportunity.

My strengths as ACE were in project management and financial control. As such, I have been the primary contact for ACEs needing facility contract and budget reviews. I work best via e-mail (no surprise, with the noise level at our house) and also have been working to provide better online resources for ACEs. I am currently working to establish our USWD-ACEs email list and library on the LLL Community Network.

So, while it's been a winding road to get where I am today, I am very happy to have found my "path" with LLL. As my children grow, I look forward to finding time to meet other USWD Leaders at future LLL events. It's always fun to "cross paths" with other Leaders! ☺☺

Western Roundup

Colorado/Wyoming has a new Area Logo. An Area member created a few designs, the Leaders in the Area voted and this is the one they picked. The Area



had pins made and sold some at the LLLI Conference.

Colorado/Wyoming held an Area Conference October 14-16 in Lakewood, Colorado, featuring Dr. Peter Hartmann, Elizabeth Pantley and Dr. Harvey Karp.

The Area is happy to announce the appointment of a new Area Publications Coordinator (similar to an Area

Communications Coordinator (ACC) in most Areas). Her name is Monique Holmes; some of you may have heard of Monique because she also recently became an ACLA. Everyone is excited to have her as a member of the TEAM!

Arizona held their Area Conference on Sep.9-11. The registration fee included a mini-Conference which was held on Friday evening. Special conference guests included Hedy Nuriel, Barbara Emanuel, Barbara Wilson-Clay and Diana West. Barbara Wilson-Clay and Diana West also presented to professionals on Friday. The weekend concluded with Leader's Day on Sunday. ☺☺

Another exciting thing going on in Arizona is the Leaders Helping Leaders program. Through anonymous donations from Groups, Leaders and Groups in need can get help to pay their LLLI Leader dues, Area Affiliation Fees, or Group Dues. Money transfers are coordinated by the Area Coordinator of Leaders (ACL) and the Area Finance Coordinator (AFC). Participants are asked to not share that they are participating, either as donors or receivers, to protect the anonymity of the program. So far, two Leaders and three Groups have benefited from this program.

Five of the six Arizona ADCs traveled to Washington, D.C. for the LLLI Conference in July. They attended IMS as well and had a great time, coming back home full of information and enthusiasm to share with other Arizona Leaders.

LLL of **Northern California and Hawaii** held their Area Conference October 7-9. Everyone enjoyed meeting Leaders from northern Nevada, who have been incorporated into the Area. The theme of the conference was "Essential Pieces: A Breastfeeding and Parenting Conference for Families and Health Care Professionals."

"Booking Peter Hartmann, noted researcher from Australia, is an exciting piece of the conference," wrote Shana Brown, Area Communications Coordinator (ACC). "At first, it seemed that paying for airfare from Peter's home in Australia would price him out of our league. But an ingenious idea from our Area Professional Liaison (APL), Mary Marine, allowed this dream to become a reality. Working carefully with LLL of Colorado/Wyoming and LLL of Oregon, we were able to book Dr. Hartmann for our conference weekend and the other Areas were able to book him on

consecutive days or weeks, allowing us to share airfare costs. It seemed to be a winning situation for everyone involved, but especially for our conference attendees who were eager to hear Dr. Hartmann's revolutionary research on lactation and anatomy. Since this collaboration proved so beneficial, we'll look for ways to share costs and resources with other Areas in the future."

In **Arkansas/Oklahoma**, several Oklahoma City metro Groups held successful baby fairs this past summer to publicize LLL and promote breastfeeding! Six Area Leaders attended the LLLI Conference in Washington, D.C., and the Area held a Leader Retreat September 17th in Rogers, Arkansas. Arkansas and Oklahoma have some tremendously talented and dedicated Leaders!

Montana Leaders enjoyed a statewide fall workshop in Missoula on October 1st.

"It is always fun to get together and hear about what is going on with other Groups from around the state, says LeeAnn Swain, ACL. "Our spring workshop last May was a great success because the host Leaders in Billings arranged for a fun and free family tour of Zoo Montana while Leaders attended workshop sessions at the zoo facilities. Even the dads were excited to attend this workshop!

"While we started late, LLL of Montana hopes to have World Breastfeeding Week Celebration participation. Each of the nine Montana Groups received a donation calendar geared towards breastfeeding experiences, with donation suggestions for each day. The original idea came to us from the USWD staff, and we tweaked it to make it more applicable to Montana. We hope this will be a fun and easy fundraiser!"

