



ISA News

International Society of Women Airline Pilots

November 1999
Volume 20, No. 6

**2000 Membership
Contributions due now!**

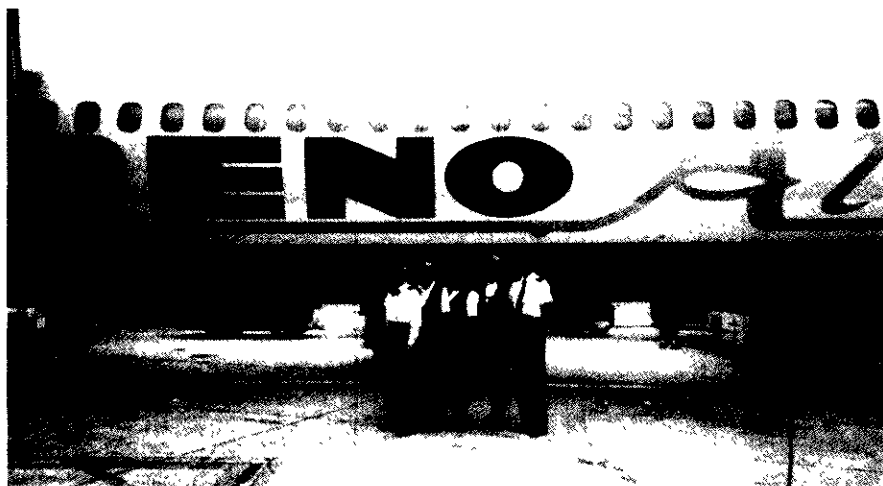
\$45 US dollars
\$15 US dollars inactive

**1999 Scholarship
Winners
and
Grace Harris Trust
Foundation Award**

Details: Pages 9-14

**ISA Ski Days
February 7-10**

Details
See Page 18



One of the last all-female flights for RenoAir: RNO (Reno)-SAN in an MD-83, followed the next day in an MD-87 from SJC-PDX-RNO.

'So Long' - But Not Forgotten: RenoAir

by Captain Jenny Beatty

As you may have heard, after soaring for seven years, Reno Air folded its wings and was completely absorbed into American Airlines on August 31, 1999. American Airlines purchased RenoAir late last year to build a West Coast presence.

It was a pleasure and an honor to fly one of the last trips with RenoAir as part of an all-female crew. While this crew was not a 'first' for RenoAir, it was probably the 'last.'

Like the other former RenoAir employees, these ladies now proudly wear American's silver eagle wings and look forward to many years flying for American Airlines. ➔



Participating in the August 5, 1999, trip were ISA members Captain Jenny Beatty and First Officer Sally Weichert, above; top photo, joined by Flight Attendants Nora Siwajian, Lynda Canepa and Pam Dottererr.

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ISA PLANNING CALENDAR

October 1999

- 15 ISA News mailing of November issue.

November 1999

- 17-18 ISA Board of Directors Meeting. All members welcome.
Contact any Board Member for place and time.

December 1999

- 1 ISA News articles due. Contact Managing Editor.

January 2000

- 15 ISA News mailing of February issue.

February 2000

- 7-10 ISA Ski Days, Keystone, Colorado, USA. Contact Cindy Shonk
(email: cindyshonk@compuserve.com).
-- ISA Board of Directors Meeting. Contact any Board Member
15 ISA News articles due. Contact Managing Editor.

March 2000

- 9-10 Women in Aviation Conference, Memphis, TN, USA
15 ISA News mailing of April issue.

April 2000

- 1 Captain's Club forms due. Contact Cammy McHenry
(email: CammyMcHenry@compuserve.com).
1 Scholarship applications due. Contact Luan Meredith
(email: WAME@compuserve.com).

May 2000

- 1 Scholarship notification of eligibility.
9-11 ISA Convention & Board of Directors Mtg. San Jose, Costa
Rica. Contact Liz Jennings Clark (lizjc@worldonline.nl).

June 2000

- 1 Scholarship Interviewers assigned to Applicants.
1 ISA News articles due.
15 Scholarship Applicant interview dates set.

Next Newsletter Deadline Wednesday, December 1

The International Society of Women Airline Pilots, founded in 1978, has over 570 members from 96 airlines in 36 countries

ISA welcomes as members women flight crew working for FAA Part 121 airlines or non-U.S. equivalent having at least one aircraft with a gross weight of 90,000 lbs/41,000 kg. or more. ISA News is published four times a year in February, April, August, and November. All material in the ISA News is copyright © 1999, ISA and/or the individual authors as noted. Permission to reprint articles for your airline or other organizations can be obtained by contacting the Editor

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Chair's Letter

by Liz Jennings Clark



By the time you read this newsletter the joys of summer will be fading in your memory and you will probably be preparing for the holiday season ahead. But as I write this our August board meeting (held on August 17th and 18th in sweltering Kansas City) is fresh in my mind. Your new board put in a lot of hard work and had a busy, productive, but also fun two-day session. As ISA has grown, we have been finding it harder to fit everything in during the usual one day meeting, especially as board members tried to catch that last flight out! The two-day format gave us time to get to know each other and discuss ISA on a less formal footing - exchanging views and suggestions outside of the meeting room. A big plus for me was the chance to tag along with Luan Meredith (in her amazing RV) to Amelia Earhart's birthplace museum. Along with Nanc Briot and Angie Smith, I enjoyed the 40 minute drive to Atchison as well as a detour to the Forest of Friendship park.

The board meeting covered a variety of topics, from membership numbers and badges to editorial changes needed in the By-laws and Ops manual. We noted with regret that the Corporate Communications chair, Susan Gillett has had to resign from her position effective September 1st due to personal reasons. As this goes to press we are

busy trying to find a replacement for her position as well as that of vice chair. This brings me onto the topic of volunteerism - one that has been touched on by several ISA members during the last year or so. We **NEED YOU** (yes, **YOU!**). Not only for board positions but as helpers to those on the board. We often ask for assistance for various projects but I am afraid are not exactly overwhelmed with volunteers. Quite often this means that the board member has to soldier on doing the best she can and possibly getting burnt out in the process. Please don't let your inexperience in similar posts stop you from volunteering - many of us - myself included, started on the board with barely a clue as to what it entailed. Those already there showed me the way, lent a helping hand (or rather email advice) and moral support. I think that any past board member will say that while the jobs are demanding at times they are also immensely rewarding and offer an unequalled chance to give back some of what you have received. Please - give it a whirl!

I'd also like to give, on behalf of you all, a warm welcome to our new secretary Seema Kapur, formerly of Indian Airlines now with Trans Meridian and living in the Bay area. Seema has jumped right in and will be hosting our next board meeting on the 17th & 18th of November in San Francisco- if you would like to drop in, watch the board at work or just socialise with us before or after - get in touch!

I hope that a number of you have picked up the associate membership discussion. Do we want to open up our membership at all? If we do - to whom and how much? Do you want (female) colleagues at commuter airlines to be able to join? Or maybe just get the newsletter but no right to attend convention. What about men? Or women who are not pilots? These issues come up on a regular basis

and it is only by conducting a broad and in-depth discussion that we can determine the current memberships views on the matter when we take a vote next May. Let your voice be heard.

Finally, last but certainly by no means least some **GREAT** news. As I mentioned in my last letter to you all the board met in Kansas City in order to accept an award of \$10,000 (annually) to our scholarship fund from the Grace Harris Foundation. Grace Harris was herself an aviatrix as well as an entrepreneur and race car driver. Well, when we met Paulette Riley, the Grace Harris Foundation's representative, she informed us that they had decided that, since it was the first year, they would give us \$15,000!! Of course we accepted gratefully. You may also like to know that it came to light that ISA member Susan Arthurs (who also dropped in on us in KC) was instrumental in providing the Foundation (actually Pauline's predecessor) with information about ISA's (scholarship) activities. This is certainly a terrific boost to our scholarship capabilities. Congrats and thanks to Luan and all who helped.

Well folks, that's it for this newsletter - as usual you can reach me at lizjc@worldonline.nl or on fax +31 842 126995

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San Jose, Costa Rica
Convention 2000

Membership

by Patty Barrera



Our membership is growing by leaps and bounds. This quarter we welcomed 22 new members and 3 returning members. ISA membership now totals 551 members, representing 33 countries and 96 airlines. We're delighted to add a new country to our roster: Kenya. New airlines represented are Evergreen, Alpi Eagles (Italy), and Kenya Airways.

Most new members have joined ISA due to the recruiting efforts of our members. I would like to especially thank Keith Johnson, Krisan Wismer, Susan Gillette, Lori Cline, Denise Mowat, Lucy Young, Brigitte Girardin, Pam Mitchell, Carolyn Pasqualino, Kalina Comenho, and new member Lee O'Riley for their individual efforts to spread the word about ISA.

For those of you who haven't noticed yet, our ISA application is now available for download from our website. One of these applications I received came from our new member from Kenya, Irene Mutungi. She indicated on her application that it was the Internet that led her to ISA. It's exciting to think how this world-wide exposure could lead to several new members who might have otherwise never heard of ISA.

In the last newsletter we published a list of Lost ISA members. Many thanks to those of you who have made an effort to help locate your friends and colleagues. If we even get a few women to return to ISA, it was worth the effort.

Please join me in welcoming the following women to ISA:

New members:

Karen Anderson
United B727 S/O ORD
DOH 11-30-98

Theresa Bartolero
Evergreen DC-9 F/O OAK
DOH 5-10-98

Sandra Beebe
Federal Express B727 S/O MEM

Annalisa Bonsuan
Alpi Eagles F-100 F/O Venice
DOH 10-98

Maggie Byrne
TWA DC-9 F/O STL
DOH 2-99

Andrea Connell
United B737 CAP SFO
DOH 2-13-89

Jessica Daisy
United B727 S/O JFK
DOH 4-12-99

Melany Dennis
USAirways newhire
DOH 6-7-99

Bambi Lee Greene
American B727 F/O MIA
DOH 4-6-99

Kimberly Guilfoyle
United B727 S/O ORD
DOH 4-12-99

Michelle Hatch
Northwest newhire
DOH 9-99

Donata Hunt
United B727 S/O ORD
DOH 6-21-99

Irene Koki Mutungi
Kenya Airways B737 F/O
DOH 4-1-96

Jean Nash
Air Canada DC-9 F/O
DOH 8-13-96

Michelle Nester
USAirways B737 F/O BWI
DOH 3-1-99

Lee O'Riley
Air Canada A320 F/O YYZ
DOH 5-4-99

Dee Pacha
Federal Express B727 F/O MEM
DOH 10-5-87

Kelly Poetzman
American F100 F/O DFW
DOH 3-15-99

Karen Rohan
Kitty Hawk B727 S/O TOL
DOH 6-1-98

Dana Stokes
United A320 F/O JFK
DOH 8-25-97

Ana Vegega
United B737 CAP SFO
DOH 5-9-89

Natacha Wymann
Swissair A320 F/O Zurich
DOH 10-19-98

Returning members:

Nivedita Bhasin
Indian Airlines A-300 CAP
DOH 7-24-84

Gina Buhl
Atlas Air B747 F/O

Patrice Washington
UPS DC-8 CAP SDF
DOH 5-16-88 ✈

ANNUAL MEMBERSHIP CONTRIBUTION TIME

It's time again to renew our annual ISA membership. Contributions are \$45 USD active / \$15 USD inactive, and are requested to be in by January 1, 2000. Please send or e-mail your credit card information (MasterCard or VISA only), or mail your US check, directly to my home address. Please include any changes in address, phone number, e-mail, or name, etc. You can use the form in the center pull-out section of this newsletter titled, "Moving?...Change of Address/Phone/E-mail?", or use the **ISA Membership Application/Renewal Form** on the back cover of this newsletter. Non-US members may renew at the convention next May in Costa Rica.

As a further reminder that your contribution is due, I will be sending reminder postcards in mid-November. While you are thinking about it, why not send in your dues now before the holiday rush sets in?

Don't Forget. Do it now.

Corporate Communications Report

by Susan Gillett



This is my last column as your Corporate Communications Chair. I stepped down on September 1 so that I could focus on my duties as the Executrix of my mother's estate. This position on the Board is now vacant. Anyone who is interested in this position, please contact me, or any other board member.

I spent most of the summer seeking volunteers for a fundraising committee, ISA liaisons at each airline or crew base, and a replacement for me on the Board. So far, I have one volunteer for fundraising, an inactive member who is a former Braniff pilot. She could use some company. Thank you to those of you who have

volunteered to act as liaisons at your airlines. So far, we have liaison volunteers for UPS, FedEx, American (Chicago base), America West, and Delta (Orlando). If you can volunteer as a local liaison for your airline or airline crew base, please contact Membership Chair, Patty Barrera. The local liaison or ambassador will help solicit new members for ISA at her airline, and help pass on important information between newsletters. They will also help solicit ideas for donations to the annual raffle and silent auction.

