



ISA News

International Society of Women Airline Pilots

April 1999
Volume 20, No. 4

CYPRUS CONVENTION May 11-13

See details starting on page 12

Meet Your New Board Members

See page 19

Propose YOUR City for our Convention in 2001 !

More details on Page 16



ISA Ski Days, February, 1999

by Keith Johnson

ISA members and guests enjoyed one of our more unusual annual Ski Days get-togethers on February 8-11, thanks to the hospitality of our "phantom" hostess, Cindy Shonk. Cindy was deeply immersed in 777 training in Houston and unable to be on hand for her annual Keystone party. However, she was kind enough to let all of us use her condo in Keystone for the traditional Monday night Tex-Mex dinner and everyone pitched in to provide the great meal that Cindy has always cooked for everyone in years past. Thanks, Cindy! We're sorry that you couldn't join us!

The weather on Tuesday was sunny and warm with blue skies. It

was time to get out the sunscreen. The snow was well-packed and we were all hoping for a little fresh snowfall to enhance the holiday. We had a great time at Pug Ryan's Steakhouse in Dillon on Tuesday night, as our original table kept growing and growing, with unexpected guests continuing to show up!

Wednesday morning started out clear, but overcast. We all met for lunch at the bottom of the mountain at 12:30, to accommodate our non-skiing members, Denise Mowat, expectant mother, and Patty León, twisted knee. Of course, we talked too long and by the time we emerged from the restaurant an hour later, it was snowing fairly heavily. Most of us took a few more runs after lunch

(continued on page 28)

INSIDE...

Board of Directors Reports	3
Convention Site Proposal	16
Convention Registration ..	17
Meet Your New BOD Members	19
Committee Reports	21
Members in the Spotlight	25
Of Special Interest: "High Finance"	29

ISA PLANNING CALENDAR

APRIL 1999

- 1 Captains' Club forms due. See form in centerfold of this newsletter. Contact Patty Barrera
- 1 Scholarship applications due. Contact Scholarship Chair, Luan Meredith
- 10 Girl Scout Day at the Smithsonian, 9am - 3pm. Contact Morgan Reeb at 804-493-0518

MAY 1999

- 1 Scholarship notification of eligibility
- 11-13 ISA Convention, Business Meeting, and Board of Directors Meeting, Paphos, Cyprus. Contact Convention Chair Liz Voigt

JUNE 1999

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

JULY 1999

- 15 ISA News mailing of August Issue

AUGUST 1999

- 1 2001 Convention bids due
- ISA Board of Directors Meeting. Contact any Board Member

SEPTEMBER 1999

- 1 Scholarship Awards notification
- 1 ISA News articles due. Contact Managing Editor

OCTOBER 1999

- 15 ISA News mailing of November Issue

NOVEMBER 1999

- ISA Board of Directors Meeting. Contact any Board Member

DECEMBER 1999

- 1 ISA News articles due. Contact Managing Editor

JANUARY 2000

- 15 ISA News mailing of February issue

FEBRUARY 2000

- 10 ISA Board of Directors election nominations close
- ISA Board of Directors Meeting. Contact any Board Member
- 15 ISA News articles due. Contact Managing Editor.

MARCH 2000

- 15 ISA News mailing of April Issue

Next Newsletter Deadline Tuesday, June 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-US 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.

The opinions expressed in the articles presented in the ISA News are those of the authors and shall not be construed to represent the policies or opinions of ISA+21. Neither ISA+21, nor the Editor nor the Publisher can accept any responsibility for the correctness or accuracy of the materials printed herein or for any opinions expressed. Opinions of the Editor or contributors do not necessarily represent the position of ISA+21.