“**Indiana** is in a state of flux and re-growth,” writes ACL Susan Para. “We had a wonderful Spring Area Conference but it came with a big financial set back. Because of this, we will focus on re-growing Groups and getting back to basics at our upcoming Fall Retreat and next Spring’s workshops. We currently have 4 ADC positions filled and many Area Council positions remain open. Fortunately, several Leaders have helped fill in the gaps by attending Area Council Team meetings and taking on certain specific tasks until the positions can be filled. Despite some difficult circumstances of late, Indiana is excited about our future and finding new ways to work as an Area, such as putting the next Area Leaders’ Letter on line, rather than mailing it, to save money.”

Minnesota/Dakotas – “Babies Were Born to Be Breastfed.” Thousands of people read this straightforward message on ads that appeared around the Twin Cities (Minneapolis and St. Paul) in the summer and fall of 2005. Developed by the Ad Council in conjunction with the Department of Health and Human Services’ Office on Women’s Health, these black and white ads are part of the National Breastfeeding Awareness Campaign,

first launched in June 2004.



La Leche League of Minnesota and the Dakotas donated outreach funds as well as a matching

grant to help encourage donations by others in La Leche League and the breastfeeding community to pay the posting fees for the free ads. The ads, like the one in the photo, have a black

background with Babies Were Born to Be Breastfed printed in white type.

Enough money was raised to pay the posting fees for five bus shelter ads, forty-five 11- by 28-inch bus interior cards, and two billboards. Much to our surprise, however, the advertising companies each upped the number of ads placed for no extra charge, giving the campaign a much larger exposure.

LLL of **Idaho** welcomed new co-ACLs Nicole Deroin and Debbie Frost, who started their term on September 1st.

Several **Wisconsin** Groups held very successful World Breastfeeding Week Celebrations. In Green Bay, over 60 people participated this year. Leaders Lissa Sieltz and Carrie Wright feel that a few things contributed to their success. “Our breastfeeding coalition always organizes our walk and the people in the coalition have a tremendous amount of drive and energy, so the walk is very well thought out and publicized. This year two of our local hospitals donated a billboard each, and then the breastfeeding coalition had a cutest breastfed baby contest at our local Farmer’s Market. The winner received a photo session with a photographer (La Leche League Leader Mindy Frank with Focus Photography!). One of those pictures was picked as the photo for the breastfeeding billboard, which reads: ‘A Breastfeeding Success in Brown County!’ A small poster listing all the contests was handed out and that helped encourage families to attend. This is also our fourth or fifth year of doing it at our local Farmer’s Market and more people know about it. We always receive a lot of positive support from shoppers at the Market.”

The Neenah-Menasha Group, along with the Appleton Group held a very successful World Walk for Breastfeeding on August 7th, with over

100 people in attendance. They held a "child-sized" walk around Riverside Park in Neenah, for which the children had collected pledges in advance. Everyone then shared a picnic lunch provided by Subway and Atlanta Bread Company, while the children enjoyed face-painting and organized games. This year's silent auction was huge, with

donations from local photographers, museums, and martial arts studios, plus donations from Medela, Motherwear, and Bravado. So far the Groups have raised over \$2000!!!! They plan to use the funds to support Leader education, and to launch a new publicity campaign aimed at health care providers and new moms in the area. ❧❧

Liability Insurance -- Questions & Answers

Alper Services, LLC
www.AlperServices.com

Leaders who attended IMS this past July had the opportunity to meet with a representative from Alper Services, LLC, the company that carries our liability insurance. A handout that answered some frequently asked questions was made available; what follows are parts of this document that are likely to be of interest to all LLL Leaders.

Insurance Definitions

Who is an Insured? Any Principal, Officer, Director, Member, Employee or Volunteer, (including any temporary, leased, or retired personnel) but only while acting on behalf of La Leche League International.

What Professional Services are Insured? The performance of providing education, information and support services through seminars, conferences and workshops, the Internet, and the 1-800 help line regarding breastfeeding.

What does the Professional Services insurance cover? All sums La Leche League International (LLLI) becomes obligated to pay as damages from claims made against LLLI for which they are legally liable (excluding "bodily injury" or "property damage").

