THE LLLI ALUMNAE ASSOCIATION

Continuum

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If any issue of CONTINUUM *should be a double issue, perhaps it is most fitting that this be the one—a bridge between two centuries, between past and future.*

In a way, the Alumnae Association is like a bridge too. Its members span across the years, some with roots in La Leche's kitchen table beginnings, others more grounded in the dynamic worldwide organization of today.

Continuously, as present becomes past, the Alumnae "bridge" expands its reach. It is a bridge always under construction, strengthened by the insights and ideas of its newest members, crafted by the wisdom of past Leaders who have learned new skills, and maintained by each one of us whose connection to LLL will last a lifetime.

Personality type: a lifelong journey of discovery

One of the most popular Alumnae sessions at the 1999 LLLI Conference explored personality type, especially as it applies to middle age and beyond. Mary Hurt, LLLI Public Relations Associate, Leader, and certified MBTI instructor, led this lively and informative session. We asked her to share some basic information on type and to recommend other helpful resources.

Are you energized by large groups of people or do you come home from an outing with people exhausted?

Do you notice the details or do you like to see the whole picture?

Do you enjoy the process of waiting for new information or would you rather order your outside world in a more finished fashion?

When it comes to decisions, do you use a logical, impersonal way or do you more seriously take into account the feelings of yourself and others?

While everyone uses many different processes in dealing with the outside world, we each have our own preferred or natural way of being energized, of taking in information, of the way we order our outside world, and of making decisions.

The answers to these questions can help you begin to see which of 16 types you are according to the Myers-Briggs Type Indicator (MBTI). Nonjudgmental in nature—since no one type is better, only different from others—the type indicator was created by the mother-daughter team of Katharine Briggs and Isabel Briggs Myers, who built on the theoretical work of Swiss psychologist Carl Jung.

The MBTI is one of the most widely used assessment tools. It can be helpful in appreciating our own and others' strengths; in understanding our children, co-workers, and ourselves; and in communicating with people of all different types. It has applications in family life, in career development, and in leading LLL or other meetings.

The first step to using type in midlife and beyond is learning about the four dimensions of personality type and where your preferences fall on the continuum in each category.

The Four Dimensions of Personality Type

(E) Extraversion —— Introversion (I)
How we interact with the world and where we direct our energy

(S) Sensing —— Intuition (N)
The kind of information we naturally notice

(T) Thinking —— Feeling (F)
How we make decisions

(J) Judging —— Perceiving (P)
Whether we prefer to live in a more structured way (making decisions) or in a more spontaneous way (taking in information)

—Paul Tieger & Barbara Barron-Tieger
Do What You Are

❖ **Extrovert (E) ~ Introvert: (I):** Many people have never felt affirmed for being someone who thought out loud (E) or, conversely, for being someone who thinks things through inside their heads (I).

❖ **Sensing (S) ~ Intuitive (N):** Perhaps you were never validated for liking to use and hone established skills (S) or, on the contrary, for liking to learn new skills (N).

❖ **Thinking (T) ~ Feeling (F):** Were you valued for being a person who in decision making likes to use logic, justice, and fairness (T) or were you one who was appreciated for

Type, *continued*

considering the effect of actions on others (F)?

❖ **Judging (J) ~ Perceiving (P):** Were you lauded for liking to make decisions (J) or, on the other hand, for liking to keep your options open (P)?

So, if you are energized by the outside world (E), like details (S), prefer objective decision making (T), and like to keep your options open (P), you would be an ESTP, one of the 16 types.

Determining your own type—and understanding the framework out of which others operate—contributes to a clearer picture of personality differences (and similarities).

But knowing your own type can also chart the course of your developmental direction. While each individual's basic four-letter type code remains unchanged throughout life, there is a common progression of type development.

The work of the early years is finding and growing our strengths. Around midlife, we unconsciously seek to round out our personalities by moving beyond our letter preferences. We may discover that our common way of functioning in the world is less satisfying, or that we are pulled —subtly or strongly—in new directions.

In type theory, this development progresses through four functions (see accompanying chart).

Each one of the types has a designated *dominant* (or favorite) function and an *auxiliary* function that are usually well developed by midlife. The Dominant function, "the captain of the ship," and the auxiliary, "first mate," are the ones that properly develop first.

The third function is the opposite of the auxiliary, so if your auxiliary function is intuition (N); your third function would be sensing (S). The least preferred or fourth function is the opposite of your dominant function, so if your dominant function is feeling (F), your least preferred function is thinking (T).

At midlife, the challenge is in developing our third or fourth functions.

If you prefer intuition, you may begin to use its opposite—sensing — by becoming more aware of nature, becoming more realistic, and beginning new hobbies such as gardening or hiking.

If you are someone who likes sensing, you might change direction and become more interested in symbols and underlying meanings and even take more of an interest in art or religion.