**International Society of
Women Airline Pilots**

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

BOARD OF DIRECTORS

Ginger Cutter

CHAIRWOMAN OF THE BOARD
ISA NEWS MANAGING EDITOR
ISA WEBMASTER
FIRSTS PROJECT CHAIR
US Airways
650-728-0854
gmcutter@coastside.net

Denise Mowat

VIC-CHAIRWOMAN OF THE BOARD
MEMBERSHIP CHAIR
Northwest Airlines
715-426-3202
70264.2006@compuserve.com

Tiana Daugherty

SECRETARY
United Airlines
925-516-3600
tianad@compuserve.com

Janet Côté

TREASURER
United Airlines
925-829-5067
janetcote@compuserve.com

Liz Jennings Clark

CONVENTION CHAIR
Transavia Airlines
Fax: +31 842 126995
lizjc@worldonline.nl

Susan Gillett

CORPORATE COMMUNICATIONS
UPS
Phone: 315-637-0500
Fax: 315-637-0808
smhgill@ibm.net

Diane Casavant

EDUCATION CHAIR
US Airways Shuttle
617-723-1612
110603.2673@compuserve.com

Patricia León

HUMAN PERFORMANCE & RESOURCES
Alaska Airlines
206-285-0936
70772.574@compuserve.com

Luan Meredith

SCHOLARSHIP CHAIR
Air Wisconsin
314-845-7282
76221.2731@compuserve.com

Chair's Letter & ISA News Managing Editor's Report

by Ginger Cutler



This will be my last article as ISA's Chairwoman and as the *ISA News* Managing Editor. I look forward to turning over my duties to the new chairwoman, whomever that may be, and the newsletter to Thyra Stevenson. Thyra has thankfully volunteered her time and talents to take over the Managing Editor position. Please give her your thanks next time you see or correspond with her. This position facilitates the lifeline of ISA - your newsletter - and is so important.

We have two other new Board members, Patty Barrera and Nancelisha Briot. You can read their bios on page 19. They will be taking over Membership and Education respectively. Thanks for your volunteerism!

We still have the Secretary's position open. This is a vital function of our Board and can't go unfilled. Please take a moment of introspection to see if you can fill this position. Please contact Tiana Daugherty for further information.

The Board has recently approved a new motion that may help some of you make the decision to join the Board. It can be quite costly for some ISA members to attend our quarterly Board meetings. The Board has agreed to help these members financially. Here is the newly passed motion.

MOTION: It is recognized that Board members who are not residents of the country in which the Board meeting is held will incur extra travel expenses. Such Board members will be reimbursed at the rate of 75% of the industry-rate airfare expense plus one additional night's accommodation, if necessary, to attend the meeting. If the individual cannot obtain an industry-rate airfare, she will be reimbursed at the rate of 75% of the advanced purchase coach roundtrip fare.

So in other words, if you are a non-US Board member and need to fly to the US for Board meetings, you can be reimbursed for 75% of the cost of your passes. If unable to obtain passes due to company policy, you can get a 75% reimbursement of a regular ticket. This also applies to US Board members who fly to meetings outside the US. Hopefully, this will help those of

you who would like to volunteer but are hesitant due to the cost.

Please do think about what you can do for ISA. A contribution of your time is just as important as contributions of your monies.

I have enjoyed being your Chairwoman for the past year and even more so as your Managing Editor of the *ISA News* since November of '97. It's been a learning experience and a fulfilling one. I am happy to turn over the *ISA News* into the capable hands of Thyra Stevenson. Please send all future newsletter contributions to her at 4261 Dry Bed Ct., Santa Clara, CA 95054. Her phone is 408-988-0317. Her e-mail is Capt727tks@aol.com.

I will be continuing as ISA Webmaster and FIRSTS Project Chair, as well as Printing & Publications Chair. Thank you to all who have served ISA so well this last year. ➔

Dear ISA Members,

Now that I am retired from American Airlines, I have started researching a new book about life within the airline industry. The purpose of this book is to let the reader have a behind-the-scenes look into the world of airline flying...our training, scheduling, trip selection, requirements for employment, camaraderie, challenges, dealings with the FAA and air traffic control. This should all be done with antidote and insights from the professionals and the people that work within our industry.

It should be informative, but not derogatory. It should be a mixture of happy and sad, light and serious...in other words...real life.

