



# ISA News

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

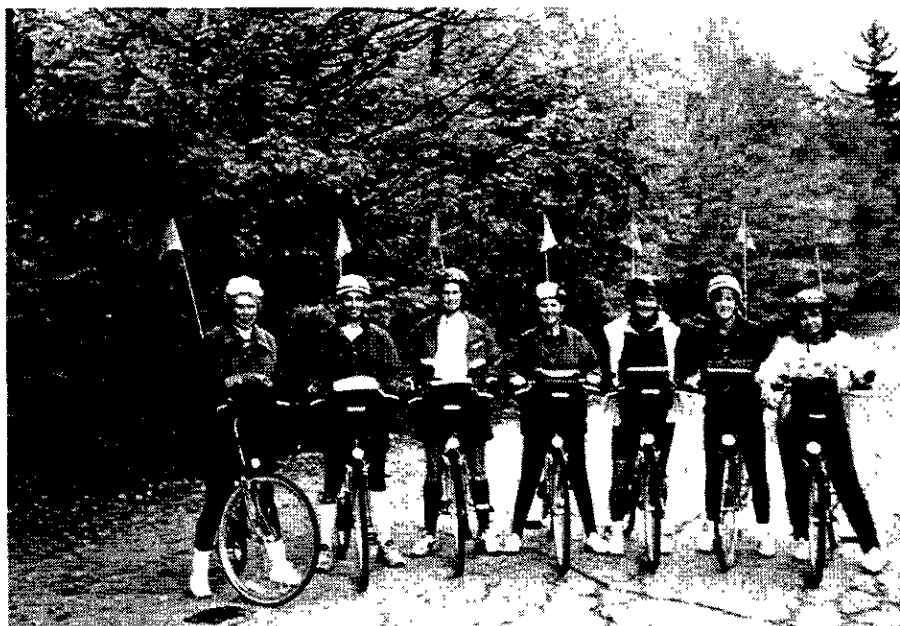
JANUARY 1996

## Recycle!

**After reading your ISA News, remove the Center-fold Insert and pass it along to another woman pilot with a note urging her to join ISA!**

## PEDAL PUSHERS PARTAKE IN PEAK PEEK

*by Denise Van Grunsven*



Enjoying the fall foliage are ISA members Sandy Gitter, Kathy Malone, Lucy Young, Gail Redden, Connie Tobias, Denise Van Grunsven, Carolyn Pasqualino.

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**B**icycles in October in Vermont, an excellent way to experience nature's most impressive metamorphosis, fall. A handful of ISA members did just that October 4-6.

Our small entourage spent two nights in Plymouth at the Salt Ash Inn, a handsome early-19th century Bed and Breakfast nestled quietly in the foothills of the Green Mountains, the backbone of Vermont. Comfortable sleeping quarters and delicious home-cooked meals provided us with a homey atmosphere and sated appetites.

Cool temperatures made riding conditions ideal as we mounted our 21-speed road bikes. Choosing a 32-mile route we wound along misty lakes, crossed gurgling streams, pedaled up and over several muscle-burning hills, past picture perfect farms, and through small, two centuries old Currier and Ives-type towns frozen in time, save the new cars and satellite dishes.

Often the enormous maples and aspens, with high arching branches, created a canvas over us as our wheels rolled through a golden carpet.

*(Continued on page 21)*

# ISA PLANNING CALENDAR

## January 1996

1: ISA News Mailing

## February 1996

5-9: ISA Ski Days and Board of Directors Meeting. All members welcome. Contact ISA member Cindy Shonk

15: ISA News Articles Due

## March 1996

15: ISA News Mailing

7-9: Women in Aviation Conference. Contact ISA member Karen Kahn

## April 1996

1: Captains' Club Forms Due. Contact ISA member Lisa Kuehl. See form in the centerfold of this newsletter.

1: Scholarship applications due; Contact Morgen G. Reeb 804-493-0518

## May 1996

1: Scholarship Notification of Eligibility

14-16: ISA Convention & Board of Directors Meeting, Dallas, Texas. Contact Pam Mitchell 904-646-9995

## June 1996

1: Scholarship Interviewers assigned to Applicants

1: ISA News Articles Due

15: Scholarship Applicant Interview Dates Set

## July 1996

1: ISA News Mailing

## August 1996

15: 1997 Convention Bids Due

—: ISA Board of Directors Meeting. All members welcome. Date tentative. Contact ISA Chair Betsy Landon.

## September 1996

1: Scholarship Awards Notification

1: ISA News Articles Due

## October 1996

1: ISA News Mailing

## November 1996

—: ISA Board of Directors Meeting, Contact ISA Chair Betsy Landon

27: ISA Board of Directors Election Nominations Close. See form in this newsletter.

## December 1996

1: ISA News Articles Due

**Deadline for March 15 ISA News  
Thursday February 15**

*ISA News* is published four times a year in January, March, July and October.

The International Society of Women Airline Pilots, founded in 1978, has nearly 500 members from 60 airlines in 24 countries.

ISA welcomes as members women flight crew working for Part 121 airlines having at least one aircraft with a gross weight of 90,000 pounds or more.

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## ISA BOARD OF DIRECTORS

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CHAIR, ISA BOARD OF DIRECTORS

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Compuserve 76637,2776

### Binka Bone

TREASURER

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## BOARD OF DIRECTORS REPORTS



**HISTORIAN and  
SPEAKERS BANK**  
*Betsy Landon*

### Speakers Bank

Several of our members engaged in speaking events this fall. **Nancy Misner** of Continental Airlines and **Karen Masterson** with USAir both requested videos to assist in their presentations. **Morgen Greschel Reeb** of American Airlines, our ISA scholarship chairwoman, spoke to a group of Girl Scouts and also gave an interview to a large newspaper in her region.

Should any of you want to share information on women in aviation, the following videos are available for loan:

ISA Video: 15 minute video about women airline pilots

SIU Video: 15 minute video about

women in varying fields of aviation, created by Southern Illinois University

BBC Video: Nine minute video including ISA member Lynn Ripplemeyer, created by the British Broadcasting Corporation

See ya'll in Keystone, Colorado for the ISA Ski Days this February.



**ISA NEWS EDITOR**  
*Kathleen Wentworth*

As we begin a new year, it is a good time to look back at where ISA has been and look toward a vision for the future. 1995 has been an exciting and productive year for ISA—we formally re-incorporated and obtained our tax exempt status thanks to the hard work of our Corporation Chair. Our ISA Finance Chair has brought our financial records into the computer era and successfully obtained

vendor status for ISA to allow our international members to use charge cards for ISA dues, events and products. Our *ISA News* is a professional publication, showcasing a record number of substantive, important articles thanks to the efforts of many ISA member authors. Maggie Rose has spent countless hours in developing a comprehensive Operations Manual to provide guidance for current and future ISA volunteers. Membership records are completely computerized and more than 75 ISA members are "on-line"—able to receive notices and updates electronically from ISA. Our Scholarship program has grown by leaps and bounds with several major airlines now donating thousands of dollars annually in type ratings and engineer ratings. In addition, our ISA members raise thousands of dollars annually through individual contributions and the Convention Auction.

The ISA Board of Directors is an energetic and enthusiastic group of volunteers who have worked well together to provide a new vision for this organization. And no organization the size of ISA with our breadth of educational and charitable activi-

ties can be operated by a Board of just nine volunteers. We have also to thank the scores of members who serve as ISA Committee Chairs, providing invaluable services to our members. Our organization—professional, energetic and excited is poised for the future.

And the vision for the future? My vision includes a membership that numbers a thousand members...yes, certainly a bit of a reach, but not impossible. Do you have some ideas for increasing membership? Do you throw away your *ISA News* after reading it? Why not pass it along to another woman at your airline with a note urging her to join? OK, if all the all women at your airline already belong to ISA, how about keeping the *ISA News* in your flight bag and sharing it with your next jumpseater? Or leaving it in the crew lounge where other women pilots can read it? I'm sure you get the idea...let's recycle the *ISA News* and reach as many women airline pilots as we can. With you and more than 450 other ISA members acting as "salespeople", my vision of 1000 members can almost be seen on the horizon.

## BOARD OF DIRECTORS REPORTS



### FINANCE *Binka Bone*

This is a "Back to the Future" greeting from your Treasurer...Today is December 5, 1995 and as you actually read this in 1996, I would like to reflect on the accomplishments for 1995 and the goals for 1996.

1995 was a very rewarding year, as we achieved several of our prior goals. Nancy Novaes, with the astute advice of our ISA attorney, Sylvia Paoli, secured the much needed 501(c)3 tax status for ISA+21. This opens up many avenues and opportunities for us to participate in both financial and educational activities. We now have the vehicle to attract and secure financial resources that will be beneficial to both present and future member of The International Society of Women Airline Pilots.

**International**, my favorite word!

At the November, 1995 Board of Directors meeting in New York City, another major, much needed goal was achieved—we now have a woman from a non-U.S. airline on the ISA+21 Board of Directors! Thank you and Welcome Aboard to Elizabeth, "Liz" Voight of Transavia. You'll hear more about our three new members elsewhere in this newsletter, but also Thank You and Welcome Aboard to May Ana Gilbert of Air South and Gail Redden of American Airlines for joining the BOD. Also Thanks to Krisan Wismer who has agreed to serve as Assistant Scholarship Chair.

"Charge it!", my second favorite words! Except I forgot to tell the **Non-U.S. Airline Members only** please how to use the Master Card/Visa Credit Card for New/Old Membership Renewal, Convention Registration, Scholarship Donations, ISA Store Items, **anything** that pertains to ISA—and since I was So Stupid, I'll continue to Keep It Simple. Here's the deal: On a piece of paper, print your name, give me your VisaCard/MasterCard number (designate which card you're using), give me the expiration date of your Charge Card, tell me how much you want charged in U.S. Dollars and for what purpose and Sign the piece of paper. I will then transfer all of that information onto a Charge Card slip and process the "sale". Your receipt will be the charge as it appears on your monthly credit card statement. There! Another 1995 goal achieved!

In closing, I'll go "Back to the Fu-

ture" again to state my personal goals as your Treasurer for ISA 1996: I'll define them by using one more acronym—"M&Ms"! That's it ladies, Members and Money for 1996! The momentum is there and a new millennium is upon us. We absolutely must have M&Ms—in all colors and sizes—if we hope to achieve Critical Mass and produce a given effect as The International Society of Women Airline Pilots. I challenge you, as Member, to become a part of the chain reaction and bring just one new member into ISA. You' don't have to live in California and understand derivatives to know the exponential potential of each person recruiting one new member, and that new member recruiting another new member and on and on. So, get out your whiz wheels, slide rulers, abacus or H.P.s and "Go Girl!"

From all of us at the BOD to each of you and yours, "Happy New Year—May we all have Peace and Prosperity in 1996."

### ISA Board of Directors Winter Meeting Keystone, Colorado February 6, 1996

The February ISA Board of Directors meeting will be held in Keystone, Colorado on February 6 at the home of ISA member Cindy Shonk. The Board of Directors Meeting will be held in conjunction with the ISA Ski Days.

See page 19 of this issue for all the details. We encourage and we welcome any ISA member to join us!

## BOARD OF DIRECTORS REPORTS



### MEMBERSHIP

#### *Carolyn Pasqualino*

We have 14 new members and 2 returning members to bring in the new year. Our membership now totals 438. Our newest members are:

#### **New Members**

Lynn Ebert  
Northwest DC-9 F/O DTW  
DOH 7-14-95

Lorraine Morris  
United A320 F/O ORD  
DOH 9-18-89

Margaret Eliel  
United 727 S/O SFO  
DOH 12-14-92

Mary Lynne Pratt  
United 737-300 F/O DCA  
DOH 8-6-90

Catherine Moore  
Federal Express 727 F/O MEM  
DOH 9-20-95

Penelope Hanrahan  
Ansett Australia 747-300 F/O SYD  
DOH 11-90

Tanya Poel  
United 737-300 F/O DEN  
DOH 12-14-92

Leslie Provow  
United 757/767 F/O ORD  
DOH 2-13-89

Cordula Abromeit  
Lufthansa A310/320 F/O Frankfurt  
DOH 12-24-94

Katherine Williamson  
Northwest 747 S/O HNL  
DOH 4-28-89

Beth Janssen  
United 727 S/O DEN  
DOH 7-10-95

Franziska Brandenberger  
Crossair Saab 2000 F/O Basel  
DOH 10-1-94

Lynn Horning  
Northwest DC-9 F/O MSP  
DOH 6-23-95

Tina Rabourn  
United 737-300 F/O ORD  
DOH 3-27-95

#### **Returning Members**

Also, a special welcome to our returning members June Bodnar Liston and Margaret Mason Bruce. June is now a United 737-300 Captain and is married to United 767 Captain Cory Liston. Margaret had twins Molly & Thomas on 5-18-94 and husband Tom is with TWA flying 767's from JFK.

