



# eConnect

Making Connections Leader to Leader

USWD Publication for USWD Leaders · Issue #9, June, 2008

**There is still time to register online for TEAM08, to be held in Phoenix, AZ, June 18-22. Registrations will also be accepted on-site.**

## Remembering Edwina

Edwina Froehlich, co-Founder of La Leche League International, passed away on June 8, 2008 at Northwest Community Hospital in Arlington Heights, Illinois, USA, after suffering a stroke on May 25. Edwina is survived by her three sons, three daughters-in-law and nine grandchildren as well as her many friends and the organization she helped found.

We will feature memories of Edwina in the next issue of eConnect.

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## What's Relevant? Who's Affected?

By Misty Dunn, California, in collaboration with assorted USWD Staff Members

As we move toward more distributed leadership, we have been talking about involving all relevant and affected parties in making decisions.

What do we mean by *relevant and affected* in La Leche League? While the phrase means more than the individual words, let's look first at the definitions of the individual words.

**Relevant**, by definition means:

- closely related to a matter under consideration;
- having some sensible or logical connection with something else, for example, a matter being discussed or investigated;
- having some bearing on or importance for real-world issues, present-day events, or the current state of society.

Some synonyms given are:

- ◆ pertinent
- ◆ applicable
- ◆ germane
- ◆ appropriate
- ◆ important

**Affected** is defined in this context as

- acted upon or influenced by something or somebody

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Synonyms given are:

- ◆ have an effect upon
- ◆ influence
- ◆ involve
- ◆ shape
- ◆ concern
- ◆ change
- ◆ impinge upon

So the relevant parties would be those who are closely related to the matter under consideration, who have a sensible or logical connection to the decision, some bearing on and knowledge of what is happening around the decision, those who have the responsibility for it and for the aftermath. That would include those who are designated to make the decision; who have some knowledge of the situation and circumstances involved; those who will be charged with carrying it out; and those who are responsible for dealing with the results.

Affected parties are those who will be influenced or may see notable change in their situation or ways of working as a result of the decision, change that would have a major effect on what they do or their ability to do their work.

When talking about people to include in decision-making discussions, we want to include those who are in *both* the above categories, not just one.

### **What about consultants?**

Sometimes a consultant is brought in to help make decisions, to offer broader or deeper information, or perhaps offer expert knowledge. Because a consultant doesn't have to work or live with the ongoing consequences after a decision is made, the recommendations s/he makes aren't relevant to the ongoing work and the decisions involved. Those who hire the consultant, those who are charged with the actual decision-making responsibility, are the ones who have to deal with the consequences later and are therefore relevant to the final decision.

Likewise, a committee created to give input to the Board of Directors is like a consultant (without the pay!). Committee members aren't relevant to the decision of whether or not to adopt the results of their work. They are, however, relevant to the decision of what and how to present to the Board. So a zone nominating committee is not relevant to the decision of whom the Board elects, but they're

relevant to the decision of who to present to the Board Nominating Committee. And the Board Nominating Committee is not relevant to the decision of who to elect to the Board, but they are relevant to the decision of who to present for election. Similarly, the Strategic Planning Committee is relevant to the decision of what plan to present to the Board, but not to the decision of what plan to adopt. That's policy; it's the Board's bailiwick and can't be delegated!

Thus, being distributed does not mean that everyone must be a part of every conversation and every decision. Who should make decisions depends on what *kind* of decision is being made and the impact of that decision. Not all decisions are equal; not everyone is relevant *and* affected. For instance, there are differences in making decisions about raising money for LLLI, which speakers to invite for an Area's Continuing Education (CE) Day/Health Care Professional (HCP) Seminars, or where a Group should hold its Series Meetings, etc.

### **Let's look at some examples.**

Who makes the decisions about selling bras, or whether to have another LLLI Conference? It may be surprising to hear that Leaders may be affected but they are not relevant to those kinds of decisions. For instance, when considering if a product can carry the LLLI brand--that is a decision for LLLI. It is written in the Bylaws that LLLI has the responsibility to make all decisions about the brand (how our logo and name are used) and is charged with responsibility for the budget; therefore, LLLI is the relevant and affected party to decide about selling bras or having another LLLI Conference. The LLLI BOD and the Executive Director (ED) know best by virtue of being informed and doing the fiscal work needed to know how the money needs to be spent--plus, they are charged with the responsibility. Thus, they are both relevant and affected parties in those kinds of decisions.

