

# In this Issue

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 [leadertoday.breastfeedingtoday-llli.org/in-this-issue/](http://leadertoday.breastfeedingtoday-llli.org/in-this-issue/)

## Welcome to our July 2017 issue!

In this issue, we are pleased to showcase the winners of the recent Focus on Breastfeeding Contest. We have a write-up of a session from the 2017 LLLI Online Conference which shares ways to help make LLL more visible in our everyday lives. Linda Wieser shares information on Appendix 38 and offers tips for Leaders guiding Leader Applicants to practice helping mothers via email. Jayne Joyce shares a selection of alternative meeting titles and there is a discussion of how we might communicate positive discipline in a Series Meeting.

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## Please send in your ideas and articles

Whether you have an idea for a great meeting plan, fundraising tips for your Group, a photograph, an experience to share, or a request for an article on a specific subject, we would love to hear from you. Please send contributions for *Leader Today* to [editorlt@llli.org](mailto:editorlt@llli.org).

*Philippa Pearson-Glaze, Leader Today Managing Editor*

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**Philippa Pearson-Glaze is an LLL Leader and International Board Certified Lactation Consultant in Stourbridge, West Midlands, United Kingdom.**

# Appendix 38

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by **Linda Wieser, Nova Scotia, Canada**

## Do you know what Appendix 38 is?

First clue: It is found in the *LLLI Policies and Standing Rules (PSR) Notebook*.

Second clue: It was revised in October 2015 by the LLLI Board.

Third clue: It's related to Leader accreditation.

If you guessed Accreditation Appeals Policies, you are correct. It is officially titled "Leader Accreditation Appeals Policies and Process" and available at: [llli.org/leaderpages/psrappend38.html](http://llli.org/leaderpages/psrappend38.html)

As a Leader having a pre-application dialogue with a mother interested in leadership, it is important to be familiar with Appendix 38 to LLLI PSR. You will find it in the *Leader's Pre-Application Packet* under "For Leaders" at: [llli.org/leaderpages/lad/applicationpacket.html](http://llli.org/leaderpages/lad/applicationpacket.html) (LLIID and password required). If you are unable to write a recommendation for a mother interested in becoming an LLL Leader, and if the mother disagrees with your decision, give her a copy of Appendix 38 and let her know that she can appeal your decision.

Important things to know about Appendix 38:

- It gives the mother appealing the Leader's decision the opportunity to have the application reviewed by the Leader Accreditation Department.
- It applies both to a mother who is not recommended and an Applicant whose application is stopped. (Please note that only the Director of the Leader Accreditation Department can stop an open application.)
- The appeal needs to be made within 30 days of receiving a decision.
- The final decision is made by the LLLI Leader Accreditation Review Committee.

***Linda Wieser lives in Mahone Bay, Nova Scotia, Canada, with her husband, Jim. They have two grown daughters, and three grandchildren: Omar (2 1/2 years), Freya (9 months) and Lola (3 months). Linda has been a Leader since 1984. For many years she worked in the Professional Liaison Department as Area Professional Liaison for Michigan, USA, and then Atlantic Canada. In 2008, she became a member of the Leader Accreditation Department (LAD) and is currently the Administrator of Leader Accreditation for LLL Canada. She is also the Contributing Editor of the "Preparing for Leadership" column Leader Today.***

# Alternative Series Meetings Titles

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 [leadertoday.breastfeedingtoday-illi.org/alternative-series-meetings-titles/](http://leadertoday.breastfeedingtoday-illi.org/alternative-series-meetings-titles/)

6/30/2017

## Jayne Joyce, Oxford, United Kingdom

*Bored with your meeting titles? Jayne Joyce offers a choice of new ideas for your Series Meetings with various themes from using book titles to using sporting or Shakespearian themes.*

### Book titles

- *Breastfeeding Made Simple* – everything you need to know to get started
- *The Womanly Art of Breastfeeding* – what to expect in the early weeks
- *What Mothers Do* – adjusting to life with your baby
- *How Weaning Happens* – breastfeeding beyond babyhood

### General

- Off to a Good Start – Birth and Beyond
- Got Milk? The Mysteries of Milk Supply
- The Art of Mothering: Tuning In to Your Baby
- Ready for Solids? How to Tell and What to Do Next?