What does the General Liability insurance cover? All sums La Leche League International (LLLI) becomes legally obligated to pay as damages because of "bodily injury" or "property damage" (excluding any medical malpractice or professional services).

Personal Liability Insurance - What does the insurance cover?

All sums (including legal defense costs) LLLI becomes obligated to pay as damages from claims made against LLLI for which they are legally liable. (Basically, if the law says LLLI is responsible, your insurance will cover it.)

Does the insurance cover malpractice? No – your policy specifically excludes claims based upon or arising from any medical malpractice, including, but not limited to, the rendering or failure to render medical professional services.

Does the insurance cover harm to mother or baby? Possibly; the Professional Services insurance covers all sums La Leche League International (LLLI) becomes obligated to pay as damages from claims made against LLLI for which they are legally

liable (excluding “bodily injury” or “property damage”) and the General Liability insurance covers all sums LLLI becomes legally obligated to pay as damages because of “bodily injury” or “property damage” (excluding any medical malpractice or professional services).

Does the insurance cover misinformation that leads to harm? Yes, but only with respect to professional services. Your policy would cover all sums LLLI becomes obligated to pay as damages from claims made against LLLI for which they are legally liable.

Does the insurance cover failing to have a meeting or return a call? Your policy would cover all sums LLLI becomes obligated to pay as damages from claims made against LLLI for which they are legally liable.

Does the insurance cover defamation of character? Yes, your policy has coverage to personal injury, which covers all sums that LLLI becomes obligated to pay due to libel, slander, emotional distress, or humiliation that results in injury to the feelings or reputation of a natural person.

Does the insurance cover assault/battery? Yes, your policy has coverage for all sums LLLI becomes legally obligated to pay as damages because of “bodily injury” or “property damage” (excluding any medical malpractice or professional services).

What does the personal liability insurance cover? It used to say something about using LLL materials but the LEADER’S HANDBOOK and other materials now “allow” us to use non-LLL sources of information if they are consistent with LLL information and philosophy. Your policy covers the performance of providing education, information and support services through seminars, conferences and workshops. It also includes offering information via Internet Services, Internet Media Liability Services and 1-800 help line regarding breastfeeding.

When LLLI insures its Leaders, the organization is vouching for the information that the Leader has at her disposal. If Leaders do not automatically receive the latest information sheets, we have no way of guaranteeing that they have this information. Therefore, we cannot say that all Leaders have all the latest information to use in helping mothers and this leaves us liable. Could this be a problem? What about Leaders in other countries? The policy covers the performance of providing education, information and support services through seminars, conferences, workshops, the internet and the 1-800 line regarding breastfeeding. Your coverage is worldwide (except in countries where foreign insurance is not allowed), so coverage will not be affected in foreign countries.

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Is a Leader covered by professional liability insurance in the following situations?

- ✦ **Leader doing work for LLL that is not specifically described in any of our publications. Would it make a difference if an agreement was in place between the Leader/s and another part of LLL? (Background: We encourage Leaders to develop their own LLL project. Do we incur any risk or insurance liability by this?)** Your policy covers all sums La Leche League International (LLLLI) becomes obligated to pay as damages from claims made against LLLI for which they are legally liable (excluding “bodily injury” or “property damage”). Note: LLLI would not be covered if they sue the individual Leaders (and vice versa) as Cross Liability Suits are excluded.

