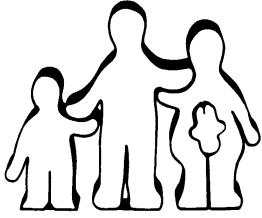


# THE PERINATAL PRESS



*The mission of the Greater Adirondack Perinatal Network is to promote comprehensive perinatal health care by providing education, information and referral services to individuals, families and professionals.*

Winter 2012

Supporting Families for Over Twenty Years

Issue #68

## Managing the Logistics of Breastfeeding

By: Kirsten Berggren, PhD, FNP, IBCLC

In the past 10 years, there have been many cultural changes in the field of breastfeeding promotion. While past challenges have primarily involved educating women and health care providers about the health benefits of breastfeeding, most women today are well aware of the importance of breastfeeding for optimal infant health. The challenges today revolve more around managing the logistics of breastfeeding. These challenges range from appropriate support for initiation of breastfeeding, public accommodation of nursing mothers, and helping women navigate the return to work or school outside of the home.

The year 2012 promises to be a great year for breastfeeding supporters. There are new statutes included in federal health care reform requiring workplace breaks for expressing breastmilk, there is new support for reimbursement for lactation consultants, and first lady, Michelle Obama, is an outspoken supporter of breastfeeding as Step One in the prevention of childhood obesity.

However, many new mothers are still struggling with reaching their breastfeeding goals. Two main challenges that are faced by many include quality initiation of the breastfeeding relationship and management of breastfeeding for mothers employed outside the home.

When mothers ask me the best way to get ready for their return to work, I tell them to get breastfeeding well-established in their first weeks at home. This supports a strong milk supply on return to work, as well as establishing a sense of confidence in the mother. There are not really any tricks to a good start other than having a good latch and

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## Managing the Logistics of Breastfeeding

*(con't from page 1)*

nursing on demand. Sounds easy, doesn't it? But for many women, it is harder than it sounds. If a woman receives conflicting advice in the early days about the "best" way to breastfeed, it is easy to feel confused and like you are doing something "wrong".

Many women are told that it is normal for breastfeeding to hurt, so they struggle with a poor latch resulting in insufficient milk transfer. Making corrections to latch can be easy in the first few days, but becomes harder as the baby gets older. If a woman has struggled with a poor latch for several weeks, she is likely to also experience sore nipples, slow infant weight gain, engorgement, plugged ducts, and other factors that add up to an exhausted and discouraged mom. If she is in this state when contemplating her return to work, she is as likely as not to decide to wean and bottle feed when she goes back to work, even if her original goal had been to breastfeed much longer.

This situation is further complicated if the baby has been born early. The "near-term" infant is currently the subject of much study; infants between 36 and 38 weeks have typically been considered "term" by the obstetric community, although recent research

reveals that they often have special needs. These babies may look full-term on the outside, but they often feed like preemies. They have less developed oral skills, weaker sucking, and easier fatigue with feeds. These babies need to be consistently supported in their feeding skills until birth weight has been regained, whether it be by use of breast compression, near-constant skin-to-skin care, supplementary feeds of expressed milk, or even simply shorter and more frequent feedings. A rocky start can lead to a mom who is exhausted before returning to work, especially if pumping has already been a part of her daily routine. Sometimes delaying the return to work by a few weeks or starting on a reduced schedule can make all the difference in providing this mother with the extra boost in energy that she needs.

If breastfeeding is well-established when a mother returns to work, there are still challenges to be faced in the workplace. The first is being assured of a clean location in which to express milk and the break time in which to do so. While federal legislation requires this for larger companies, many employers are not aware of the laws, and smaller businesses may be exempt.

Enabling mothers to continue breastfeeding after their return to work has many benefits to employers. Part of the process of supporting mothers involves educating businesses about these advantages in "business-language"

*(continued on page 4)*

## Shades of Light Postpartum Support

Perinatal Mood Disorders (PMD), or commonly referred to as Postpartum Depression, is a serious illness that affects 1 in 8 new mothers.<sup>1</sup> It is more than just the baby blues and is the most common disorder after childbirth.<sup>2</sup> It is more prevalent in women than Diabetes,<sup>3</sup> Stroke,<sup>2</sup> or Breast Cancer.<sup>4</sup> PMD are treatable conditions, but often unidentified. Symptoms can include persistent sadness/crying, anxiety or panic, detachment, sleep and appetite disturbances, feelings of guilt, and loss of enjoyment.