I would really love to hear from all of you. Any thoughts and antidotes you may have would be greatly appreciated.

I look forward to hearing from you... call, write or visit!

My thanks to all,

Bonnie Tiburzi Caputo
49 East 91st Street
New York, NY 10128
212-996-3953

• BOARD OF DIRECTORS REPORTS •

Membership Report

by Denise Moreau



We had seven new members join for the quarter, with one new airline, Rio-Sul of Brazil. We also saw the return of one past member to our ranks. Our membership is now up to 593, within reach of breaking our record of 596 at last year's convention. I believe we will soon surpass the 600 mark.

Many thanks to Nancy Novaes who will be soliciting ISA membership brochures at Continental and Lee O'Reilly, Canadian Regional, (not yet qualified to be a member, but a big fan and supporter of ISA) who is also spreading the word amongst the women flyers in the Vancouver,

Canada area. Many others have also worked hard to spread the word of ISA at their airlines. Many thanks for your efforts.

Please help me in welcoming the following ladies:

Here are our newest members:

Christine Condon

US Airways
new hire, no aircraft yet
DOH 1-4-99

Cidney Ferguson

UPS DC-8 Captain SDF
DOH 8-14-89

Roberta Stanford

United B737-300/500 F/O DCA
DOH 9-21-98

Teresa Paz Parnes

Rio-Sul Fokker 50 F/O
DOH not given

Laura Hof Darmody

American MD-80 F/O BOS
DOH 3-29-98

Jessica Brightman

American B727 S/O MIA
DOH 11-16-98

Michelle Hill

United B727 F/O ORD
DOH 3-12-90

Returning member:

Annette Worthington

United B747-400 F/O ORD
DOH 9-5-89

Additional information about last quarters' new member:

Joanna Boden-Janson

Greenlandair DHC-7 F/O
DOH 10-97

So far I have received 420 renewals, with only 4 people informing me they will not be continuing their membership in ISA. That still leaves over 150 who have not sent in their annual contribution. If you haven't renewed as yet, please do so as soon as possible. (Non-US members may renew at the convention in May.) Delaying much longer will find you being dropped from the active membership database and roster. The annual ISA Membership contribution is due at the END OF EACH YEAR. A late fee is under consideration by the Board. Please help out by renewing on time. ➔

Treasurer's Report

by Janet Côté



One quick note: my e-mail address has changed slightly to janetcote@csi.com.

For all those number fanatics out there, this report will be right up your alley. Current account

balances are: Business Checking \$10,893, Money Fund \$41,598 (\$17,140 is for convention fund), and Paine Webber (scholarship) \$130,494. Total ISA assets = \$182,985! This wonderful progress could not have been made without you.

Final numbers for 1998 are in:

Income:

Membership Dues	18,995
Interest	1,651
ISA Store	2,081
Other	1,075
Total	\$23,802

Committee Expenses:

Chairwoman	0
Corporation	989

Education	1,743
Gender Issues	84
Human Performance	46
Library	25
Membership	3,913
Newsletter	14,098
Scholarship	2,604
Secretary	1,112
Treasurer	513
ISA Store	1,178
IFALPA	800
Other	2,048
Total	\$29,153

Notes: Corporation now includes any legal fee expenses. Education expense included \$1500 donated to the 99's museum. Secretary expenses include mail box rental

(continued on page 8)

Human Performance and Resources

by Patricia León



In an effort to maintain my pregnancy policy/maternity leave file, I am asking you to please send me a copy of your company's policy. I have sent this file to many of our members all over the world who had contracts coming up or just had questions on the subject. These are the airlines I have files for as of May 1998. America West, UPS, Alaska, Delta, Aloha, TWA, USAirways, FedEx, and United. As you can see I need help adding to this file, especially with our international carriers. If your airline's name is not listed or if you have a new contract, please send me a copy via "snail mail" or better yet bring it to the convention

Another file I would like to start is one made up of your personal experiences flying while pregnant. How did you feel? When did it get uncomfortable? How did your airline treat you? How did the change in cabin pressure affect you? How did your flight crew treat you? How did the passengers react? How easy was it to get a uniform?, etc. There are many questions that you could answer. If you help me create this file, we would be able to assist other members. What do you think? Good idea?