### Common concerns

- “Breastfeed? I Just Gave Birth!” – from bump to breastfeeding
- “I Can’t Even Take a Shower!” – surviving & thriving with your newborn
- “He Feels So Left Out!” – renegotiating relationships
- “She Won’t Eat a Thing!” – your baby’s first solid foods & beyond

### Shakespearean

- “The Milk of Human Kindness” – why breastfeeding matters
- “To Thine Own Self Be True” – finding your feet as a mother
- “Parting Is Such Sweet Sorrow” – when you have to be away from your baby
- “To Wean, or Not to Wean?” – how breastfeeding changes as your baby grows

### Sporting

- “Ready, Get Set, Go” – getting started with breastfeeding
- “Breastfeeding Is a Team Sport” – finding good support
- “Leaping the Hurdles” – overcoming common breastfeeding challenges
- “A Marathon, Not a Sprint” – mothering beyond the early months

**Jayne Joyce lives in Oxford, United Kingdom, with her mathematician husband Dominic, three daughters, Tilly (16), Kitty (13) and Daisy (9), and a hamster called Hiccup. She has a background in social work with families, specialising in adoption, has been a Leader since 2003 and now works as an International Board Certified Lactation Consultant (IBCLC) with Oxford Baby Cafes Group. Contact Jayne at [jaynejoyce71@gmail.com](mailto:jaynejoyce71@gmail.com).**

# Communicating Loving Guidance in Series Meetings

[leadertoday.breastfeedingtoday-illi.org/communicating-loving-guidance-in-series-meetings/](http://leadertoday.breastfeedingtoday-illi.org/communicating-loving-guidance-in-series-meetings/)

6/30/2017

**Philippa Pearson-Glaze, West Midlands, United Kingdom**

*From infancy on, children need loving guidance which reflects acceptance of their capabilities and sensitivity to their feelings.*

*La Leche League Philosophy*

La Leche League promotes gentle and practical ways to guide children as they learn to handle both their feelings and their behavior. Through promoting a child's self-awareness and self-esteem, having appropriate age-related expectations, practicing empathy and using positive discipline, many negative behavior patterns can be avoided.

While as Leaders we are aware of a range of techniques to redirect undesirable behavior, parents coming to Series Meetings may use quite different strategies. Leaders may sometimes witness a parent spanking (smacking) their toddler or using threats and punishments that seem out of proportion to the behavior. How can we best communicate La Leche League philosophy in that moment, to present examples of loving guidance and positive discipline tools while being respectful of the parents' feelings, beliefs, and choices?

Ideas to consider include:

## **Be proactive via meeting announcements**

By drawing attention to the issue during notices at the start of the meeting, we can give the expectation that mothers will put the needs of their children first. We can mention that some children might be overwhelmed in the meeting room; they may be hungry, tired or bored; they may want to make a lot of noise and race around. We can indicate that we understand this and that it is normal behavior. We can ask that mothers feel free to follow their child around during the meeting to meet their needs. We can point to which rooms in the meeting venue are accessible, where the toys and activities are and, if applicable, introduce a designated Leader or attendee who will help out with the children. Make sure that the meeting has some quiet toys for older toddlers and preschoolers.

*I preface the meeting by saying that there's nothing we are going to say here that's more important than caring for your toddler's inquisitiveness, boredom, or stress. Because I have an evening meeting, I add that if a toddler becomes bored or tired to please feel free to leave before your little one gets too over tired or unhappy.*

*Renee DiGregorio, California, USA*

## **Be ready to step in with helping strategies**

As Leaders we may become aware of situations that are escalating between mother and child. Step in as soon as you see potential difficulty by talking directly to the child and reflecting how he or she may be feeling. This may give the mother a new insight into the behavior and can also calm the child who needs focused attention. If there are several co-Leaders, one could be designated to entertain toddlers and older children and to watch out for any child

who is becoming disruptive through boredom or frustration.