I will continue to work on the Beryl Markham memorial project. The Ninety-Nines have put me in touch with their two governors in Canada, and we are exploring the logistics of trying to set up two funds, one in Canada and one in the U.S. to receive donations. I will also continue to handle the copyright application for the booklet, *Tips on Becoming an Airline Pilot*, and any revisions.

The Corporate Communications position on the Board is basically a Public Relations position. The

person who fills this position responds to public inquiries about ISA, prepares press releases, and helps educate airlines and others about ISA and its mission. She also oversees any changes to the Operations Manual, Standing Rules and By-laws, and co-ordinates any changes, as necessary, with our general counsel. She also oversees and helps co-ordinate the activities of the people doing fundraising for silent auction and raffle. It helps if one has a good sense of organization, and has a computer with email and word processing ability. You do not have to be a computer guru. It also helps if you have a fax machine or access to a fax machine.

I found my time on the Board very educational, and it gave me a better understanding of the organization and its needs. I enjoyed getting to know not only my fellow board members, but also many pilots from other airlines worldwide.

If you are interested, please call me at 315-637-0500. You can also contact me by fax at 315-637-0808 or email at smhgill@ibm.net. ➔

Human Performance & Resources

by Patricia León



UPGRADES/TRANSITIONS

Sherry Ritchey (US Airways) upgraded from F/O on 737-300 to Capt. on the A-320, and is based in PHL.

Jane (McCaffery) DeLisle, US Airways F/O was typed on the 767/757 and is now based in PHL.

NURSERY NEWS

Linda Morrison (NWA) and her husband Neil are expecting a child on 10-22-99.

Pamela Noeldner (US Airways) and husband Bob Benson welcome the arrival of Katie Michelle Benson on June 21, 1999.

Beth Jansenn and husband Paul Malone (both UAL) announce the arrival of Benjamin James on June 10, 1999. Beth was also recently elected as MEC Chairman of UAL's Parental Issues Committee. Contact her as well if you have any maternity/ parental issues at 719-481-0520.

Morgan Reeb (AA), and her husband Frank and son Ryan are expecting a baby girl around January 10, 2000.

Patty Barrera (UAL) and husband Jose are expecting a "bebe" on November 30, 1999. ➔

We Need You!

- ➔ Corporate Communications Chair
- ➔ Fundraising Volunteers

Treasurer's Report

by Janet Coté



ISA Scholarship Fund:

There was a small error in the May 12th general business meeting minutes from the August newsletter. The scholarship fund was valued at \$143,235, not over \$180,000.

Second quarter investment performance for the Paine Webber PACE (scholarship) account is rebounding from its first quarter slump with a return rate of approximately 7.44%. Since the account's inception in July 1997, a total of \$71,832 has been deposited (does not include the \$15,000 from the Grace Harris Foundation!) receiving a return rate of 11.19% from the period July 1997 to June 1999.

As of July 30th, the PACE account is valued at \$145,965. In August, our financial advisor at Paine Webber

reviewed ISA's portfolio and no changes were recommended since it is performing according to PACE's moderately aggressive profile.

General Finances:

Recently, Bank of America and Nation's Bank merged. ISA's money market account (our general operating account "reserves") was transferred from Pacific Horizon to the Nations Cash Reserve account which currently earns a 7 day average net yield of 4.41%.

Coming up soon, I will be reminding Board and Committee members to start looking at their budget for next year and submit it before the November BOD meeting. Budget 2000 will be voted on at the February BOD meeting.

501(c)3 review:

ISA's advance ruling period for IRS tax exempt status ends December 31, 1999. ISA will need to determine whether it meets the test in establishing itself as a publicly supported organization vs. a private foundation, and will also submit the required documents to the IRS. About three to five months after this deadline (time frame is my best guess), ISA will be notified of its final determination as a publicly supported non-profit organization. ➔

ISA News

Managing Editor

by Thyra Stevenson



Headlining this issue of *ISA News* are news and photos from the August Board of Directors meeting, where ISA was honored to receive a generous annual endowment for the scholarship fund from the Grace McAdams Harris Trust Fund of Kansas City.

In addition, featured are the 1999 Scholarship award recipients. Be sure to take a look at these future ISA members!

Another November issue highlight is Liz's extensive information about Convention 2000 in Costa Rica. It sounds like a terrific trip, and you won't want to miss the upcoming registration deadlines. Watch for more details in the next few *ISA News*. Take a look, too, at the Special Supplement in the Centerfold, where you'll find an ongoing discussion about a proposed membership change which will be voted on at Convention 2000.

As always, you'll find the regular informative reports by the Board and Committee Chairs, plus a pair of articles featuring information of special interest to ISA members: one on finance, and the other summarizing new types of eye surgeries.

I'm counting on you to take your cameras with you and send in a photo or even an article for the next *News*. It's painless these days...no looking for stamps or envelopes..just attach to an email! ➔

Email: Capt727tks@aol.com
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Santa Clara, CA 95054



"Earthworks" portrait of Amelia Earhart created in a field at the Forest of Friendship Park, Atchison, Kansas.

Education Report

by Nanc-elisha Briot



First of all, I would like to thank **Diane Casavant** for handing over the chairmanship in an organized manner and enlightening me on my duties. I must admit, I was unaware of the vast amount of correspondence going on via email between our quarterly newsletters. (Any hesitation I had about using a computer has quickly vanished.)

What I have been aware of for a long time is that you get in return tenfold of what you give. Hasn't everyone had a helping hand or a simple yet priceless word of encouragement while striving for our airline careers? Like all of us, I am not one who has hours of idle time. However, when approached by a young woman searching for direction and encouragement towards the life we live as airline pilots, the time you thought you did not have has an uncanny way of materializing. The "return from your investment" of time is immense. (If only our portfolios could give us such returns—these returns are priceless!)

In the few months I have been directly involved with ISA, aspiring pilots have found me via the mysterious ways of the Internet and through our website. (Thanks to our honorable Webmaster, **Ginger Cutter**.) My recent contact was a 14 yr. old from Roanoke, Va., who loves airplanes so much she has created her own website featuring

planes she has flown on and a guest book signed by aviators she has met. "It seems I am the only girl that loves airplanes" ("Guess again, Little One."). I am thrilled and thankful that ISA has the structure in place to guide, befriend and ultimately ensure our organization's future growth. If you, too, come across an aspiring pilot, direct her towards our website: **www.iswap.org**. Available for downloading there is the ISA pamphlet, *Tips on Becoming an Airline Pilot*.

If you are interested in organizing or availing yourself for a few hours for a career seminar in your area, please contact me. Fellow ISA members have created the tools (videos and pamphlets) to assist you in making the event a success. We need **you** to simply take the first step forward. Recently, **Patty Barrera** was approached by her local chapter of WIA to organize ISA members for an evening of discussion. A thanks goes out to **Patty León (Alaska)**, **Renita Herrmann (FedEx)**, **Terri Bartolero (Evergreen)** and **Bernadette Hayward (Kitty Hawk)** for stepping forward to assist Patty.

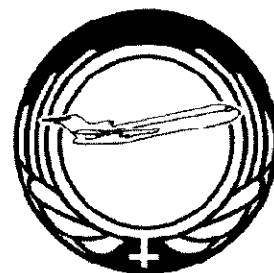
Presently, we are in need of ISA members willing to chat with the students at **San Jose State**. Interested members will join **Seema Kapur** and myself in organizing a career seminar there. I guarantee it will be a rewarding experience. Now where can you get any guarantees these days!

I would like to take the opportunity to thank **Gail Redden-Jones**, **Ginger Cutter**, **Susan Gillett** for their time in updating the *Tips* pamphlet and adding pictures. Thanks to **Prof. Vogel** and **Ohio State**, we hope to have this new edition available by the end of the year. Additionally, our ISA video is in the process being updated thanks to **Patty León**.

After our last BOD meeting in MCI, a few of us headed off in Luan's RV to Amelia Earhart's Birthplace Museum and the Forest of Friendship in Atchison, KS. Amelia's home is now a lovely museum. In front is an engraved brick sidewalk featuring various supporters, including ISA+21 (see our brick, p. 13). The Forest of Friendship was quite heartwarming. One of the attractions is an ingenious "Earthwork" portrait of Amelia located on a sloping field in the park (see photo, p.6).

If you have time while in OKC you might want to visit the Ninety-Nine's Museum of Woman Pilots which was completed this summer and includes a newly-designed ISA cabinet. The museum is right outside the Will Rogers terminal.

If you go to this or any aviation museum featuring women pilots, email me and let me know. My laptop is not far from my side and my address is got2laugh@aol.com. I really enjoy the email, I have to...it comes with the territory. Until next time: happy flying, good health and much laughter. ➔



ISA+21

Convention Chair Report

by Liz Jennings Clark



Well, it's that time again! Time to warm you up for our following convention location. Each year I seem to be searching for the best adjectives to make clear to you all what a wonderful site one of our members has come up with and this year is certainly no exception. The member in question is **Helena De Andreis**, A320 Captain with LACSA, Costa Rica's national airline and our Local Liaison. The destination is **San Jose, Costa Rica's** capital city and the location of Convention 2000. As usual we will be gathering in the second week of May (the 9th -12th) so mark those diaries now and bid time off or vacation as soon as you can - this will be an amazing last convention of the century!

Our chosen hotel is the luxurious five star **Camino Real Intercontinental**. Located just 10 minutes from the city center and set amid lush tropical gardens, this beautifully appointed hotel has just about every service you could wish - 24 hour room service, air-conditioning, voicemail, cable TV in every room. The ISA Convention room rate of US \$105 includes continental breakfast and tax and can be used for single, double or triple occupancy. (Four people in a room are **only** allowed in the case of children under twelve). The closing date for reservations is, once again, March 31st so, as I mentioned above - start making those plans straight away!

The 2000 convention may well take on a different format to previous years as we have a major issue to discuss - that of opening ISA's ranks to associate members in one form or another. The Board has yet to decide if it will be necessary to allocate a specific time period during convention to that discussion but it is fairly likely. Also a growing number of members have been asking for educative and informative seminars and we would certainly like to devote at least a half day to such activities. At the same time Costa Rica offers an amazing variety of side trip possibilities - bubbling volcanoes, cloud forests or the chance to walk through tropical treetops on the canopy trail, then there's horseback riding, mountain biking or just a trip to the beach for the less active among us. If you have any special requests or recommendations get in touch as soon as possible and I'll take them into consideration before the final cut is made.

San Jose airport (SJO) is serviced from many US and international hubs including Los Angeles, San Francisco, Toronto, New York, Frankfurt, Amsterdam and London. LACSA also has numerous interline agreements so please check your pass office to see if you qualify.

This convention will be ISA's first experiment with a local tour and convention organizer - **Fantasy Tours** - who will be providing transfers, a hospitality desk and be mediating the side trips both during and pre- or post convention. Our contact person at Fantasy Tours is Mr. Juan Jose Cruz who can be reached at fantasy@sol.racsa.co.cr or toll free at 1-800 272 6654.

To give you a taste of the options we are considering for tours during the convention, here are two outlines. First - a full day tour to the Tortuguero National Park, travelling through dense cloud forest down to the Caribbean lowlands where we will board boats that will take us through the park's

canal system, observing the amazingly rich wildlife on the banks and in the jungle canopy above. A tropical buffet lunch will be served in a wilderness lodge, after which members will have the chance either to relax or explore trails under the supervision of a naturalist guide. Later we return by boat to the coaches that will take us back to San Jose. Another option is a visit to the Izaru volcano where, if we are lucky and the skies are clear, we will be able to see both the Pacific and Atlantic coasts. We will be able to walk on the volcano's crater beds and examine this "lunar" landscape. Then we will travel to the old capital city - Cartago - and visit it's basilica, an important Costa Rican religious center. Our journey continues through the Orosi valley where the first Spanish settlers lived and on to a coffee plantation where lunch will be served. Finally we will return to the Camino Real.

There are numerous other half and one day tours as well as several longer (up to 8 day) trips available for those of you lucky enough to have time to spare. In the latter category, for example, you can choose from a self-driving holiday with a 4x4 to take you everywhere or the "Costa Rica Fantasy" where transfers are arranged for you. Both trips will give you a taste of almost everything CR has to offer - coffee and sugar plantations, artisan villages, beautiful parks, wildlife reserves or a butterfly farm and of course one or more of the nine active volcanoes! The next newsletter and a special Convention mailing due early in February next year will fill you in on all the details but if you'd like to start with some armchair travelling, log on to one of the following sites www.tourism-costarica.com, www.fantasyco.cr and www.interconti.com. ➔



**San Jose, Costa Rica
Convention 2000**

BOD Meeting, August 1999 Kansas City, MO, USA

*Minutes submitted by
Seema Kapur*

Opening Statement

The meeting was called to order by Chairwoman, Liz Jennings Clark, at 0900 MST August 17 at the Comfort Suites, Kansas City, Missouri. It was adjourned at 1700MST on 17th August. On August 18, the meeting was called to order at 0805 MST and was finally adjourned at 1100 MST. Members present were: Liz Jennings Clark, Patty Barrera, Luan Meredith, Keith Johnson, Nanc-elisha Briot, Angie Smith, Susan Arthurs, Karon Rohan and Seema Kapur.