If you prefer to make decisions with feeling in mind, at midlife you may become more objective and more critical of people and things; new interests might include arbitration or negotiation; political interests or consumer awareness.

If you have used thinking in decision making, you may become more aware of how your actions affect others; new interests might involve keeping a journal or rekindling past relations.

"Midlife," writes Nancy Millner in *Creative Aging*, "is about the expansion of personality. It is about finding those parts of ourselves that we have not developed and integrating them. It is about finding those things that were

One of the gifts reserved for the later years is the freedom and joy that come through the paradox of becoming more truly oneself and at the same time more at one with all those around us.

—Katharine D. Myers
in preface to *Creative Aging*

Hierarchy of Functions: Dominant, Auxiliary, Third and Fourth

	ISTJ	**ISFJ**	**INFJ**	**INTJ**
1 *Dominant:*	Sensing	Sensing	Intuition	Intuition
2 *Auxilary:*	Thinking	Feeling	Feeling	Thinking
3 *Third:*	Feeling	Thinking	Thinking	Feeling
4 *Fourth:*	Intuition	Intuition	Sensing	Sensing
	ISTP	**ISFP**	**INFP**	**INTP**
1 *Dominant:*	Thinking	Feeling	Feeling	Thinking
2 *Auxilary:*	Sensing	Sensing	Intuition	Intuition
3 *Third:*	Intuition	Intuition	Sensing	Sensing
4 *Fourth:*	Feeling	Thinking	Thinking	Feeling
	ESTP	**ESFP**	**ENFP**	**ENTP**
1 *Dominant:*	Sensing	Sensing	Intuition	Intuition
2 *Auxilary:*	Thinking	Feeling	Feeling	Thinking
3 *Third:*	Feeling	Thinking	Thinking	Feeling
4 *Fourth:*	Intuition	Intuition	Sensing	Sensing
	ESTJ	**ESFJ**	**ENFJ**	**ENTJ**
1 *Dominant:*	Thinking	Feeling	Feeling	Thinking
2 *Auxilary:*	Sensing	Sensing	Intuition	Intuition
3 *Third:*	Intuition	Intuition	Sensing	Sensing
4 *Fourth:*	Feeling	Thinking	Thinking	Feeling

—based on a chart in *Do What You Are by* Paul Tieger & Barbara Barron-Tieger

Type, *continued*

ours to do but that we didn't address because we were too busy establishing a career, raising a family, and participating in our communities. It is about moving toward being more complete and whole people." While the post-midlife period, according to Millner, "can be a time of great creativity and can produce a renewed sense of spontaneity, playfulness, and adventure."

For further reading:

Creative Aging: Discovering the unexpected joys of later life through personality type, Nancy Millner; Palo Alto CA: Davies-Black Pub., 1998.

Navigating Midlife: Using Typology as a Guide, Eleanor S. Corlett and Nancy B. Millner, Davis-Black Publishing, 1993.

Do What You Are: Discover the Perfect Career for You Through the Secrets of Personality Type, Paul D. Tieger and Barbara Barron-Tieger, Little Brown and Company, 1995.

Families: Using Type to Enhance Mutual Understanding, by Charles W. Ginn, Ph.D; Center for Applications of Psychological Type, Inc., 1995.

Nurture by Nature: Understand Your Child's Personality Type—And Become a Better Parent, by Paul D. Tieger and Barbara Barron-Tieger (Available from LLLI, No. 3012, $16.95)

The LLLI Alumnae Education Network will link students, families

"Where are your League Babies Now?" said the sign on the bulletin board in Alumnae Headquarters at the LLLI Conference in Florida last July. And as the list grew, the Alumnae Education Network was born.

It stemmed from a conversation of Alumnae Council members who each had high school seniors and/or college-age students at the time. "Wouldn't it be great," they said, "if there was someone who could answer our school questions from an LLL perspective? If we had a way of hooking up LLL kids who were attending the same college?"

The current schools in the network:

Catholic University of America; Washington DC
DePaul School of Law; Chicago, Illinois
Earlham College; Richmond, Indiana
Emerson College; Boston, Massachusetts
Emory University; Atlanta, Georgia
Florida State University; Tallahassee, FL
Georgetown University; Washington DC
Georgia Tech; Atlanta, Georgia
Grinnell College; Grinnell, Iowa
Harding University; Searcy, AR
Iona College; New Rochelle, New York
Macalester College; St. Paul, Minnesota
Miami University; Oxford, Ohio
Oxford College; Oxford, Georgia
Purdue University; W. Lafayette, Indiana
St. Mary's College; Notre Dame (South Bend), Indiana
Texas A & M; College Station, Texas
Texas Tech; Lubbock, Texas
U.S. Naval Academy; Annapolis, Maryland
University of California- Berkeley; Berkeley, CA
University of Georgia; Athens, Georgia
University of North Carolina - Chapel Hill; Chapel Hill, NC
University of Notre Dame; Notre Dame (South Bend), Indiana
University of Texas; Austin, Texas
Valdosta State University; Valdosta, Georgia
York College; York, Pennsylvania

If you are interested in getting in touch with another Alumnae member regarding any of these schools, contact Pam Oselka, LLLI Alumnae Association Coordinator (see p. 16).