#### **News and Notes**

I had notes from several members I would like to share with you. Glenys Robison says Air Canada is finally hiring several hundred pilots, has new planes & routes and she's in the middle of her command

course, finishing in February. Good luck Glenys!

Tammy Barron wanted us to know about her husband, Cliff Hodges. She had two children and he had five sons when they married! Cliff has been an FAA examiner in the San Francisco Bay area for many years and knows many of the ISA women, having issued many of their ratings and certificates over the years. He has completed his 737-200 and 747-400 type ratings and is hoping for a simulator instructor position. Good Luck, Cliff and our members thank you for issuing those certificates to them!

Also had a letter from Pat Socha. Many of you remember her son, William, with his liver transplants. Sadly, he is in chronic liver rejection again and is waiting for his 3rd transplant. On a happier note, he was joined by new brother Robert on November 10th. Pat asks we please add William to our ISA prayer lists.

#### **Dues Renewal Time**

By now, most of you have renewed for 1996—thanks! For those of you who haven't yet, this is the last newsletter you'll receive. Please keep this wonderful publication coming by sending in your \$40 pronto! A reminder to our international members, you can renew by sending your Visa or Mastercard number and expiration date. We're getting close to 450 members, so keep those checks coming in!

Wishing you all a Happy New Year full of new airplanes, upgrades and four stripes!

## BOARD OF DIRECTORS REPORTS



### SCHOLARSHIP

**Morgen A. Greschel Reeb**

Happy New Year! Once again we are starting the year off right. **United Airlines will be giving us two Type Ratings to award as Scholarships again this year!** In the very nice letter I received from Captain Bill Traub, Vice President-Flight Standards and Training, United Airlines, he said, *"On behalf of United Airlines and the Flight Center it gives me great pleasure to extend two scholarships to ISA+21 for 1996. We are very proud of your accomplishments and look forward to a continued successful relationship in the future."*

#### **Scholarship Recipient Updates**

One of our United Airlines Type Rating recipients, Cheryl Olivier has been hired by Federal Express. She has relinquished her Scholarship to our alternate, Amy Himic. Amy flies for Merlin Express out of Miami, Florida. She is a Captain on

the SA-227 and had 1,995 hours when she applied for the Scholarship. It looks like both of our United Airlines Type Rating recipients will go to school around the end of January or February. Laura TePoel, our Northwest Airlines Flight Engineer recipient was given a December 18 class date on the B-727. Our Northwest Airlines Type Rating recipient will probably go to school around the end of January or February. One of our past Holly Mullins Memorial Scholarship recipients, Wendy Grimm was named Easter Region Flight Instructor of the Year. Wendy is the Chief Flight Instructor for Patriot Aviation in Newport News, Virginia.

#### **1996 Scholarships**

I have scholarship applications for this year. If you know of someone interested in applying, have them contact me. Remember applications are due back to me, by April 1. The one change that we are making this year is the requirement of an ATP for the Type Rating Scholarships.

#### **Aviatrix Scholarship Trust Fund**

I want to thank all of you who gave donations in 1995. Every little bit helps to build our Scholarship Fund. The Aviatrix Scholarship Trust Fund is doing well. We have been investing the money in several different funds to try and make more money for the Scholarship Program. We could really use some advice from someone with a knowledge in investments. If you

have some expertise in this area, please give me a call.

#### **New Scholarship Chairwoman and Assistant**

Gail Redden is running for a position on the Board of Directors and expressed an interest in being the new Scholarship Chairwoman. Krisan Wismer called me and volunteered for the Assistant Scholarship Chairwoman position. Both of these ladies bring good experience to the Scholarship program and I think they will do an excellent job. I look forward to working with them during the transition period, before and after they take over in May. One of things I have really enjoyed about being on the Board of Directors is the camaraderie among the members and our quarterly meetings. We always mix pleasure with our business! I'm looking forward to the ISA Ski Days and seeing some of you in Colorado next month!

### ISA SCHOLARSHIP DONATIONS

Donations to the ISA Scholarship Funds are tax deductible under Section 501(c)(3) of the IRS Tax Code. ISA's Taxpayer ID# is 996062459. ISA Finance Chair Binka Bone is always pleased to process Scholarship Donations.

## BOARD OF DIRECTORS REPORTS



### CORPORATION

#### Nancy Novaes

Celebration! We have done it! The international Society of Women Airline Pilots is officially a non-profit corporation based in Nevada and operating under IRS Chapter 501(c)3! This is great news for the future of this organization.

#### Tax Deductible

Not only is our corporation exempt from federal and state income taxes, but your membership dues are fully deductible since ISA is a "public charity."

Dues, gifts, contributions, bequests and legacies are deductible for federal estate and gift tax purposes. Out of pocket expenses, including unreimbursed expenses incurred in rendering services to or for the organization, transportation, travel, telephone, reasonable payment for necessary meals and lodging while away from home overnight donat-

ing services, are deductible on both federal and state returns. Attendance at conventions and Board meetings are not deductible unless you are a chosen delegate or you have services to render or official duties to perform at the meetings. This brings up another important issue.

Why, you may ask, did we bother to incorporate and work for tax-exempt status under 501(c)3? After all, the ISA Aviatrix Trust has been a 501(c)3 entity all along, so all scholarship donations are already deductible. Was all this just to make the \$40.00 dues deductible?

Answer: ISA is becoming more service oriented. We will continue to socialize and network with all our friends from around the world. In addition, we now have a mission.

#### ISA's Mission....

We seek to promote aviation science among women and provide education and information for all airlines and all pilots, especially with regard to issues of particular import to women in the airline community. We seek to stimulate and encourage women to enter the airline pilot workforce as active cockpit crew via education and scholarship. We may undertake or sponsor research and scholarship which supports this goal, consistent with the educational and charitable purpose of this organization.

What's it mean? Promoting and supporting women as Airline Pilots can take a lot of forms. Some of the new ideas currently under discussion: development of a Gender Issues Resource Panel that will de-

velop a Cockpit Resource Management class and will provide information and support for women airline pilots who have been sexually harassed; communications tips for cockpit situations; a policy statement on medical issues for women airline pilots of all ages and a compilation of pregnancy/family leave policies that analyzes the best and worst features of each, with suggestions for improvement.

#### Your Help Needed

All these ideas take work. We need your help. Please donate some thought and some time to what you would like to see ISA do for you. Then think about what you can do to make it possible for ISA to do it. All these ideas will take some effort. If you can write, please contact me. We need your talent. If you are a lawyer or an accountant, your presence is requested. If you have been juggling family and career, maybe you can tell us what you've learned through the Newsletter. If you are interested in helping out a fellow ISA member, you can share your experience dealing with recalcitrant crewmembers, or simply furnish a shoulder of support for the woman who is dealing with personal difficulties or harassment at her airline. Can you offer your sister pilots just a little bit of your time by helping us develop these ideas into reality? The rewards of meeting and working with the women of ISA are tremendous. In addition, all your related expenses as an ISA committee volunteer will be deductible.

## BOARD OF DIRECTORS REPORTS



### FAMILY

#### Denise Van Grunsven

Happy Holidays. Thank-you members for sending in your updates. It is exciting to hear what everyone is up to, and there is lots of news to share this time.

#### Upgrades, Transitions , New Airlines

Mary Ann Schaffer (UAL), upgraded to B777 F/O

Janet Baughman (UAL), from 737-300 F/O to 767 F/O

Connie Netherton (UAL), to 737-200 F/O

Duana Robinson (USAir), to 767-200 F/O Int'l

Karen Schaefer (NWA), upgraded to DC-9 Captain. Her checkride was Dec. 15th.

MegAnn Streeter (FedEx), is now Line Check Airman on the B727

Trish Speer (UAL), from 737 F/O to 757/767 F/O

Kathy Neary (NWA), to DC-10 S/O

Diane Wade (Midwest Express), upgrade to DC-9 Captain

Jill Rogers, furloughed from Hawaiian, hired by Northwest 6-23-95 as a DC-9 F/O

Eileen Kerekes, was with Ryan, hired by FedEx

Maggie Rose (USAir), has a permanent smile on her face since completing 757 Captain school.

Denise Blankinship (USAir), also upgraded to 757 Captain

Sue Oktay is back from furlough at American. She had been at Polar Air and Midway prior to recall.

Barbara Bentzin was furloughed from Continental 7-95, and is now Captain on the ATR-42/72 at Continental Express.

Gail Goodat (Delta), is now JFK based flying the B767ER as F/O

Laurie Reeves (UAL), to B747-400 F/O JFK

Keith Johnson (FedEx), recently upgraded to A300/310 Captain

Anne Marie Weaver Worster, formerly American (furloughed), now is at UAL as 727 F/O SFO. Her husband is also UAL 727 F/O.

Valerie Thal-Slocum (FedEx) 727 Captain upgrade March '96

Cynthia Axell, furloughed from American 11-1-94. Hired UAL 4-4-95, is B747 S/O HNL. Hopes for enough seniority to attend the DFW convention.

#### Family Additions

Marcy Hersh had a son, Austin Matthew 10-22-95. He joins his one year old sister Elissa.

Christine Debouzy welcomed her second son, Zephyr, September 30th.

Sheri Graybill Laurie had a daughter, Charlee Elizabeth, on September 20th.

Karen Masterson is expecting a baby on Valentine's Day.

Connie and Roy Netherton are the parents of Sarah Marie, born September 15th. She is their first child.

Janet Cote and her husband Rick welcomed a son on October 8th, Alec David.

#### Weddings/Engagements

Duana Robinson was married 9-11-95 and is now Duana Hodges

Karen Schaefer is engaged to John Ruth and plans an April 19th wedding

Debra Danielson Reinecke married Carl Corbo and is now Debra Danielson Corbo.

Anne Falandes (UAL B747 F/O, is engaged to Larry Castelli. They plan to marry April 1st. No kidding she says!

Susan Chigos and Mark Shanahan plan to wed in February in Sausalito, CA

#### Other News

Pam Noeldner and her husband obtained their single engine sea ratings this summer.

Cherie O'Donnell is on medical leave from United

Jane Saddler said sadly that she had to put her dog to sleep

Terry Scruggs has a new dog, "Buddy"

*See the ISA Centerfold Insert for two members' cute baby announcements!*



## BOARD OF DIRECTORS REPORTS



### SECRETARY

**Kathleen Malone**

### ISA Takes on New York!

Nancy Novaes treated the Board of Directors (BOD) to the many splendors of New York during the November quarterly BOD meeting she hosted at The Hotel Wales in Manhattan's Upper East Side. The BOD was joined by several other members and guests during this event, including a special visit by two of our International members, Elizabeth Voigt from Holland, and Fjola Hliddal from Switzerland (in what became a

rather pivotal trip for Elizabeth—read on!). Nancy's boundless enthusiasm for her city is surpassed only by her organizational skills in attending to the numerous details involved in ensuring the success of our sojourn.

### Elections

We heartily welcome the following five members who have volunteered their time in service to ISA as members of the Board of Directors for the 1996-1998 term: Mary Ana Gilbert, Nancy Novaes, Gail Redden, Krisan Wismer (Assistant Scholarship Chair), and our first-ever International Director, Elizabeth Voigt. We laud their decision to help chart ISA's course for the future as we meet the challenges of our expanding charitable and educational mission. These members bring a wealth of experience and knowledge to the Board; a separate article in this newsletter will introduce you to each one of them.