Board Of Director Reports

APPROVAL OF MINUTES - (Seema Kapur) Minutes from Paphos, Cyprus Annual Board meeting were approved with one correction to the "Human Performance & Resources" report: "JAA (Europe) has approved, in principle, that no female will be allowed to fly while pregnant either in the cabin or flight deck, but it has not come into effect as yet". The printed BOD meeting minutes misquoted it as a ruling by JAA (Europe)

CHAIRWOMAN - (Liz Jennings Clark)

Review of meeting procedures: Robert's rules were discussed briefly and it was decided that seven copies of the Robert's handbook would be purchased and given to each Board member for better conduct of the meetings

- Electronic voting It was once again clarified that "at all Board meetings, a minimum of five Directors (who may be present in person, by telephone, or by electronic communications) shall constitute a quorum for the transaction of business"
- E-mail Board e-mails should be forwarded to the Board members only. The e-mails should be copied to other members in cases where their input or expertise is desired. Angie Smith should be copied on all Scholarship-related e-mails.

IFALPA IFALPA's next Human Performance Committee meeting would be in Seattle on October 10, 1999. We discussed the implications of the policy that the JAA and IFALPA seem to be adopting regarding the female crew flying while pregnant.

Board hand-over procedures. Hand-over procedures for the Board member should be systematic and thorough. It was suggested that the Board member, if possible, maintain a document containing the relevant information pertaining to the job and pass it on the successor.

Correspondence: ISA has been requested to provide information on our organization to be printed in the "Yearbook of International Organizations" free of charge. It was decided to provide the required information.

Convention: It was decided to extend the

(Continued on page 12)

Financial Scholarship Report

by Luan Meredith



This has been a very busy period for Scholarship. If not for the assistance of some wonderful ISA members, it would not have happened. First I would like to thank each of our interviewers: **Kathy Powell, Elena Folch, Jane Saddler, Lori Adams, Bobbie McLaughlin, Pat Kessler, Patty Barrera, Maureen Ramsay, Glenys Robinson, Suzanne Pettigrew, Pam Mahonchak, Krisan Wismer, Krisan Wismer** (No that's not a misprint, Krisan interviewed two ladies this year!)

Renita Herrmann, Joann Hickman, and Heather

Joanis. Please give each of these ladies a big hand for a job well done! Those interview assessment forms were each and every one done well. We could never make the decisions that have to be made if it weren't for some dedicated time and detailed descriptions from our interviewers.

To assist in the selection committee Angie Smith and Susan Arthurs made a great team. Thanks Susan and Angie for all the hours of work!

We still have two applicants to go through our selection committee. One lady is in Crete, active military duty and unavailable for interview at this time. The other lady was interviewed, but one interviewer had emergency surgery and we don't have her assessment yet. I will give status reports on these two applicants next *ISA NEWS*.

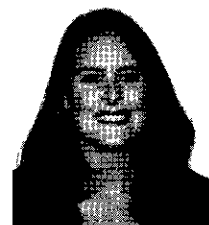
The decisions to award the following scholarships were unanimous:

ISA Career Scholarship



Nichole Kegel

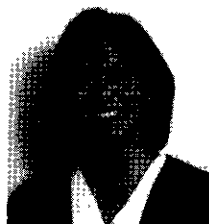
"Flying is my life. I eat, sleep, breathe aviation ... fell in love with flying at a very young age ... learned to fly at an early age." Nichole has completed her Commercial, ME, and CFI in the past nine months. She currently works at Harbor Air, Tacoma Narrows Airport, WA. This scholarship will see Nichole through the ATP rating. Congratulations Nichole!



Brandi Bertrand

"Since I was 15 years old I have had my course set for becoming an airline pilot ... Assistance via this scholarship would enable me to continue on track toward my preparation for the airline industry". Brandi currently works at Med-Safe in Memphis, TN, flying a Citation and Lear 35. Brandi will receive funds for her ATP from ISA. Congratulations Brandi!

Fiorenza De Bernardi Merit Scholarship



Pamela Scott

Pam flew helicopters in Operation Desert Storm in 1991! She is now a civilian doing a full time internship with American Flyers of San Jose. She says, "I know I will make a great airline pilot. I have a lot of work ahead ... ISA will be proud of me." ISA will provide her with funds to obtain her Multi-Engine Instructor. Congratulations Pam! ✈

(More Scholarships, next page)

Grace McAdams Harris Scholarships



Sylvie Demoulin

Sylvie was born in Belgium, country of chocolate but also cartoons. Her favorite cartoon as a child was Buck Dany an exceptional pilot in the USAF ... and his adversary Lady X also an exceptional pilot.... This is what started the dream for Sylvie. Sylvie speaks five languages and has left her home country to follow her dream. Today she is a Flight Instructor at Montreal Flying Club in Saint-Hubert, Quebec. She will receive her King Air Type Rating from ISA which will make her competitive for that first commercial airline job. Congratulations Sylvie!



Ms. Erin McCoy

"An introductory flight during the winter of 1987 is the point where I fell in love with flying and my life has never been the same By December 1990 I graduated with honor obtaining a Bachelor of Science in Aircraft Systems Management." Erin worked part-time flying while getting her law degree! She is now employed as a Turbine Beech 18 and Learjet First Officer for Kitty Hawk Charters. This scholarship will enable Erin to get that ATP which is her next step toward fulfilling her dream of becoming a professional airline pilot. Congratulations Erin!

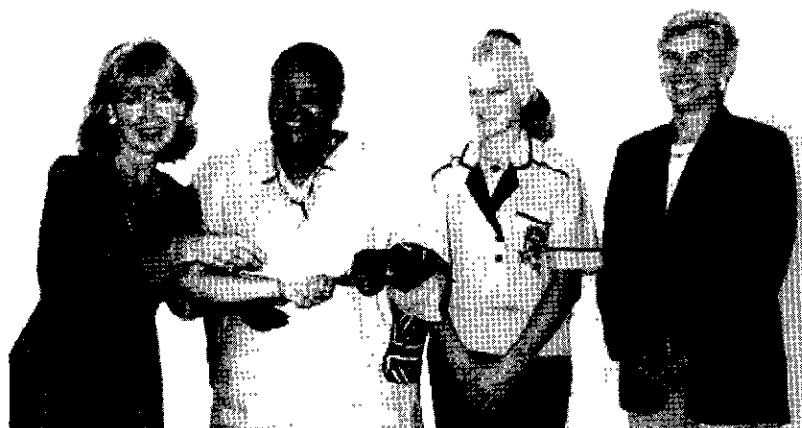


Ms. Alison Blair

"My grandfather was still building model airplanes when Amelia Earhart founded the 99's ... by the time I was old enough to understand his stories, Grandfather had retired from the air force, and was covering media events for NBC including Armstrong's moon landing and Glenn's launch into orbit ... I puzzled over what career to pursue ... my grandfather's many tales of flying resurfaced when I took an introductory flight in a Cessna 172 in 1995. I believe he would be proud of my accomplishments." We also believe Alison's grandfather would be proud of her. She has graduated cum laude with a BA, then the Associate of Applied Science, CFI "Rookie of the Year" 1998 by the LCC; Outstanding First-Year Student Award, from Flight Technology, 1996 ... and the list goes on. She currently works as Flight Instructor, Lane Community College, Eugene, OR. This ISA scholarship will give Alison her ATP funding. Congratulations Alison!

Holly Mullins & North Carolina Scholarships

This year there were no single moms, so no scholarship given for Holly Mullins. Also there were no qualifying applicants from North Carolina for the North Carolina Scholarship that **June Viviano, Keith Johnson, Lori Cline, Julie Clark, Maggie Rose and Lynn Zapico** worked so hard for. So, ladies, we need some applicants for next year from North Carolina! ➔



Presentation of \$15,000 check from Grace McAdams Harris Trust Fund to ISA Scholarship Fund. L-R, Luan Meredith, Paulette Riley of the Greater Kansas City Community Foundation, Keith Johnson and Susan Arthurs

Thank you Luan!

I received your messages and the letter concerning the ISA+21 scholarship. I am so pleased to be the recipient of the scholarship to obtain my ATP. I would like to thank ISA+21 and the scholarship committee for selecting me. Receiving this scholarship will greatly aid me in my aspirations to fly for an airline.

I just finished up a summer flying for a Part 135 operation. It was an outstanding experience and I plan to return to them next summer to fly twins for the season. I am back to flight instructing for the winter.

Thanks again,
Alison Salerno Blair

Airline Scholarship Report

by Keith Johnson



We are wrapping up another successful Airline Scholarship season with the award of 3 Type ratings and one Flight Engineer rating. The 19 applicants

for the 1999 scholarships were notified on September 1. The winners' photos appear elsewhere in this newsletter. **Vicki Frank** from San Clemente, CA, was the original winner of a United Airlines type rating, but had the good fortune to be hired by Alaska Airlines shortly before the scholarship results were announced. Her scholarship has been reassigned to the runner-up Vicki expressed her appreciation for her scholarship interview, because she felt it was very beneficial in helping to prepare for her successful interview with Alaska Airlines. She has promised to join ISA + 21 very soon!

United Airlines - Type rating # 1
Winner: **Kirstin Cooper**
Runner-up: Katherine Wallace

United Airlines - Type rating # 2
Winner: **Kara Stinson**
Runner-up: Aileen Watkins

Northwest Airlines - Type rating
Winner: **Heather Meyers**
Runner-up: Nicole Anderson

Federal Express - Flight Engineer rating
Winner: **Lee Gaw**
Runner-up: Lisa Peasley
2nd Runner-up: Anchorelle van Sprang-Verest

Alternates for any Type Rating that is unused by either the winner or the runner-up:

1st Alternate: - Martha Gray
2nd Alternate: - Lynda Parrish
3rd Alternate: - Amie Gillcrist

Except for one geographical/scheduling problem, we had 2 ISA members interview each of our scholarship applicants. We had quite a mix of

interviewers this year: members on maternity leave, members about to get married, long-time members, brand new members, members on medical leave and retired members. Everybody's got a story and everyone is coming from a different direction, but they all banded together to successfully complete the task of assessing the merits of 19 candidates. I am very proud of the admirable job they all accomplished! All of the interviews were completed on time and all of the assessment sheets found their way to my mailbox. It's such a pleasure to work with a professional group of women who are efficient and reliable I love it! My compliments and gratitude to the following scholarship interviewers: **Susanne Anderson, Pamela Atkinson, Elaine Berryman, Cyndhi Berwyn, Renee Bowman, Carol Cansdale, Christine Condon, Ginger Cutter, Catherine Drury, Anne Falandes, Margie Freeman, Stephanie Gray, Christina Grohs, Sydney Hale, Becky Howell, Tracey Lee, Pam Mahonchak, Kathleen Malone, Daneane Martin, Denise Mowat, Sue Nielsen, Susan Oktay, Dee Pacha, Dolores Pavletic, Carolyn Reisz, Lynn Rippelmeyer, Charlene Sammis, Susan Shanahan, Cindy Shonk, Adrienne Slais, Roberta Stanford, Sandra Stephens, June Viviano, Viki Wade, Sandra Wiederkehr and Krisan Wismer.**

The other big task involved with the Airline Scholarships is the Selection committee. They must read through 19 comprehensive, lengthy applications and all of the interview assessment sheets to determine the winners and runner-ups for each scholarship. It is a very difficult decision when faced with so many deserving qualified candidates. I am enormously indebted to the 3 dedicated ISA members who served on the Airline Scholarship Selection committee this year, **Sherry Anderson, Debra McCormick and Christina Redfern-Oliver.** Thanks for all of your time and effort! I am also thankful for the miracle of modern technology, which enabled me to coordinate this entire scholarship program with the use of my mobile phone and the hotel fax machine, when I was away from home, (which is most of the time)!