To join the network, send the following information to Pam:

1. College or Trade School
2. College City and State
3. Student's Name
4. Student status: Current Student or Graduate (year)
5. Parent's Name
6. Parent's Phone
7. Parent's E-mail

An Alumnae volunteer would be welcomed to help with this project. If the Education Network catches your interest, please contact Pam Oselka.

Plan ahead!

LLL's 17th International Breastfeeding Conference
July 7 - 10, 2001 ~ Chicago Hilton and Towers

A Kaleidoscope of Family, Friends & Cultures

Life after LLL: Meet Ellen Jaffe, financial consultant

Prior to becoming a mother of three, Ellen Jaffe was an award-winning investigative reporter, consumer journalist, and television news anchor. In 1990 she stepped out of the limelight to stay at home with her daughter Rebecca, later joined by daughters Jessica and Aron. During this at-home time Ellen was an active La Leche League Leader in the St. Louis area. But in 1996, after her husband lost his job in a corporate restructuring and had not worked for over a year, Ellen headed back to the workforce. Once again, she found herself in front of television cameras, little knowing that she'd soon decide to make a major shift in her career direction.

What precipitated your decision to change your career course?

There were some benefits to being an early morning tv anchor. I was able to get off most days by 11:30 a.m. to pick up my three-year-old at nursery school, then fall into the full time mom role for the rest of the day. Since my husband was able to get the kids off to school in the morning, we never had to place them in day care. But leaving my children at 4:00 a.m. was a huge adjustment for me. Invariably the guilt would set in—especially leaving in the middle of a thunderstorm!

At the time I reentered the workforce, I was told by the station's makeup consultant that 40 was never too young to start having face lifts, and the more often I had them at a younger age, the more effective they would be long term. I knew that was not a route I would ever go and that it was time for me to start shopping for a second career.

Your background was in journalism and broadcasting—what sparked your interest in financial consulting?

Many of my colleagues in broadcasting had made the switch into financial services and talked about how exciting it was and how empowering it was to help people learn to acquire and build wealth for their children's education and for their retirement. What hit me was a realization that if my husband and I had learned more about saving and investing, I might never have had to go back to work. It was at that point I realized I had discovered my passion. My goal has been to help families get in a financial position that if sudden emergencies arise, they are well-equipped to handle the situation. And if mom doesn't want to go back to work, she doesn't have to. Others had told me that financial services is more a marketing business than a financial one. At first I was skeptical. But now I totally believe that to be the case.

The world of finance has long been a male-dominated arena. Do you find this to be changing?

One trade publication put the number of women in my field at 12 percent. In fact, when I decided to make the career switch, I had offers from several firms. At each firm that I went to, I saw maybe one or two women financial consultants out of 30-40 men. Our company (Salomon Smith Barney) is making great strides to hire women, and our clientele is made up of significantly more women than it used to be.

But I am still amazed at how many women clients tell me their husband took care of all their finances and they don't have a clue. I've had some women in my office years after their husbands died saying they didn't know what their net worth was, how much money they had in the bank, or how much money they had withdrawn from their annuities. These women tell me stories of how their husbands managed everything and how male financial advisors talked down to them, saying, "now don't worry your pretty little head… your husband and I have this all under control." Yes, in this day and age.

I see people in every life situation possible, and the key is knowing that they don't care what I know until they know that I care.

Fortunately, our firm has some wonderful continuing education for women which has helped me tremendously in dealing with the many financial needs women have. I have a great passion for educating women so they know as much as possible to avoid ending up in situations where they "haven't a clue." I always insist that both husband and wife come to my appointments whenever possible.

Did your experience with La Leche League have any bearing on what you are doing today?

My experience with LLL has enriched my life in so many ways. Professionally, I have so much compassion for my clients. Human Relations Enrichment certainly has helped me in this aspect. I have one client who had taken a childbirth class with me. She is dying of breast cancer and asked that I take care of some investments for her children.

I see people in every life situation possible, and the key is knowing that they don't care what I know, until they know that I care. The best tool to gaining trust is truly listening to the client and really understanding what he or she needs and wants.

In counseling new moms, we would always try to be nonjudgmental and supportive. And so it is with investing. People say to me almost daily, "I'm so ignorant when it comes to finances." I support what they have done, and remind them that the fact they are in my office is a great first step.