### ISA's New Address

After much research, the BOD has elected to employ the services of a professional mail forwarding service. ISA's new mailing address, effective December 1, 1995, is:

International Society of Women Airline Pilots Suite 19-395 2250 E.

Tropicana Ave. Las Vegas, NV 89119-6594 This address may be used for all official correspondence not related to a specific Chair position (e.g.; Convention, Membership, Scholarship, etc.). For more immediate response to Chair-specific business, correspondence should be addressed to the individual Chairwoman.

### Correspondence

Several of the aviation career information requests received this quarter were due to an article featuring ISA which appeared in Northwest Airlines' in-house publication, "Passages".

Bill Phelps' Airline Ground Schools is forming a national Airline Interview Network to assist applicants with the airline interview process, and is seeking qualified Part 121 airline personnel to assist these applicants with the necessary preparation. For more information, please call 800-824-4170.

The Feminist Majority Foundation is sponsoring the first National Feminist Exposition: Expo '96 for women's empowerment, February 2-4, 1996 in Washington, D.C. For information, please contact the Foundation at P.O. Box 96780, Washington, D.C. 20077.

## BOARD OF DIRECTORS MEETING MINUTES HIGHLIGHTS

The fourth quarter 1995 Board of Directors (BOD) meeting was held November 8th in New York City in the penthouse suite of The Hotel Wales. The meeting was called to order at 09:45 EST. Board members in attendance were Chairwoman Betsy Landon, Binka Bone, Kathleen Malone, Pam Mitchell, Nancy Novaes, Carolyn Pasqualino, Morgen Greschel Reeb, and Denise Van Grunsven. Additional ISA members present were Cindy Shonk, Elizabeth Voigt, and Fjola Hliddal.

### Opening Statement

Corporation Chair Nancy Novaes summarized the recent efforts which have been directed at organizing ISA into a service organization, and announced the successful outcome of ISA's application for tax exemption from the IRS. Discussion ensued regarding the benefits of and opportunities available with ISA's designation as a tax exempt organization as described in section 501(c)(3) of the IRS code. Suggested educational pur-

suits included producing videos and developing policy statements for gender bias and pregnancy issues.

### Committee Reports

1. *Secretary*: The minutes of the third quarter BOD meeting were approved as amended, and correspondence was reviewed.

2. *Treasurer*: Binka emphasized that the credit card option for dues payment is for the convenience of our international members who would oth-

(Continued on page 20)



### CONVENTION

**Pam Mitchell**

*Dust off your Stetsons and shine up your boots, 'cause they're gonna see a lot of action May 14, 15, and 16, at the 19th Annual ISA+21 Convention in Fort Worth, Texas, USA! It looks like this could be the biggest convention in ISA's history as we're hoping for a record number of members from all over the world! Fort Worth epitomizes the true flavor of the Old West and that is the theme of this year's convention. The Worthington Hotel in downtown Ft. Worth, is situated on Sundance Square, a very safe and quaint shopping/eating/entertainment area. The rate of \$115 per room (for up to 4 people) also includes 2 continental breakfasts and 2 drink coupons. Children 18 and under in the same room are free.*

The Van Cliburn Suite is the site of registration/hospitality on Tuesday, May 14, and that evening will kick off the convention with a Welcome Cocktail Party and Fajita Dinner, along with our Second Annual

Silent Auction benefiting the Scholarship Funds.

The business meeting Wednesday and the luncheon for members and guests will be capped by a keynote speaker. (Stay tuned, we have had tentative interest from David Hinson, head of the US Federal Aviation Administration!).

Wednesday evening we will don jeans, boots, hats, and anything Western to visit West Fork Ranch, a true working cattle ranch owned by Steve Murren, the "mayor of the Fort Worth Stockyards". Ice-cold beer and wine and a Texas barbecue will accompany a real "mini" rodeo and Steve and his cowhands will explain some of the origins of each event from the Old West. We'll see Texas longhorn cattle, working horses and cowboys, and maybe even a demonstration by his Australian "cow dogs" in rounding up a herd.

Buses will drop off at the Stockyards and the world-famous Billy-Bob's for those rarin' to do some country-western dancin' and prancin' (maybe the Boot-Scootin' Boogie or the Cotton-Eyed Joe??!) and continue on to the hotel for the sleepy cowpokes who want to hit the hay.

Thursday is shaping up for possible seminars in the morning, tentatively including male/female communication in the cockpit, airline interviewing skills, and other topics. Any and all suggestions and volunteers welcome!

Texas Lil's Ranch is the venue for the optional "Day at a Dude Ranch" Thursday afternoon. The day includes horseback trail rides through the ranch; roping lessons and a quick-draw contest; trip to the huge Justin Boots and Western

Wear Outlet; beer, wine, and soft drinks throughout the day; and all sorts of activities including a swimming pool, golf driving range, basketball, volleyball, etc. Finally, a late afternoon wagon train takes us to the woods where steaks and chicken will be barbecued on the open grill with all the trimmings (vegetarian available). Live country western music, roasting marshmallows, and sing-alongs will wind up the evening. Look out for outlaws, but Texas Lil herself is the sheriff of LilVille, so no worries from bandits, pardner! The optional "Day at a Dude Ranch" is \$70 per person, \$65 for kids 18 and under.

### Johnson Space Center Adventure!

Friday is another optional adventure, and what an opportunity!! We'll fly from DFW or Love Field to Houston to visit the Johnson Space Center!! (Still working on a chartered DC-3, but it looks a little doubtful. Anyone have any contacts?) Since many of our members know astronauts, we'll have a personalized tour of the facilities, the Space Center museum, and end the day with dinner in the museum with some of the female astronauts joining us to speak and answer questions. There are several inexpensive hotels close to the Space Center, or if you really want to make a sun'n'fun vacation of it, the Hotel Galvez on Galveston Beach has offered us a rate of \$129 per room. Rental cars are fairly inexpensive and it is about a thirty-minute drive from the beach to the Space Center.

*Editor: See page 18 for a sample form letter to help solicit donations for the ISA Auction.*

# ISA+21 CONVENTION '96 — DFW

## REGISTRATION FORM



Name: \_\_\_\_\_ First Convention \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_

State/Province \_\_\_\_\_ Country \_\_\_\_\_ Postal Code/Zip \_\_\_\_\_

Phone: \_\_\_\_\_ Airline: \_\_\_\_\_

Guest(s) name(s) (Please state children's ages) \_\_\_\_\_

Are you willing to help with registration/hospitality suite? \_\_\_\_\_

Do you require vegetarian/special meals? \_\_\_\_\_ Type \_\_\_\_\_ For how many people? \_\_\_\_\_

Is your HALP/guest interested in a Stockyards tour on Wednesday? \_\_\_\_\_ How many people? \_\_\_\_\_  
(Probably about \$15 per person)

**Optional Thursday "Day at a Dude Ranch"** at Texas Lil's (see article) \_\_\_\_\_ How many? \_\_\_\_\_  
(Please add \$20 per person deposit to registration fee; balance due at convention= \$50)

### **'96 Convention Registration Fee**

Members or adult guests	\$98 USD
Children under 4	Free
Children ages 5 to 12	\$15 (add \$25 to attend Wednesday West Fork dinner)
Children ages 13 to 18	\$20 (add \$35 to attend Wednesday West Fork dinner)

Make your check or money order payable to ISA+21 in U.S. Funds, please, and mail with this form and any suggestions, questions, etc. to:

ISA+21, c/o Pam Mitchell  
12502 Mission Hills Circle S.  
Jacksonville, FL 32225 U.S.A.  
Phone and fax: 1-904-646-9995

*International members may pay by credit card. Please itemize what you are paying for and the total to be charged on a separate sheet. Circle one: VISA/Mastercard # \_\_\_\_\_*

Expiration date: \_\_\_\_\_ Total to be paid (USD): \$ \_\_\_\_\_ Signature \_\_\_\_\_

**Hotel Reservation Procedure:** If you don't need a roommate: make your reservations directly with the Worthington Hotel at 1-800-433-5677 or fax# 1-817-338-9176. Mention ISA+ for the reduced rate of \$115USD/per room/per night for up to four people. (This includes 2 continental breakfast coupons & 2 drink coupons per person. Does not include 13% tax.) Children 18 & under sharing parents' room are free.

Do you need a roommate? \_\_\_\_\_ If yes, we will make your reservation with the following info:

Credit Card (AmEx, VISA, etc.) \_\_\_\_\_ Card # \_\_\_\_\_ Expires \_\_\_\_\_

Do you smoke? \_\_\_\_\_ Prefer non-smoker roommate? Yes \_\_\_\_\_ No \_\_\_\_\_ Doesn't Matter \_\_\_\_\_

Arrival date \_\_\_\_\_ Departure date \_\_\_\_\_

We'll do our best to find you a roommate, but please be flexible and understanding! Thanks!

***Reservations and Hotel Deadlines are April 30th!!***

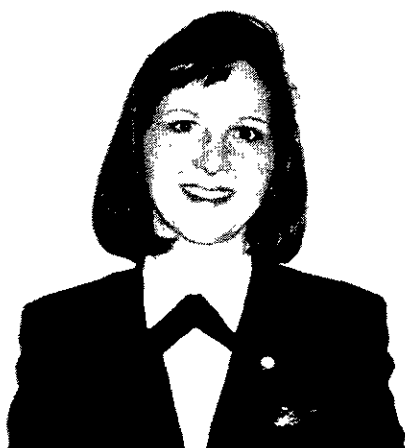
# ISA Board of Directors Elections

by Kathleen Malone

*The following five members have volunteered to run for the Board of Directors and Assistant Scholarship Chair of ISA + 21 for the 1996-1998 term, as new or returning members. In accordance with ISA's Bylaws, postal balloting is not required, as the number of applicants received by the November 27th deadline was equivalent to the number of positions vacant.*

*Please welcome the following individuals who have elected to participate in this dynamic group by giving of their time and sharing their expertise with ISA.*

## Mary Ana Gilbert



Upon graduation from Miami University in 1981, I started my flying career in the US Air Force. After training, I flew the CT-39 (Sabreliner) and the C-12F (Beech Super KingAir) in both Asia and Europe. By the time I finished my seven years in the military, I was the Chief Evaluation Pilot for the Air Force C-12Fs in Europe.

After transferring my qualifications to civilian licenses, I was hired by Pan American Airlines as a B-727 FE and was sent back to Germany—this time Berlin. When their European operations closed, I was transferred to Miami until just prior to the PAA shutdown in 1991.

Eventually, after a full year of unemployment, I was hired by Private Jet. This non-scheduled airline flew B-727s and MD-80s throughout North and Central America and the Caribbean. I upgraded to Captain on the MD-80 Christmas Day, 1993. A year later, I was furloughed again and subsequently hired by a new startup, Air South, flying B-737s in the Southeast. I recently requested and was granted part-time status with Air South and am loving it. I finally have enough time to see my husband of 13 years, Butch, who now flies for FEDEX.

Because of my new part time status, I now am free to diversify my attentions beyond basic life necessities. The friendships and networks of ISA + 21 have helped sustain my aviation dreams during the bleakest times in my career. I now hope to give back to this dynamic organization. I am looking forward to becoming a more active participant and believe I can best serve ISA + 21 as the new Secretary on the Board of Directors.

## Nancy Novaes



1996 is fast approaching and once again the post of Corporation Chairwoman is available. I'm willing to do this again for another two years. During the first two years, I've been very involved with setting up ISA as a nonprofit Corporation in the State of Nevada. Our corporate seal is now in the hands of our Secretary. The next challenge was handling IRS regulations and obtaining our new 501(c)3 status. Most of this work, too, was done by our wonderful and knowledgeable attorney, Sylvia Paoli. I hope you won't mind if I take a small bow on the side, though, for hours of sifting through old, untended papers and drawing whatever I could use from the former constitution which was no longer appropriate for a corporate, 501(c)3 organization. Much careful thought went into the Bylaws, to make ISA workable in the present, and flexible for the future.