Thank you and see you in Cyprus!

SPECIAL ACHIEVEMENTS

Sharon Bigelow (Funch) has won her battle with breast cancer. She was on medical leave for 1 1/2 years, and has transitioned from a DC-10 Captain to a 747-400 Captain for Northwest Airlines, and is based in DTW.

Bonnie Tiburzi Caputo, 757-67 Captain, has taken early retirement from American Airlines. She has received the 1998 "Women Making History Award" from the National Museum of Women's History.

Carole Litten is the first female simulator instructor on the 757-67 for US Airways. She trains in MIA.

Cynthia Timmons (Prewitt) remarried and now has a total of 12 children, 1 stepchild, and 7 grandchildren. I think this is a special achievement, don't you?

Debora Waingrow is the first female check airman for Alaska Airlines. She upgraded to Captain on the MD-80 in May 1997.

M'Lis Ward is the first female black Captain at UA and the first female black Captain of a major passenger airline. She is based in SFO. Her new e-mail is mlis737@aol.com.

Krisan Wismer is now a 757-67 Standards Captain for United Airlines in DEN.

UPGRADES/TRANSITIONS

Beth Austin (UA) transitioned from 737-300 F/O to 767 F/O.

Patty Barrera (UA) upgraded from 757-67 F/O to Captain on the 737 and is based in SFO on the Shuttle.

Barbara Bentzin (CO) upgraded from DC-10 S/O to 757 F/O and is based in Guam.

Shawn Biggers (SW) upgraded from F/O to Captain on the 737.

Rence Burger transitioned from 727 F/E to 727 F/O.

Judy Cameron (Air Canada) transitioned from DC-9 Captain to A319-20 Captain.

Karin Carlson (DIIIL) upgraded from a 727 S/O to F/O and is based in CVG.

Toni Combs (CO) is now a 757 F/O out of Guam.

Janet Coté (UA) transitioned from 737 F/O to a 767 F/O and is based in SFO.

Jan Demko (Hardy) (UPS) upgraded to Captain on the 757-67 and is based in SDF.

Catherine Dwinell-Moore (FedEx) transitioned from 727 F/O to MD-11 F/O and is based in ANC.

Leslie Ford (UA) transitioned from 737 F/O to 757-67 F/O and lives in Tennessee. Her husband is now with the FBI.

Barbara Garwood (AA) transitioned from MD-80 F/O to DC-10 F/O.

Lou Anne Gibson (AA) is now a F/O on the FK-100 and is based in DFW.

Diane Gilliland (Aloha) upgraded to Captain on the 737.

Kathy Hansen (AA) upgraded to FK-100 F/O in October '98 and is based in DFW.

Kim Hilden (Kitty Hawk) upgraded from 727 S/O to 727 F/O.

Joy Klopfer (UA) upgraded from F/O to Captain on the 757-67.

Daneane Martin (NW) is now an A320 F/O out of Detroit.

Deborah McEndree (UA) upgraded to Captain on the 737.

Cammy McHenry (US Airways) transitioned from MD-80 F/O to 757 F/O.

(continued on page 6)

BOARD OF DIRECTORS REPORTS

HPR Report

(continued from page 5)

Pam Mitchell (NW) upgraded from F/O 747-400 to Captain on the DC-10

Lynn O'Donnell (UA) transitioned from 757-67 F/O to 747-400 F/O.

Brenda Olson (UA) upgraded to Captain on the 727 and is based in DEN

Kathy Rauth (UA) transitioned from 737-300 F/O to 757-67 F/O and is based in ORD.

Sylvia Otyпка (UA) upgraded from F/O 747-400 to Captain on the A319-20.

Robyn Sclair (FedEx) is now an MD-11 F/O based in MEM

Suzanne Skeeters (NW) upgraded from F/O to Captain on the DC-10 and is based in HNL.