Let's look at some examples at the Area level. When making a decision about whether to have a CE Day and/or whom to invite as the speaker(s), Area Leaders would be invited into the discussions, and would then have a voice, that is, give their input, as affected parties of the decision. They would need to be consulted about what help they could offer. (And by volunteering, might become

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relevant parties.) However, the decision of whether to have a CE Day and/or who the speaker(s) would be would be made by the Area's decision-making body (in most Areas, that's likely to be the Area Department coordinators [ADCs]). They are the ones responsible for the Area budget. The Area Professional Liaison (APL) has an overview of the hot lactation topics and in-demand CE speakers, and the Area Coordinator of Events (ACE) and her committee would have information about past efforts and what kind of work might be involved. In consultation with Division/Network support people, ADCs have the information and the bigger picture of what needs to be considered when making those decisions, and those volunteering to help know what they are able and willing to do. So while Area Leaders would be affected and have input, only those Leaders who are members of the decision-making body are both affected and relevant.

Let's look at some examples involving Leaders locally. Who would make the decision about whether a Group could hold its Series Meetings in a baby store? There might be at least two scenarios to consider here. Because LLLI is the relevant and affected party for all decisions related to LLLI brand and image, if the store was part of an area or nation-wide franchise, the Area (in consultation with the Division/Network, as liaison for LLLI) would be involved in the decision. While the local store might seem very breastfeeding friendly, with no bottles or formula being promoted, other stores in the franchise might be less so and thus could be damaging to LLLI's image.

However, if this store were locally owned and operated, the Group Leaders could make the decision

as to whether to hold Series Meetings there. Since Leaders are responsible for the image of LLLI in what they do, this consideration would be part of their decision-making. In addition, the Leaders would want to consult with the DA or ACL for her insight of the "bigger picture," maybe ask the mothers attending the Group, and talk with other local Leaders because they might be affected. In the end, the local Group Leaders would be the relevant and affected parties making the decision of whether to meet at the locally owned store.

To recap, **affected parties**

- will be influenced by a decision;
- may see notable change in their situation or ways of working as a result of the decision;
- would realize a major effect on what they do or their ability to do their work.

**Relevant parties**

- are closely related to the matter under consideration;
- have a sensible or logical connection to the decision;
- have some bearing on and knowledge of what is happening around the decision;
- have the responsibility for the decision and for the aftermath.

It is desirable to share information and ask for input from those affected even if they are not relevant *and* affected for making the actual decision. Knowing who the relevant and affected parties are for each decision makes it easier for everyone concerned.



eConnect is a free publication of La Leche League US Western Division, designed to support, inform and connect USWD Leaders. Submissions to eConnect are always welcome, and may be submitted to any [USWD staff member](#), or to [Nancy March](#). Articles may be edited for length, clarity, and LLL journalistic guidelines. Copyright of articles and items printed in eConnect is assigned to LLL unless otherwise indicated.

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**Mother Support: Going for the Gold**  
**2008 LLL in the USA World Breastfeeding Week Celebrations**  
by Alice Barbieri

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Are you ready to celebrate?! Everything you need for that great yearly opportunity to raise breastfeeding awareness and funds for all levels of La Leche League is now available! The 2008 *LLL in the USA World Breastfeeding Week Celebrations* Web site is updated and ready for you!

<http://www.lllusa.org/wbw>

Access this Web site for FREE online registrations, all WBW Celebration forms, and a wealth of fund-raising and publicity ideas. Register yourself, your Group, Area, or organization for any and all World Breastfeeding Week celebrations.

Here are some of the highlights of this year's LLL in the USA World Breastfeeding Week Celebrations Web site features:

- LLL in the USA 2008 WBWC theme this year is the same as the World Alliance for Breastfeeding Action (WABA) - **Mother Support: Going for the Gold**. We have a different logo, one designed just for the USA!
- Rebates to Groups and Chapters: raise \$750 or more and receive a rebate of 5% to 10%.
- GUARANTEED first prize of a \$500 educational scholarship or a \$500 Amazon.com gift certificate to EVERY winner who raises \$2,000 or more.
- *Mothering* subscriptions if you raise \$250; Amazon gift certificates for higher levels.
- Simplified three-page Accounting/Evaluation/Prize Eligibility form with a section for credit card donations coming soon.
- Secure online donation site for your donors with WBWC paying the fees.
- Now there's a SEARCH function and Site Map on the [www.lllusa.org](http://www.lllusa.org) Web site to make it easier to find what you're looking for.
- A greater variety of Cafepress merchandise with the new **Mother Support: Going for the Gold** logo is available for purchase in large or small quantities. Visit <http://www.cafepress.com/lllusawbwc> Contact Debbie - [debbie.chapdelaine@comcast.net](mailto:debbie.chapdelaine@comcast.net) - if you'd like an item added that you don't see.
- See our ad in *Mothering*; register and list your event so readers can find you. New flyers from our Elite Platinum sponsors available soon.

Here's a list of the favorites that you've come to look for each year:

- Discussion e-lists on Yahoo and the Community Network, with hundreds of members.
- Most pages in the WBWC Kit can be personalized; many are updated with the new **Mother Support: Going for the Gold** logo.
- Articles in each issue of NEW BEGINNINGS and LEAVEN, with pictures and stories to share. The opportunity to advertise your own WBW merchandise on the WBWC Web site.
- Online registrations flow automatically to the WBWC Registrar and the AWC. Forms are also available for postal registrations.
- Banner ads to place on *your* Web site - new choices for 2008. Read all past-year reports and spreadsheets on the WBWC Web site.

#### **Tri-fold Elite Donation Brochure**

We are delighted to offer a beautiful full-color donation brochure, **Help Us Give Gold Medal Support**. We have several thousand brochures thanks to the generosity of LLL of Durham PM, North Carolina and our Elite Sponsors, ERGO Baby Carrier, Inc. and Motherlove Herbal Company (both are dual sponsors of WBWC and the Helpline).

See this great tri-fold on the Kit page under Forms or by clicking [http://www.lllusa.org/wbw/kit/2008/donation\\_brochure08.pdf](http://www.lllusa.org/wbw/kit/2008/donation_brochure08.pdf). These are perfect for giving to local merchants and HCPs or popping in the mail to family and friends. Registered Groups may email Linda Parry at [LPAR-RYLLL@aol.com](mailto:LPAR-RYLLL@aol.com) with name, address, and number desired. The time to process your order can take up to two weeks and it will be on a first come, first serve basis. Five brochures will fit in one legal-sized envelop with a 59 cent stamp. The number shipped may be limited to accommodate more Groups.

# The Three Stages of Change . . . #1 is Kicking & Screaming

By Wista Waldroop, Ohlahoma

At an LLLI Conference about ten years ago, I was talking with the woman who was then the LLLI Executive Director. She was under fire from many Leaders for some new ideas she was introducing to LLL (which are now common practice). I asked her how she could stand all the controversy and turmoil. She just smiled and said that she had learned a long time ago that there are three stages people go through regarding change.

1. When they first hear it, they hate it because it is new, they don't understand it, it's 'dumb and stupid' and they are not going to do it!
2. Then they begin to learn about it, explore how it might work, talk about with others, and see that there are good things about it.
3. Next thing you know, **it's their idea!!!**

I laughed with her, then immediately realized she could have been talking about me! I have been in LLL for about 30 years, and every change we have made has had me kicking & screaming about it before I did the research and embraced the idea as my own.

## My Stage 1

I remember well the time when the Area Coordinator of Leaders (ACL) was the 'head' of the Area; every other department (except LAD) had to go to her for "approval" of *everything* including job searches, appointments and orientation, article editing, etc. I had been ACL under that system and it worked for me, so of course there was nothing wrong with it!

I was a Regional Administrator (supporting about five ACLs working this way) when the idea of a "team management" system was brought up; the ACL would no longer be the head of the Area but rather would be part of an equal management team. *How on earth was that ever going to work???* I thought it was the dumbest idea I had ever heard and immediately sent off an angry fax (this was long before email) to my support person

(who was at a meeting discussing this concept).

## Moving to Stages 2 and 3

She did not answer back in anger, wisely knowing I needed time to absorb the idea, think about it, look into it more closely, and think even more about it. Well sure enough, the more I looked into it, thought and learned about the merits, the more I began to love the idea! Pretty soon, it was indeed *my idea*, and I enthusiastically promoted it to the ACLs. Most of you who are reading this article have never worked under the old 'ACL-head-of-everything' system and can't imagine how it ever worked in the first place! You probably think that old way is "the dumbest idea you ever heard . . ." You are proof that the team management idea did indeed work and still continues to do so.