Maggie Rose's dedicated hours of work on the Operations Manual has gone a long way toward making this job easier. (Maggie, by the way, has a way of making all our jobs easier with her ideas and her energy.) The job of Corporation Chair will now be checking ISA's activities and operations to keep us within the Nevada corporate Articles and IRS tax law. Being a small business operator in addition to airline pilot, I have some familiarity with business and taxes. I have enjoyed the work and accomplishments of the last two years.

Currently, I'm flying as Captain on the B737-300/500 for Continental Airlines. I've been flying since 1971. Like most pilots my age, I have enjoyed (if that's the word) a number of professions during my working life. I bring a range of experience to the job of Corporation Chair and look forward to the challenge of bringing ISA into the mainstream of the international aviation community.

# ISA COMMITTEES AND RESOURCES

International Society of Women Airline Pilots, Suite 19-395, 2250 Tropicana Avenue, Las Vegas, NV 89119-6594

## **Aeromedical**

Carole Danis Litten  
301-365-5670  
CServe 70774,1354

## **Captain's Club**

### ***\*Reconition of Captain upgrade***

Lisa Kuehl  
1727 250th Street,  
Boone, IA 50036-7552

## **Convention**

Pam Mitchell  
12502 Mission Hills Cir. S.  
Jacksonville, FL 32225  
Phone/Fax 904-646-9995  
Compuserve 70263,3037

## **Corporation**

Nancy Novaes  
212-535-9865  
Compuserve 76147,514  
Prodigy WS5G29A

## **Family**

### ***\*Change of Address? Family News?***

Denise Van Grunsven  
W12347 848th Avenue  
River Falls, WI 54022  
715-426-5202  
Compuserve 70264,2006

## **Fast Track**

### ***Info for ISA Job Seekers***

Laurie Wilde  
220 Hawthorne Rd.,  
Lake in the Hills, IL 60102  
815-363-4045  
Compuserve 76140,1056  
Luan Meredith  
1175 Willoby Ln., Elgin, IL 60120  
708-888-2446

## **ISA Graphics**

Lisa K. Kuehl  
515-432-6019 Fax:515-432-2860  
CServe73761.2674

## **Historian**

Betsy Landon  
407-750-8854  
CServe 76637,2776

## **International Fund**

Chris (Kruemmel) Doig  
Compuserve 74223,1636

## **Library**

Denise Van Grunsven  
W12347 848th Avenue,  
River Falls, WI 54022  
715-426-5202  
Compuserve 70264,2006

## **Loss of License Committee**

Susie Arthurs  
816 747-2516,  
Carole Danis Litten  
301-365-5670,  
Sherry Harriman  
303 777-6882,  
Ginger Cutter  
415-728-0854, Fax 415-728-8502,  
CServe70774,747, AOL: GMCUTTER

## **Master Seniority List**

Lori Griffith  
412-788-0651

## **Membership**

Carolyn Pasqualino  
1111 Edgewood Circle  
Rockford, IL 61108  
815-229-7759; Fax 815-229-7236  
Compuserve 76250,372

## **Menopause Medical Resources**

Beth Raphael  
415-992-8019  
Compuserve 76250,1227  
Nancy Novaes  
212-535-9865  
Compuserve 76147,514  
Prodigy WS5G29A

## **Museum/Exhibits**

Lori Griffith  
412-788-0651

## **Newsletter**

Kathleen Wentworth,  
Editor, *ISA News*  
1180 Millbrae Avenue,  
Millbrae, CA 94030-2946  
24 Hr Phone/Fax:415-697-0930  
Compuserve 76627,2775  
Carol Cansdale  
Contributing Editor,  
*ISA Members Duty Free*  
1520 61st Street West,  
Minneapolis, MN 55419  
612-866-9814  
CServe 70263,67

Margie Freeman  
Contributing Editor, *Layover Leisure*  
3629 N. Harding Ave.,  
Chicago, IL60618  
312-866-2337; CServe73412,2207

Maggie Rose  
Circulation Manager

*To submit a change of address,  
see form elsewhere in this newsletter.*

## **ISA Operations Manual**

Maggie Rose  
1851 Queens Courtyard Drive  
Las Vegas, NV 89109  
702-892-9847  
Compuserve 70774,1022

## **Scholarship**

Morgen Greschel Reeb  
39 Lakeview Dr.,  
Montross, VA 22520  
804-493-0518

## **Scrapbook**

Norah O'Neill  
P.O. Box 1504  
Walla Walla, WA 99362-0027  
509-529-5256

## **Secretary**

Kathleen Malone  
130 S. W. 91st Ave., #304,  
Plantation, FL 33324  
305-473-8793  
Compuserve 76140,3516

## **ISA Shop**

Carol Cansdale  
1520 61st Street West,  
Minneapolis, MN 55419  
CServe 70263,67

## **Speakers Bank**

Betsy Landon  
(407) 750-8854  
Compuserve 76637,2776

## **Treasurer**

***Scholarship Donations***  
***Taxpayer ID #996062459***  
Binka Bone  
64 College Street  
Newnan, GA 30263  
404-251-2932; Fax 404-251-6485  
Compuserve 70273,2773

## **ISA Video**

Florence Sanders-Higdon  
901-755-4771

*\* See form elsewhere in this newsletter.*

Revised 1/96

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## The ISA + 21 Store

The ISA + 21 store was designed and conceived for the dual purpose of providing logo merchandise for our membership while lending support to the ISA Scholarship Trust Fund. The products in our inventory were developed primarily through the creative efforts of ISA's Graphic Artist Lisa Kuehl who re-designed our striking logo. The following is a brief description of each item currently available for purchase.

**Bangkok '95 and Vancouver '94 T-shirts:** The newest arrival to the ISA store! These high quality shirts were originally designed for the 1994 Vancouver convention by Valerie Patton and Fred Sorensen. They were produced by Terry and Bob Rinehart and Claudia and Fred Sorensen, who have made these terrific shirts available to us at greatly-reduced prices. The Vancouver shirts are embellished with an ISA logo and are available in a light blue short sleeve version in large and extra large for the *unbelievable* price of \$6. A long sleeve version is available with an ISA or Halp logo and are an oatmeal beige comprised of a lightweight sweatshirt fabric in a mock turtle neck design. These shirts are remarkably priced at \$8 in medium, large, and extra large sizes for the ISA

shirts and large for the Halp shirts. In keeping with the spirit of ISA's expanding "world tour", a select number of these shirts were updated with a Bangkok logo for our recent convention. A limited number are still available in the blue or pink short sleeve version, in large and extra large sizes for *just* \$8.

**ISA Lapel pins:** This beautiful lapel pin incorporates the intricate ISA + 21 logo into a 3/4" round format. The polished gold design is arranged on a black background and sealed with an epoxy dome to prevent discoloration and fading. The pins complement all uniform styles and are available to the membership below cost for \$4.

**ISA Notecards:** The ISA logo is imprinted on these cards in silver ink on white linen card stock and measure 4 1/4" x 5 1/2", with matching white linen envelopes. These cards, developed for the ISA store by Pam Mitchell, are blank on the inside and are packaged in sets of fifteen for \$5.

**ISA Travel alarms:** The ISA logo is printed in blue and superimposed on a white background on this compact black travel alarm. A space shuttle cleverly encircles the face of this clock as a second hand. The clock runs on one

AA (no airline reference intended!) battery (included), measures approximately 2 1/4" square, and is available for \$12.

**ISA T-shirts:** The ISA logo is printed in grey ink on a white background on this T-shirt, available in small, medium, and large for \$15.

**ISA Decals:** This round decal highlights the ISA logo in blue ink with grey lettering, imprinted on glossy white paper. A great flight bag and luggage sticker, it sells for \$1.

**ISA Business cards:** The left half of this business card displays the ISA logo in blue and grey ink on a light grey background with a line for the member's name. The right side of the card incorporates the ISA address in grey ink on a light blue background, and includes the statement: "ISA + 21 is more than women airline pilots. . . please contact us for information on membership or an airline career. "The cards are sold in sets of ten for fifty cents.

Patronizing the ISA store is an excellent way to support your organization. We welcome any ideas and suggestions to more accurately serve your requirements.

# It's A Girl!

**Announcing the Arrival of our Latest Fleet Addition:**

Sarah Marie Netherton

**Touchdown at 9:27 am on September 15, 1995**

Landing Weight: 8 lbs; Length: 21 inches

**In Command of Her:**

Captain Connie Netherton

**Status Upon Arrival:**

No Discrepancies, All C

Un doux petit vent d'Ouest nous a amené un doux petit

## Zéphyr

le 30 Septembre 1995, à 5h04

Ulysse, Papa et Maman  
sont comblés de bonheur !

Christine DEBOUZY  
Guy HAUTION



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**ISA MEMBERS:**

Please post this flyer at your airline's Operations Area, other airlines Operations Areas, especially International locales, employee cafeterias, women's bathrooms and other places where women airline pilots may see it. Add your name and phone number if you're willing to have women at your airline contact you for info about ISA.

## ATTENTION: WOMEN AIRLINE PILOTS



The *International Society of Women Airline Pilots* hosts the

**18th Annual ISA Convention  
in  
Dallas/Fort Worth, Texas  
Tuesday May 14 - Thursday May 16, 1996**

**Registration Deadline: April 30, 1996**

Join women airline pilots from all over the world to meet, exchange ideas and information, and enjoy Texas hospitality. Optional side trips include a "day at a dude ranch" at Texas Lil's and a two-day excursion to the Johnson Space Center in Houston hosted by several women astronauts and other shuttle astronauts.

Registration Fee: \$98USD

Includes: Tuesday cocktails and dinner, Wednesday business meeting, luncheon and speaker, Wednesday evening BBQ at a working ranch, a visit to Billy-Bobs, and Convention Hospitality Suite. Accommodations at the Worthington Hotel, Fort Worth.

For more information on reduced-fare transportation, side trips, etc., call:

**Pamela Mitchell, ISA Convention Chair**  
**1-904-646-9995 (Phone/Fax); CompuServe 70263,3037**

**For information on joining ISA, contact ISA Member:**

ISA member name \_\_\_\_\_ Phone: \_\_\_\_\_

or contact

**ISA Membership Chair Carolyn Pasquallino**  
**1111 Edgewood Circle, Rockford, IL 61108; CompuServe 76250,372**

**Convention attendance is limited to ISA members.**

ISA welcomes as members, women flight crew working for airlines having at least one aircraft with a gross weight of 90,000 pounds or more - she need not be flying that large an aircraft herself to qualify for membership.

*The International Society of Women Pilots was founded in 1978.*

*ISA has over 450 members at 60 airlines in 24 countries worldwide.*



**PLEASE JOIN ISA AND JOIN US AT CONVENTION '96 IN DALLAS/Ft. WORTH**

Please xerox the application form if possible or just cut it off this flyer and mail in.

### ISA Membership Application/Membership Renewal

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Maiden \_\_\_\_\_ Birthdate \_\_\_\_\_  
Spouse \_\_\_\_\_ Children (names/ages) \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Country \_\_\_\_\_  
Telephone \_\_\_\_\_ Fax: \_\_\_\_\_ CompuServe # \_\_\_\_\_ Other E-Mail Address \_\_\_\_\_  
Airline \_\_\_\_\_ Domicile \_\_\_\_\_ Equipment \_\_\_\_\_ Position \_\_\_\_\_ Date Hire \_\_\_\_\_  
First Airline Employed With \_\_\_\_\_ Date Hire There \_\_\_\_\_ Date Terminated There \_\_\_\_\_  
If Captain on equipment requiring type rating, date of first flight release \_\_\_\_\_ ISA's Captain's Club requires submission of Captain's Club form  
Certificates and Ratings Held: \_\_\_\_\_  
Flying Background: (Please briefly outline your aviation background/experience) \_\_\_\_\_

Do you wish to be included in an ISA selected mailing list of aviation-related products and services? \_\_\_\_\_ yes \_\_\_\_\_ no

**Dues are \$40 per calendar year active members (\$10 inactive members.)** Please make check or money order payable in United States funds to ISA.