Jennifer Szakach (UA) upgraded to Captain on the 737 Shuttle.

Nancy Walter, (AA) is now a B777 F/O out of DFW

M'Lisa Ward (UA) upgraded to Captain on the 737-300.

WEDDING BELLS

Suzanne Benke married Ronald Westmaas in May '98 and is now Suzanne Westmaas

Deborah Davenport (UPS) married Jim Rowe in June '98 and is now Deborah Rowe.

Jan Hardy (Demko) (UPS) married Dave Demko (NW) in August '98.

Joanne Hudson (South African Airways) will marry Paul Rainier Pope in March '99.

Gail Johns (Johns-Slodak) married Craig Sodolak in October '98.

Lisa Revou married Gordon Goss and now has 3 stepkids.

Sharon Sheldon (UPS) is engaged to James Wilder (UPS) and will marry in July '99

Cindy Shonk is engaged to Jim Ernst and will marry in July '99

Mimi Tompkins (Aloha) married Bill Morin (Alaska).

Jennifer Van Wormer (UA) married John Szakach in September '98 and is now Jennifer Szakach.

NURSERY NEWS

Janet Coté (UA) and husband Rick announce the birth of their daughter Celine Nicole born in January '99.

Tiana Daugherty (UA) and husband Bill announce the birth of their daughter Briana Marie born in December '98.

Sue Dokken (UA) announces the birth of her son Blake Richard He is her 3rd son.

Carola Moeller-Pfistner and husband Michael welcomed baby Felix in August '98

Denise Mowat (NW) and husband John are expecting in April '99.

Pam Noeldner (US) and husband Bob Benson are expecting their second child on June 27.

Lucy Tardrew (Virgin Atlantic) welcomed son George Hedley Tardrew in December '98.

NEW HIRES

Tammy Barron is now a 747 F/O for Polar Air Cargo and is based in ANC.

Dawn Beecher was hired by American in June '98.

Renee Burger (Bowman) was hired by Champion in September '98.

Kathy Hansen was hired by American in April '98 Her new e-mail address is donchiona@aol.com.

Mary Henig was hired by American and is now a F/O on the MD-80 out of ORD

Lynda Krisko was hired by Northwest in February '99.

Melissa Laska was hired by Kitty Hawk Air Cargo and is now a 727 F/O.

Pamela Mincey was hired by Atlas Air as a F/O on the 747 and is now based in NY.

Helen Parker was hired by British Airways.

Thyra Stevenson was hired at USA Jet.

OTHER NEWS

Prudence Hostetter is divorced.

Sharon Menear divorced in July '98. She retired from USAirways in December '98 and now lives in TX.

Lynn Rippelmeyer (CO) recently divorced and lives in TX. ➔

Financial Scholarship

(continued from page 9)

found ISA to be the most interesting! Like I said earlier, this organization is a joyful organization to be associated with. This story

only helps tell you why.

As for the details of day to day management of Scholarship, I continue to send out information and applications to interested ladies. Out deadline for completed applications is April first. We will

need at least two interviewers for each applicant. If YOU would like to be involved in this tabulous program, here's your chance. Call me or Keith Johnson and sign up to do an interview for ISA! It's very rewarding to all concerned! ➔

BOARD OF DIRECTORS REPORTS

BOD Meeting, February 1999, Denver, CO USA

Minutes submitted by
Tiana Daugherty



The meeting was called to order at 11:25 in Denver, Colorado. Board members present were Diane Casavant, Luan Meredith, Patricia León, Tiana Daugherty, Ginger Cutter, Janet Coté and Susan Gillett, who participated by phone. Member June Viviano was in attendance.

COMMITTEE REPORTS

SECRETARY: (Tiana Daugherty) Minutes from the November 1998 board meeting were approved as sent to all board members by e-mail. ***Stationery with ISA's updated look is on order.

TREASURER: (Janet Coté) Presented the current account balances. Reviewed 1998 budget and actual expenses. Beginning to get a better picture of expenses incurred by the scholarship and convention accounts vs. the general operating fund.