One of your areas of concentration is in social awareness investing. How did this develop?

During my first month with Salomon Smith Barney, I found out that our company had this amazing reputation for—and a department that focused on—social awareness investing.

Social investors choose to put their money into portfolios that either *support* companies that reflect their beliefs in such things as community service, charitable giving, employee relations or environmental problem-solving, or they *avoid* investing in companies that are involved in areas that concern them, i.e., tobacco, alcohol, gambling, military contracts, or doing business in countries with human rights violations.

Social awareness investing is not some gimmick that I am trying out this week. It defines me. It feels like coming home.

This whole concept of making investments consistent with values had a very familiar ring, as I think you can well imagine. While La Leche League was not directly involved with the Nestle boycott [because of Nestle's promotion of artificial baby milk in third world countries], as a Leader, I certainly was familiar with the issue.

So the idea of avoiding certain companies when investing made sense to me. It was also consistent with other areas of my life.

As about the only adult woman in my immediate family who hasn't had breast cancer, my life has been an experiment to see if I can beat the odds. I have been a vegetarian. I have been involved in the coalition against the misuse of pesticides and a variety of other organizations that I believe are helping to bring about positive social and environmental changes.

Social awareness investing is not some gimmick that I am trying out this week. It defines me. It feels like coming home.

[See page 6 for a related article by Ellen that provides more information about social awareness investing.]

In closing, what kind of financial advice would you give to other LLL Alums?

The first piece of advice in a Salomon Smith Barney guide for women on financial planning is to "anticipate you are likely to live a long life and plan accordingly." And I wholeheartedly agree. In fact, according to the U.S. Census Bureau, if a woman reaches age 50 today without serious health problems, she can anticipate celebrating her 92nd birthday.

I'd tell women to get involved. Attend every appointment your husband has with your financial consultant.

If you are working, put as much money as possible into an IRA, 401(k), or other employer-sponsored plan.

Make sure you have a financial plan that is long term and focused on your goals. If you expect to leave something to your heirs, establish an appropriate estate plan so that taxes don't diminish their inheritance.

You also should have a thorough retirement and educational goal analysis. It will evaluate your risk tolerance and calculate how much you need to save to achieve your goals.

Then for your serious money, seek the advice of a professional who can make recommendations that best meet your needs.

Social awareness investing: mixing profits with principles

Social awareness investing is a concept that offers investors a unique opportunity to make their investments consistent with their values. Simply, you do not have to sacrifice profits for principles. Whether your concerns revolve around the environment, the community, or the workplace, social awareness investing allows you to support social and ethical concerns *and* earn a competitive return as well.

The most practical method for implementing social investing is screening—including or excluding securities in an investment portfolio to reflect social concerns. Other strategies include shareholder activism (submitting and voting corporate proxy resolutions as a means of influencing company behavior) and community or economically targeted investing (participating in community-based financial institutions such as development banks, loan funds, and community credit unions).

❖ **A good performance track record.** Recent studies have found that there does not have to be a trade off between social objectives and maximizing financial returns. The Domini Social Index (DSI) was designed nine years ago as a socially screened alternative to the S&P 500, an index generally accepted as a performance benchmark for the U.S. equity market. In recent years, the DSI has actually outperformed the S&P 500.

❖ **An appeal to a wide variety of people and institutions, on all sides of the political spectrum.** Many religious groups, health associations, schools, labor unions, foundations, retirement funds, environmental organizations, women's groups, and concerned individuals are involved in social investing. A recent study found that nearly one out of every 10 dollars under professional management in the U.S. is part of some type of social investment strategy.

❖ **A proactive way of investing.** In recent years, investors have become increasingly interested in the supportive approach to social investing. Here, investors are most commonly concerned with investing in companies that have strong records in environmental problem-solving, innovative employee benefits and programs, community involvement, and charitable giving. In other words, supporting companies for their good practices. Some examples:

❖ requiring cradle-to-grave environmental analysis in product development.

❖ providing an 8-week sabbatical program for every 7 years of employment and stressing the need for employees to balance work and personal life.

❖ offering flexible work arrangements and on-site child care services.

❖ committing two percent of earnings to charity.

❖ matching employee gifts to charity, double-matching employee gifts to organizations where they volunteer, giving paid time-off for volunteering.

What if a majority instead of a select few companies had practices or programs like these? Think about how much better off the world would be.

Ellen Jaffe, Financial Consultant, Salomon Smith Barney, St. Louis MO
ellen.l.jaffe@rssmb.com

Ed. note—For more about social awareness investing, check the Social Investment Forum at: http://www.socialinvest.org/

Breast milk may hold a key in cancer research

Swedish physician and immunologist Catharina Svanborg at Lund University was well-acquainted with the beneficial properties in breast milk and her research group had often used it in experiments. In one, which mixed human milk, cancer cells, and bacteria, they were trying to learn how the milk, which they already knew to be a powerful germ-fighter, blocks bacteria from infecting other cells. What her student, Anders Håkansson, discovered instead was that the milk was actually causing the cancer cells to die.