**International Members only** may use Mastercard/Visa. Name of card: \_\_\_\_\_ Card number: \_\_\_\_\_  
Card Expiration Date \_\_\_\_\_ Signature \_\_\_\_\_

Today's Date: \_\_\_\_\_ New Member \_\_\_\_\_ Renewal \_\_\_\_\_

ISA - The International Society of Women Airline Pilots

welcomes all women pilots who are employed as flight crew-members (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier ( FAR Part 121 or international equivalent) which operates at least one aircraft with a gross weight of 90,000 pounds or more. Applicant need not be flying that large of aircraft herself to qualify for membership.

# ISA + 21 Store and Convention Photos Order Form

"What would you like to see 'for sale' in the ISA Store? We are soliciting your help for ideas for new products. Let me know by writing Carol Cansdale at 1520 West 61st Street, Minneapolis, MN 55419-2122 or Compuserve 70623,67."

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

## Please send me the following ISA Items:

	Price	Quantity	Color/Size	Shipping	Total
<i>ISA T-Shirts—</i>					
Bangkok '95: Women's short sleeve (lt blue, L; pink, L-XL)	\$8.00	_____	_____	\$2.00	\$_____
Vancouver '94: Women's short sleeve (lt blue; L-XL)	\$6.00	_____	_____	\$2.00	\$_____
'94 Women's long sleeve (oatmeal beige; M-L-XL)	\$8.00	_____	_____	\$2.00	\$_____
'94 HALP long sleeve mock turtle neck (oatmeal; L)	\$8.00	_____	_____	\$2.00	\$_____
ISA T-Shirts (white with gray ISA logo; M-L-XL)	\$15.00	_____	_____	\$2.00	\$_____
ISA Lapel Pin (gold logo on black background)	\$4.00	_____	_____	\$2.00	\$_____
ISA Notecards and Envelopes (silver logo on white card)	\$5.00/15	_____	_____	\$2.00	\$_____
ISA Travel Alarm Clocks	\$12.00	_____	_____	\$1.50	\$_____
ISA Highlighter Pen (gold logo on black pen, yellow H/L)	\$2.00	_____	_____	\$1.00	\$_____
ISA Decals (blue and gray on glossy white, 2 1/2" round)	\$1.00 ea	_____	_____	none	\$_____
ISA Business cards (light blue and gray on gray, generic)	\$.50/10	_____	_____	none	\$_____
ISA Video	\$20.00	_____	_____	\$3.00	\$_____
<i>Convention Photographs—see separate order form below</i>					
<b>Total</b>					<b>\$_____</b>

## Please send me the following photographs at \$3.00 each:

		Quantity	Total
Memphis 1987:	ISA Group (5 x 7)	_____	\$_____
	ISA Group (8 x 10)	_____	\$_____
	Founding/Charter members (5 x 7)	1	\$_____
	Captain's Club (5 x 7)	_____	\$_____
	Executive Council (5 x 7)	1	\$_____
	Northwest group (5 x 7)	_____	\$_____
Rome 1988:	ISA Group (7 x 9 1/2, black & white)	_____	\$_____
Maui 1989:	ISA Group (8 x 10)	_____	\$_____
Washington 1990:	ISA Group (8 x 12)	_____	\$_____
Atlanta 1993:	ISA Group (8 x 10)	1	\$_____
Bangkok 1995:	ISA Group (6 x 8 1/2)	_____	\$_____
Shipping:			\$2.00
<b>Total:</b>			<b>\$_____</b>

## SEND PAYMENT FOR ISA STORE ITEMS AND FOR CONVENTION PHOTOS

Please make checks payable to "ISA + 21" and send to:

Carol Cansdale, 1520 West 61st Street, Minneapolis, MN 55419-2122, USA

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## ISA MEMBERSHIP UPDATE JANUARY 1996

<b>New Members</b>	<b>United</b>	18917 60th Pl A Live Oak, FL 32060
Lynn Ebert	<b>Franziska Brandenberger</b>	
P.O. Box 452	Crossair Box 408	
Maretons Mills, MA 02648	4030 Basel-Flughafen,	
508-428-1918	Switzerland	
<b>Northwest</b>	+41 61 482 0617	
<b>Lorraine Morris</b>	<b>Crossair</b>	
19319 Kishwaukee Valley Rd	<b>Lynn Horning</b>	
Marango, IL 60152	2473 W. 7th St. Suite 200	
815-668-7717	St. Paul, MN 55116	
<b>United</b>	619-578-3139	
<b>Margaret Ellet</b>	<b>Northwest</b>	
3201 Ridge Dr.	<b>Tina Rabourn</b>	
Beale AFB, CA 95903	12303 Hiddenbrook Dr	
916-788-0962	Tampa, FL 33624	
<b>United</b>	813-968-3053	
<b>Mary Pratt</b>	<b>United</b>	
P.O. Box 21227	<b>Members Data Changes</b>	
Mesa, AZ 85277	<b>Sherry Anderson</b>	
602-985-7369	Ph #602-893-8020	
<b>United</b>	Cserve # 71322,556	
<b>Catherine Moore</b>	<b>Cynthia Axell</b>	
P.O. Box 3065	Ph# 808-395-0626	
304 Waters Ave.	<b>Beverly Bass</b>	
Buena Vista, CO 81211-3065	Ph # 817-577-8700	
719-395-2611	<b>Nance-Ellisa Bernatas</b>	
<b>FedEx</b>	37 Ridgeview Road	
<b>Penny Hantman</b>	Weare, NH 03281	
13 Cooper St, Paddington	Ph# 603-529-3305	
Sydney, Australia 2021	<b>Margaret Mason Bruce</b>	
02-360-3272	128 Culpeze Road	
<b>Ansett Australia</b>	Moorestville, NC 28115	
<b>Tanya Pool</b>	Ph#704-664-8090	
2600 Hollingbourne Drive	<b>Diane Wilder Coe</b>	
Fort Collins, CO 80526	206 Poinciana Lane	
970-498-9919	Harbor Bluffs, FL 34640-2615	
<b>United</b>	<b>Janet Cote</b>	
<b>Leslie Provov</b>	Ph# 510-829-5067	
2401 Glen Dale Dr.	<b>Helena DeAndreis</b>	
Colleyville, TX 76034	Ph# 305-592-2906	
817-868-0998	<b>Saydamini Deshmukh</b>	
<b>United</b>	Ph # 623-1024	
<b>Cordula Abromett</b>	<b>Michelle Dionne</b>	
Schlossgasse 6C	6992 Orion Ct.	
Lich 35423 Germany	Arvada, CO 80007	
49-6404-61153	<b>Terril Donner</b>	
<b>Lufthansa</b>	17103 Deer Crossing Trail	
<b>Katherine Williamson</b>	Fisherville, KY 40023	
2104 Larkin St	Ph# 502-267-9789	
San Francisco, CA 94109	Fax # 502-267-8624	
415-922-1158	<b>Jennifer Duce</b>	
<b>Northwest</b>	Ph# 305-822-6864	
<b>Beth Janssen</b>	<b>Rosemary Dye</b>	
2031 Emerson St.	11024 Riviera Dr	
Denver, CO 80205	Anderson Island, WA 98303	
303-832-4285	<b>Sue Ellison</b>	

**MOVING?...Any special news to tell us about? New babies?...  
New Husband?...Upgrade?...New Airplane Type...New Airline?**  
(Especially if you are planning to move, so we know where to send your next newsletter!)

Name \_\_\_\_\_ Phone \_\_\_\_\_ CServe# \_\_\_\_\_  
(include both family and married names)  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Airline \_\_\_\_\_ Position \_\_\_\_\_ Equipment \_\_\_\_\_  
New News \_\_\_\_\_  
(continue on separate sheet of paper as required)



Mail this form to: Denise Van Grunsven, W12347 848th Avenue, River Falls, WI 54022 CServe 70264,2006



### CALLING ALL CAPTAINS!

#### FOR INCLUSION IN THE ISA+21 CAPTAIN'S CLUB



Name \_\_\_\_\_ Airline \_\_\_\_\_  
Date First Signed Release \_\_\_\_\_ Aircraft Type \_\_\_\_\_  
(After IOE, Safety Time, OK to solo or whatever your company may call it)

Mail/Fax to: Lisa Kuehl, 1727 250th St, Boone, IA 50036-7552; Fax: 515-432-2860 •

**This ISA News centerfold is for the use of ISA members only.**

To protect members' personal data, please remove this centerfold before sharing the ISA News with others.



## Gail Redden

Hello! I would like to take this opportunity to introduce myself. My name is Gail Redden, and currently I am a First Officer on the 727 for American Airlines. My career as a pilot started after I took my first flying lesson and realized this was what I wanted to do for the rest of my life! After instructing for a while and bumming rides any chance I could, I landed a corporate job flying a Citation S/II, which I did until joining American in 1989.

When I went to my first ISA convention in San Francisco, I knew I had found a unique group of pilots. The companionship of other women with similar interests was a welcome change after my years of being the only female pilot for miles! And I must admit I have taken advantage of this camaraderie, enjoying the conventions and several other activities with many ISA members. So now it's my turn to give something back. I consider one of ISA's greatest achievements to be the scholarships we offer to other women struggling to make it in the field of aviation. If elected I would like to head this committee. I would consider it an honor to be on the Board of Directors because I know whatever effort I put into ISA will be rewarded back to me tenfold. Thank you.

## Elizabeth Voigt



I was born in England but my family moved to St. Lucia (in the Caribbean) when I was seven years old and has lived there ever since. I wanted to fly since I was about 12 years old and still have a page out of an English newspaper advertising the first commercial flight of the Concorde which took place on my 13th birthday — definitely a sign I thought! I completed secondary school (high school) in St. Lucia and won a United Nations funded scholarship to flying school in Trinidad where we did the British CAA CPL/multi/IR course. I completed this in December 1982 and started working with the regional carrier LIAT (as their first female pilot) where I flew Bandeirante, Twin Otter and Dash 8 throughout the Caribbean.

In the meanwhile I had married one of the instructors from flying school who comes from Surinam (Dutch Guyana). I did my ATPL in London in 1986 and we moved to Holland in 1987. In 1989 I started with my present airline, Transavia Airlines, as a B737 copilot. Transavia is 80% owned by KLM and flies over two million passengers a year. It is predominantly a charter airline, with over 60 destinations in the Mediterranean and North Africa. We operate fourteen 737-300s and three 757s, and we have 230 pilots with seven women, three of whom are captains. I myself received my fourth stripe in 1992.

I have always found it interesting to meet other female pilots and be able to discuss the similarities and differences in our experiences in what is still an unusual career for a woman. I like being able to offer advice to women either aspiring to join us or just starting out. I feel that the support generated in an organization such as ISA helps those who may be quite alone in their country or company as well as providing a network of interesting fellow professionals for the rest of us.

I have been an ISA member since 1991 and was intrigued by Nancy Novaes' letter encouraging overseas members to attend the Board meeting in November. Little did I know what I was getting in for! I had also agreed to present the case for "Amsterdam in '97" which Cockie van Giessel had started but found herself unable to continue in a supervisory capacity due to other commitments. I have lived in Holland for nine years now and am excited about sharing my adopted country with as many ISA members as possible in May 1997!

In New York I also offered to operate as a link between European members and the ISA Board in any way possible. I shall shortly be writing to women pilots I met in Europilote's Female Pilot Committee where I was the secretary for several years. Unfortunately Europilote (which was an umbrella organization for national pilots associations) folded for political reasons last year and the committee with it. I am a representative in our pilots association VNV, as well as a member of their female pilots committee. In my "spare" time I study psychology and am three quarters of the way through a degree with the British Open University.

I am really looking forward to being able to facilitate contacts between European and American members—I hear a lot of female voices over the radio and hope to bring them in to the ISA fold. We need a larger and more active European membership if we are to support ISA's current focus on education and scholarship by developing features such as the speaker's bank, aircraft manual library, etc.—plus it's great to get together with colleagues once in a while when on a layover or at an organized event.

## ISA Board of Directors Elections

### Krisan Wismer



Greetings ISA members and a very Happy New Year! My name is Krisan Wismer and I'd like to take this opportunity to introduce myself to all of you! I'm a First Officer with United Airlines and I am currently instructing pilots on the B-747 at United's training center in Denver, Colorado. My aviation background includes: general aviation; Captain for Royale Airlines; and Flight Officer for Eastern Airlines as well as United Parcel Service.