Shades of Light is a non-profit serving the Capital Area providing postpartum support, education, treatment resources, and outreach for mothers and their families afflicted with Postpartum Depression and Perinatal Mood Disorders. They currently hold peer support groups in Saratoga, Albany, Troy, and Bennington, VT. The facilitators are trained and certified through the Postpartum Resource Center of New York, Inc. and are designated as PMD regional coordinators. They are also hoping to establish support groups in both Warren and Schenectady Counties as well.

Shades of Light also provides on-site training seminars for hospital staff, health care staff, doula networks, therapist groups, etc., helping to promote a better understanding and

quality of care for those afflicted. They are currently working on a comprehensive website offering Perinatal Mood Disorder descriptions, symptom lists, support group listings, further reading, and a listing of qualified treatment professionals.


For information on support groups or services, call (518) 955-6770 or email [Suzanne@Shadesoflightps.org](mailto:Suzanne@Shadesoflightps.org) or [abbreese@yahoo.com](mailto:abbreese@yahoo.com).

<sup>1</sup>Centers for Disease Control and Prevention (CDC), 2008 <sup>2</sup>NYS Dept. of Mental Health <sup>3</sup>Nat'l Diabetes Information Clearinghouse <sup>4</sup>National Cancer Institute



**Shades  
of  
light**  
Capital Area Postpartum Support

Perinatal Mood and Anxiety Disorders



**when it's  
more than  
just the blues**

[www.shadesoflightps.org](http://www.shadesoflightps.org)

## Managing the Logistics of Breastfeeding

(con't from page 2)

that they can understand. The department of Health and Human Services has put together a program called “The Business Case for Breastfeeding” with templates that can be used for business outreach and support for mothers. This program is a wonderful tool that can be adapted by communities to increase the number of “Breastfeeding-Friendly” employers. In my own work with helping the University of Vermont put new lactation rooms on campus, having these tools was a huge advantage. Perseverance was also a big advantage, as it took several years before UVM was able to move forward with creating a campus-wide lactation program; but after years of baby-steps, suddenly the program exploded into fruition. Now UVM boasts five permanently established “nursing mother’s rooms”! Often building breastfeeding support involves patience for a long gestation!

Even if a mother is assured of a location and time for pumping, she may still struggle with maintaining her milk supply. Women should be provided with extra support in their first months back to work. It is important that they understand the mechanics of milk production. Most importantly, that an empty breast makes milk faster than a full breast so there is no advantage to “waiting till I feel full” to pump. Mothers

will need to be educated in the concept of “storage capacity” to understand that there is not one set pumping schedule that will work for everyone, but that even women with a small storage capacity can provide all the milk they need by pumping frequently, or even by pumping at home on occasion.

Most importantly, women need affirmation that what they are doing is difficult. For many women, the pressure of working full-time and also having to provide all of the milk for their infants is just too much. The pressure itself becomes another barrier. We, in the lactation community, need to applaud these women for their efforts, and find ways to support the occasional supplementary bottle as yet another tool to allow breastfeeding to continue. So many mothers feel an “all-or-none” mentality from the health care community. You are either a breastfeeding mother or you are not. Many feel that supplementing equals failure, so they might as well give up entirely. For working mothers, compromise is often the key to success. Accepting a small amount of supplementing, an alternative schedule, a creative childcare arrangement — these are the keys to survival in a situation that can feel far too challenging for one person.

Note: Kirsten Berggren will present at a Glens Falls Networking Session on January 23, 2012. See *Calendar of Events (page 11)* for further information.

## Healthy Native Babies Project Workbook Packet

A recently-updated resource helps to bring infant health messages to American Indian/Alaska Native communities. The Healthy Native Babies Project Workbook Packet describes ways to reduce the risk for Sudden Infant Death Syndrome (SIDS) among American Indian/Alaska Native infants. The packet was produced by the Healthy Native Babies Project, a collaboration between the Eunice Kennedy Shriver National Institute of Child Health and Human Development's Back to Sleep Campaign and representatives from five Northern Tier Indian Health Service Areas (Aberdeen, Alaska, Billings, Bemidji, and Portland). The packet was recently revised based on feedback received from training sessions held in 2006, 2007, and 2009. Contents include a workbook, handout, toolkit disk, and toolkit user guide.

The toolkit allows individuals to design culturally appropriate and regionally specific materials such as posters, flyers, postcards, and brochures. In addition, there are phrases translated into Native languages as well as photographs of Native families taken across the country to assist communities in delivering customized outreach materials.