By now, all of you have had a chance to read the LLLI Board of Directors' new policies about Areas, Area Networks and working by agreements. Some of you are still in the 'kicking and screaming' stage about these policies – a stage with which I am very familiar! However, please take the time to study the policies, ask questions of those who can provide answers, learn all you can, talk with Leaders in your Area, and really think about what they can mean for you and your Area. If LLLI BOD members or USWD staff members live in your Area, please call or email them to clarify the policies for you. They can speak to you as individuals or come to speak to any size gathering of Leaders. Attend TEAM08 this summer if at all possible. Nothing takes the place of face to face time to further understanding of new ideas!



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Have you ever heard of the **0-3-11 rule**?

When a person hears something she is just "OK" with, she tends to keep it to herself and not pass it along to anyone else.

When a person loves something and whole-heartedly agrees with it, she shares it with just three others.

When a person hears something she does not agree with, she shares it with 11 people, who pass the unrest along to 11 others, and so on.

That's why, when something new and different comes along that is way out of a Leader's comfort zone, and she does not understand or like it at first, we hear **a lot** of negative sharing about it. Those 11 people are very vocal as they keep passing it along. But there are Leaders who are OK with the idea, and there are Leaders who already love the new policies and are exploring ways to share and use them; they are just not as vocal and are not passing their enthusiasm

along to as many people. I want to encourage you to do all you can to understand what the new policies really can mean for you and then to pass the news along to other Leaders.

### **Eating My Own Words!**

One last personal example about change: I was the last USWD Staff member to get a computer. I didn't want one, saw no merits in owning one, thought email was a stupid way to communicate, and was sure computers were a fad that would go away. Well, here I am, ten years later, with a Dell computer at home that does everything but make hot tea, two computers at work (a PC & a Mini-Mac), dreams of a laptop so I can be connected anytime and any place, and an impatience with the phone company to hurry up and install DSL out here in the country!!! So be careful what you say you will never do, 'cause sometimes you have to eat those words!!

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## **Western Roundup**

### **USWD Area News**

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**Oregon's** CLA, Janet Weidman held several workshops for Leader Applicants last fall and helped speed up accreditation for several new Leaders. *Patchwork Pages*, the Area Leader's Letter has been published and distributed on a regular basis (quarterly). The Jan-Mar 08 issue included a survey that asked Leaders:

1. to help identify needs they see in the area,
2. to volunteer to fill Area positions and
3. for their input on a proposed decision making body
4. for their input on decision making method suggestions for the Area.

The proposed decision making body, and methods for making decisions is this: final Area decisions will be made by the Area Decision Circle, which shall consist of 7 Leaders. The Area Decision Circle will consult with the other Leaders in the Area and hold

open meetings and online discussions. Decisions made by the Area Decision Circle will be made by consensus.

Leaders were asked for their comments on this idea, who should serve in the Decision Circle, and how these Leaders should be chosen. The Area hopes to schedule some Leader workshops this year.

**Idaho** is proud to be a small and very independent Area. A Leader Day is scheduled for June. Five new Leaders were accredited in the last 6 months, and for Idaho, this is a HUGE number. Several Leaders also retired recently.

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**Montana** held an Area Workshop in November of 2007, and they brought in Deirdre Knowles, Communication Skills Instructor, to facilitate Communication Skills (CS) Sessions.

"The sessions were superb," reports LeeAnn Swain, Area Coordinator of Leaders (ACL)! Lee Ann also wants you to know that Deirdre travels & may be available to teach CS sessions in your Area.

Many Montana Leaders had not had access to Communication Skills training and most had never had Session 3. CS 1, CS 2, and CS 3 sessions were offered over the weekend. Leaders who live long distances from the training location especially enjoyed the "sleep-over" aspect of the weekend, and being with other Leaders. In fact, they enjoyed it so much that they requested another "slumber party" for the Spring Workshop.

The LLL of Montana Spring Workshop took place April 19 & 20 at a Leader's ranch in western Montana. The day focused on LLL and technology, as the Area includes a number of Leaders who don't currently have internet access in their homes and want more information before deciding to connect their home computers to the internet. Other sessions highlighted the LLLI website, the Community Network (CN), and the 50th Anniversary LLLI Conference in Chicago.