I joined ISA in 1988 hoping to meet new friends who had similar interests and who loved aviation. I attended my first convention in San Francisco and I haven't missed one since! I have met some very wonderful, talented, and outstanding individuals with ISA.

Before joining ISA, I didn't realize there were scholarships available to women seeking an aviation career. I was very impressed with the scholarships that the ISA members had created and funded. I became involved in the scholarship process in 1994 when I interviewed an applicant who later completed a Flight Engineer rating at United Airlines. This year I was a member of the scholarship selection committee. Reviewing and evaluating all the applicants was an extremely challenging and rewarding experience.

Morgan has really done an outstanding job with Scholarship. It would be difficult to fill Morgan's shoes, but I am interested in volunteering my time and efforts to the new Assistant Scholarship Chair position.

I would like to explore other possibilities for airline scholarships by contacting more 121 carriers as well as simulator training companies. I also feel our program could benefit women who are in the early stages of their aviation careers with expansion into the turboprop area.

## Women in Aviation Conference

Once again, ISA will be sponsoring a panel of women airline pilots at the upcoming Women in Aviation Conference to be held in downtown MSP at the Hilton Towers on March 7-9, 1996.

Participants in the Friday afternoon panel will be asked to give a short (:05) talk on how they became interested in flying as a career, how they accumulated their flight time, and the job progressions that led to their being hired by their current airline. The 45-minute session will conclude with questions from the audience.

At this writing we have two volunteers and would like to get two or three more to hopefully give us a wide cross section of backgrounds (civil, military), airlines (passenger, freight) and experiences.

Volunteers will receive free registration to the conference for all three days and will be asked to provide their own transportation to MSP and the hotel (approximately \$13 round-trip). If you would like to volunteer,

please contact Karen Kahn at 933 Cheltenham Road, Santa Barbara, CA 93105; 805/687-5859, FAX 805/687-6226 or via CompuServe 76147,135.

Other ISA members who plan to attend our panel are encouraged to come in uniform and help answer the many questions which normally follow the session.

The calendar of events includes:

**Thursday, March 7:** Tours of Northwest Airlines and NATCO facilities Reception sponsored by NWA -- during the reception 8 names will be drawn for free sim rides to be given on Friday afternoon and evening to each winner plus two friends. NWA will also announce the winner of a type rating scholarship (ground school, sim time and lodging) to a member of Women in Aviation, Inc.

**Friday, March 8:** General Session Speakers will include:

General Chuck Yaeger, Congressman Oberstarr, Carol Hallett, President, ATA

Busses available Friday at 5 PM to go to the Mall of America

**Saturday, March 9:** General Session Speakers will include:

B. Steadman, President, Int'l Women's Air and Space Museum TBA (motivational speaker)

Banquet speaker: Dr. Sheila Widnall, Secretary of the Air Force

Exhibits (and it's a good tradeshow) open Thursday pm, Friday, & Saturday

Registration Costs: WAI Member \$115  
WAI Non-Member Early (by 1/5) \$145  
Regular (by 2/28) \$140  
\$170 On-Site \$160 \$190

Accommodations at the Downtown MSP Hilton and Towers are \$79/night single or double (add \$20 each for 3rd or 4th person to a room).

For more information contact:

Women in Aviation, International  
P.O. Box 188 Dayton, OH 45402 or  
Dr. Peggy Baty, Conference Coordinator at CIS 74777,3007. See you there!

## ISA Charter Member Challenge

*ISA Charter Member Karen Kahn writes to suggest the establishment of a special ISA Scholarship to be funded by the original ISA Charter members.*

Dear ISA Charter Members:

After helping out with the scholarship interview process this year, I found I was greatly impressed with not only the quality of applicant, but with the new interview and scoring process developed for us by United Airlines. Applicants can now get a uniform interview from any ISA member using the detailed interview and evaluation form designed by UAL.

Since we now have a good mechanism for evaluating candidates, I propose we help our up-and-coming followers by boosting the ISA Scholarship Fund as follows:

*Whereas, ISA's Charter Members were given lifetime, dues-free membership in 1987 at our Memphis annual meeting and*

*Whereas, most of our Charter Members are fortunate to have reached a financially sound station in life,*

*I propose each Charter Member donate to the ISA Scholarship Fund an amount equal to the dues waived since*

*1988 (or 8 years times \$35/40 per year, or approximately \$320 each).*

*Furthermore, I propose each Charter Member continue to donate each year an amount equal to the dues not paid, rounded up to the next highest \$100.*

If they so choose, ISA Charter Members may create a special Founders Scholarship (the requirements for such to be determined by a minimum of 3 Charter Members) to be funded by the special donations.

How many of us could have benefited from such a boost, had it been available during our struggling years? Now that we can make a positive contribution, let's encourage those who have demonstrated they can help themselves and could use a little of ours.

Ladies, rev up your checkbooks -- my donation for \$320 is in the mail.

Karen Kahn

ISA Charter Member

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## FAST TRACK

### News for ISA Job Seekers

Luan Meredith & Laurie Wilde

Big news for Fast Track. There is a new resource available to the career seekers in our field. It is called Universal Pilot Application Service, Inc. It is a pilot job opportunity service giving applicants exposure to companies that are looking for qualified pilots. It is wholly owned by ALPA. You may get more information by calling 1-800-PILOT APPS.

As always, Kit Darby at the "Airline Pilot Job Monthly" keeps us posted on who's hiring each month. Thanks to Kit Darby at 1-800-AIR APPS. The November issue show the following major airlines currently interviewing: FedEx, Northwest, Southwest, TWA, UAL, and UPS.

American Trans Air, the United States largest charter carrier, is actively seeking to increase its ranks of women pilots. Requirements are 3000 hours total time, 500 hours multi-engine, commercial and instrument ratings, Class I medical. Preference given for turbine time and ATP. Their fleet consists of 727, 757 and L-1011's. Benefits include medical and dental insurance, life insurance, short and long-term disability insurance, 401K pension, employee stock purchase plan, travel and vacation benefits. Please send resume to: Mr. Clark Taylor, American Trans Air, PO Box 51609, Indianapolis, IN 46231-1300. *No phone calls, please!*

Owens-Corning intends to hire another pilot in the near future (probably before the new year). Aircraft are: one Falcon 50 and two Hawker 800s. Requirements include: ATP rating desired. Min. 500 hours; turbine time desired. Must be willing

to relocate to Toledo OH area. If you are interested, send a resume to: Terry Smith, Director of Aviation, Owens-Corning Aviation Services, 11371 W. Service Rd., Swanton OH 43558-9467

AmeriJet is hiring pilots. They can be reached at: 498 SW 34th St., Ft. Lauderdale FL 33315

*Thanks to Nancy Novaes to forwarding some of the above information via the Internet and to Carolyn Pasqualino.*

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Please send any information on your airline's pilot hiring or any other hiring information you may have to ISA members:

Luan Meredith CS: 76221,2731 Phone 708-888-2446 Laurie Wilde CS: 76140,1056

If anyone has any information on hiring in aviation related fields: dispatcher, crew scheduler, etc. at your airline, please send it to us. Our medically disqualified members may be able to use this information.

## Flying Across the Ice

by Carol Cansdale

*We are a unique and diverse group of women, many of whom have special talents totally unrelated to flying. United pilot Lisa Kuehl has a special talent and she told me about it in a recent letter:*

"Have you ever marveled at the beauty and grace of competitive figure skating, and wonder 'Just how do those skaters *do that*?' Well, I've been wondering all my life and I recently decided to wonder no more. At the age of 36, I have discovered that it's never too late to learn to skate! Granted, Olympic-caliber athletes need to start young and many peak in their teens. But casual skaters take heart...for developing fitness, strength, coordination and *great buns*, nothing beats a workout on the ice.

I have actually been a Nancy Kerrigan "wannabe" all my life. My earliest memories of skating have me on a frozen lagoon in Davenport, Iowa. Needless to say, outdoor skating has its limitations, with cold hands and feet and bumpy ice making learning anything but easy. In Iowa, indoor facilities were unheard of during my childhood era but as the popularity of ice sports grew, rinks began popping up. I began my first formal lessons in 1980 in Ames, Iowa where I went to college. But, when I was bitten by the flying bug in 1982, the skating fell by the wayside. After settling in the Chicago area four

years ago, I again resumed skating lessons and discovered yet another wonder — that the indoor arenas were *heated*! No more mittens, wool socks and heavy clothing for me. In 1992, my flying career whisked me away to London for six months of TDY and I had to leave my

skates at home once again. But this past winter, I married a great guy in Central Iowa and am again back skating in Ames. I resumed training in February and have been working hard to fit skating into my professional and personal lives. When I can, I try to practice between one and three hours a day. I even had a chance to partake in a week-long skating camp in June, run by several former world-class skaters.

If my airline career permits, I hope to polish up my skating skills enough to begin participating in a newly formed competitive class for adults. The United States Figure Skating Association sponsors the program, which allows adults of any age the chance to experience the thrills, chills and occasional *spills*, of competition previously available only to the under-25 crowd."



*I'm impressed Lisa, but I have to admit I am also a Nancy Kerrigan "wannabe". Watch your knees!*

## Advice for Aspiring Airline Pilots

by Carol Cansdale

*One of the advantages about our jobs is that it sometimes affords more time off than the average job. Karen Kahn has found a way to use her knowledge of the industry to share it with others and started "Aviation Career Counseling". She writes:*

"Do for a living what you like to do anyway" has always been my goal. During 1989, when the airlines were hiring, I had the privilege of being asked to speak at several airline career day seminars. At each of these sessions we frequently encountered up-and-coming pilots who weren't quite ready for their airline job, but hungered for information on how to accelerate their careers and make the best use of their resources. After spending many hours talking to pilots about their careers, it became obvious that someone needed to fill the gap between the low-time pilot and the well-qualified but unemployed potential new-hire.

And so, Aviation Career Counseling was born specifically to help pilots of all skill levels. Most of our counseling is done over the phone, although we prefer to do our practice airline interview sessions in person whenever possible.

Having nothing to 'sell' them other than good current advice, we try and make them aware of all the alternatives so they can choose what suits them best. Sometimes we'll have a problem case where a pilot has a violation on his/her record and wants to know how to handle it, or it may be a case of 'why can't I get a job?'

The job is a fun one, requiring a wide variety of skills. Most fun is probably the interview counseling. Learning to sell yourself is indeed a valuable weapon in everyone's arsenal. The other job of this job is being able to select your clients. If we can't provide a real service to them, we don't accept their

fee and recommend that they hang in there or try another occupation.

All in all, it's enjoyable work that can be scheduled as necessary and allows us to help those who are willing and eager to help themselves."



*Thanks, Karen. I could have used your expertise about 18 years ago!*

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Do you or another ISA member you know possess a special skill, talent, own a business, won any awards, or just 'been there, done that'? I know you're out there...we're all unique in our own ways! We want to hear from you and it helps if you would send a nice clear photo, too. Send all information and photos to Carol Cansdale at 1520 West 61st Street, Minneapolis, MN 55419-2122 or Compuserve at 70263,67. Happy New Year!

**Next deadline is February 15, 1996.**

## ISA Convention — Scholarship Auction

### Attention all members!!

Here's a small "time donation" each of you can give to ISA for this year's convention in Fort Worth:

Look around your local neighborhood, talk to merchants, hotels, resorts, publishers, airlines, schools...let your imagination run wild! And ask some (all!) of these folks if they would be willing to donate (merchandise, gift certificates, vouchers, anything!) to ISA+21, now a non-profit corporation. Here's a "sample" letter I have used in the past. Feel free to use it, alter it as necessary, personalize it....but **USE IT!!** Let's have the best scholarship auction in ISA's history and top last year's proceeds of \$7000!!