*****MOTION: Accept the 1999 budget as presented. Seconded and approved.***** Expenses incurred by members and submitted by expense report are paid quarterly in March, June, September, December. ***Cyprus convention finances - Credit cards for Liz and Natasa under the ISA account have been issued for convention expenses. Forms for registration have been sent to Natasa to collect credit card information with processing of sales slips done in the U.S. During the convention, an imprinter will be at the site, with processing of the sales slips done stateside.

Raffle will be done in US or local currency only. Still investigating the Silent Auction and Stores monetary policy for Cyprus.

FINANCIAL SCHOLARSHIP: (Luan Meredith) It appears ISA will be receiving a \$10,000 yearly donation in honor of Grace Harris. Luan has been working with Paulette Riley of the Kansas Community Foundation on the details. Will try to put together an article about who Grace Harris was and why ISA was chosen for the generous donation.

AIRLINE SCHOLARSHIP: (Keith Johnson by written report) Presented a status report of the current airline scholarship recipients. ***Women in Aviation Conference is coming along nicely. We will be hosting a seminar on our scholarship program. ***Thanks to the hard work of Lori Cline and the other volunteers who worked during the Winston-Salem Air Show, we will be adding a \$4000 scholarship designated for a female aviator from the state of North Carolina. ***Northwest Airlines requires that scholarship candidates successfully complete stage one of their interview process. We will be sure that all candidates understand what a great opportunity this is and help with their preparation this year.

CONVENTION: (Liz Voigt by email report) A complete guideline for convention site proposals will be in the April newsletter. ***Registration and hotel bookings are coming along well. ***Phone number of Cyprus Airways was incorrectly listed in the last newsletter, please note the correct one. *** Hoping for approval of positive ID 90s on Cyprus Airways for sponsors by next week. Tour company information is being finalized. *** Still waiting official reply from customs regarding sales tax. ***The ISA Stores will only have samples of what is available and take orders during the Convention with the items shipped afterwards. **Will need a volunteer to man the Stores booth during registration hours.**

CORPORATE

COMMUNICATIONS: (Susan Gillett by phone) Bylaw changes are nearing completion. Will forward changes to Sylvia Paoli for review of any that may affect our status with the IRS. ***Standing Rules as amended in April are ready for printing. ***We were able to help Seema Kuper obtain a Visa so she could accept employment in the U.S. ***Operations Manuals have been revised and distributed. ***Silent Auction items

procurement is coming along slowly this year. ***The Beryl Markham Memorial looks like it will be receiving support from the 99s and Women in Aviation. If both these groups express their support, so will ISA. ***The "Tips on Becoming an Airline Pilot" brochure is being revised by Gail Redden-Jones, and Ohio State University has offered to reprint with appropriate copyright added.

HPR: (Patty León) Still need copies of latest maternity policies or current revisions from most of the airlines.

EDUCATION: (Diane Casavant) The grand opening of the Ninety-Nines museum with our display cabinet will be during the week of July 21-23. Will be seeking volunteers willing to represent ISA+21 during the celebration. The cost of purchasing a used mannequin to add to our display is about \$400. If any member has an inside track on acquiring mannequins (as a donation) your input would be appreciated. ***The Santa Monica Museum of Flying will be profiling women in aviation during the month of March. We were offered to be a participant. This was a last minute notice, but will try to contact ISA members in the area who may be interested in participating.

MEMBERSHIP: (Denise Mowat by written report) Over 400 renewals to date but still have not heard from 190 current members. Ladies, please send in your renewals in a

(continued on page 11)

Treasurer's Report

(continued from page 4)

in LAS. Treasurer expenses include tax related costs. "Other" category includes bank fees, quarterly BOD meeting room rental, and Captains' Club plaques

The 1999 budget for ISA's operating costs was approved at the February board meeting. This budget does not include convention income/expenses or scholarship donations or distributions. Income vs. expenses are as follows.