*I had a meeting a long time ago with a mother who was clearly close to breaking point with an overtired toddler. I immediately welcomed the mother with kind eye contact and then bent down to do the same with the child. You could see the mother hesitate for a moment and then relax ever so slightly, understanding that she wasn't the only one in the room who would be present with her child for the next little while. I sat down on the floor with the child and led the meeting from there. He sat in my lap playing with blocks most of the meeting. I made sure to engage directly with the child when he asked for my attention, and modeled active listening with him, in the hopes that might give the mother some "tools" to take home. I also brought the conversation around to loving ways to handle all kinds of challenging situations, including night nursing and mama self-care, as often as I could. Fortunately I had "plants" in the audience (i.e., Leader Applicants) on whom I could draw for the kinds of anecdotes I already knew were in their experience. I also didn't have my own children with me (they were older by then), so I was able to focus entirely on the meeting and that child.*

*Halle Eichenbaum Barnett, Ohio, USA*

## **Speak to the mother**

Speaking to the mother one-to-one after the meeting may allow her to open up about any challenges she is experiencing. She may be interested to hear of the resources available in the Group library, e.g., books with different discipline techniques. If the mother's treatment of her child is very harsh, this can disrupt the meeting on many levels and it may sometimes be appropriate to speak to the mother during the formal part of the meeting rather than waiting for a private conversation. Sandy suggests:

*I think it's worth interrupting the topic and saying something like, "It looks like your child is having a hard time in this environment. Is there anything we can do to help you get more out of the meeting today?" Or "Sometimes meetings are hard for our children. Be reassured that we expect some noise from the little ones." I'll often comment that it's amazing how long distraction works as a discipline (i.e., redirection) technique.*

*I try to go to the source of the conflict first, and let the suggestions in gentleness responding to conflict come after. Mothers may open up about their child's behavior if engaged, but may feel judged or hear nothing if we just try to slide comments into the conversation. "A child who doesn't feel right doesn't act right" has helped me right through the teen years. I find this applies to adults too.*

*Sandy Doyle, New Jersey, USA*

## **Schedule a meeting about positive discipline**

A meeting that focuses on positive discipline can remind mothers of all the ways we can support our children with loving guidance. By encouraging mothers to remember the emotions they felt as children, and how they react to conflict in their relationships as adults, we can help to set the scene for new insights and strategies.

Further reading:

- Adele Faber and Elaine Mazlish, *How To Talk So Kids will Listen and Listen So Kids Will Talk*, 2012
- Adele Faber and Elaine Mazlish, *Siblings Without Rivalry: How to Help Your Children Live Together So You*

*Can Live Too, 2012*

- Hilary Flower, [Adventures in Gentle Discipline: A Parent-To-Parent Guide](#), LLLI, 2005
- William Sears and Martha Sears, *The Good Behavior Book: To Have A Better-Behaved Child from Birth to Age Ten*, 2005
- Arnall, *Discipline Without Distress: 135 Tools for Raising Caring, Responsible Children Without Time-Out, Spanking, Punishment or Bribery*, 2008
- Eileen Harrison, [Time Out](#), *Breastfeeding Today*, 2015
- Lisa Hassan Scott, [Myself Through His Eyes](#), *Breastfeeding Today*, 2016
- [Discipline and Loving Guidance](#), LLLI

**Philippa Pearson-Glaze has been a Leader since 2002 and is currently the Managing Editor for *Leader Today*. She is an International Board Certified Lactation Consultant working in private practice in England and owner/editor of [Breastfeeding.Support](#).**

# Email Helping—Practice for Leader Applicants

[leadertoday.breastfeedingtoday-illi.org/email-helping-practice-for-leader-applicants/](http://leadertoday.breastfeedingtoday-illi.org/email-helping-practice-for-leader-applicants/)

6/30/2017

**Linda Wieser, Nova Scotia, Canada**

When practicing helping questions, Leader Applicants often want to start with a practice email. They assume it will be much easier than responding to a question on the phone or in person because they can respond when their children are sleeping or with someone else. They look forward to being able to research the topic and give a thoughtful, well-organized response. They quickly learn that responding to a helping email is not always easy. It has its own challenges.

In many parts of the world, most helping questions are received electronically, usually by email or text message. In order to respond you only have the words on the screen or in the text. You can't see the mother or hear her voice for its tone or inflection. She may have shared little information and you want to hear the full story. You have so many questions you want to ask. Where do you start? How much information do you share? If you're communicating by text message, you may be able to give short replies and get quick responses. You may be able to have a dialogue in real time. With an email this is often more difficult.