Svanborg's lab is very small and generally focused in the field of infectious disease, not cancer research. But that chance discovery seven years ago set the path of their research on a new and exciting course.

According to an article in *Discover* magazine (June 1999), Svanborg and Håkansson have run tests pitting breast milk against all kinds of tumor cells: lung cancer, throat cancer, kidney cancer, colon cancer, bladder cancer, lymphoma, leukemia. And in every case, the cells are killed.

While Håkansson cautions that "cancer cells in the lab don't necessarily indicate the response of human tumors," the researchers are optimistic. Trials with mice show they can tolerate very high doses with no side effects.

A $200,000 grant from the American Cancer Society enabled the team to complete the first phase of their research—and to gain some recognition. The next steps in the research process are animal and then human trials.

A breastfed baby, a bachelor, a beautiful maternity nurse . . .

If it's true that writers write about what they know, then romance writer Holly Fuhrmann's newest book, *Baby, It's You* is a prime example. Holly, an LLL Leader Reserve, places a breastfed baby at the heart of her story.

Imagine the problems if this baby has to be separated from her mother. Now picture Ian Ryan, a handsome "take-charge" corporate exec, who can handle any challenge—until he ends up caring for his newborn niece while his sister is temporarily hospitalized. Add into the mix beautiful Lexi McGraw, Ian's downstairs neighbor and maternity nurse. She is happy to give him some pointers. And once baby is sleeping…

"I tried to write about a 'real' baby in *Baby, It's You*," says Holly. "She cries, makes messes and generally forces the adults in her life to center around her. I also tried to portray breastfeeding as accurately and positively as I could. I even managed to mention LLL. And of course, it was dedicated to LLLI and personally to our local Leaders."

According to reviewer Brenda Ramsbacher, "*Baby, It's You* is a laugh-out-loud, can't-put-it-down story… by a master storyteller."

While Holly is not new to writing (she has 38 published short stories), her "serious" writing started in January 1996. "I'll never forget the date," she says, "because it was a New Year's resolution! My baby was just barely two and had three siblings from teens on down. So, most of my writing was done in nightly sprints—sprints because I had to write as much as I could before I collapsed from motherly exhaustion!"

But those nightly sprints were productive. Her first book, *A Snowball's Chance*, was published in 1997 and was followed in 1998 by *This Old Heart*.

"This year has been a real change," according to Holly. "That same baby started kindergarten (my oldest is a senior) and for the first time in seventeen years, the house is mine during the day. Writing during the light of day has been a welcomed adjustment!"

For the first time in seventeen years the house is mine during the day.

Holly's next book, *Mad About Max*, out in mid-February, takes a different twist. It's a comic fantasy that "makes fairy godmothers believable, reminds us all that love is worth working for, and that change can be good."

Two more books are already in the lineup. *Magic For Joy* is scheduled for release in November of this year and she just sold *Miracles for Nick* which will be out sometime in 2001.

❖ *Baby, It's You* (ISBN 0-8217-6544) is published by Kensington Publishing Corp. through their Precious Gems line and is available at Wal-Mart stores nationwide as well as Wal-Mart on-line.

❖ *Mad About Max* (ISBN 1-893896-05-6) is published by ImaJinn Books, a new publisher of paranormal, "new-age" romances. ImaJinn Books are found at Amazon and Barnes & Noble on-line.

To keep up-to-date with Holly's writing, check her web site at: <http://members.aol.com/hfur/index.html">

Put your story in a Sears book!

Did you ever wish that someone would document all the benefits of breastfeeding, natural weaning, loving guidance, and all the other parenting choices that follow from these basic La Leche League concepts?

Ever wish a noted author would describe how kids whose parents are responsive and respectful of their needs grow up to be, well, really great people?

Did you ever want to tell the world that your children are so likeable, so compassionate, so sure of themselves because they were allowed to nurse till age three (or four or five) or because they were never spanked?

Bill and Martha Sears are currently collecting material for a book with a working title of "Kids Who Turned Out Right: What Their Parents Did."

They want to include lots of stories from La Leche League families—stories that describe how parents are seeing good results from practices like co-sleeping, gentle discipline, long-term breastfeeding, minimal mother-baby separation, and, in general, making kids their number-one priority.

These might be stories about teens or young adults, or about grade-school kids or even preschoolers and toddlers.

Write your story or anecdote just the way you'd tell it to LLL friends and send it to me, Gwen Gotsch, the Sears' research assistant, at:
747 N. Humphrey, Oak Park, IL 60302.
E-mail: gwenrhoda@ aol.com
Phone/fax: 708-524-8795.