1 January 1996

Mr. John Doe  
10 Anywhere Place  
Sometown, CI 50555 Country

Dear Mr. Doe,

I'm writing on behalf of ISA+21, the International Society of Women Airline Pilots. We are hosting our 18th Annual Convention in Fort Worth, TX in May 1996. A highlight of the conference is our Scholarship Auction, which funds a growing number of scholarships each year for aspiring women pilots.

I wondered if you might be willing to donate a (resort package, hotel stay at the Sometown Inn, gift certificate, airplane model, language course, sample of your excellent work, etc.) for our auction this year? ISA+21 is a non-profit organization and donations to the Scholarship Auction are tax-deductible.

A (package of accommodations) at the Sometown Inn would be a real highlight of the auction. Our members are women with active lifestyles, generally affluent, well-traveled and with discretionary leisure time and I am certain they would be excited about a stay at Sometown Inn! I really think the Inn is beautiful and I would love the opportunity to acquaint our members from all over the world with the Sometown.

I would be happy to stuff our welcome bags for each participant with any brochures you might have available, as well as set up a display at the auction. You will also be mentioned in our newsletters, with a circulation of over 500 women pilots and airlines around the world.

If you need further information, feel free to contact me at 904-646-9995(phone and fax) or at 12502 Mission Hills Circle S., Jacksonville, FL 32225 USA. Thank you very much for your time and consideration of our request, Mr. Doe. I look forward to hearing from you.

Sincerely,

Pamela Mitchell  
ISA+21 Member

Simply tell the folks how much you like their product and ask for a donation! The very most they can say is "no", and who hasn't heard that word before?! Our tax ID number is 99-6062459, IRS Code 501(c)(3), if they ask, and if you have any questions as to how to go about doing a gift certificate, handling brochures, etc. call either Pam Mitchell (904-646-9995) or Karol Welling (404-631-9195) or contact Pam via CompuServe #70263,3037. *ISA+21 appreciates your efforts! Thanks very much!!*



## ISA SKI DAYS and BOARD of DIRECTORS MEETING

Keystone, Colorado  
Monday/Tuesday-Friday, February 5/6-9, 1996

by Cindy Shonk

We're busy at work planning the ISA Ski Days and Board of Directors Meeting. So mark your calendar now, and don't miss out. Once again, at Keystone, Colorado.

### EVENTS

**Monday & Tuesday:** Arrive and ski

**Tuesday evening:** Cindy & Paul's world renowned Tex-Mex dinner at their house

**Wednesday:** Ski and an optional early dinner (6:00) at the famous Alpenglow Stube

**Thursday:** Ski and Dinner Pizza party at the big condo

**Friday:** Ski... and leave when you must.

### COSTS

**Condos:** \$53 per person per night

(if you want a private condo, 1 Bedroom condos are available for \$158. per night)

**Lift tickets:** \$32 for all day and evening skiing, Keystone & Breckenridge ski areas.

**Dinner Wednesday:** (Optional), the Alpenglow Stube has been written up as a must in all of the ski magazines, located atop Keystone's North Peak, AAA Four-Diamond. Price includes 4 course dinner, wine, tea, after dinner coffee, tip & taxes. \$78.43. Kid's dinner is \$15.

As always, everyone including kids are welcome to ISA Ski Days.

Don't despair if you haven't skied before. After one lesson last year, Denise Van-Grunsven was keeping up with most of the gang. We kinda break up into different speeds and levels of skiers. And we have all levels.

As well as downhill skiing, there is cross country skiing (much cheaper), ice-skating, indoor tennis, indoor pool, shopping at the resort as well as the Dillon factory outlet stores. For a Keystone brochure, call 1 800 322-2059.

**Transportation from DIA:** Car pool or ride Resort Express van service, almost hourly from DIA to my ski house, United price \$27 each way. Once at Keystone, many say you don't need a car as Keystone has a good bus service. Since not everyone can arrive on Monday, the first 5 registrants will be able to stay at my house free on Monday night. They'll be able to get in their fill of skiing on Tuesday.

I need to receive your registration form and check (for condo, lift tickets, and Wednesday dinner) by January. 22. Please, earlier is better. All checks are fully refundable until Jan. 26th. Registrations and checks received after Jan. 22, will be on a space & price available basis. Call with requests. A map, list of attendees, and further information will be mailed out around Jan. 30.

### REGISTRATION FORM

Names of attendees \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_ City, State, Zip \_\_\_\_\_

Arrival day & approximate time \_\_\_\_\_ Do you want to car pool with others arriving about the same time? \_\_\_\_\_ I plan to share room with \_\_\_\_\_ Special lodging requests (i.e. private condo, bring a child, already have lodging arranged, wouldn't need lodging etc) \_\_\_\_\_

I'm interested in beginner ski lessons \_\_\_\_\_

Number of lift tickets you want # \_\_\_\_\_ @\$32.00 \_\_\_\_\_

Alpenglow Stube dinner # \_\_\_\_\_ @\$78.43 \_\_\_\_\_

Nights in shared condos # \_\_\_\_\_ @\$53.00 \_\_\_\_\_

Enclose your check for lodging, lift tickets & Wednesday night dinner and mail to: Cindy Shonk, 93 Cooper Dr., Summit Cove, Dillon CO 80435 For more info, call Cindy & Paul at 303-468-0626 or Compuserve #71063,213

**DEADLINE JANUARY 22**



## Board of Directors Meeting Minutes Highlights

(Continued from page 9)

erwise incur prohibitive fees in exchanging currency. With the exception of incidentals, all ISA business expenses must be billed to Binka who will pay vendors directly. Estimated budgets for proposed projects must be submitted to the BOD for approval.

3. *Convention*: Pam discussed the details included in the contract she signed with the Hotel Worthington in Fort Worth for the 1996 convention. Potential speakers, workshop topics, and side trips were also discussed. At Karen Kahn's suggestion, Pam will publish her donation solicitation letter in the newsletter for all members to use.

1997 convention sites under consideration were discussed to include the proposal from Mitzi Bennet for Merida, Mexico, and Amsterdam, Holland. Amsterdam was selected due to strong interest in promoting membership among the European members. Elizabeth (Liz) Voigt volunteered to serve as Convention Chair.

4. *Family*: Denise will be developing a generic "Family Policy"--which will include men--comprising a distillation of government law and each airlines' pregnancy policy. This policy will be the first entry into ISA's "book of policies", which will establish minimum guidelines for the industry on gender-related issues. European pregnancy policies were discussed; Liz Voigt will obtain a collection of these data. It was decided to discontinue updating the "Nanny Network" as this information is location-specific and best served by personal reference.

5. *Historian/Speaker's Bank*: Betsy reported responding to the many requests for Speaker's Bank videos fol-

lowing each newsletter publication and has obtained extra copies of the SIU video "Women in Aviation" accordingly. The desirability of obtaining these videos in PAL (European) format was discussed.

6. *Membership*: Carolyn encouraged everyone to contact non-renewing members and will be sending postcards to each of these members inquiring about their reasons for non-renewal and mentioning ISA's new services. Liz Voigt offered to serve in the capacity of European Membership Chair and will send these cards to European members. Changes to the 1996 membership directory, which Maggie Rose will be revising, were discussed.

7. *Scholarship*: Morgen reported on the progress of the 1995 scholarship winners and the airlines considering donating scholarships to ISA for 1996. The diversification of the monies in the Aviatrix Scholarship Trust Fund into various accounts was reported. Karen Kahn has developed a Charter Member Scholarship Contribution program for the Aviatrix Trust Fund. Nancy Stuke, who was instrumental in obtaining the United Airlines Scholarships, has offered to conduct an interviewing skills workshop at the 1996 convention.

### Old Business

1. *Mail Retrieval*: Mail forwarding services were researched in various locations around the country and Mail Boxes Etc. of Las Vegas was selected due to cost and location in ISA's state of incorporation. The Board voted to employ this service, the need for which is consistent with ISA's growing professional mission. ISA's address will officially be changed to: International Society of Women Airline Pilots, Suite 19-395, 2250 E. Tropicana Ave., Las Vegas, NV 89119-6594, effective December 1, 1995.

2. *ISA Library*: Library videos are in poor condition and in need of replacement. Denise will research costs for

updating. It was suggested to give each Airline Scholarship recipient a copy of the respective aircraft video to study ahead of her training.

3. *ISA Logo on disk*: Molly Barr has put the ISA logo on disk in varying formats for use when importing to word processing programs or faxing directly from computers.

4. *Elections*: The following members have volunteered for the 1996-1998 ISA Board of Directors: Mary Ana Gilbert, Nancy Novaes, Gail Redden, Liz Voigt, and Krisan Wismer.

5. *Gender Issues Panel*: The Board discussed developing a gender issues presentation to be used by airlines in their CRM classes. This presentation will state our policy and may take the form of a video, possibly financed through corporate donations.

### New Business

1. *European member issues*: Liz Voigt and Fjola Hliddal discussed the importance of having the credit card option for European members as bank currency conversion charges are a large deterrent to membership. Also discussed was the lack of acceptable maternity policies in some countries (some of which still restrict a woman's right to vote!).

2. *ISA Ski Days*: Cindy Shonk will be hosting the 1996 Ski Days February 5 - 9 at her home in Keystone, Colorado.

3. *Airline Tennis Clinic*: Pam will investigate the different tennis clinics available for an airline tennis week, tentatively set for the first or second week in March. Details will be disseminated via E-mail.

4. *Next meeting*: The first quarter 1996 BOD meeting will be held February 6, 1996 at the home of Cindy Shonk in Keystone, Colorado, in conjunction with the ISA Ski Days.

The meeting was adjourned at 17:10 EST.

Kathleen Malone  
Secretary

## Pedal Pushers Partake in Peak Peek

(Continued from page 1)

pet, formed by leaves that fell like kites without a wind. A musky smell of ferns, moss, pines, and leaves filled our already maxed-out senses.

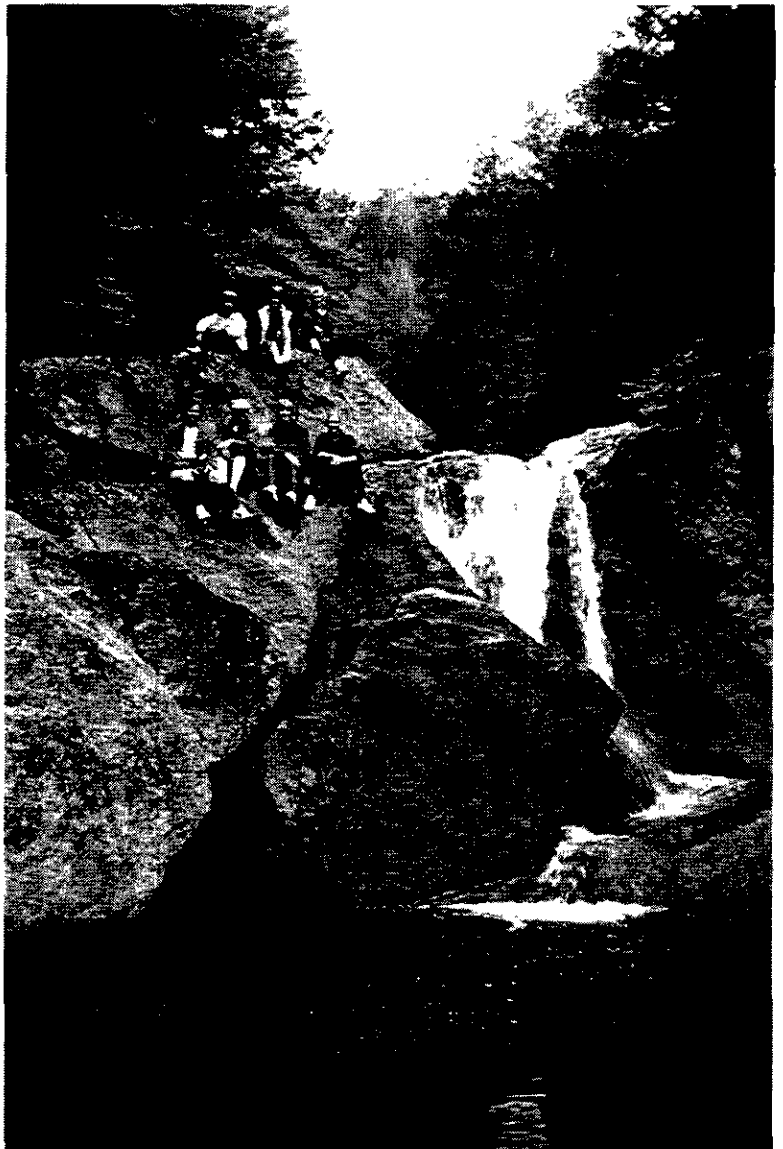
A stop at Buttermilk Falls near the end of our trek was a highlight. Surrounded by colorful trees, white water cascaded over huge slabs of rock into a large serene pool, a perfect spot to rest our weary bodies before the final homestretch. Rain began just in time for us to get soaked, with our destination nearly in sight.