I was pleased to be able to attend the ISA Board of Directors meeting in Kansas City on August 17 and 18. The meeting was highlighted by the presentation of a check by Paulette Riley, fund administrator, for \$15,000 !!! (WOW!) for our scholarship fund from the Grace Harris Foundation. Ms Riley initially promised us an annual donation of \$10,000 for our Scholarship Fund, but graciously decided to award us \$15,000, instead of \$10,000, for the first gift. We have been pledged \$10,000 per year in the future from this wonderful foundation. We went out to dinner with Ms Riley after the presentation and were delighted to hear about her work with the foundation. Grace Harris was a noted female aviatrix in the 40's and 50's who was active in air racing, the 99's and EAA. She wrote a book called *West to the Sunrise* which is now out of print, but I located a copy of it on the Internet from a used book store. I will donate it to the ISA library for any one who is interested in reading it, as soon as I finish reading it myself. We are very grateful to the Grace Harris Foundation for this extremely generous gift!

At the same August BOD meeting, approval was received for ISA + 21 to host a booth at the Women in Aviation conference in Memphis, TN, on March 9 - 11, 2000. We will be promoting our scholarship program to the 2500 + conference attendees and answering their questions. Angie Smith will be coordinating the booth and scheduling volunteers to work at the booth. Please contact Angie if you are able to help us out for a few hours during the Women in Aviation conference. I would appreciate it if you would mark these dates on your calendar and keep it in mind when you bid your March schedule!

Congratulations to **Jennifer Neal**, whose photo appeared in the November, 1998 *ISA News*, after she completed her 737 type rating training at United Airlines! Jennifer was a 1997 Airline Scholarship winner and is now a new-hire at United Airlines. Another new ISA member in the making. Keep 'em coming! ➔

(See Winner photos on page 12)

1999 Airline Scholarships

(Continued from page 11)



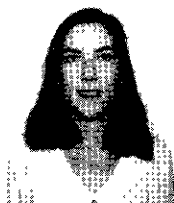
Lee Gaw

Winner of the **Federal Express Flight Engineer** rating. Lee is a CFI with Douglas Aviation with 1400 hours total time.



Kara Stinson

Winner of a **United Airlines Type Rating**. Kara has been a SA-340 First Officer with Business Express for the past two years, based in New York.



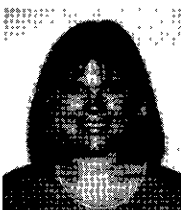
Vicki Frank

Original winner of a **United Airlines Type Rating**. Vicki was hired by Alaska Airlines shortly before the scholarships were awarded. Her award was reassigned to the runner-up.



Kirstin Cooper

Winner of a **United Airlines Type Rating**. Kirstin is based at Dulles with Atlantic Coast Airlines as a Jetstream First Officer.



Heather Meyers

Winner of the **Northwest Airlines Type Rating**. Heather is a SA-340 First Officer with Northwest Airlin in Memphis with over 3700 hours total time.

ISA member Carolyn M. Reisz, left, with scholarship applicant Anchorelle Van Spring-Verst, center, and ISA member Charlene Sammis in Miami. Anchorelle was awarded runner-up for the FedEx Flight Engineer rating, 9/1/99.



Minutes, (Continued from page 9)

deadline for finalizing the 2001 ISA Annual Convention venue to the November Board meeting. Though no official bid has been placed, Suzanne Skeeters did offer to act as local liaison on her convention critique form. Therefore, for now, Hawaii will be the tentative venue for the 2001 Convention, and the final decision for the venue will be taken during the November Board meeting. Christina Grohs should be copied on e-mails concerning the 2000 Convention.

MEMBERSHIP - (Patty Barrera)

Membership ID numbers A vote for issuing membership ID numbers to the current members was proposed by Patty Barrera, seconded by Seema Kapur and the motion carried unanimously. The membership numbers would start with 1001.

Membership Badges: It was agreed, in principle, to have permanent "membership badges" issued to all members. The issues of costs and logistics need further review and should be finalized by the November meeting.

Directory cycle change Patty Barrera proposed a directory cycle of June to June as June is when the membership database is most accurate with active members for that year. Since this would require a change to the bylaws, it was agreed to in principle with deferred by-law change recommendation.

New Directory idea: A new directory idea of issuing "Binder with tabs" to all members with periodic inserts provided by ISA, was proposed by Patty Barrera. It was decided that the idea needed more research.

Lifetime membership fees: Lifetime membership was discussed but no consensus could be reached. It was found to require some more research and a final decision on it has been postponed to the November board meeting.

TREASURER - (Written Report submitted by Janet Cote). Pace Webber PACE account review.

In two years, a total of \$61,378 has been deposited, with \$46,249 going into the account just in the last 12 months.

Investment earnings for the two years total \$14,296. Average rate of return over this period is 8.20%. The financial advisor feels ISA's PACE account is performing as expected and no changes were recommended.

Current Account Balances. Bank of America has \$52,011.32 and Paine Webber has \$146,102.35, which brings the total ISA assets to \$198,113.67.

Convention Finances. As of August 15, 1999, convention expenses had not been submitted. The convention was overall successful and it was suggested that, in future, ISA may want to look into professional management of the conventions. The \$50 surcharge for late registrants was not added. It was decided that late charge and refund policy would be included more prominently on the registration form.

(Continued on page 15)

● ISA COMMITTEES AND RESOURCES ●

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Scrapbook Archives

Send articles and pictures!

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November 1999 Roster Update

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Notes About this Special Supplement

Dear ISA Members,

During the 1999 Convention in Cyprus, your ISA Board put forth a motion that was passed by the Board earlier in the year. (The Board motion is spelled out in full in the sidebar).

This was a BOARD motion, meant to bring up discussion. A spirited debate followed, one that ALL members really need to hear. It basically broke down into two separate issues: Do we allow just anyone to join as an Associate? If not, do we allow commuter and express pilots to join?

Facts include:

- New Associate Members would give us a better volunteer base and only slightly more income, but also a ready supply of new active members when they qualified for such.

- Out of over 600 members, it's a shame that we have to go outside our group to be able to man (woman!) the booths and events that we put on.

- Volunteerism is at an all-time low.

There were many comments, both pro and con, and good questions.

However, there were no motions from the floor for a vote and there was general agreement that more discussion is needed, with ALL members of ISA involved.

Therefore, this discussion is included as a Special Supplement of the Newsletter for the next 3 issues. This will take us up to the 2000 Convention in Costa Rica, where there WILL be a vote by all members at the Convention. Proxy votes will be accepted at that time for those of you who are unable to attend.

So for the next 3 newsletters, send in your comments to the *ISA News* Editor. There are many of you who have been quite passionate about this issue in the past and in Cyprus. Please let us hear from you now! Be assured that this Special Supplement will NOT be sent to anyone who is not in good standing with ISA and will not be sent to sponsors or guests who request these issues. This is a private discussion only to be among ISA members.

Let your voices be heard!

Motion: Associate Member

• • • • •

The Chairwoman shall bring to a vote at the General Meeting in 1999 in Cyprus the following:

Change the Bylaws to reflect a new membership category - Associate Membership.

The Associate Member will be any person who wishes to support ISA in its scholarship and education endeavors. They need not be a woman nor a pilot. Membership will only entitle an Associate Member to quarterly ISA News. They will not be entitled to Convention admission except as a guest of a current ISA Member.

Change Standing Rules, as necessary, to include Associate Membership with contributions of \$25.00 per year.

**Voting on this
motion will take place
at the Convention in
Costa Rica**

Editor,

I agree with Lori Cline & Carolyn Pasqualino. We should not add an Associate option to ISA. If we add pilot wannabe's to our ranks the members will be inundated with resumes & letters asking for jobs. I know that's what I would do if I were let into this organization years ago. It would become a networking organization.

It appears that the sole reason for creating this special membership is to increase volunteering. That can be done from within. My suggestion for doing that is to create a special article section in each newsletter on what needs to be done. Get specific on what projects are available, how many people are needed, how much time it will take,

etc. Presently the request for volunteers are spread throughout the entire newsletter. If they were all put together with specific requests, it would be harder to say no.

By the way, the newsletter looks great.

Maureen Ramsay

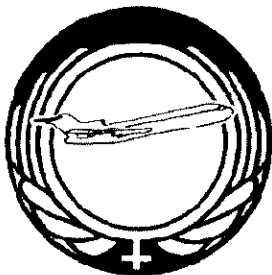
Dear Editor:

Dear Editor:

I wish to offer a different perspective about opening up ISA membership to regional airline pilots than that offered in the August newsletter by Lori Cline and Carolyn Pasqualino. I have been an ISA member for about 8 years, and served as the Corporate Communications board member for 15 months. My views expressed below are based on my recent experience serving ISA as a Board member.

I can understand why some of the members do not want men to join our group even as associate members. It might change the group dynamics of women supporting other women, and there are still organizations that bar women members. I would still like to find some way to recognize men who help us.

ISA is no longer just a social and mentoring group. For the last five years we have had interim status as a Section 501 (c) (3) educational and cultural tax-exempt organization under the U.S. Internal Revenue Code, and we are about to request permanent status. Our scholarship fund and our fund-raising efforts are a key element of that status.



I sadly had to step down early from my Board position because I found I could not complete my duties as Executrix of my mother's estate within the time frame required by the law, and give the time needed to ISA while also flying a full line schedule at UPS. In the 15 months that I spent on the board I had some experiences that convinced me that ISA is "partially broke" and needs a fresh infusion of blood.

My primary responsibilities as Corporate Communications Chair were to oversee the Operations Manual, Standing Rules, and the By-laws, and to co-ordinate necessary updates and changes. I also co-ordinated any response to legal issues with our general counsel, assisted the Treasurer with IRS matters, helped co-ordinate press releases and co-ordinated fund-raising activities for both financial and airline scholarships. I was not supposed to be the fundraiser; that is a separate position listed in the Operations Manual. However, I became the Fundraiser as well in 1999 because NO ONE would step forward to do it. Repeated appeals in the ISA newsletter were never answered. Emails to numerous U.S. and overseas members went unanswered. I received some invaluable part-time help from Sandra Stephens (Delta), and Stefana Siljegovich (American) gave me a week of her time to make some phone calls. I was very frustrated and disappointed at the lack of support from current ISA members. Many current members have too many excuses as to why they cannot help out. They fail to realize that if everyone does some small thing it makes light the work for all involved.

There was a tremendous outpouring of support for our 20th convention in Las Vegas, but people's enthusiasm seems to have

waned since then. I believe that we are at a critical juncture in our organization not just because of the new millennium we approach, but because we are now more than just a social organization.

We have to ask ourselves do we just want to be an exclusive social club where we show up once a year at a 5 star hotel for a good time? If so, then maintain your current membership rules, and low rate of volunteers. If you want to be more than a social organization and maintain your Section 501(c)(3) educational and cultural status, then more members need to volunteer, or we need to increase our membership to include female regional pilots.

Since the One Level of Safety campaign in the U.S, most U.S. regional airlines are now operating under the same Part 121 of the Federal Aviation Regulations that the large airlines operate under. At many regional airlines, their pilots are flying equipment that is more sophisticated than a Boeing 727. They also are often flying more arduous schedules and doing more weather flying than pilots flying the larger jets for the major carriers. Also, unlike the past, pilots are now making a career at the regional level. (Comair is one carrier where I have seen this.) I see these pilots as no less professional or skilled than we are at the majors.

There is an easy way to put a stop to job hunting at Conventions - you expel members who do it and you make that clear up front. We do have the Fast Track column in the newsletter and designated mentors at airlines, and this would be available to these pilots only if they were members. This would help us fulfill our mission of trying to mentor women who desire to be airline pilots with either the regional or international airlines.

When I was contacting airlines for fundraising in 1999 I became very aware that we are not the only female pilot group competing for their donations. Women in Aviation International (WAI) which is now 11 years old has a tremendous network of members that cuts across the entire aviation industry. Some airlines and businesses find that they can get more bang for their buck by donating to an organization like that which is more broad based. We are also competing with the Ninety-Nines, Inc. Both WAI and the Ninety-Nines have offices and a small full-time office staff which helps them tremendously with fundraising. Our staff is all volunteer.

My own airline, UPS, has been a generous supporter of all three organizations, but I had to work extra hard this year to get them to donate \$10,000 to the ISA Scholarship Fund. Their donation was in doubt until the day before I left for the Cyprus convention. Why? Because like all corporations they have budget constraints as they adapt and expand their business. They finally reached the point where their executives at corporate headquarters in Atlanta did not know if they could justify three different donations to three different women aviation organizations. I got an urgent call from the airline human resources department about one month before the convention asking how many of the UPS female pilots belonged to ISA. That number mattered to Atlanta.

I also got similar questions from Southwest. They also wanted to know what educational content our annual meetings had. I did not succeed in getting a donation from

them, but I did get two airline tickets (not passes) from Midwest Express (a regional airline). America West declined to donate, and gave as one reason the fact that none of their female pilots were attending the annual convention.