When working on the *Preview of Mothers' Questions/Problems and Group Dynamics/Management (Preview)*, it's helpful to provide the Applicant with the opportunity to practice responding to email helping questions. Sending an Applicant a couple of practice emails has become routine for many Leaders. If you support an Applicant, you might send an email and ask her to respond promptly, as a Leader would. When you receive the Applicant's response, reply as the "mother" and also give feedback as the supporting Leader.

A practice email is like a role-play on paper. However, instead of responding immediately, each person has time to think about her responses. Thus, it's helpful for you as the "mother" to reply two or three times to what the Applicant has written as "Leader." In addition, you can give feedback by pointing out what worked well, suggesting alternative wording, sharing another way to respond. Some Applicants like to rewrite their responses after getting feedback. It's important to follow the Applicant's lead. If she feels confident in her ability to respond via email, move on to other parts of the *Preview*. If she wants more practice, send another helping email.

Some Leaders use the *Preview* topics as a guide to create their practice emails. They find it easy to start with a common topic such as starting solids.

Email from Anika:

*Hi I got your name off the La Leche League website. I hope you can help me. My son Henry is ten months old and still not interested in eating. I was patient at first but now I'm worried that he'll never want to eat. All my sister's children were eating everything at eight months. What can I do to get Henry to eat? Should I be worried about him getting enough iron?*

In the Applicant's response look for:

- "Thank you for contacting La Leche League"
- Initial empathetic response
- Normalizing of the mother's experience and feelings

- Questions for clarification or to gather additional information
- Asking for feedback from the mother on the suggestions shared
- Offering one or two suggestions, not everything on the topic
- Inviting the mother to a Series Meeting, if available

When giving the Applicant your feedback, point out things she did well:

- “I felt reassured by your response.”
- “You identified my feelings and normalized my baby’s behavior.”
- “Your tone was reassuring and you sounded knowledgeable.”
- “You didn’t tell the mother there was one way to offer solids.”

Applicants are often eager to share everything they know about a topic. If this happens, you might respond by saying: “It’s often a challenge to know how much information to share, especially with a new mother who is already overwhelmed. I often share one or two suggestions, not everything I know on the topic. I may share more with a mother of an older baby. However, I’d first want to find out what she has already tried.”

Give the Applicant the opportunity to respond to a more challenging helping question, particularly a situation where the baby and mother need to be seen to assess what’s happening. This might be a question about sore nipples, not gaining weight, or not latching.

Email form Makayla:

*My friend told me to contact you. My daughter Jasmine is a week old and breastfeeding is still very painful. In the hospital the nurses watched her latch and said it looked good and would probably get better when my milk came in. If anything it’s worse. I really want to breastfeed. Why is it hurting so much?*

For this situation help the Applicant to realize that mother and baby need to be seen. You might look for recognition of this. The Applicant might

- Suggest talking by phone or online video
- Invite the mother to a Series Meeting, if scheduled within 1-2 days
- Offer to do a home visit or have the mother come to her home
- Refer the mother to an IBCLC (International Board Certified Lactation Consultant)
- Recommend a weight check with the baby’s health care provider

In addition, look for the communication skills mentioned above—empathetic responses and normalizing the mother’s feelings and concerns.

Since so much of a Leader’s communication these days is done electronically, it’s important to practice email helping in the *Preview*.

**Linda Wieser lives in Mahone Bay, Nova Scotia, Canada, with her husband, Jim. They have two grown daughters, and three grandchildren: Omar (2 years), Freya (9 months) and Lola (3 months). Linda has been a Leader since 1984. For many years she worked in the**

**Professional Liaison Department as Area Professional Liaison for Michigan, USA, and then Atlantic Canada. In 2008, she became a member of the Leader Accreditation Department (LAD) and is currently the Administrator of Leader Accreditation for LLL Canada. She is also the Contributing Editor of the “Preparing for Leadership” column in Leader Today.**

# Making LLL Visible: How Networking and Collaboration Can Raise Your Profile

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[leadertoday.breastfeedingtoday-llli.org/making-lll-visible-how-networking-and-collaboration-can-raise-your-profile/](http://leadertoday.breastfeedingtoday-llli.org/making-lll-visible-how-networking-and-collaboration-can-raise-your-profile/)