Income:

Membership Dues	22,872
Interest	1,660
ISA Store	500
Total	\$25,032

Committee Expenses:

Chairwoman	35
Corporation	1,845
Education	300
Gender Issues	110
Human Performance	85
Library	100
Membership	2,850
Newsletter	14,275
Scholarship	1,235
Secretary	740
Treasurer	320
ISA Store	305
IFALPA	800
Other	1,950
Total	\$24,950



ATTENTION

We need YOU to send in articles and photographs for the ISA News. Tell us a funny aviation story, show us a great picture of your new airplane, quote us poetry. This is your newsletter for your news.

Corporate Communications Report

by Susan Gillett



I mentioned in the last newsletter that ISA had forwarded to the Ninety-Nines, Inc. and Women in Aviation a proposal for a Beryl Markham memorial in Canada.

The presidents of both organizations will be discussing the proposal with their Boards of Directors at their March meeting. I did find out that WIA has no chapters yet in Canada, but their president, Peggy Baty, was still interested in publicizing the project and helping raise funds. The Ninety-Nines have quite a few chapters in Canada, and Beverley Sharp, their president, was quite interested in the proposal. I hope to have more to report on this proposal at the annual meeting in May.

Our attempt to update the "Tips on Becoming an Airline Pilot" booklet has hit a setback. Originally, Ohio State University personnel thought they would be able to update and reformat the information. However, they informed me at the beginning of February that they will not have the time or staff to do this. Our members will have to do the updating. Ginger's production assistant will do the formatting, and then Ohio State will do the printing. ISA member Gail Redden-Jones has very kindly

agreed to update and recheck the information. At our February Board meeting in Denver, I expressed the hope that in the future we could produce other editions of the Tips booklet that would be pertinent to the aviation requirements in different regions of the world where we have members. I think our members in different regions could prepare the text, and then find local airlines or universities to help them publish it in booklet form. If any of you are interested in getting a project like this off the ground in your area, please contact me or Diane Casavant, the Education Chair. I am still working on getting the present "Tips" booklet copyrighted in the U.S. This has been delayed because I have had to devote time to trying to organize the May silent auction.

This year for the May silent auction and raffle we will be more dependent on individual donations and sponsorship efforts. (Please see the sample SA donation request letter on page 13.) No one has stepped forward to take over ISA's fund-raising position. I have been very grateful this year for the part-time help of Delta pilot, **Sandra Stephens**, who is a real whiz on the computer! I am going to make a suggestion to the ISA Board at the May meeting that we really need three people to work on fund-raising, and that at least one of those people should be based in Europe. Many hands make light work. Unfortunately, we have a tendency to think someone else's hands are going to do it! Communication is key too! If you change your mailing address or e-mail address, or your phone or fax numbers, please let

(continued on page 10)

Education Report

by Diane Casavant



If you are still looking to do just one small thing for ISA this year, the Captains' Club Committee will be needing a new organizer. This committee reports to the Education Chair and primarily keeps records of new captains, so at the awards ceremony at the convention, plaques can be awarded to the newly upgraded captains. The committee is already organized from past holders and can be easily transferred to the next member. This is not a Board position, so attending our quarterly meetings is

not a requirement. Everything can easily be done at home wherever you live. If you have e-mail capability, the job will be that much easier. If you are looking to volunteer, but only have a little time to devote, this committee might be just for you. If you have any questions, please notify Patricia Barrera, at JPJBarrera@compuserve.com or (925) 606-7506, as soon as possible.

Please volunteer. WE NEED YOU!

This summer the Ninety-Nines are having their Annual International Convention in Oklahoma City, Oklahoma, starting Wednesday, July 21 with the Grand Opening of their museum on Saturday evening, July 24. If you are planning to attend any part of this convention, we would like you to represent ISA for a photo in front of our newly designed museum cabinet. This project started back in September 1996, and has evolved into quite an accomplishment for

the Ninety-Nines. If you have any questions or plan to attend, please notify me at 110603.2573@compuserve.com or (617) 723-1612.