- ✦ **Leader receiving payment from a non-LLL body (commercial or charitable or public health ...) for one-to-one breastfeeding help with mothers – the same type of work that she normally does as a volunteer with LLL.** No. The policy covers any Principal, Officer, Director, Member, Employee or Volunteer, (including any temporary, leased, or retired personnel) but only while acting on behalf of La Leche League International.
- ✦ **Leader receiving payment for teaching a class or giving a talk (about LLL topics), using her LLL Leader title.** Yes. The policy covers any Principal, Officer, Director, Member, Employee or Volunteer, (including any temporary, leased, or retired personnel) but only while acting on behalf of La Leche League International.
- ✦ **Leader being paid to do other work for LLL – such as translations, legal work (if this is her expertise as well as being a Leader).** Yes, but only with respect to professional services (The performance of providing education, information and support services through seminars, conferences and workshops. Also including offering information via Internet Services, Internet Media Liability Services and 1-800 help line regarding breast-feeding.). The policy covers any Principal, Officer, Director, Member, Employee or Volunteer, (including any temporary, leased, or retired personnel) but only while acting on behalf of La Leche League International.
- ✦ **Leader who is doing voluntary work for another organization, as an LLL Leader – such as a birth center or volunteering in a hospital.** Yes, but only with respect to professional services. (The performance of providing education, information and support services through seminars, conferences and workshops. Also including offering information via Internet Services, Internet Media Liability Services and 1-800 help line regarding breast-feeding.) The policy covers any Principal, Officer, Director, Member, Employee or Volunteer, (including any temporary, leased, or retired personnel) but only while acting on behalf of La Leche League International. Your policy would cover all sums LLLI becomes obligated to pay as damages from claims made against LLLI for which they are legally liable.
- ✦ **Leader (because she is a Leader) asked to speak at a conference and is paid an honorarium. Is she still covered by LLLI insurance, and what is the status of her talk at that event – if she gave wrong information, for example?** Yes, but only with respect to professional services. (The performance of providing education, information and support services through seminars, conferences and workshops. Also including offering information via Internet Services, Internet Media Liability Services and 1-800 help line regarding breast-feeding.). The policy covers any Principal, Officer, Director, Member, Employee or Volunteer, (including any temporary, leased, or retired personnel) but only while acting on behalf of La Leche League International. Your policy would cover all sums LLLI becomes obligated to pay as damages from claims made against LLLI for which they are legally liable.
- ✦ **If a Leader works with a group of others (e.g. health professionals) on a project that relates to LLLI through a set of agreements, she is presumably covered by the LLLI insurance for her work on that project. What about the other participants? Are they covered in any way?** Yes, but only with respect to professional services. (The performance of providing education, information and support services through seminars, conferences and workshops. Also including offering information via Internet Services, Internet Media Liability Services and 1-800 help line regarding breast-feeding.). The policy covers any Principal, Officer, Director, Member, Employee or Volunteer, (including any temporary, leased, or retired personnel) but only while acting on behalf of La Leche League International.

Your policy would cover all sums LLLI becomes obligated to pay as damages from claims made against LLLI for which they are legally liable.

Volunteers

- ✦ **Are any other people doing voluntary work for LLL covered by the policy? (e.g. office helpers, translators, members who do Group jobs such as Treasurer for the local Group, or help with PR nationally or locally, health professionals who advise LLL internationally, or locally ...)** Yes, but only with respect to professional services. (The performance of providing education, information and support services through seminars, conferences and workshops. Also including offering information via Internet Services, Internet Media Liability Services and 1-800 help line regarding breast-feeding.) The policy covers any Principal, Officer, Director, Member, Employee or Volunteer, (including any temporary, leased, or retired personnel) but only while acting on behalf of La Leche League International.
- ✦ **Leader doing a home visit to a mother in her Leader role – what does the insurance cover? Accidents, emergencies, assault? Accusation of harming a child?** The Professional Services insurance covers all sums La Leche League International (LLLI) becomes obligated to pay as damages from claims made against LLLI for which they are legally liable (excluding “bodily injury” or “property damage.”) The General Liability insurance covers all sums La Leche League International (LLLI) becomes legally obligated to pay as damages because of “bodily injury” or “property damage” (excluding any medical malpractice or professional services.)
- ✦ **What about speakers at LLLI or local LLL events – if the information they give turns out to be inaccurate or harmful, is LLLI liable for any harm deriving from it? (This would influence whether outlines need to be checked by LLL ahead of time.)** Yes, your policy would cover all sums LLLI becomes obligated to pay as damages from claims made against LLLI for which they are legally liable.

Meetings

- ✦ **What coverage is there for LLL meetings (Group, District, Area, Regional, Affiliate, Division, etc.)? Is damage to people and property covered internationally?** Your General Liability policy (both US and foreign) will cover all sums for any bodily injury or property damage should LLLI be determined liable.
- ✦ **Is there any limit on the number of meetings covered in any specific period of time? For example, if every Group is covered for their normal Series Meeting and an Evaluation Meeting every month, and they decide to hold a Toddler Meeting as well, do they need to apply for extra cover?** There is no limitation. Your policy would cover all sums LLLI becomes obligated to pay as damages from claims made against LLLI for which they are legally liable.