6/30/2017

**2017 LLLI Online Conference session by Lisa Manning, New Zealand**  
**Write-up by Ellen Mateer, Calderdale, Great Britain**  
**First appeared in LLL Great Britain *Feedback***

*When you become a Leader you represent La Leche League almost every time you leave your house. You may think you put your La Leche League hat on when you arrive at a Series Meeting—and take it off when you leave. The reality is that in public, in your communities, your towns and cities, your schools, play groups, mothers' groups, at a doctors' office, your La Leche League hat will always be on, whether you put it there or not! As Leaders we are also ambassadors—so I think it's our job to promote La Leche League and the importance of mothering through breastfeeding when we can.*

Although we don't have to talk about LLL to *everyone* we meet, Lisa Manning, co-Director of LLL New Zealand and a former journalist, explained that we have many opportunities to network. She added that opportunities are often missed through a lack of confidence or information. Yet we can actually plan and prepare for some of these opportunities. In order to prepare for these, Lisa suggested we could think about this in three stages: contact, communication and collaboration.

## 1. Contact

Contact, or networking, can be thought of as a simple interaction such as putting the person you are talking to at ease.

## 2. Communication

### Prepare for the question

Prepare for the question “What do you do?” Be ready to sell yourself and what you do in a few short words to communicate your mission, *not* your program.

Lisa gave some examples, including her own favorite: “I work as a volunteer for La Leche League helping mothers who want to breastfeed.”

### Have brochures and leaflets available to share

Consider investing Group funds in printing some business cards to hand out to friends or colleagues. If funds are low—as they often are—you could make some yourself.

### Branding

Be consistent with your material and follow La Leche League branding (the correct logo, typography and colour schemes) for your country.

## Our name

Lisa suggested we preempt any questions about the name La Leche League:

*You may wonder where a Spanish name came from? Well back in 1956 when LLL was formed, no newspapers would print the word breast, so the LLL Founders had to come up with a name and Leche [pronounced Lay Chay] is Spanish for milk!*

This story also gives an opportunity to correct mispronunciations. Lisa explained there is no need to be embarrassed about it as the Founders themselves thought the name was French and said “la leshe.” Lisa always adds a note to editors at the end of press releases giving basic information about our mission, and she includes: “La Leche—pronounced la-lay-chay.”

## Dealing with the media

Choose your outlet: television, radio, newspapers or magazines that best suit your message. If you have a feature in mind then magazines or community newspapers may be your best bet.

- Identify and be sure of your key messages
- Identify your audience (know who you are talking to)
- Do your homework and know your facts—make notes, have websites open to refer to during the interview
- Know who is interviewing you
- *Never speak off the record. Journalists are really not your friends*
- It’s okay to say you’ll call back, or to say you don’t know and will find out and call back
- Breathe during interviews, be calm
- Stick to your key messages
- Be honest, avoid confrontation and personal opinion unless you are very clear that it is just your opinion

## 3. Collaboration

When you collaborate with other organizations and people, you help ensure mothers know where to come for breastfeeding support. Which other groups in your community work with babies and children? Get in touch because contacts are a vital part of the visibility message and if we work in a vacuum we risk alienating or isolating ourselves. Think about World Breastfeeding Week events you can collaborate on, or summer picnics for breastfeeding mothers.

*I believe we have operated in isolation for too long and we need to form healthy alliances so that more and more women know about the importance of mother-to-mother support and where to go to find it.*

We must always avoid forming relationships with groups and organizations who do not abide by the World Health

Organisation's International Code of Marketing of Breastmilk Substitutes.

## **Leaders are ambassadors**

The work Leaders do on the ground is the grass roots of this organisation. Leaders are ambassadors, but we don't need to be perfect. We often have our children with us when we have the opportunity to talk about La Leche League and our work supporting mothers with breastfeeding. This gives a great opportunity to support gentle parenting techniques. Lisa explains:

*Our children are our biggest asset and our role modeling of parenting is an important part of what we do. People notice our gentle parenting approach and all the things Leaders do every day to bring La Leche League philosophy to life. Remember that, and your sales pitch, and you'll find you won't miss an opportunity to raise our profile—it'll come naturally and the more practice you have the better you'll get!*

**Lisa Manning is co-Director of La Leche League New Zealand and a former journalist. She is an at-home mum to horse-mad Maia (11 in June) and is married to the British actor John Rhys-Davies who has a home on the Isle of Man.**