Other good news from Montana is that a new Group has recently started in Helena, the state capital!

**Colorado/Wyoming** has completely restructured the Leader Department and the District Advisor (DA) system. DAs are now Associate Area Coordinators of Leaders (AACLs) and they support Leaders based on the Leader's preferred form of communication rather than on their location. The Leader chooses an AAACL based on whether she prefers email support, telephone support, traditional mail support, etc. With the implementation of this new structure, the chapter and district designations will fall

away. This is a huge geographical Area and the Leader Department wants the Leaders from northern Wyoming to get the same kind of support as the Leaders in metro Denver receive.

Another addition to the Leader Department is the new Sister Support System which matches an incoming Leader (newly accredited or move-in) with a more experienced Leader. In an ideal situation, the new Leader will receive this buddy support for two years. The goal is to connect Leaders across this very large Area, retaining Leaders who may feel like they are tired of Group work but aren't ready to retire (or that the Area doesn't want them to lose to retirement!), and help to acclimate new Leaders as they gain experience.

A very successful Health Care Professional Seminar was held in October, 2007; in fact, it was so successful that the Area plans to host a similar event every October. A Parenting Conference is scheduled for Mother's Day Weekend in Estes Park, CO and will feature Dr. Bob Sears as one of the speakers.

CO/WY held a Leader Enrichment "Pamper the Leader" Day on Feb 3rd in Denver and it was well attended with over 30 Leaders present. The Area also recently supported the training of a new Communication Skills Instructor (CSI).

**Utah** held an April 12 Workshop at the home of ACL Kathy Grossman and supported the training of a new CSI in May. For this small Area, holding an all-Area workshop is a huge deal. The Area also tries to be active in the Utah Breastfeeding Coalition, and continuing to hold workshops and stay in the coalition are goals of this Area.

**Kansas** held a Leader Day in April of this year. The event included the debut of a newly designed Area web page. A Leader's husband, who does freelance web design, was hired to create the new site. An Area Conference is planned for October, 2008, featuring Dr. Bob Sears. A Continuing

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Education day for Health Care Providers, followed by a Leader day with the same speaker, will be held in spring, 2009.

Their Area Agreements are in the final stages and Leaders are talking about ratifying the agreements and creating enforcement procedures.

The Area gave \$200 "grants" to any Group with 100% reporting for a 6-month period in 2008 to encourage Leaders to fulfill this requirement of leadership. Several Leader Days held in 2007 included Communication Skills (CS) sessions and Leader Applicant Workshops, which allowed Applicants to concentrate on a variety of their work with many different Leaders helping for a large block of time. These went well and will be incorporated in future Leader Days.

**Indiana** will hold a CE day in May and the Area is considering holding another small Area Conference sometime in the Fall. Three successful Area Workshops were held in the fall of 2007.

**Southern California/Nevada** has revised the District Workshops (DW) for this year. Given that this Area is skipping their annual Area Conference this year, they are trying to have a vamped up DW. There will be four workshops, rather than one in each of the eight Districts, with the aim that Leaders will cross those invisible District boundaries to meet with each other. The PLD has worked really hard to put together one presentation, which should take most off the day. And will be focus on how to help mothers right out of the hospital with breastfeeding problems.

**Arizona** held a Leader Day early in 2008. With a title of "Back to Basics," the focus was on Communication Skills, New Meeting Ideas, Medical and Technical questions and phone helping skills. Leaders also learned about the LLLI Informational Database, the Area website, Tiered memberships and USWD Team08 (in Phoenix) and the Area Conference in August featuring Dr. Bob Sears! Two Chapters in the Area have started to use the Breastfeeding Cafe

(featured in Leaven) as a new meeting format.

**Texas:** Late in January the ADCs met. Prior to the meeting all members of the team read **The Five Dysfunctions of a Team** by Patrick Lenconi, and they each took the quiz at the end of the book to determine where the team is and where it needs to go. Some of this was difficult because three ADCs are new to the team, but they did look at the strengths and "work on's" for their ADC Team. The ADCs also took a modified version of the Myers-Briggs personality test. Using the book **Type Talk**, they addressed how people with different personality types approach projects differently and how each type brings different strengths to a team. These exercises took much of the morning together and, yet, started them off on the afternoon's work with a firm foundation. In the afternoon, they looked at their Area's financial situation, developed an Area mission statement, and set both short and long term goals for the Area. It was a very busy day!