The packet can be ordered, free of charge, at (800) 370-2943 or on-line at [http://www.nichd.nih.gov/publications/pubs\\_details.cfm?from=&pubs\\_id=5733](http://www.nichd.nih.gov/publications/pubs_details.cfm?from=&pubs_id=5733). A facilitator's packet containing training guides, presentations and activities, and an on-line self-study module will be available in 2012.

## GAP-Net Mini Grants

The following recipients were awarded GAP-Net Mini Grants for the following programs:

**Shades of Light**, Capital Area Postpartum Support, has been awarded a **General Mini-Grant** to create and print 10,000 tri-fold brochures on post-partum depression. Shades of Light provides peer support for women and their families during their first year postpartum who are experiencing a Postpartum Mood Disorder or are struggling during the postpartum period. The brochures contain information on Perinatal Mood Disorder descriptions, crisis and help-line contact information and services, donation solicitation, and treatment options. The four area support groups offer education, coping skills, and a safe environment for mothers to gather, share their stories, and help each other through their recovery process.

*Continued on page 6*

## GAP-Net Mini Grants

(con't from page 5)

### **Adirondack Medical Center (AMC)**

has been awarded **two General Mini-Grants**. AMC's goals are targeting outreach and promotion of early entry into prenatal care and to create social marketing strategies to improve perinatal health. The funds will be used to help launch AMC as the new Medicaid Obstetrical & Maternal Services (MOMS) provider for southern Franklin County. The previous MOMS program for Franklin County ended last year. The outreach campaign will inform providers, agencies, organizations and community members that the MOMS supportive services are being offered. Materials and resources will include informative brochures and pamphlets; updated, parent-friendly website; Facebook presence, and a texting program.

**Champlain Valley Medical Center** has been awarded two "**Supporting Lactation in the Workplace**" awards to design two new lactation rooms. Due to upcoming construction, the current lactation room is being moved to a new, permanent location. The new lactation rooms will be comfortable, warm, relaxing, and stress free -- all part of the strategic plan of becoming a "baby friendly hospital". The rooms will also include pump kits, refrigerator, comfortable chairs, table and lighting and will be available for use 24/7. The

grand opening of the new rooms will be January 2012.

## Young People Sharing Their Voice and Making Change

Teen View is a volunteer peer education program run by Planned Parenthood Mohawk Hudson. Since 1992, the program has been training its members and conducting educational programs on topics including: Abstinence, Contraception, Safer Sex, HIV/AIDS, Self Esteem, Relationships, Sexual Orientation, Drugs and Alcohol. After receiving training from Planned Parenthood educators, Teen View members create interactive skits and educational activities to use in their performances for peers. Teen View often presents to local middle and high schools, as well as at conferences and workshops.

The group meets once a week where they prepare for programs and learn new material. Teen View also helps members develop interpersonal life skills through team building and communication workshops.

Teen View is currently taking applications for new members. Current high school students (or those that will be during the next school year) in Warren, Washington, Saratoga or Essex county are encouraged to apply. To get an application, please contact Audrie MacDuff or Darren Cosgrove at [teenviewadvisors@gmail.com](mailto:teenviewadvisors@gmail.com).

## News from CPSC (Consumer Products Safety Commission)

### **Serious Head Injuries to Infants Continue Due to Falls from Bumbo Baby Seats Used on Elevated Surfaces *Injuries occurring despite previous recall warning; parents urged to use caution.***

WASHINGTON, D.C. - Due to the serious risk of injury to babies, CPSC and Bumbo International Trust of South Africa ("Bumbo International") are urging parents and caregivers to never place Bumbo Baby Seats on tables, countertops, chairs or other raised surfaces. Infants aged 3-10 months old have fallen out of the Bumbo seat and suffered skull fractures and other injuries.

CPSC and Bumbo International are aware of at least 45 incidents in which infants fell out of a Bumbo seat while it was being used on an elevated surface which occurred after an October 25, 2007 voluntary recall of the product. The recall required that new warnings be placed on the seat to deter elevated usage of the product. Since the recall, CPSC and Bumbo International have learned that 17 of those infants, ages 3-10 months, suffered skull fractures. These incidents and injuries involved both recalled Bumbo seats and Bumbo seats sold after the recall with the additional on-product warnings.