Don't wait too long—we need your stories by the end of April.

The Alum bookshelf: Another Country—Navigating the emotional terrain of our elders

My discovery of *Another Country* could not have come at a better time. I was flying 1,200 miles to accompany my mother, age 77, for a medical test that she was feeling apprehensive about—one that I had suggested she undergo. With book in hand, I boarded the plane and read nonstop until we landed. What the author had to say not only helped me through the next few days, but continues to give me much to ponder.

Mary Pipher is an internationally noted psychologist and an engaging writer (her other books are *Reviving Ophelia* and *The Shelter of Each Other*).

In *Another Country,* Pipher acknowledges that as a nation we are not organized in a way that makes aging easy. "We lack the housing arrangements, social structures, traditions, and wisdom to make the last years of life manageable. No one wants to die surrounded by hired help. No one wants their parents to be anxious about money and pain their last years. Yet these things happen all the time. There is an enormous gap between what we believe is right and what is practical." Even when logistics can be worked out so that families are together, there are often communication problems, as well as problems caused by different ways of interpreting the world.

Pipher maintains that we need a language that bridges the gap between generations and takes into account all the differences that exist between our generation and one who lived before television, e-mail, and Freudian psychology, one who grew up in real communities where people looked out for one another. Drawing from interviews with families and older people, it is a practical book, offering us scenarios and poignant stories that help us bridge the communication gap. It presents a true understanding of the mindset of men and women in their 70s, 80s, and 90s.

There is an enormous gap between what we believe is right and what is practical.

One section of the book deals with the U.S. culture's stereotypes of the old, none very complimentary, as contrasted with other cultures where the old are revered and respected. "In our culture," writes Pipher, "the old are held to an odd standard. They are admired for not being a bother, for being chronically cheerful. They are expected to be interested in others, bland in their opinions, optimistic, and emotionally generous. But the young certainly don't hold themselves to these standards." This certainly made me stop and think.

There are often times when the old need to be cared for and supported through their fears. Our roles with our parents may become reversed and this can be a difficult transition. Being able to accept this (on both sides) with grace and dignity seems to be the task, and Pipher is very good at guiding us along.

Throughout this book, Pipher not only shares stories, but encourages us to ask the old in our lives to relate their stories to us and to their grandchildren. For a generation who experienced a depression, a World War (or perhaps even two), hailstorms and floods that wiped out farm crops, and so much more, we may find—if we ask—that they are an amazingly resilient generation. As Pipher shares, "They know how to laugh, to dance, and to share meals with one another, no matter what the circumstances." And you can bet their stories are a more entertaining window on history than any textbook.

Because *Another Country* is such a heartwarming book about people, feelings, communication, and "taking the time," it certainly fits with all that La Leche League has always stood for. It's an easy read, but even better, it's a very thought-provoking, practical, and hopeful field guide for the challenges of old age—our own *and* our parents.

I especially like Pipher's comments in the beginning of her book, which seem so appropriate for closing this review: "Each generation has its own gifts to share with all other generations. I hope this book inspires people to work on new ways to connect the generations. I hope adults will call, write, and visit their own aunts and great-aunts. I want grandchildren and grandparents to spend summers together and maybe even figure out ways to live near each other. I hope my writing inspires people to plan family reunions and intergenerational bonding events. I want community activities organized not by age but by formed families so that people of all ages can work together. I want schools to be facilities where people of all ages work and play. In short, I hope we all can become one country."

Pam Oselka, Michigan USA

Sometimes the best gifts are the least expected

"My over 20 years of involvement with LLL have shaped and defined my role as wife, mother, and woman," wrote Ronnie McEntee (Tennessee USA) recently on her Retired Leader Update.

"The skills I learned as a Leader, as well as various Area Council positions, still serve me well in my day-to-day life. Many of the good things in my life are either directly or indirectly the result of LLL. I would like to share with you a very special 'gift' I received last February and how LLL played a role in it."

As ACS for New York East, Ronnie was checking LLLI's web pages and noticed an adoption site that had given LLL's site an award. Having given a son up for adoption in 1970, she was drawn to the site. There, a reunion registry listed her son and indicated that he was searching for his mother—and that she should send a message. Since that time, they have visited several times and talk regularly on the phone.

Without that chance occurrence, I never would have made this connection.

"It has been a life-altering experience for me to know the son I never dreamed I would," writes Ronnie. "It gives me great peace and fills that place in my heart that was empty for so many years. Without that chance occurrence at the LLLI site, I would never have made this connection with my son. I am so grateful to LLL for all I have gained over the years, but this caps it all!"

LLLI seeks Director of Funding Development

The position of Funding Development Director is currently open (as of CONTINUUM publication date) at La Leche League International in Schaumburg, Illinois.