**Illinois** recently supported the training of two new CSIs, and appointed a new ACL.

## The Five Dysfunctions of a Team

1. Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
5. Inattention to Results

## US Western Division Annual Staff Meeting Minutes March 28 - 31, 2008, Sacramento

In attendance:

- Rosetta Bartels
- Becky Hugh
- Lori Bryan
- Deirdre Knowles
- Patricia DuBray
- Sue Scott
- Misty Dunn
- Wista Waldroop
- Gail Gesley
- Peggy Wiedmeyer
- Kelley Baer, by phone as she was able
- Bill Dunn, Adjunct staff, as needed (Bill lives in Sacramento)

The Communication Skills department held a department meeting immediately preceding the staff meeting to revise the Communication Skills training materials and program.

Becky Hugh and Bill Dunn (adjunct staff) met preceding the staff meeting to review the books together, complete financial reports, and to streamline some current accounting practices. As per internal protocol, Rosetta Bartels reviewed bank activity and statements.

Staff Meeting:

### Board Actions

Two conference calls were held with Barbara Emanuel, Executive Director to discuss and learn more about the recent board actions. Board members Diana Lewis and Joel Getzendanner were able to join in one call. Staff worked through the actions focusing on Leaders, Areas and Area Networks using a variety of exercises to help visualize some of the ways actions may be implemented. The staff developed plans for providing additional information, education and support to Leaders and Areas about the development of Area Networks, the options available and the implications of various options, through departments/networks, this publication, TEAM08 and other venues as opportunities arise.

### TEAM 08

Staff reviewed TEAM 08 plans to date, uploaded the registration materials to the website, and made final program plans in conjunction with TEAM 08 workgroup. The scholarship committee will begin work following this meeting. Each department will continue work post meeting to plan specific programs for department day. Board members Jane Tuttle, Cathy Liles, Diana Lewis and LAD co-Director Karin Gausman have accepted invitations to attend TEAM 08.

### Financial Reports

The staff reviewed a detailed report of the current fiscal year-to-date. Discussions about current fee structures and distinguished Leaders were a part of the budgeting process. Several budget options were reviewed and a budget was passed that will be published separately from this report in eCONNECT as well as on the CN. The current fee structure will remain in place for the time being. Funds have been identified for a grant to each Area, increased scholarships to TEAM 08, funding separate from LLLI for Area Network development, and funding to facilitate face-to-face meetings with staff members and Areas Leaders. A protocol was developed for prorated fee rebates for Areas choosing to develop and/or connect to another entity during the upcoming fiscal year.

The final report for fiscal year 06-07 was accepted and an amended report from 05-06 was accepted. Work has begun on the annual report for the current fiscal year so that it will be reported to Leaders and LLLI in a timely manner.

### eConnect, Publications and web

Peggy Wiedmeyer and Deirdre Knowles have identified needs for more assistance in these areas and will facilitate a search for Leaders to assist in optimizing and delivering support and product. The next issue of eConnect was planned with a deadline of April 15<sup>th</sup> for article submissions.

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### Departments

Each department shared how it is working to improve and deliver support. Highlights, innovative ideas, and success stories from Areas/departments were shared.

### LLL USA Meeting

Representation from USWD was discussed and pending further information from the Executive Director, Deirdre Knowles and Becky Hugh have agreed to attend the May meeting on behalf of USWD. Additional funds for Leaders and staff have been included in the budget to augment available fund-

ing from LLLI if/as needed. Additional criteria and information are needed from LLLI before funding plans can be defined and/or implemented.

### Next USWD staff meeting

The staff will next meet in person in conjunction with TEAM 08, June 24-27 in Phoenix, AZ. The staff will continue to meet on a weekly basis via conference call and once a month with the Executive Director and Associate Executive Director via conference call.

World Breastfeeding Week Celebrations for 2007 ended September 30. Over 7000 people participated in events across the USA raising over

## **Keeping Leader Logs and Financial Records**

Keep Leader logs for as long as a parent or child can sue medical malpractice for birth injury. In many states this is until 21 years of age and for some it is as low as 18.