CPSC and Bumbo International are also aware of an additional 50 reports of

infants falling or maneuvering out of Bumbo seats used on the floor and at unknown elevations. These incidents include two reports of skull fractures and one report of a concussion that occurred when babies fell out of Bumbo seats used on the floor. These injuries reportedly occurred when the infants struck their heads on hard flooring, or in one case, on a nearby toy.

The Bumbo seat is labeled and marketed to help infants sit in an upright position as soon as they can support their head. The product warnings state that the seat "may not prevent release of your baby in the event of vigorous movement." Infants as young as 3 months can fall or escape

*Continued on page 8*

### **Growing Up Healthy Hotline**

The NYS Department of Health operates the Growing Up Healthy Hotline, which provides information about health care, nutrition and other health and human services. The hotline provides information and referral 24 hours/day, seven days a week in English and Spanish and other languages. Anyone can contact the Hotline by calling:

**1-800-522-5006 or through  
TTY access at 1-800-655-1789**

All calls are confidential. An operator will help identify the services needed and provide information on how to locate a provider in your area.

## MOTHERS CLUB:

### *New Breastfeeding Support Group at Washington County WIC*

The Washington County WIC Program has started a breastfeeding support group for all enrolled WIC mothers. The group will meet on the second Wednesday of each month at 10:30 a.m. at the WIC Office in Hudson Falls. No need to call, just show up!

Our Breastfeeding Peer Counselor, Nikki Shaw, is now a Board Certified Lactation Consultant. We are lucky to have such a well-trained individual running the breastfeeding support group.

This group gives moms the opportunity to spend time with other breastfeeding mothers and babies. Moms love to talk about their babies and how breastfeeding is going. Mothers can share their triumphs and challenges with other breastfeeding moms.

The Washington County WIC Program also has a Weigh Station that could be used during this time if a mother has questions or concerns about their baby's weight or feeding.

We are very excited about the support group. All breastfeeding women are welcome!



Left: Cassie

Center:  
Elizabeth &  
Baby, Khloe.

Right: Nikki  
Shaw, Peer  
Counselor  
Coordinator

## News from CPSC

*(con't from page 7)*

from the seat by arching backward, leaning forward or sideways or rocking.

At the time of the 2007 recall announcement, CPSC was aware of 28 falls from the product, three of which resulted in skull fractures to infants who fell or maneuvered out of the product used on an elevated surface. CPSC and Bumbo International are now aware of at least 46 falls from Bumbo seats used on elevated surfaces that occurred prior to the 2007 recall, resulting in 14 skull fractures, two concussions and one incident of a broken limb.

Approximately 3.85 million Bumbo seats have been sold in the United States since 2003.

The U.S. Consumer Product Safety Commission (CPSC) is still interested in receiving incident or injury reports that are either directly related to this product alert or involve a different hazard with the same product. Please tell us about your experience with the product on [www.saferproducts.gov](http://www.saferproducts.gov).



# Perinatal Data System

## Statistical Summary Report for period 1/1/11 - 9/30/11

Indicator	Region	Cohort I 1500+ Deliveries	Cohort II 750-1499 Deliveries	Cohort III 500-749 Deliveries	Cohort IV 0-499 Deliveries
Total Deliveries*	12,315	5,350	3,544	2,157	1,264
Total Live Births*	12,541	5,512	3,574	2,175	1,280
1st Trimester Prenatal Care	69.2%	69.9%	70.6%	67.3%	66.1%
Late/No Parental Care	1.7%	3.3%	0.2%	1.2%	0.2%
Medicaid / No Insurance	44.9%	38.2%	42.6%	56.8%	59.4%
Mother < 17 years Old (at delivery)	0.7%	0.7%	0.6%	1.1%	0.9%
Mother > or = 35 Years Old (at delivery)	14.7%	17.6%	13.9%	11.6%	10.0%
Induction of Labor (medicinal)	18.8%	19.0%	18.7%	17.2%	20.9%
Augmentation of Labor	26.6%	20.5%	33.7%	27.0%	31.5%
Cesarean Births (Total)	33.8%	35.7%	32.7%	30.1%	34.9%
Primary Cesarean Births	19.6%	21.0%	19.8%	16.0%	19.5%
Repeat Cesarean Births	14.2%	14.7%	12.9%	14.0%	15.5%
# of attempted VBACS	270	143	54	62	11
VBAC - Successful based on attempts**	64.4%	65.0%	57.4%	66.1%	81.8%
Any breast milk from birth to discharge***	75.9%	78.2%	80.4%	70.1%	63.9%
General Anesthesia for C/S	5.8%	5.0%	6.3%	4.9%	9.4%
Multiple Births (Sets)	221	157	30	18	16
Very Low Birth Weight (500 - 1499)	1.2%	2.3%	0.2%	0.4%	0.6%
Low Birth Weight (1500 - 2499)	6.0%	9.0%	3.6%	4.0%	3.6%
Premature (<37 weeks gestation)	8.6%	13.4%	4.5%	4.9%	5.5%
Infant Received NICU Care in House****	5.6%	12.6%	0.1%	0.1%	0.0%
In-Hospital Deaths	0.2%	0.3%	0.1%	0.0%	0.1%