**Ellen Mateer has been an LLL Great Britain (LLLGB) Leader for 11 years. She lives in West Yorkshire and has 3 children, 16, 13 and 9. She is a trustee of LLLGB Direct Connect Area Network (DCAN) and European Council representative for LLLGB and works as an Administrative Director, Website Coordinator and is an editorial consultant.**

# Focus on Breastfeeding Contest

 [leadertoday.breastfeedingtoday-llli.org/focus-on-breastfeeding-contest/](http://leadertoday.breastfeedingtoday-llli.org/focus-on-breastfeeding-contest/)

6/27/2017

The LLLI photo contest, Focus on Breastfeeding, has come to a close. Contestants submitted photos in four categories: Breastfeeding and Working, Skin-to-Skin, Breastfeeding Everywhere and Special Moments.

The panel of professional judges chose a winner for each category, and one overall winner.

- Breastfeeding and Working: Christine Wright, Reconnection
- Breastfeeding Everywhere: Christina Forga, In the Backyard
- Skin-to-Skin: Silvana Ximena, Happy Girl
- Special Moments: Manuela Epureanu, Love of my Life
- Overall: Manuela Epureanu, Love of my Life

## Reconnection, Christine Wright

I am from New Jersey, USA, and am a mother of two girls, ages six and four. I've been photographing my own children since my first was born. I fell in love with photography and a year ago started thinking about pursuing it as a career. I now specialize in in-home documentary photography and birth photography. I am an LLL Leader with LLL of Bordentown, and I also serve as Council Secretary for LLL Garden State Area Network.

"Reconnection" is an image of my friend Adrienne and her son Johnny. Adrienne works part-time as an IBCLC and, at the time of the photo, her family was living with her parents while their own home was undergoing renovation. I documented her as she returned home from work, transferred her pumped breast milk from a small cooler to the freezer, and greeted her three children. She then settled in a rocking chair and nursed Johnny. In the chaos of a full house, dinner preparations, and evening routines, Adrienne and Johnny shared this beautiful and peaceful moment.

## In the Backyard, Christina Forga

I am a second generation LLL Leader with the Saint Paul Metro Group in Minnesota, USA. I am the oldest of six children who were all breastfed. My mother, Michele Lein, has been an LLL Leader for over 30 years. I started attending LLL meetings as a child with my mother. I have attended multiple LLL Area Conferences and was even fortunate enough to attend two LLLI International Conferences over the years.

I am the mother of two beautiful boys, Benjamin and William, who are both still actively breastfeeding. I am pictured in the backyard with my first son, Benjamin, when he was six and a half weeks old. Benjamin is now three years old and is tandem nursing with his little brother William, who is four months old. Photo by: Emmanuel Suárez

## Happy Girl, Silvana Ximena

Breastfeeding became a huge passion of mine once I had my daughter and struggled with producing enough milk. My biggest fear had always been the birth and not once had I ever questioned what my breastfeeding journey would be like but I reached out to lactation consultants for support and did an exhaustive amount of research to solve my many issues. Through this process, it really highlighted to me how difficult breastfeeding can be in American society. Considering how beautiful a bond it is between mother and child, and how beneficial it is for both, I made it my personal mission to help people to start learning more and understanding it better.

I have started using my art and profession as a photographer to try to drive education and awareness about

breastfeeding. I am currently building a series of photographs featuring breastfeeding mothers around the world.

## **Love of My Life , Manuela Epureanu**

From the moment I found out I was pregnant, I wanted to do my best to breastfeed my child. Of course, after I gave birth to David, I realized that this act, which seemed very natural when I looked at other breastfeeding women, was not as natural as it seemed!

In the hospital, the nurses tried their best to ensure that David was attached properly however I still encountered mastitis and damaged nipples, but I didn't stop breastfeeding. We had a difficult start, but after two weeks we were on the right road and we are still there. I will give him his favorite milk as long as he wants. We will stop breastfeeding when he is ready to stop.

The moral support during those first two weeks of difficulty came from my family. I also valued the information I found online to support breastfeeding, including articles published by the website "La Leche League Bucuresti."

"Love of my life"—my baby boy David—expresses my desire to raise a healthy child with life, love, care and confidence through breastfeeding,