The more broad based your organization, the easier it is to attract dollars. Also, the more active the airline's pilots are in an organization, the easier it is to get their attention. Of course, as one of my male colleagues pointed out to me, fundraising would be unnecessary if every ISA member donated \$50 a year to the scholarship fund. At recent membership counts of about 600 members, that would be about \$30,000 a year. But that hasn't happened yet!

I am not worried about regional pilots' ability to pay for convention rooms. Our highly paid major airline pilots share rooms, and so will they. If they are motivated and interested, they will come- maybe not every year, but they will come.

I disagree with Carolyn that 2500 members will show up at an annual meeting. Even if we had that many members, they could not all get the time off at the same time. I would be heartened by that many members because then I do not think groups like the Joint Aviation Authority would be proposing to ground all pregnant pilots. Also, the point of our organization is to encourage women to become airline pilots. If your goal is to achieve more than 7% women at any major airline, you invariably will end up with more members. Isn't that the point of our organization? Being larger doesn't mean you necessarily destroy the camaraderie of the group.

I support not only associate membership for female pilots at regional airlines, but full membership for them. I would hope that the majority would at least support associate membership as a first step. Without them, I do not think we can remain a viable group under our current charter.

Respectfully submitted,

Susan Gillett
Captain B-757/767
UPS

Editorials featured in this pull-out are comments from ISA members.

Let's hear your opinion.
Send to:

Thyra Stevenson,
Managing Editor,
ISA News

email: Capt727tks@aol.com
4261 Dry Bed Ct.,
Santa Clara, CA 95054

Editor:

I was a lowly commuter pilot in 1988, making \$1000 dollars per month, and trying to make ends meet while living in Newport Beach, California. I loved flying as FO in a Twin Otter for a commuter for Pan Am, and was so proud of the progress I had made in my career. I loved my job and had a goal of flying jets some wonderful day.

I was invited to join your illustrious organization by one of your charter members, and was lucky enough to attend the fantastic convention in Maui in 1989, and I was so thrilled to actually meet so many women who were doing what I dreamed of: flying jets. I wasn't looking at it as a "career fair" or a chance to give anyone my resume. I was just so happy to be with you and be inspired by you. You were living proof that I could make my dream come true if I worked hard and held on to my dream.

I felt the greatest thing ISA did for me was just to allow me to see, not on some video or website, but in person, women who had achieved what I wanted to achieve. I thank you for that. Your success made me feel more powerful.

I was privileged to have the chance to mingle with you if only briefly. A few months later I was sent a letter explaining I was no longer welcome to be a member of ISA, since you had decided to boot the commuter gals out. I rejoined in 1994, once I got a job flying DC-9's, and feel we could do so much to help our commuter and regional sisters out there. They don't need letters of recommendation or even scholarships so much as they need the encouragement that comes from seeing someone who has made a goal of flying jets a reality.

We are big enough to share our success, let's open the door and let others in. I know from personal experience it could change a woman's life, it changed mine. If we don't open up our membership to regional pilots, we are in reality an elite Old Girls Club. We have so much to gain, and so much to give, I hope that we enter the new millenium with unprejudiced minds and hearts and will vote to let women who are flying smaller planes into ISA +21.

Lee Wilkerson

Volunteer Request

Urgently needed:

Fund Raising committee members and helpers

Corporate Communications Chair

See the Chair's Letter or the Corporate Communications Chair's Report for specifics

How about doing your "One Thing" today?

Dear Editor,

Lori (Cline), please save your August 1999 Newsletter perspective on Associate Member, as you're right, this discussion keeps coming up.

VOLUNTEERISM IS UP IN ISA!

Take a look at the newsletter page of ISA Committees and Resources. We are a strong organization of dedicated women. Do we really want to make our "volunteers", our Board of Directors, Commuter and Corporate Pilots? As a corporate and commuter pilot, years ago, my focus was strictly on furthering my

career, and I found it difficult to find time to even attend 99's meetings. I do not believe that ISA will gain volumes of volunteers from the potential associate members.

Let's keep ISA at a manageable level, with our founders' original goals in mind. Let's keep ISA fun, and not "another job." We should maintain our social, and member supportive perspective, as primary. Occasionally, ISA members come up with great "projects" for the Board of Directors, but as soon as the member makes the suggestion

of the new project, she expects someone else to take on the job and follow through.

When I was on the Board Of Directors, then known as the EC, Executive Counsel, and, in over my head, my request for help from other members were always quickly accepted, and ends quickly tied up. Instead of trying to expand into a mega club, when the Committees become unmanageable and too cumbersome for anyone to be willing to take on, let's work on getting it back to a fun position.

Cindy Shonk

Moving? . . . Change of Address/Phone/E-mail?

Please let us know right away so we'll know where
to send your next newsletter!

Name _____ Email _____

Address _____

City, State, Zip, Country _____

Phone _____ Fax _____

Send to: Patricia Barrera, 34 Daisyfield Dr., Livermore, CA 94550 USA Phone: 925-606-7506 Email: JPJBarrera@compuserve.com

Family News? Any special news to tell us about? New baby? Upgrade? New Spouse/Partner? New Aircraft Type? New Airline? Special Achievements?

Name _____ Phone _____ Email _____

(include both family and married names)

Address/City/State/Zip/Country _____

Airline _____ Position _____ Equipment _____ Country _____

New News _____

(continue on separate sheet of paper as required)

Send to: Patricia Leon, 563 1/2 Highland Drive, Seattle, WA 98109 USA Email: 70772 574@compuserve.com

CALLING ALL CAPTAINS!!

For inclusion in the ISA+21 Captains' Club

Name _____ Email _____

Address/City/State/Zip/Country _____

Airline _____ Position _____ Equipment _____ Country _____

Date First Signed Release* _____ Aircraft Type _____

(*After Initial Operating Experience, OK to solo, or whatever your company may call it)

Send to: Cammy McHenry, 5498 Falcon Lane, West Chester, OH 45069 USA Email: 73634.206@compuserve.com

ISA News Article Submission Information

All members are encouraged to submit articles for the newsletter. The deadline for each issue is 45 days prior to the mailing date. Articles that are not time-sensitive may be held for future issues.

PLEASE SUBMIT YOUR ARTICLE IN ELECTRONIC FORMAT IF AT ALL POSSIBLE. A simple text file (.txt) or Rich Text Format (.rtf) is preferred, however, you may send in Word for Windows, WordPerfect, or Works for Windows. Please indicate what format your file is saved in.

If the article is small enough, you may also just send it as e-mail.

Submit your article by one of the following methods, in order of preference:

1) File transfer or e-mail to: Thyra Stevenson, Capt727tks@aol.com.

2) Mail computer diskette to Editor, 4261 Dry Bed Ct., Santa Clara, CA 95054, USA

3) Mail typed articles to above address.

Unless written instructions to the contrary are received by ISA from the author, all submissions become the property of ISA and may be reproduced and disseminated at the sole discretion of ISA. Photographs may be mailed to the Editor; they MAY be trimmed for spacing. Please identify the people and event on the back of each photo. After publication, photos will be forwarded to the Scrapbook Chair unless your request for return is noted on the back of the photo.

20th Anniversary ISA Video

produced by Beverley Bass and Stephanie Wallach

Spanning 20 years of their aviation careers, a "then and now" scenario with candid interviews of 17 of the original ISA 21 charter members.

"We hoped to spark all emotions. Happy, sad, and funny, but most of all just a historical reminder of how it (ISA) all began." — Beverley Bass

This 30-minute long video* can be yours for only \$25.00, which includes Postage and Handling. There are only a limited number available. GET YOURS NOW!

Send your check in U.S. Funds to:

Beverley Bass
4609 Dartmoore Lane
Colleyville, TX 76034

**currently this video is only available in NTSC format.*

ISA Store Order Form

Name _____ Phone _____

Date _____

Address, City, State, Zip, Country _____

Please send the following ISA items:

	Price	Quantity	Color/Size	Shipping	Total
ISA Lapel Pin (gold logo on black background)	\$4.00	_____		\$2.00	\$ _____
ISA Notecards & Envelopes	\$5.00/15	_____		\$2.00	\$ _____
ISA Thermal Travelers Mug	\$10.00	_____		\$3.00	\$ _____
ISA Luggage Tag	\$3.00	_____		\$.50	\$ _____
ISA Decals (blue and gray on glossy white, 2.5")	\$1.00/ea	_____		none	\$ _____
ISA Notepads	\$2.00	_____		\$.50	\$ _____
ISA Video (15 min video about the history of women airline pilots)	\$22.00	_____		\$2.50/ea	\$ _____

ISA Clothing:

ISA 20th Anniversary T-Shirt (L or XL)	\$10.00	_____		\$3.00	\$ _____
ISA Logo Polo Shirt (white or navy in S, M, L or XL)	\$27.00	_____		\$3.00	\$ _____
Sorry, no XL navy and no L white	\$15.00	_____		\$2.50	\$ _____
ISA T-Shirt (white w/gray logo only in XL)		_____			
Career Booklet: "Tips on Becoming an Airline Pilot"	\$1.00	_____		\$.50	\$ _____

TOTAL \$ _____

Please make checks payable to "ISA" and send to:
Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424 USA

BOARD OF DIRECTORS REPORTS

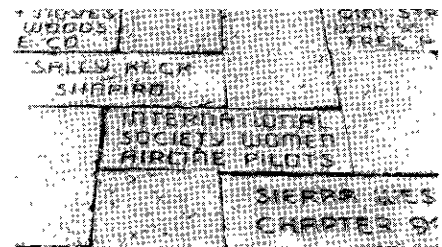
Board of Directors Meets in Kansas City, Enjoys Aviation History

Have Van, Will Travel

In August the Board of Directors met in Kansas City to complete ISA business and to accept an annual award to our scholarship fund from the Grace Harris Foundation. Grace Harris was herself an aviatrix as well as an entrepreneur and race car driver. At right, BOD members meet with Paulette Riley, the Grace Harris Foundation's representative. Back row, l-r, Seema Kapur, Patty Barrera, Ms. Riley, Keith Johnson, Liz Jennings Clark. Front row, l-r, Nanc-elisha Briot, Angie Smith, Luan Meredith. This yearly endowment will enable ISA to continue to fund scholarships that support and promote women as flight crew members.



Far right, the ISA "brick" at Amelia Earhart's birthplace, Achison, Kansas. Near right and below, Board members at Amelia Earhart Museum. Luan Meredith's Van provided styling transportation! ✈



THE GRACE McADAMS HARRIS TRUST FUND

by Luan Meredith

Ms. Paulette Riley is the administrator of the Grace McAdams Harris Trust Fund, which is one of many programs within the Greater Kansas City Community Foundation. At the August BOD meeting, Ms. Riley presented the ISA Scholarship Fund with a donation of \$15,000 to jump start future endowments of \$10,000 annually to us. Grace McAdams Harris was unknown to me prior to the initial phone call from Ms. Riley. When I expressed an interest in the source of the endowment, Ms. Riley indicated there was a book written by Grace Harris entitled *West to the Sunrise*. After searching several libraries, I finally found the out of print book. Keith Johnson was able to purchase a copy of this book and will be donating it to our ISA library when she finishes reading it. Thank You Keith!

In an attempt to introduce to you briefly who Grace Harris is, I would like to quote Air Force Major General Brook E. Allen, who was the Executive Director of the National Aeronautic Association from 1963-1976, and United States representative, Federation Aeronautique Internationale,

beginning in 1963. He wrote the forward for *West to the Sunrise*. I hope this will help explain a little of who Grace McAdams Harris is and why ISA was chosen as a benefactor of her trust fund

"I am somewhat puzzled by the feminine movement today for equal rights." Success in any field is attained by ability and determination; sex is seldom a factor." General Allen observes, "Particularly in aviation, women mentally have always been equal to their masculine peers. As pilots, their ability has been limited only to the extent of their physical stamina. In business, law, medicine, science, and other areas, the names of distinguished women are many. Grace Harris is one of those rare people who made her dreams become a reality. Ever since her first exposure to airplanes—a ride with a barnstorming pilot in a World War I "Jenny"—the thrill of flight never left her. That initial flight was only the start of an adventurous life and illustrious career not only in aviation, but also ballooning, motor racing, and business. (She was the CEO & President of Ong Airlines!) Her experiences, as told in *West to the Sunrise*, provide fascinating reading and present a firsthand story of aviation from Pearl Harbor to 1976."

"Harris recalls all the tension and drama of airplane racing. She describes her feelings after winning the Kendall trophy at the 1948 National Air Races for women in Cleveland and then repeating her victory in 1949. She also introduces the reader to such aviation notables as Jimmy Doolittle, Jacqueline Cochran, and Arlene Davis."