Required skills:
Proven success in fund-raising, especially major gifts. Excellent written and verbal skills, strong management and interpersonal skills, ability to think strategically a must. B.A. in Liberal Arts or affiliated field. Three to five years experience.

Responsibilities:

- ❖ Work with Executive Director and Board Resource Development Committee to set funding goals, priorities and programs each year.
- ❖ Prepare budget for Funding Development and Alumnae annually along with narrative describing objectives for each expense line item.
- ❖ Build annual giving base through annual fund drive in Fall and special giving in Spring. Includes letter, appeal brochure, accompanying materials, theme and placement in NEW BEGINNINGS and LEAVEN.
- ❖ Identify and cultivate prospects, working with the Board of Directors, Development Advisory Committee, Leaders and others.
- ❖ Develop strategies for major gift funding, implement plans, prepare proposals and staff volunteers in situations.
- ❖ Oversee the donor acknowledgment program of receipting, thanking and maintaining donor records.
- ❖ Publish quarterly donor newsletter and other appropriate materials to highlight givers and to build support for LLLI.
- ❖ Establish program of corporate and foundation relations as indicated by Executive Director and Board.
- ❖ Staff, manage and train volunteers.
- ❖ Plan and implement special events for donors and prospects.
- ❖ Maintain donor information on the LLLI Web site.

If you are interested in applying for the position of La Leche League International Funding Development Director, please send your resume to:

Paulina Allen de Smith, Executive Director
La Leche League International
1400 N. Meacham Road, Schaumburg, Illinois 60173-4840
FAX: 847-519-0035 · e-mail: mexsmith@compuserve.com

Q & A: When your daughter-in-law is pregnant…

What's the best way to give information to a pregnant daughter-in-law with whom the relationship is cordial, but not close?

Jan Kiefer *(Indiana)*: Very carefully… Preserving the relationship between one another is of utmost importance, otherwise the information one shares may not be well received. Above all, do not come between your son and daughter-in-law. That relationship is primary and is to be guarded zealously!

Sarah Friend Barnett *(New York)*: It doesn't look as if I will ever be so lucky so I am not speaking from experience.
1. Give her a copy of WAB.
2. For the more scientifically inclined, I would probably add some literature about the risks of formula feeding.
3. Offer to take her to an LLL meeting.
4. As a shower gift - a prenatal consultation with a good IBCLC.

Lorelei de la Reza *(Texas)*: When I was expecting my first granddaughter, my relationship with my daughter-in-law was not yet as close as I knew it someday would be. My son had been raised in an LLL home and said he was convinced about breastfeeding. I felt I needed to tread lightly and did not want to alienate my new daughter-in-law, knowing that her mother did not breastfeed. I found a wonderful solution by being able to present breastfeeding information in a "back-door" way.

A brother of my daughter-in-law and his wife were expecting a baby due five months before my granddaughter.

I supplied them information, including Dr. Sears' *The Baby Book*. I also gave them a sling. The wife was very receptive and very inclined to breastfeed. Therefore, she ended up modeling the mothering-through-breastfeeding behavior to my expectant daughter-in-law.

Above all, do not come between your son and daughter-in-law. That relationship is primary and is to be guarded zealously!

—Jan Kiefer

By the time my granddaughter was born, my son and his wife had made the commitment to breastfeed, initially based on an intellectual point-of-view. After persisting during the rocky first weeks, my daughter-in-law was hooked and nursed until the time of natural weaning. Now my second granddaughter is also being happily nursed while my first granddaughter nurses her dolls and animals at the same time.

Mardrey Swenson *(New Hampshire)*: I discovered the book *The Vital Touch: How Intimate Contact with Your Baby Leads to Happier, Healthier Development* in a book store last year. According to the author, Sharon Heller, "This book is not a parenting how-to book. [It] is about the continuous battle between our genes and our culture, between wanting intimacy with our babies and being discouraged from getting close, and how that friction stresses the very fabric that holds the mother-baby relationship together."

I recently sent this book to my niece who asked if I could come to help after her baby is born in April. It is full of the latest scientific evidence on infant physiology, attachment, skin-to-skin, and "colic." It even addresses co-sleeping. My objections to it are few, yet they are not insignificant. The chapter on breastfeeding is poorly written in comparison to other parts of the book. I would say this to both my son and daughter-in-law, giving *Breastfeeding Pure and Simple* or *The Womanly Art* at the same time.

Mardi Dean *(Virginia)*: While League people have a lot of knowledge about what might be best for baby, each of us has had an opportunity to rear our children according to what we believed was right at the time. Now it is another generation's turn.

What have we always said in League? Take only the information you can use. That goes for our children, too. We must give them freedom to make the choices they are comfortable with. Childbirth procedures differ greatly from 20 to 30 years ago. Just as we wrestled with decisions about our birthing experiences, our children are doing the same. They are influenced by their own doctors, by the media, and by their friends. I believe the best a mother-in-law can do is buy a childbirth book or two for son and wife and talk about the miracle of birth in a very positive way.