The AFC notebook includes information on storing financial records along with how accessible they must be:

Incorporation documents including articles of incorporation, bylaws, and related documents	In files in possession of the current AFC or ACL	<b>PERMANENT</b>
Tax-exemption documents including application for tax exemption (IRS Form 1023), IRS determination letter, and any related documents	In files in possession of the current AFC or ACL	<b>PERMANENT</b>
Meeting/board documents including agendas, minutes and related documents	Compile & file records on yearly basis maintained by the AFC or ACL	<b>PERMANENT</b>
Year end Treasurer's financial report/statement	Store with corporate records maintained by the AFC	<b>PERMANENT</b>
Treasurer's reports, periodic	Maintained in AFC files	<b>Four Years.</b> Store w/financial records. Destroy the oldest when you have five years.
Bank statements, canceled checks, check registers, investment statements, and related documents	Maintained in the AFC Files	<b>Four Years.</b> Store w/financial records. Destroy the oldest when you have five years.
Annual information returns (IRS Forms 990)	Three years of records to be in the possession of the AFC.	<b>Seven Years.</b> Store w/financial records. Destroy after seven years. Records for three years must be kept with current AFC files and made available for public inspection upon request. Older records may be stored at a different location and marked with a destroy date.

## 2007 World Breastfeeding Week Celebration Winners

By Pam Dunne

\$68,000. Your fundraising efforts will be used to continue La Leche League in the USA efforts to help mothers and babies know the joys and benefits of breastfeeding.

**FIRST PRIZE WINNERS:** The 2007 WBWC had 2 1<sup>st</sup> Prize winners. Individually they raised over \$2000--winning \$500 La Leche League educational scholarships.

Brenda Bandy, LLL of Manhattan, KS  
Judith Gilbert, LLL Glassboro, NJ

**GROUP REBATES:** The following US Groups received a total of \$3507.51 in 5%, 6.5%, 8% or 10% rebates depending on how much over \$750 their Groups raised.

- LLL of Jefferson, LA
- LLL of Duncan, OK
- LLL of Fort Collins, CO
- LLL of Aurora, CO
- LLL of Greenwich/Stamford, CT
- LLL of Coral Gables, FL
- LLL of Marion County, FL
- LLL of Cherokee, GA
- LLL of Idaho Falls, ID
- LLL of Oak-Park/River Forest, IL
- LLL of Lombard, IL
- LLL of Algonquin/Crystal Lake/McHenry County, IL
- LLL of Mace Chapter, IL
- LLL of Iowa City, IA
- LLL of Manhattan, KS
- LLL of Topeka, KS
- LLL of Osage, KS
- LLL of Delta County, MI
- LLL of Columbia, MD
- LLL of Olathe/Gardner/Spring Hill, MO
- LLL of Columbia Sunset, MO
- LLL of Springfield, MO
- LLL of Glassboro, NJ
- LLL of Brooklyn Marine Park/Madison, NY
- LLL of Craven County, NC
- LLL of Carteret County, NC
- LLL of Catawba Valley, NC
- LLL of Chapel Hill, NC
- LLL of Danville, PA

- LLL of Downingtown, PA
- LLL of Bethlehem, PA
- LLL of Charleston, SC
- LLL Bristol TN-VA, TN
- LLL of Fredericksburg, VA

**INDIVIDUAL WINNERS:** Fifty-seven Amazon Gift Certificates were awarded to individuals who raised between \$250 and \$1999.

- Susan Vicknair Theall, LA
- Rachele Noullett, LA
- Teryl Anderson, OK
- Helen Grant, OK
- Angela Nooner, OK
- Jackie Tilghman, OK
- Kimberly Spear, CA
- Melissa Evans, CO
- Erin Hottenstein, CO
- Kim Lenderts, CO
- Heidi Martinson-Reasoner, CO
- Annie Brown, CT
- Amy Millindoft, CT
- Amy Stone, FL
- Nevy Papazian Kaminski, FL
- Amy Reynolds, FL
- Liuvia Melendez, G
- Melanie McDonald, GA
- Nancy Barry, ID
- Sara Eaton, IL
- Angie Esker, IL
- Rachel Jamison, IL
- Emily Klymiuk, IL
- Kathy Kumorek, IL
- Michele Moore, KS
- Andrea Smitkek, KS
- Ashley Stonebaker, KS
- Jill TenBrink, MI
- Elizabeth Hansen, MI
- Linda Wieser, MI
- Ginny Chadwick, MO
- Anna Faucett, MO
- Amy Jerke, MO