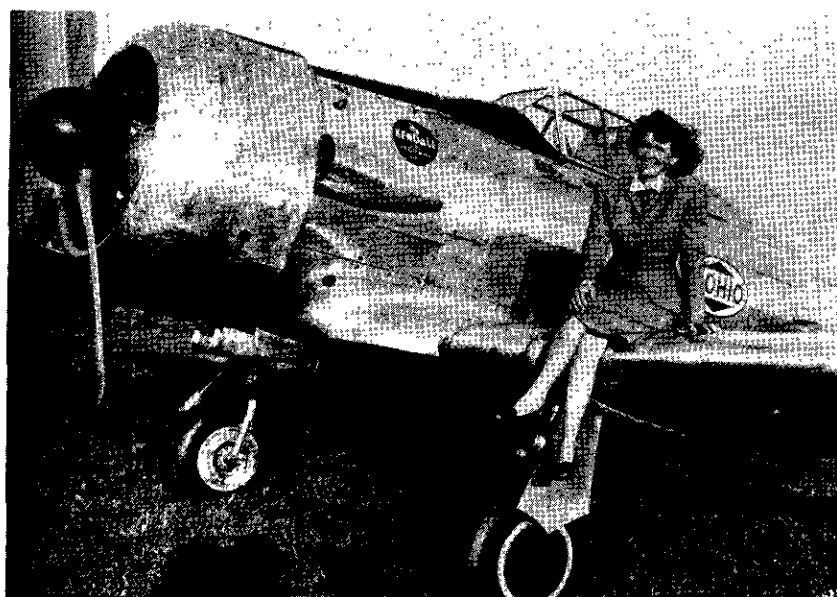
"Joining the Sports Car Club in 1955, Harris drove an English Elva MKII and an Italian Maserati 200S to the championship of the women's division Midwest Region in 1958, 1959 and 1960. Another part of her life was spent amid the smoke and noise of competitive auto racing in such places as England, the French Riviera, and Monte Carlo."

"Also, Harris was the first FAA licensed woman balloonist in the United States. Anyone who has ever risen in a hot air balloon or wished they could, will enjoy her vivid portrayal."

"*West to the Sunrise* is a true-to-life adventure story as told by a champion woman pilot and racecar driver. Aviation and auto racing buffs of all ages will enjoy her captivating tales that span an era of rapid development of flying and driving machines."

Reading *West to the Sunrise* was a real joy. I would highly recommend it to every ISA member. As Scholarship Chairwoman, it was a special joy for me to accept this awesome gift on behalf of the ISA Scholarship Fund. Thank You, Paulette.

This substantial endowment affirms our commitment to promoting the ranks of women on the flight deck. I think Grace would be proud to know her resources posthumously will help thrust forward the growth of women on flight decks throughout the world. ➔



Left, Grace McAdams Harris and the AT-6 "44 Jr" that placed second in the 1947 Women's Trophy Race, National Air Races, Cleveland.

Women in Aviation Panel Discussion

by Patty Barrera

On September 22nd, five ISA members participated in a panel of women airline pilots in Oakland, CA. The event was coordinated with the help of the San Francisco chapter of Women In Aviation. The participants included Terri Bartolero, Evergreen, Kathy Bustle, United, Renita Herrmann, Federal Express, Patty León, Alaska, and Patty Barrera, United. The panel, modeled after those held at the national conference of WIA, included a brief history told by each pilot, followed by more than an hour of questions from the enthusiastic audience. About 40 people, which included women and men of all ages, asked a variety of questions ranging from the very specific, "What surprised you the most when you started working for a major airline?", to the broader, "What is it like to be a woman in an airline cockpit?" The pilots also touched on their individual airline's hiring practices, working conditions, and provided general advice on how to become an airline pilot. The evening was a definite success, both for the audience who went away full of information, and for the ISA members who felt pleased to share their stories and "give something back." ➔



Hi all,

The latest *Aviation Week and Space Technology* of 8/16/99 had a great advertiser sponsored market supplement entitled *Careers 2000 - Women in Aerospace*. One page about ISA was captioned "International Society of Women Airline Pilots Dealing with Many Issues", and quoted Ginger Cutter quite often. It was a super write up and I would like to compliment Ginger on her articulate, knowledgeable quotes. As usual, she is an outstanding spokesperson and ISA representative. Thanks for a great job on our behalf!

All the best, Lucy Young

Minutes, (Continued from page 12)

501(c)3 review In September Janet Coté will be mailing Sylvia (ISA Lawyer) all the financial related documents for ISA's 501(c)3 review. She requests the following information by September 1:

- May annual reports from each board member (all past/present BOD members) from the last 5 years.
 - Last 5 years of tax returns (treasurer)
 - Copy of original 501(c)3 application.
- Q2 Budget Report The total Expenses for 1999 were \$21,137.09, while the total Budgeted was \$24,650.00

CORPORATE COMMUNICATIONS - (Written Report submitted by Susan Gillett) *Operations Manual Revisions:* The proposed changes to the Operations Manual were approved except specifying a minimum number of members for the fund raising committee.

Changes to the By-Laws: These were not approved and it was decided to table this issue during the ISA November board meeting

UPS Shipping Accounts: Susan Gillett & Janet Coté are in the process of setting up UPS shipping in the US and are waiting for the confirmation of the account number. When we ship anything on that account, we will use the billing address (Janet's address) as a 3rd party address and check the box that says "Bill to third party." It is more complicated for international shipping. *Revisions to the Operations Manual* The Operations manual revisions were approved.

ISA SCHOLARSHIP (FINANCIAL)- Luan Meredith

ISA Scholarship changes: It was agreed to change the eligibility for a "Merit" Scholarship to read "250 hours" instead of "500 hours." It was further decided that the Scholarship-eligibility-assessment sheet would be revised and presented during the November Board meeting.

ISA Scholarship updates: It was pointed out that the ISA scholarship information was not reaching enough applicants. It was proposed that a more aggressive promotion of our scholarship through the web would be undertaken with the collaboration of our web-master

ISA SCHOLARSHIPS (AIRLINE) -

Keith Johnson

ISA+21 booth at the WAI Convention in Memphis on March 9-11 2000. It was unanimously voted to allocate \$1000/- for the "Women in Aviation" participation fund. It was also suggested to look into having an ISA presence at various airshows

EDUCATION - (Nanc-elisha Briot)

ISA Video: All Board members are advised to watch the ISA video and tell Nanc and Patty León how they think it needs to be updated. Patty León is going to approach her alma mater, ERAU, about funding to update the video

OLD BUSINESS - (Liz Jennings Clark)

Fast-Track: It was suggested to Fast Track to the ISA web page for the exclusive use of the ISA members through the membership ID number. It was suggested by Luan that Fast-track, as a mentoring entity, could provide a seminar on mentoring for our interested mentors during our Annual Conventions. *ISA Banner* ISA banner needs to be located and a log maintained by Nanc. *Beryl Markham memorial update:* Susan has been following the Beryl Markham memorial fund setup idea in collaboration with the 99's. Her goal is to set up a tax-deductible fund in the US and the Canada by the next ISA board meeting in November. *Copyright of "Tips" booklet* Susan would submit the application for the copyright of the *Tips on Becoming an Airlines Pilot* booklet.

NEW BUSINESS - (Liz Jennings Clark)

Vice-Chair position: Janet Coté by acclamation has been appointed to be the new Vice-Chair position.

Documentary on Women Pilots: Forum Pictures is making a documentary about Women Airline Pilots and have asked us if we can lend financial support for some of their costs. It was decided by the board that we would try and help them with hotel accommodations.

Communications Chair Position: Susan Gillett has decided to step down from the position due to pressing personal work. She has done a commendable job as the ISA Communications Chair and we hope we will find a replacement in the near future for her position. In the meanwhile she has agreed to carry on with the Beryl Markham project as a volunteer, and finish the copyright of the *Tips* booklet.

ANNOUNCEMENTS -The November ISA Board meeting will be hosted by Seema Kapur in San Francisco. The exact dates and hotel will be arranged and conveyed to the Board.

MEETING ADJOURNMENT - The ISA's August Quarterly meeting was adjourned on August 18, 1999, at 1100 MST by the Chairwoman, Liz Jennings Clark. ➔



Networking News

by Capt. June Viviano

The Memphis area ISA members, local businesses and schools are starting a Memphis Chapter of Women in Aviation, Int'l, to further increase networking and education in the field of aviation. The provisional Chapter includes representatives from the Shelby County Board of Education, FAA, EAA, CAP, Air National Guard, ROTC, local flight schools, local colleges, NW Airline and Airlink, Memphis Airport Authority, BSA Explorers and FedEx. ISA members include employees and members of many of the above.

The first meeting will be on Sept 20, 6 - 9 pm at the FedEx Flight Training Facility on Independent Rd., Memphis. The following meeting will be on Oct 26, 6 - 9pm, at the Hangar 11/12 complex on Tchulahoma Rd, Memphis. All ISA members, and their friends and families are encouraged to join as well as send us your ideas on enlarging the local membership basis.

The Women in Aviation, Int'l convention will be held in Memphis, March 2000, and we hope the local chapter will encourage women in the area to consider aviation as a career. ➔

Submitted by
Jolanda Witoliet

NOTE this article was modified for the ISA+21 Newsletter and originally appeared in the View of 33, the Council 33 (United Airlines, Denver) Air Line Pilots Association as an Aeromedical Report

TIRED OF WEARING GLASSES OR CONTACTS?

By now you have read about it, seen clips on TV, and probably even talked to people who have had it done - refractive eye surgery for nearsightedness (you can see objects clearly nearby but they become blurry in the distance). You have been toying with the idea of having the surgery done and might even have gone as far as doing some research on the topic. After all, what could be better than being able to see the world (again) sharp and in focus without glasses or contacts? Well, for those of you who are in this situation, read on, as there might be a few things you would want to consider before having refractive eye surgery performed on one or both eyes.

TYPES OF REFRACTIVE EYE SURGERY

There are currently basically 3 variations of refractive eye surgery to correct nearsightedness: RK, PRK, and LASIK. From these surgeries RK is the oldest and LASIK the newest form of surgery. The FDA has approved all three types of surgery to be performed in the USA for correction of nearsightedness.

Radial Keratotomy (RK):

RK alters the shape of the cornea (flattens the curvature) thereby improving one's vision. RK surgeons use a hand held diamond-tipped blade to place incisions in a radial pattern on the outer portion of the cornea. These incisions relax the cornea and alters its shape. Prior to the start of the surgery the number, depth, and type of incisions are determined depending on the correction needed. Numerous studies have been performed on RK patients as this procedure has been around for a long time. Over 70% of the RK patients encounter 20/40 or better uncorrected following RK surgery, however long term studies have indicated a potential for continuing fluctuations (40% after 10 years following RK surgery)¹ Studies have

FOR YOUR EYES ONLY

been performed to determine whether pressure altitude changes causes an increase in fluctuations in RK patients. Although more research needs to be done, preliminary findings indicate that increase in altitude can potentially fluctuate one's vision following RK surgery.¹ Aside from vision fluctuations, other side effects reported are increase glare, decrease in night vision, and halos around lights, all of which are potential problems for a pilot.²

Photorefractive Keratectomy (PRK):

Under PRK the eye gets prepared by removing the surface layer of the cornea (epithelium). This layer gets rejuvenated every few days. Then an ultraviolet excimer laser beam reshapes the outer surface of the cornea leaving the deeper cells intact. The excimer laser is very precise and is able to remove tissue as thin as 0.25 micron at a time (50 microns is less than the thickness of a single hair!). The cornea now reshaped and flattened, redirects the light closer to the retina (fine nerve tissue designed to capture and transmit images) for improved vision.

PRK has only been approved by the FDA since 1995. After PRK surgery approximately 94% of the patients have 20/40 or better uncorrected, but less than 60% have 20/20 or better.¹

Some of the more noteworthy side effects of PRK are pain varying from mild to severe lasting between 24 - 96 hours, long lasting photophobia (light sensitivity), under or over correction, regression back towards the original eyesight, increased in astigmatism (cornea is shaped more like a football than a basketball resulting in distortion) due to uneven healing

Laser In-Situ Keratomileusis (LASIK):

LASIK is the newest of the corrective eye surgeries and involves greater surgical skills, but has a much faster recovery time. During the LASIK procedure a blade, the microkeratome, glides across the cornea and makes a large incision, almost in the shape of a half moon. This very thin corneal flap then gets lifted and the excimer laser, similar to the PRK, reshapes the cornea for treatment. After the laser is done, the flap is replaced. This procedure is sometimes called the "flap and zap." The advantage of LASIK over PRK is the shorter recovery time and

(Continued on page 17)

Eyes, (Continued from page 16)

reduced post-treatment discomfort as the epithelium is still intact. Preliminary studies indicate that LASIK stabilizes faster, compared to RK and PRK, with fewer side effects such as glare and haze.² As LASIK is the newest of the refractive surgeries, little long term data is available. However, some of the more interesting side effects for LASIK are: over or under correction, flap problems causing vision problems and increased astigmatism, and flap dislocation creating significant vision loss.²

Side Effects:

Aside from the side effects mentioned above there are other side effects after refractive eye surgery, albeit rare, that you have to take into account. They include increased risk for retina detachment, cataracts, and glaucoma. But the worst side effect is the less than 1% chance for far worse vision than when you started the surgery or even complete loss of vision in that eye.²

THE FAA AND THESE PROCEDURES First Class Medical

In 1996 the FAA deleted the requirement for uncorrected vision. The new FAA rule 67.103 now reads:

Distant visual acuity of 20/20 or better in each eye separately, with or without corrective lenses.