Continued rain the following morning did not discourage a few of our intrepid bikers, who braved the elements for an invigorating 18-miler, while the others enjoyed the local antique and outlet stores for a little shopping.

Ever wondered why leaves turn in the fall? To begin with temperature, frost, or rainfall are just incidental factors. Exposure to sunlight is the main reason for color changes. During summer, trees rely on their leaves' green chlorophyll to convert sunshine to energy. As the days shorten, leaf stems constrict and chlorophyll dries up, revealing original pigments, turning hillsides into nature's rainbows. Wind-blown leaves then drop to the ground.

Though clouds clung to the hilltops and the sun never came out during our brief visit, the trees were a bright kaleidoscope of colors. We hit it at its peak. There is something magically different in seeing the autumnal forest atop bicycles, its a perspective I highly recommend!

*Editor: Since the planning and coordination for the ISA Fall Bike Tour took place between issues of the ISA News, all details were "published" to members who are able to receive electronic mail and who have given their E-Mail address to the ISA Membership Chair. Can we reach you electronically?*



## ISA MEMBERS SPEAK

### **Wider Distribution of ISA News?**

Re: ISA Newsletter

Dear Kathleen:

I just finished devouring the recent newsletter and thought that it was great, as always. I am responding to your solicitation for advice on the circulation of it and I think it is a great idea. I think that having it available at libraries and schools, for example will increase the awareness of future women airline pilots. I'm sure many women don't know of our existence until they become airline pilots (my case) and if we can inspire some aspiring pilots, it will be effort well spent.

Sincerely,

**Jane Saddler**

Dear Kathleen,

Yes, I like the idea of greater distribution of our newsletter and would like to suggest, or ask, about the possibilities of getting our publication "on line" so whoever wanted could access it! Thanks for all you do. I appreciate this publication immensely!

**Luan Meredith**

*Editor: Thanks to Nancy Novaes who "uploads" into the CompuServe Women in Aviation Forum: the ISA Planning Calendar from the ISA News and copies of*

*our substantive ISA News articles such as recent articles on sexual harassment/discrimination, cockpit gender communications, CIRP and menopause.*

### **ISA "Salesperson"**

Dear Kathleen:

Just joined ISA and got your newsletter—it is super in content as well as layout.

There are five other women pilots here at Reno Air. Could you send me newsletter/brochures for them to interest them in joining ISA.

**Jenny Beatty**

*Ed: We were happy to send additional copies of the ISA News to Jenny and appreciate her enthusiasm for "selling" ISA to her colleagues at Reno Air.*

*Are there women pilots at your airline who would like to know more about ISA? To obtain extra copies of the ISA News, contact Circulation Manager Maggie Rose at CompuServe 70774,1022 or see the Centerfold Insert for other ways to contact her.*

*Jenny, let us know how many members from Reno Air you get to join ISA...we may have to start a commission program!*

### **Hats?**

Beverly Bass, American, and I have been working on our ongoing

felt hat problem. We both want a higher quality felt hat than the Michael Howard wool hats that we get for \$20 & \$30 from Midway Cap CO. in Chicago.

We are working with two hat makers, to try to come up with some other choices. Don Shaw, of High Brehm Hats, Inc. plans to offer two different hats.

The first hat is a high quality soft fur felt hat. It will be made proportioned to size. A small framed woman will have a slightly narrower brim and slightly shorter crown, unless specified otherwise. And guess what, it wouldn't cost \$20. It will be in the area of \$95, but it is tax deductible !!! I have gotten many compliments on this style of hat, and not one "do you really have to wear that hat?"

The other option is a stiff felt hat, custom made for you. This hat will be \$129.50. These hats will last you a good 5 years, if you don't throw them in your flight bags.

If you have questions about hats, or input, please call me at (970) 468-0626, or contact Don Shaw, High Brehm Hats, Inc. (210) 629-2531 in New Braunfels, TX. If there is an interest, we will have a hat discussion at the May ISA DFW convention, and at the Feb. ISA Ski Days.

**Cindy Shonk**

### **EDITOR'S CLARIFICATION**

*Editor: The October issue of the ISA News highlighted one of our members with a recent family addition. An editorial comment favorably citing the maternity policy at FedEx may have inadvertently been erroneous and misleading. We regret any misunderstanding.*

*ISA member and FedEx pilot Norah O'Neill was responsible for writing the maternity policy at Flying Tiger (later merged with FedEx) and is currently in-*

*volved in the maternity issue at FedEx. Norah writes to advise other women pilots at FedEx:*

*"I am actively involved in negotiating FedEx's first maternity leave clause in a contract for pilots. This clause may be significantly different from what women pilots have gotten in the past, when there was no written policy and each woman negotiated her own deal. Do your research before you plan your pregnancy."*

**Norah O'Neill**

P.O. Box 1504, Walla Walla, WA 99362



# International Society of Women Airline Pilots

## ...IS PEOPLE AND ACTIVITIES.

ISA + 21 is an association of women airline pilots worldwide who have joined together to exchange ideas and information regarding their profession. The International Society of Women Airline Pilots links a wide range of aviation backgrounds and experiences. ISA members are encouraged to assist aspiring women pilots entering the airline industry through the ISA Information Bank, networking and service projects.

## ...IS HISTORY.

In 1978, twenty-one women pilots from ten U.S. airlines met in Las Vegas to share their common professional interests. The women chose to form a social, rather than political, organization, feeling that their respective pilot unions provided adequate representation of their needs. Today, ISA + 21 numbers over 400 members world-wide from over 24 countries and 60 airlines.

## ...IS A PLACE TO MEET FRIENDS.

Each May, ISA members and their guests meet for three days of relaxation, recreation and professional exchange. Previous convention sites have included Vancouver, Atlanta, San Francisco, Helsinki, Washington DC, Maui, Rome, Memphis, San Diego, Seattle, Sydney, Toronto, Jamaica, Cancun, Denver, Miami, and Las Vegas. One highlight of the gathering is the Captains' Club presentations, giving special recognition to ISA members who have completed their left seat check-out during the previous year.

## ...IS EDUCATION.

ISA's Speakers and Information Bank is a network of women helping other women overcome the unique obstacles encountered in pursuing an airline pilot career. The Speakers and Information Bank also involves our members in speaking at their local schools and colleges, civic clubs and other community gatherings. A short program can be arranged with prior notice to ISA. A beautiful 15 minute video portraying the history of women

airline pilots is also available through ISA for showing or purchase. ISA maintains a library of aircraft system review tapes available for study. All of the materials in the ISA library have been donated and are for members to use free of charge.

## ...IS SCHOLARSHIP.

ISA has established a fund for a pilot who has already demonstrated her decision to join ISA members in this airline career.

These monies are to be used for advanced pilot ratings only. However, funds allowing, the Fiorenza DeBernardi Merit Award and the Holly Mullina Memorial Scholarship will aid those pilots not quite ready to attain their ATP, Flight Engineer rating or their international equivalents. Tax deductible contributions to the ISA scholarship program may be made to: The ISA Aviatrix Scholarship Trust, P. O. Box 66268, Chicago, IL 60666-0268

## ...IS ENTERTAINMENT.

Husbands of Airline Pilots, (HALP) ISA's male auxiliary, lends their assistance with various ISA projects and functions. We welcome their support and applaud their unflagging efforts to provide aid and comfort to ISA's membership.

## ...IS FOR YOU.

ISA welcomes all women pilots who are employed as flight crew-members (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier (FAR Part 121 or international equivalent) which operates at least one aircraft with a gross weight of 90,000 pounds or more. Applicants need not be flying that large of aircraft herself to qualify for membership. If you meet the above requirements, we cordially invite you to join us.

**ISA Membership  
Application  
on reverse side**

## MISCELLANY

### Women Pilots Safer?!

Hi Kathleen!

I found this in the September 29 issue of the Wall Street Journal, and I thought it was interesting!

*"A study by Britain's Civil Aviation Administration found that female pilots are up to four times safer than their male counterparts, says the Aviation Safety Monitor."*

I tore it out of the paper so I could give my husband a hard time!!

Pam Noeldner

### New Uniform Concept?

Thanks to Jenny Beatty for sending in a copy of an ad from the November 1995 *Cosmopolitan* magazine. The ad, by a pharmaceutical company, is selling a prescription treatment for a "gynecological condition."

The ad features an attractive woman model in a pilot uniform and fairly high heels standing in front of a jet airplane. But it seems her tailor got a little confused with her uniform!

First of all, she has epulets on the **outside of her uniform jacket at her shoulder**—four stripes, of course. But somehow on the

sleeves of that very same jacket, she only has **two** stripes!

Let's see, do we count all the stripes and then divide by four...Hmmm....that would make her a first officer. Or do the shoulder epulets have precedence over the sleeve stripes...Hmmm...that would make her a captain...**or** is the ad agency just plain stupid!

(Sorry we can't show the picture, but the Editor wasn't able to reach the pharmaceutical company to obtain permission to reprint the ad; but browse the newstands...you'll enjoy seeing the ad!)

## ISA Membership Application/Renewal Form

Last Name \_\_\_\_\_ First Name \_\_\_\_\_

Maiden \_\_\_\_\_ Birthdate \_\_\_\_\_ Spouse \_\_\_\_\_

Children (names/ages) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Country \_\_\_\_\_

Telephone \_\_\_\_\_ Fax/Other Phone \_\_\_\_\_

CompuServe E-Mail Number: \_\_\_\_\_

Other EMail Service \_\_\_\_\_ E-Mail Address \_\_\_\_\_

Date Hire \_\_\_\_\_ First Airline Employed With \_\_\_\_\_

Date Hire There \_\_\_\_\_ Date Terminated There \_\_\_\_\_

If Captain on any equipment requiring a type rating, date of first flight re-lease \_\_\_\_\_ (ISA's Captain's Club requires the sub-

mission of the additional Captain's Club form elsewhere in this newsletter)  
Certificates and Ratings Held: \_\_\_\_\_

Flying Background: (Please briefly outline your aviation back-ground/experience) \_\_\_\_\_

Do you wish to be included in an ISA selected mailing list of aviation re-lated products and services? \_\_\_\_\_ yes \_\_\_\_\_ no

Please make check or money order payable in United States funds to ISA  
**Dues: \$40 per calendar year for active member; \$10 for inactive**

Date: \_\_\_\_\_ New Member \_\_\_\_\_ Renewal \_\_\_\_\_

*International Members only may use Mastercard/Visa*

Name of card: \_\_\_\_\_ Card number: \_\_\_\_\_

Card Expiration Date \_\_\_\_\_ Signature \_\_\_\_\_

### ISA - The International Society of Women Airline Pilots

welcomes all women pilots who are employed as flight crew-members (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier (FAR Part 121 or international equivalent) which operates at least one aircraft with a gross weight of 90,000 pounds or more. Applicant need not be flying that large of aircraft herself to qualify for membership.

**Mail to: Carolyn Pasquallino, ISA Membership Chair**  
**1111 Edgewood Circle, Rockford, IL 61108 USA**

**ENCLOSED: CONVENTION '96 DFW POSTER TO POST AT YOUR AIRLINE!**

**ISA SKI DAYS AND BOARD OF DIRECTORS MEETING. FEBRUARY 5/6-9. PAGE 19.**

**NEW LAS VEGAS MAILING ADDRESS FOR ISA.**

**JANUARY 1996**

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

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