(Continued on Page 12)

Individual Winners, Continued

- Laura Roland, KS
- Dotti Savoy, MO
- Lotta Werner, MO
- Robbie Albert Jones NJ
- Pat Young, NJ
- Lori Barklage, NC
- Pam Freedman, NC
- Mary Gaylord, NC
- Claudia Lind, NC
- Katie Pliscofsky, NC
- Margaret Stevick, NC
- Laura Taylor-Lewis, NC
- Mary Joan Vaccarella, NC
- Renall Carpenter, PA
- Judith Polley, PA
- Evy Simon, PA
- Susan Starkman, PA
- Ginny Wilkenson, PA
- Samantha Gray, TN
- Hilary Kinitz, PA
- Lori Clark, VA
- Sharon Vines, VA
- Crystal Harmon, VA

**RANDOM DRAWINGS  
(Participation Incentive Prizes):**

Groups that participated and raised money in the 2007 World Breastfeeding Week Celebrations were eligible for the Random Drawing prizes donated by WBWC prize sponsors. Sixty-seven Groups won prizes:

- Baton Rouge #3 LLL, AL/MS/LA
- Huntsville LLL, AL/MS/LA
- Jefferson LLL, AL/MS/LA
- La Leche League of AL/MS/LA
- Madison LLL, AL/MS/LA
- Shelby Co Chapter LLL, AL/MS/LA
- Shreveport/Boisier City LLL, AL/MS/LA
- Flagstaff LLL, AZ
- Central Oklahoma LLL, AR/OK
- Duncan LLL, AR/OK
- Hefner Lake Area LLL, AR/OK
- Aurora Southeast LLL, CO
- Ft. Collins, CO
- Greenwich-Stanford LLL, CT
- Jacksonville LLL, FL
- NW Tampa LLL, FL
- Tallahassee LLL, FL
- South Cherokee LLL, GA
- Idaho Falls LLL, ID

- Algonquin/Crystal Lake/McHenry Co. LLL, IL
- Effingham LLL, IL
- Evanston/Wilmette PM LLL, IL
- Henry & Knox Co. LLL, IL
- Mace Chapter LLL, IL
- Iowa City LLL, IA
- Manhattan LLL, KS
- Osage LLL, KS
- Topeka LLL, KS
- Ann Arbor Evening LLL, MI
- Delta Co LLL, MI
- Ferndale/Oakpark PM LLL, MI
- Holland Zeeland LLL, MI
- Kalamazoo Chapter LLL, MI
- Waterford LLL, MI
- Columbia Sunset LLL, MO
- Athens PM LLL, OH
- Elgin LLL, NE
- Kearney Area LLL, NE
- Lincoln Toddler LLL, NE
- Crosswick LLL, NJ
- Glassboro LLL, NJ
- Lawrenceville LLL, NJ
- Princeton LLL, NJ
- Babylon/Lindhurst LLL, NY-E
- Baldwin/Freeport LLL, NY-E
- Delmar LLL, NY-E
- Red Hook/N. Dutchess LLL, NY-E
- Seaford LLL, NY-E
- Carteret Co., LLL, NC
- Catawba Valley LLL, NC
- Chapel Hill LLL, NC
- Fayetteville Chapter LLL, NC
- Hendersonville LLL, NC
- Bethlehem LLL, PA-E
- Danville LLL, PA-E
- Downingtown LLL, PA-E
- Doylestown LLL, PA-E
- Glenmore Elverson LLL, PA-E
- Mechanicsburg LLL, PA-E
- West Chester LLL, PA-E
- Charleston LLL, SC
- Pickens LLL, SC
- Bellaire/West University, TX
- Fredericksburg LLL, VA/WV
- Page County LLL, VA/WV
- Portsmouth LLL, WA/WV

## USWD Financial Information

Please access these financial documents at:

[www.llusa.org/uswds/resources/linksec9.htm](http://www.llusa.org/uswds/resources/linksec9.htm)

- USWD Budget 2008-09
- USWD Annual Statement 2006-07
- USWD Annual Statement, Amended, 2005-06