If your vision, after surgery, has not achieved a visual acuity of 20/20 uncorrected in each individual eye, you will still need to wear glasses or contact lenses in order to achieve the FAA required 20/20.

Certification After Surgery

Disclosure is required! The FAA expects your eyes to be "stable" and without complications. The waiting period has been as short as 3 days for uncomplicated LASIK, although an average waiting period after surgery is about 1 - 2 weeks. You need to obtain FAA Form 8500-7 and have your eye doctor fill it out. This form can be obtained through the FAA in Oklahoma City, from your AME, or most Unions such as ALPA, have Aeromedical Offices where you can obtain copies. Once your eye doctor considers your eyes stable and he/she has filled out the 8500-7 Form, you can either submit this form to the FAA directly or have your AME submit the form for you at your next medical.

If complications occur after the surgery you are required to self-disclose this

information to the FAA. There have been cases of pilots grounded permanently by the FAA due to severe complications (severe fluctuations in both eyes, severe glare, decreased night vision) after corrective eye surgery such as RK. The FAA considers you cleared to fly when your vision is stable!

Complications After Surgery:

Call your Company and/or your Aeromedical Office prior to having any refractive eye surgery performed.

HOW ABOUT THE AIRLINES?

Every airline has their own medical standards. United Airlines, for example still requires, as of this writing, up to 6 months waiting period for any and all refractive eye surgeries. United Airlines obviously has the same concerns the FAA does on complications after surgery.³ The medical standards for getting hired at an airline are often different (i.e. tougher) from those standards applied to pilots already working. Therefore, think twice about having eye surgery performed, if you are planning on changing airlines, especially if the airline you want to work for has a medical requirement prior to being hired.

VARIATIONS ON SURGERY:

Many pilots have refractive surgery so they do not have to use contacts or glasses anymore. If you are contemplating performing surgery in one eye to be able to see distant and the other eye to be able to see near, keep in mind, the FAA requires 20/20 for distance vision in each individual eye! This translates into still having to wear glasses or contact lenses while flying.

Contact lenses:

Some people are still required to wear contact lenses after refractive eye surgery. The FAA does not allow bifocal contact lenses, nor do they allow monovision (one contact for near and one contact for distant) contact lenses for use during flying. The FAA does however, allow one contact lens only in one eye.⁶

Non surgical options

Orthokeratology

Orthokeratology uses a series of rigid contact lenses to flatten the cornea and improve one's vision. As the cornea flattens another pair gets fitted that is even flatter. After the desired vision is achieved frequently a retainer contact

lens may have to be worn for sometime during the day and/or week. However, it appears that if one does not wear the contact lenses for an extended period, the eye often goes back towards the original nearsightedness level.⁴

Accomotrak Biofeedback

The Accomotrak machine uses biofeedback to teach you how to use the focusing muscle in your eye correctly. The machine emits different tones as the muscles in the eye learn to relax, thereby improving your distance vision. There are no known side effects to this procedure. Some studies have indicated long lasting improvement in distance vision, delay in the onset of the requirement for reading glasses, and improved peripheral vision. This treatment requires regular visits to a professional.

Eye Exercises & Vitamins

Various eye exercises are available to reduce tension and improve accommodation. An excellent article was written by Dr. Quay Snyder in the Airline Pilot Magazine of April 1999 addressing vitamins and vision.

The Internet

There is an excellent website www.aviationmedicine.com that has great medical information and numerous links.

FUTURE DEVELOPMENTS

Improved Procedures

As LASIK gains more popularity and more surgeons perform the procedure more frequently, their learning curve decreases. Preliminary data indicates there are fewer side effects with LASIK than with PRK or RK surgery.

Contact Lens Implant

Just in the experimental stage right now

THE BOTTOM LINE

You are a pilot and your eyes are an important part of your job. Think twice before you have surgery performed on you. In the USA, the FAA still requires you to be able to see 20/20. Therefore if you test 20/30 uncorrected, you will still be required to wear contacts or glasses when you fly!

Do not go with the first eye doctor who advertises on a flyer you find at the mall. Check around. Talk to friends who had it

(Continued on page 18)

Captains' Club

by Cammy McHenry

We have received information on five new members for the captains' club. Congratulations are in order.

Isabelle Guillard	Air France	A-320
Sherry Ritchey	USAirways	A-320
Leslie Reynolds-Taylor	UPS	B757/767
Malissa Justice Cross	Spirit Airlines	DC-9
Patricia Kessler*	FedEx	B727

*Now flying as DC-10 Captain

If you are newly upgraded or you have upgraded in the past but haven't been inducted into ISA's Captains' Club please send me your information. Not only is ISA growing but so is the membership in the Captains' Club as more and more members move into the left seat.

Send me your information to be included in the club. Use the CALLING ALL CAPTAINS form in the center pull-out section, e-mail, or FAX me at (513)777-6554. All Captains' Club info needs to be sent directly to me to be included. I'm looking forward to every correspondence I receive.

Have a safe and happy holiday season. ➔

ISA EXCURSIONS

ISA Annual Ski Days - Feb. 7 - 10th, 2000 Keystone Ski Area, Colorado

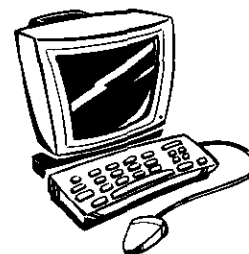
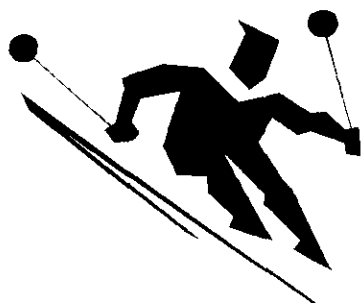
It's nearly Sept. and our Colorado nights are dipping into the mid 30's. No snow yet, but it will be coming soon. So stretch your thoughts beyond Christmas, and set aside some time for our ISA Ski Days, up here in Winter Wonderland.

It's 3 nights of good food, party and fun, and 4 days of great skiing and the wonder of the Rocky Mountains.

Come alone and stay in an ISA "group condo" or bring your family, all are welcome. We're usually a small group, 15 - 30, and we ski together and have an opportunity to get to know each other. Ski ability is unimportant as we have all levels.

If you'd like to stay in the "group condo", I need to know of your interest early January, with a firm e-mail reservation, at the time of your airlines "monthly bid award" date.

Cindy Shonk
cindyshonk@pobox.com ➔



ISA On-Line

Visit the ISA Website at:

www.iswap.org

- Current ISA events
- Informative articles from the *ISA News*
- ISA activities and more!

Ginger Cutter
Webmaster

Eyes, (Continued from page 17)

done. Check out the doctor. Ask questions: how many procedures have YOU done? How long have you done these procedures? What are the risks? What side effects have your patients experienced? What results can I expect? Have you ever been sued? Could you give me some phone numbers of patients who you operated on? Consider traveling to another city or even country, if you can not find an experienced doctor in your neck of the woods. Bring somebody along, friend or relative, to be there during the surgery, just in case.

Get answers prior to having surgery performed!

- 1 "Eye care options - Surgery can improve your vision, but there are risks" - Dr. Ingrid Zimmer-Galler
- 2 "I know why refractive surgeons wear glasses" - E-mail address: eyeknowwhy@aol.com
- 3 Dr. Fred Brady - UAL Medical Department, Denver telephone: (303) 348-4300
- 4 "Vision Correction Procedures" - National Eye Institute
- 5 Robin Crawford - Accomotrac Vision Training telephone: (303) 781-8281
- 6 Dr. Robert Sancetta - AME, Boulder, CO - E-mail address: rsancetta@pol.net

Fly Healthy,
Jolanda Witvliet, United Airlines
Captain Boeing 737-300
(303) 745-7221 ➔

Fast Track

by Luan Meredith

Our mentor file is growing! Thanks ladies. If you want to get involved, here is your chance. This is a little thing you can do for ISA and ladies aspiring to be just like you. This is a list that is for ISA Members to keep as a reference for friends who need a mentor. Hopefully we will be publishing this for "members only" through our webmaster so you'll have access updated on a regular basis.

These are our current mentors:

Airborne: Maureen Ramsay
Alaska Airline: Patricia León
America West: Paula Vail & Lisa Richardson

American: Renee Burger
Sharon Maddock
FedEx: June Viviano
Kitty Hawk: Bernadette Hayward
Northwest: Angie Smith
Southwest: Judy Gasparis
United: Jennifer Szakach
(Jen is coordinator for UAL/Women Mentoring Women program.
"Information only" phone line: (303) 780-3709)
USAirways: Carol Dishart

Next month hopefully we will have an informative piece from Jennifer about the Women Mentoring Women Program at UAL.

Thanks to each of you for making time in your busy lives to give of yourself in this worthy endeavor.

Last, but not least, we continue to have access to "Airline Pilot Job Monthly" from Kit Darby at Air Inc. 1(800) Jet-Jobs. Thanks, Kit, for your generosity to ISA.

Direct questions or comments to me, Luan Meredith
Phone: (314)-845-7282
Email: "wame@compuserve.com"

If you'd like to see your name on our mentor list, please call or e-mail me! ➔

We need YOU
to do your
"One Thing"
for ISA. See the
Volunteer request in the
Special Supplement

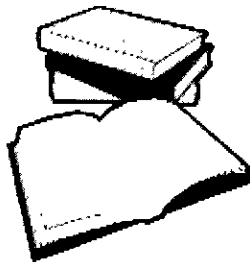
COMMITTEE REPORTS

ISA Library

The following items are available to members for checkout from the ISA Library:

Aircraft Videos

- BAe-146 systems review
- A-300 systems review
- A-320 pre-oral review
- B-727 systems review
- B737-200 systems review
- B737-300 systems review
- B-747 pre-oral review
- B757/767 systems review
- DC-8 cockpit review
- DC-9/MD-80 systems review
- DC-9 systems review
- MD-80 pre-oral review
- Introduction to Glass Cockpit (video/workbook)



Aircraft Systems Software

(diskettes not Windows 95 compatible unless stated)

- A-320 systems review (3.5" disk)
- B-727 systems review (3.5" disk)
- B-747 systems review (3.5" disk)
- B-757 systems review (3.5" disk & CD-ROM, two different programs)
- B-757/767 systems review - Windows 95 compatible (3.5" disk)
- DC-9 systems review (3.5" disk)
- DC-10 systems review (3.5" disk)
- CFIT Education and Training CD-ROM

Videos

- Several videos about women airline pilots
- ISA video
- Meeting the Challenge: Women in Aviation
- Menopause
- Complete Jeppesen Chart Review

Books & Pamphlets

- B-757/767 aircraft study guide
- *That's Not What I Meant! How Conversational Style Makes or Breaks Relationships*, by Deborah Tannen, Ph.D.
- *You Just Don't Understand! Women and Men in Conversation*, by Deborah Tannen, Ph.D.
- *Hardball for Women: Winning at the Game of Business*, by Pat Heim, Ph.D.
- *The Invisible Passenger: Radiation Risks for People Who Fly*, by Robert J. Barish, Ph.D.
- *Pregnancy and the Female Pilot: History and Review of Current Administrative Policies and Procedures*, report by Dr. Jacqueline B. Boyd, Ph.D.
- "In-Flight Radiation" medical bulletin
- "Radiation Protection 85-Exposure of Air Crew to Cosmic Radiation" by the European Committee Directorate General.
- *Airbus-Europe's High Flyer*
- *IFALPA-50 Years 1948-1998*
- *What to Expect When You're Expecting*, by Eisenberg, Murkoff, and Hathaway
- *What to Eat When You're Expecting*, by Eisenberg, Murkoff, and Hathaway
- *The Girlfriends Guide to Pregnancy*, by Vicki Iovine
- *The New Well Pregnancy Book*, by Mike Samuels, M.D. and Nancy Samuels
- *Trimester-A Healthy Pregnancy Guide*, by Thomas J. Garite, M.D., etc.
- *Excited, Exhausted, Expecting-The Empotional Life of Mothers-to-Be*, by Arlene Modica Matthews
- *Baby Bargains Secrets*, by Denise and Alan Fields
- *The Womanly Art of Breastfeeding*, by LaLeche League International ➔

Attention ISA Members

Take Charge of Your Financial Future Today

Constantly changing tax laws and your pilot's contract may have a significant effect on your financial, retirement and estate planning.