\* Infants weighing >=500 grams

\*\* VBAC percentage successful = Number successful / Number Attempted

\*\*\* Numbers are based on how infant is being fed rather than mother's intent

\*\*\*\* Numbers are based on NICU admission rather than NICU care

### Cohort Groups

**Cohort I** consists of Albany Medical Center , Ellis/Bellevue Woman's Center and St. Peter's Hospital

**Cohort II** consists of Bassett Healthcare, Champlain Valley Physician's Hospital, Glens Falls Hospital and Saratoga Hospital

**Cohort III** consists of Benedictine Hospital/Kingston Hospital, Catskill Regional Medical Center, Northern Dutchess Hospital, St. Mary's Hospital (Amsterdam) and Seton Health System (St. Mary's-Troy)

**Cohort IV** consists of A.O. Fox, Adirondack Medical Center, Columbia Memorial Hospital, Nathan Littauer Hospital , Samaritan Hospital and Alice Hyde Medical Center



Find expanded event listings and descriptions at our website: [www.gap-net.org](http://www.gap-net.org)

### On Going Classes

#### **Monthly pre and post-natal classes available through:**

Adirondack Medical Center - For Information, Call 518-897-2361;. Glens Falls Hospital – visit [www.glensfallshospital.org/snuggery](http://www.glensfallshospital.org/snuggery) or call 518-926-1000, Saratoga Hospital call 518-580-2450, and at Warren County Health Services call 518-761-6580. Alice Hyde Medical Center - Breastfeeding Mothers Support group call 518-481-2247.

#### **Parenting classes available through:**

Saratoga Springs Public Library Parenting Programs call 518-584-1198.  
Cornell Cooperative Extension- Saratoga Co. call 518-885-8995,  
Warren Co. call 518-623-3291, Washington Co. call 518-746-2560, Also available-"Just in Time Parenting" a free on-line newsletter, to sign up go to [www.extension.org](http://www.extension.org) and choose parenting  
Child Care Coordinating Council of the North Country, Plattsburgh call 518-561-4999.

#### **Other Programs:**

**Warren/Washington Public Health Services HIV/STD Clinic:** Free Walk in Clinic every Tuesday from 6:00 p.m. to 7:30 p.m., call for information Wash. Co. 518-746-2400 Warren Co. 518-761-6580.

**Saratoga Hospital: Prenatal Yoga:** Prepare your body and mind for the wonderful experience of birth with prenatal yoga. It keeps you limber, tones your muscles, and improves your balance and circulation. Join us Wednesday evenings from 6:45 p.m. to 8:00 p.m., The Pilates Studio, 233 Milton Ave., Ballston Spa, \$12 per class, contact Julie Divencenzo at 518-306-5654, registration required.

**Postpartum Support Groups: Shades of Light,** Capital Area Postpartum Support: Peer support groups are for moms during their first year postpartum who are experiencing a Postpartum Mood Disorder or are struggling during the postpartum period. The groups offer education, coping skills, and a safe environment for mothers to gather, share their stories, and help each other through their recovery process. Free, but pre-registration is required. Babies in arms welcome. Groups held in Albany, Troy and Saratoga. Call 1-855-631-0001 for dates, times and other contact information. Glens Falls support group coming soon. For information, contact Suzanne Nelson at 518-955-6770 or [suzanne@ShadesofLightPS.org](mailto:suzanne@ShadesofLightPS.org).

### Calendar of Events

#### January 2012

#### **January 20**

**The Butt Stops Here - Smoking Cessation Program: Train-the-Trainer,** St. Mary's Hospital, 1300 Massachusetts Ave., Troy, NY, 8:30 a.m. to 4:00 p.m., cost \$75, 5.5 continuing education Category I contact hours for entry-level and advanced-level CHES/MCHES. For information/ registration, contact Debbie Keefe at 518-459-2550 or [dkeefe@setonhealth.org](mailto:dkeefe@setonhealth.org).