Breastfeeding is another matter—

our own children know how superior breast milk is for babies. However their spouses may have very different ideas and experiences. Or a career may make certain choices difficult. Even a child who has been exposed to breastfeeding may make a different decision with reasons all her own.

Give a gift of THE WOMANLY ART OF BREASTFEEDING during pregnancy, share local LLL contacts, and express words to convey that you know they will do whatever they believe is best for their baby. Remember that the goal is to have a grandchild who is happy and healthy. We do know that these are attainable goals, even if one is bottle fed.

When it comes to child care, we've been there, done that too. We've made mistakes, and we've learned from them. We grew in compassion and love as humans while caring for our children. Gradually, we became adults. Now, we have a lot of the answers, but not all.

We need to remember that some babies do not sleep in their parent's bed. Some babies use a playpen. Some toddlers will have candy. Some little ones will be in daycare. Most little ones will not be permanently harmed. Criticizing parenting skills never has the desired effect. Often, the critical grandparents are left out, just to limit the criticism. It is better to be as involved as possible rather than having to stay away.

Offer to help, physically (if nearby) and/or financially. You want your kids to be able to enjoy their kids, just as you did. I told my daughter-in-law that I would never second guess her as a mother. In fact, I think she has done quite well. To be honest, however, I haven't always agreed with every choice made for their son. I have vented concerns to my husband. And that seems to be enough.

I have changed my thinking since my grandson was born. I'm not the person with all the answers. I have learned to give up the ideal and deal with the real.

—Mardi Dean

As grandparents, we take every opportunity to praise our grandson, Taylor, to his mother and father. Since Taylor comes to see me often, I am able to share with his mother child care nuggets without seeming overbearing. I'm lucky, I know.

I have changed my thinking since Taylor was born. I'm not the person with all the answers. I have learned to give up the ideal and deal with the real.

Our adult children do not exist to make us happy. They are accountable to themselves for their behaviors and choices. We will love and care about each one of them, but must remember to let go of them.

As a final thought, **Louise Cox (Connecticut)** shared the following quote from *A Cherokee Feast of Days* by Joyce S. Hifler: "Always remember that certain circumstances are not ours to alter. We make the most of them and go on. We can only be examples, never controllers of other people's lives, other people's children, other's circumstances…

"Some of the best work, some of the deepest caring and doing is not physically evident in the beginning. Help of any kind must be wanted and recognized before it can do any good. Too much help where it is not appreciated can make even a good person helpless. We have to be wise in our giving, and particularly wise in what we withhold, because it may be what we withhold helps the most."

Join the Alumnae!

YES, I want to keep in touch and support LLLI. My Alumnae membership category is checked below. Enclosed is:

- ☐ $6 for CONTINUUM (I am currently an LLL Leader or member)
- ☐ $19 for an LLLI Alumnae Membership (includes CONTINUUM)
- ☐ $36 for CONTINUUM and an LLLI Individual Membership
- ☐ $50 for a 3-year LLLI Alumnae Membership (includes CONTINUUM)
- ☐ $75 for a 5-year LLLI Alumnae Membership (includes CONTINUUM)

Name: _____
Address: _____
State/Province: _____
Zip/Postal Code: _____
Country: _____
Current LLL status: _____

Send to: LLL International, P.O. Box 4079 Schaumburg IL 60168-4079 USA

Continuum

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Double issue!

Keeping the LLL connection

More notes from the web (visit soon!): <www.lalecheleague.org>

Lee Ann Vieck *(Indiana)*: At the present time, I am a teacher assistant to an emotionally handicapped child in the third grade and have been a middle school cheerleader coach for over 11 years (old cheerleaders never fade away—they become coaches!).

I also worked for 16 months at a birth center as a midwife's assistant. I was able to help with over 100 births before the center closed because of financial reasons. My husband and I are proud grandparents of two beautiful granddaughters with another grandchild on the way. Our six children continue to be the focus of my time and energy.

Linda Golonka *(Illinois)*: I began a new job in July 1999 and one of the people who started the same day is expecting her first baby. How wonderful to visit her during a break and find her checking the LLLI web site! I've encouraged her to attend Group meetings and she has asked me to come along with her. I'm really looking forward to that. My children—my nursing babies and eventually nursing toddlers—are now 19 and 16.

Share your thoughts with the LLLI Alumnae Conference Team: *What would you like to see offered for Alumnae at the next LLLI Conference? What would be ❖ fun? ❖ enriching? ❖ educational? ❖ inspiring? ❖ relaxing? ❖ worth YOUR coming?*

Send your ideas to Pam Oselka or Sue Christensen today.