Serving as a financial advisor to active and retired pilots, it is important I keep you informed of issues you need to consider.

I would like to help understand your options through a complimentary consultation.

Issues to Consider:

- ✓ Tax Savings Strategies
- ✓ Retirement Planning
- ✓ Estate Planning Options
- ✓ Financing College Education
- ✓ Evaluating the Return on your Savings and Investments
- ✓ Reviewing your Employee Benefits: pension, 401(k), L.O.L.



**Financial
Advisors**

To schedule a no-obligation, complimentary consultation, call toll-free: **Katherine R. Morris, CFP**
1-800-300-5678

"And Then They Flew"

by Katherine Morris



From a series of financial articles prepared specially for ISA NEWS readers.

There is an encouraging greeting card you can find that has become a cherished sentiment for some. The front depicts a tiny bluebird falling from the nest, crashing downward from branch to branch with feathers flying. Close to the ground, that little bird finds its wings, executes an upside down loop and finally takes off with a flourish. Inside the card are the simple words, "You'll make it."

I often wish I had a box full of those cards to give my female clients who are going through a divorce. The flight path may be bumpy and take longer than expected, but it is possible for women to find their wings after divorce and soar on their own.

"You'll make it," is one of the first things I emphasize to women. Life will not always be an endless stream of conferences, interrogations and financial affidavits. The day will come when a woman's life is her own, with all the challenges, opportunities and adventure that entails. The flight getting there may be smoother when women are realistic and knowledgeable about their finances.

In many circumstances, women are unfamiliar with their own finances. When you add the stress and emotional turmoil of divorce to financial fuzziness, the risk of making irrevocable, poor decisions increases exponentially. Divorce often forces women into a financial crash course with feathers flying. Unfortunately, many women wait until after the divorce to consult a professional financial advisor. A professional financial advisor can help you avoid crashing through unnecessary financial branches, while guiding you toward a financial plan for your future. If you do not have a financial advisor, or don't feel comfortable with one that was chosen by your husband, ask a trusted friend or your attorney for a referral.

I help my female clients determine their assets and liabilities, their expenses now and what they may be in the future. Because the average length of alimony is two to three years, we review the client's current work situation or the necessity of re-training to enter the work force. Some women have never had a personal line of credit or personal credit cards, so we also look at this.

Other areas to consider are health, life and disability insurance, as well as retirement plans. Many women are at risk if these benefits have all been held in their husband's name or provided through their husband's employer. Named beneficiaries on wills and investments must also be reviewed and changes made when necessary.

Throughout the process, I encourage women to be realistic about the challenges ahead and optimistic about their ability to survive and soar. It helps to discuss tempting branches that delay flight.

For example, many courts view divorce as an "equitable" distribution of assets and liabilities, much like the dissolution of a business partnership or corporation. "Equitable" does not necessarily mean equal or fair, nor does it offer emotional resolution. It is often desirable for women to seek counseling during this time, because delaying the proceedings out of resentment or fear is a counterproductive flight path.

Another tempting crash site is "the house." For many women, their home often symbolizes all their memories and contributions to the marriage. They think they must have the house at all costs. I ask women to be realistic and open-minded about the wisdom of insisting on keeping the house if the payments and up-keep will be beyond their means. Many times, finding a home with more manageable payments and upkeep not only reduces financial strain but also provides emotional closure with an opportunity to build a new life. It's a way for women to feather their financial and emotional nests at the same time.

Once the divorce is over - all the branches avoided, the wing fluttering finished and flight lessons learned, I help position women for take-off. I help my clients design a flight path, a financial plan of their own that's based on their chosen goals, needs and hopes. As these newly-divorced women gain financial confidence, knowledge and pride in their progress, I watch them soar. And I cheer, "You'll make it."

Katherine Morris is a Certified Financial Planner and Senior Financial Advisor with American Express Financial Advisors. This article should in no way be considered a solicitation of services. It is for your general information only. ➔

The ISA 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 General Operating Fund. The ISA Logo was developed through the creative efforts of ISA's graphic artist Lisa Kuehl. The following is a brief description of some of the items currently available for purchase.

Thermal Traveller Mug

The ISA logo Thermal Traveller is a 16 oz. thermal mug designed to fit into most auto AND aircraft beverage wells. It is made in the USA of quality plastic and has a secure 'sip' lid to keep your hot or cold beverage securely in place during take-offs and landings. It features the distinctive ISA logo, is dishwasher safe and fits easily into your flight bag because it is long and slender and has no handle. \$10.00

ISA Luggage Tag

The ever-needed Luggage Tag with ISA logo. It features a clear pocket on the back for your name and address or business card. \$3.00 ea.

ISA Logo Polo Shirt

This 100% pique cotton, high quality polo shirt is embroidered with the distinctive ISA logo and is available in white or navy. SM, M, LG, or XL. Sorry, we are out of LG in white and XL in navy. \$25

ISA T-Shirts

The ISA logo is printed in gray ink on a white background on this T-shirt, only available in X-Large for \$15.

ISA Notepads NEW

A new addition to the ISA Store, these notepads measure 8.5 in. by 5.5 in. and carry the ISA logo on a sky-blue header background. They have 50 sheets and are handy for grocery lists or copying clearances! Order more than one so you don't run out! They are available now for the introductory rate of \$2.00 each.



Polo Shirt

ISA Notecards

The ISA logo is imprinted on these cards in silver ink on white linen card stock, 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 15 for \$5.

ISA Lapel Pins

We finally have a new shipment of them and for those of you who don't have one yet, they make an excellent tie tack for your uniform. They feature the ISA logo in gold on a black background and sell for just \$4.00.



ISA Video NEW

This 15 minute video features a short-cut version of the history of women airline pilots and features many of our members as well as photos and footage from years gone by. It is ideal for showing to student groups or at job fairs. Buy one to use next time you are called to talk at your child's classroom or buy one to donate to your local library! \$22.00.

ISA Decals

This round decal highlights the ISA logo in blue ink with gray lettering, imprinted on glossy white paper. A great flight bag and crew luggage sticker, it just may prevent another pilot from mistaking your bag for his! Only \$1 each.

Las Vegas 20th Anniversary Commemorative T-Shirts

If you missed the opportunity to purchase a 20th anniversary T-shirt at the meeting in Las Vegas, we still have a few left in Large and X-Large. \$10 each. Logo is shown below.



Thank You to Everyone Who Patronizes the ISA Store!

All proceeds go to the ISA General Operating Fund and help promote our organization. Suggestions for new products are ALWAYS welcome!

To place an order, send to Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424, or 70263.67@compuserve.com; phone 612-906-2833. Please make checks payable to ISA+21. Or see the centerfold for your order form. ➔

See the Centerfold
for ISA Store Order Form



International Society of Women Airline Pilots

...is PEOPLE AND ACTIVITIES

ISA+21 is an association of women airline pilots from the world over who have joined together to exchange ideas and information regarding their profession. ISA links a wide range of aviation backgrounds and experiences. ISA members assist aspiring women pilots entering the industry through an information bank, networking, scholarship, and service projects.

is HISTORY

In 1978, twenty-one women pilots from ten U.S. airlines met in Las Vegas to share common interests. Today, ISA+21 numbers over 580 members worldwide from 96 airlines and 36 countries

...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 include Amsterdam, Atlanta, Bangkok, Cancun, Denver, Helsinki, Jamaica, Las Vegas, Maui, Memphis, Rome, San Diego, Seattle, Sydney, Toronto, Vancouver, and Washington, DC. A highlight of the gathering is the Captains' Club presentation, which gives special recognition to members who have completed their left-seat checkout during the previous year

is EDUCATION

ISA Speakers' and Information Bank is 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 local schools and colleges, civic clubs, and other community gatherings. A short program can be arranged with prior

notice to ISA. ISA maintains a library of aircraft system review video tapes, software, and other videos and books of interest to pilots. All of the materials have been donated and are available for members free of charge.

is SCHOLARSHIP

ISA has established scholarships for women pilots who have demonstrated their commitment to careers as airline pilots. Awards are used for advanced pilot ratings and type ratings. In addition, funds allowing the Fiorenza DeBernardi Merit Award and the Holly Mullins Memorial Scholarship will aid those pilots who have not yet attained their professional pilot ratings. Tax-deductible contributions may be made to "ISA + 21". Please send to the address below, Attn: Treasurer

...is ENTERTAINMENT

Husbands of Airline Pilots (HALP), ISA's auxiliary, assists at various ISA projects and functions. We welcome their support and applaud their unflagging efforts to provide aid and comfort to ISA members.

...is FOR YOU

ISA welcomes all women pilots who are employed as flight crew members (Captain, First Officer, Second Officer) or who hold seniority numbers with an air carrier (FAR Part 121 or non-US equivalent) which operates at least one aircraft with a gross weight of 90,000 lbs/41,000 kgs or more. Applicants need not be flying that large an aircraft themselves. If you meet these requirements, we cordially invite you to join us

**ISA membership application
on reverse**

2250 E. Tropicana Avenue, Suite 19-395, Las Vegas, NV 89119-6594 USA

Looking for that one newsletter you're missing to fill out your collection of ISA News?

Or maybe there's a great article that you'd like to share with your union or airline...

Wrote that perfect article and had it published in the *ISA News* and now you want to share your glory with your grandparents and in-laws...

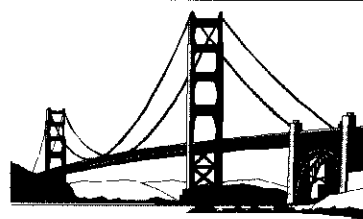
Now you can get extra copies of past and current newsletters, and also get professional copies of individual articles from your newsletter committee.

Newsletters	USD\$6.00 (US Domestic)
	USD\$7.00 (outside US)
Articles	USD\$2.50 (US Domestic)
	USD\$3.50 (outside US)

To request newsletters or articles, or get additional information, contact Thyra Stevenson, *ISA News* Managing Editor. She can be reached at:

4261 Dry Bed Court
Santa Clara, CA 95054 USA
Phone: 408-988-0317
E-mail: Capt727tks@aol.com

ISA Board of Directors Fall Meeting San Francisco, CA November 17 & 18, 1999



San Francisco, CA
'Bagdad by the Bay'

The November ISA Board of Directors meeting will be held in San Francisco, CA, November 17 & 18. Please contact any current Board Member for time and location.

We encourage and we welcome any and all ISA members to join us!

ISA Membership Application/Renewal Form

Membership* USD \$45 Contribution ☐ New Member ☐ Renewal

Name _____

Address _____

City, State, Zip, Country _____

Telephone _____

E-mail Address(es) _____

Airline _____

Position/Equipment _____

*If you are currently on leave, retired, or furloughed, you may be eligible for

Inactive Membership (USD \$15 contribution), which will entitle you to full

participation at a reduced rate. Please include this information below.

Previous airlines/positions/equipment flown (please include employment dates):

Certificates and Ratings Held:

Background: Military _____ Civilian _____

Do you have other skills, talents or interests you may be willing to share with us?
(e.g. writing, public speaking, fund raising?) _____

Children? Names and ages _____

Spouse/Partner name _____

How/From whom did you hear about ISA? _____

Do you wish to be included in an ISA-approved mailing list of products and
services? Yes _____ No _____

By your signature on this membership application/renewal, you agree that all
photographs, reproductions, articles, software and other properties and
information submitted by you to ISA have not been previously copyrighted and
henceforth become the property of ISA unless otherwise agreed upon in writing.

Signature _____ Date _____

Please make check or money order payable in US funds to "ISA."

All Members may also use VISA or MasterCard

Name on card: _____

Card Expiration Date: _____ Card number: _____
Signature: _____

ISA+21 International Society of Women Airline Pilots

welcomes all women pilots who are employed as flight crew members
(Captain, First Officer, Second Officer, Flight Engineer) or hold seniority
numbers with an air carrier (FAR Part 121 or non-US equivalent) which
operates at least one aircraft with a gross weight of 90,000 lbs / 41,000 kgs or
more. Applicant need not be flying that large an aircraft to qualify for
membership.

Mail to: **Patty Barrera, ISA Membership Chair**

34 Daisfield Drive, Livermore, CA 94550 USA

ISA News - November 1999

1999 ISA Scholarship Winners (See Page 17)

Express Your Opinion: Membership Proposal (See Center)

ISA Ski Days, February 7-10 (See Page 18)



**International Society of
Women Airline Pilots**

2250 E. Tropicana Avenue, Suite 19-395
Las Vegas, NV 89119-6594 USA

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PERMIT NO. 55