## Calendar Con't.

**January 23, 2012 (Snow Date: Monday, January 30)**

**Networking Session: *Lessons Learned from the Business Case for Breastfeeding***, Kirsten Berggren, PhD, IBCLC, FNP (University of Vermont Medical Center, Burlington VT) presents at Crandall Library, Glens Falls, NY, 3:00 p.m. - 5:00 p.m., registration fee \$10.00, with light refreshments served. This session will relate why it is important for working mothers to breastfeed and will highlight some of the barriers they face; discuss health promotion advocacy work and familiarize us with New York State's labor laws; provide practical guidelines for lactation consultants and health care providers on helping mothers plan before maternity leave; and understand the multiple causes of insufficient milk supply and even provide resources for moms with no way to pump at work. Registration deadline January 16th. For more information, please contact Jackie Avignon at 518-761-0300 ext. 31250 or [javignonahi@medserv.net](mailto:javignonahi@medserv.net).

### April 2012

**April 19 and 20, 2012**

**19<sup>th</sup> Annual Vermont Lactation Consultant Conference (Burlington, VT):**. This year's presenters include: Liz Brooks, JD, IBCLC, FILCA; Kirsten Berggren, PhD, FNP, RN, IBCLC; and Suzanne Colson, PhD, MSc, RM. Check the VLCA website, [www.vlca.org](http://www.vlca.org) for conference information as it becomes available.

Check our **Educational Programs** at our website [www.GAP-Net.org](http://www.GAP-Net.org) for postings of our upcoming spring programs.

For additional perinatal information from across the state, visit the new and improved **Association of Perinatal Networks'** website at [www.associationofperinatalnetworks.org](http://www.associationofperinatalnetworks.org).

<p><b>GAP-Net Advisory Board</b></p> <p>Robert Virostek, MD, Chair*          Patty Hunt, RN, BSN, Vice Chair*          Portia Allie-Turco, MS, NCC          Lynda Glenn, RDH          Christine Langworthy          McKenzie Jones, CNM          Cheri Martell, RN, AAS*          Patty Myhrberg, PHN          Michelle Pinedo          Heather Jones          Anjana Poonthota, MD., MPH*          Donna Sauer-Jones, LCSW</p> <p style="text-align: center;"><i>*Medical Advisory Board Member</i></p>	<p><b>Do You or Someone You Know Need Health Insurance? We're Here to Help.</b></p>			
	<p>It is the goal of Adirondack Health Institute to help you find insurance or other assistance so that you can get the healthcare you need. There are programs like Child Health Plus, Family Health Plus and Medicaid that are health insurance we can help you obtain. We will help you find the right program, assist in enrollment and help with the required forms.</p> <p>We want you to get the healthcare you and your family need. Child Health Plus, Family Health Plus and Medicaid cover a wide variety of healthcare services including regular check-ups, hospital care, prescription drugs, eyeglasses, vaccinations, mental health services, emergency room care and much more.</p> <p>To find out if you or your family member is eligible please contact the Adirondack Health Institute Facilitated Enrollment Program. If you live in Clinton, Essex or Franklin Counties please call 1-866-872-3740, in Warren, Washington or Hamilton Counties call 1-866-708-2912 ext. 31502 and in Saratoga County call 518-580-2021 for <i>Saratoga Care</i>.</p> <p>For more information about the Children's Health Insurance call toll free: <b>1-877-KIDS-NOW</b></p>			
<p>The Greater Adirondack Perinatal Network is funded through a grant from the NYS Department of Health, Division of Family Health, Bureau of Maternal &amp; Child Health.</p>	<p style="text-align: center;"><b>GAP - Net Staff:</b></p> <table style="width: 100%; border: none;"> <tr> <td style="text-align: center; width: 33%;">                 Cathy LaMay                  Program Director                  (518) 761-0300 ext 31251             </td> <td style="text-align: center; width: 33%;">                 Jackie Avignon                  Program Coordinator                  ext. 31250             </td> <td style="text-align: center; width: 33%;">                 Sharon Steen                  Network Assistant                  ext. 31253             </td> </tr> </table>	Cathy LaMay Program Director (518) 761-0300 ext 31251	Jackie Avignon Program Coordinator ext. 31250	Sharon Steen Network Assistant ext. 31253
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