I would like to personally thank ISA members, **Adrienne Slais, Sydney Hale, Laura Argir, Nanc-elisha Briot, and Jennifer Nicholson** for each taking the time to reach out to their local schools with presentations to encourage students. Remember, videos are available to you from me for loan to help capture and motivate these youngster for their futures. They are the ISA Video about women airline pilots, SIU Video about women in varying fields of aviation, created by Southern Illinois University and the BBC Video featuring Lynn Ripplemeyer, created by British Broadcasting Corporation.

Also, I have the "Tips on Becoming an Airline Pilot" brochure which can also be downloaded from our website, www.iswap.org. ➔

Financial Scholarship Report

by Luan Meredith



I've just come from our most recent "ISA Ski Days" and Board meeting where I had the pleasure of skiing and conducting business with some of the most wonderful airline pilots in the world! These are dedicated ladies who are outstanding in their achievements and passion for life. If you ever want to be motivated,

join a gang of ISA gals out doing their thing and you'll just catch the energy!

Our scholarship fund continues to grow. It is a blessing to be part of the organization that promotes and facilitates increasing the numbers of women in the professional airline pilot ranks. This last month we've been given a \$4000 gift from the Women in Aviation Airshow. This will generate a new scholarship division for ladies from North Carolina. Many thanks go to Mr. Keith Commer the Winston Salem Airport Commissioner. Also to the ladies who worked at the airshow giving of their time and talent. **Lori Cline, Julie Clark, Maggie Rose, Lynn Zapico, and Keith Johnson.** We applaud loudly your efforts at the ISA tent.

In the real near future, maybe at our booth at WIA or at our convention in Cyprus, Ms. Paulette H. Riley, Evaluation Manager and Program Officer of the Greater Kansas City Community Foundation and Affiliated Trusts will be presenting ISA with the first yearly check for \$10,000.00. This money comes from the Grace Harris Trust Fund. Ms. Harris lived in Overland Park, KS. Ms. Harris wrote *West To The Sunrise*, a book published in 1980 about her experiences in airplane racing and a firsthand story of aviation dating to Pearl Harbor. She was well known in the 1940's and 50's for racing of aircraft and sports cars. When I ask Ms. Riley why she chose ISA for this wonderful donation, her reply was of all the organizations that were presented to her from research, she

(continued on page 6)

BOARD OF DIRECTORS REPORTS

Corporate Communications Report

(continued from page 8)

the Membership Chair know as soon as possible. Some of my attempts to get information for silent auction by e-mail were fruitless because the e-mail addresses were no longer valid. I would like to create a core of information about past donors and sponsors that can be passed to my successor, and to the people who volunteer to do fundraising in the future, so that one does not have to reinvent the wheel each year. We have had some great successes in past years, and if our scholarship

fund is to be as successful as we would like it to be, we need to avoid a pattern of feast or famine and try to get a steady level of support each year. It cannot always be the same volunteers who do all the work. If the organization is going to thrive and grow, new faces need to step forward and take a turn. I would really like to see more involvement in fundraising from members outside North America.

Within the first 90 days of the year 2000, ISA must apply to the Internal Revenue Service for permanent tax-exempt status under U.S. tax laws. Our outside counsel,

Sylvia Paoli, will be reviewing records and reports submitted to her by the Board members as well as ISA's past tax returns to help us prepare for this.

My term on the Board expires in May 2000. I do not expect to do another two year term on the Board. If any of you think you might be interested in taking over this position, or would like to learn more about it, please contact me or Chairwoman, Ginger Cutter. Nominations do not need to be submitted until next February, so that will give anyone who might be interested plenty of time to learn what is involved. ➔

STANDING RULES of ISA

(ed. note: These Standing Rules will be printed in ISA News once each year for the benefit of our membership)

1) Current annual Membership Contribution is:

Active Member	\$45.00
Inactive Member	\$15.00

No contributions for Life and Honorary Members. A contribution made after the start of the fiscal year is not prorated. Contributions received prior to October 1 will be applied to the current fiscal year. New membership contributions received on October 1 or later will be applied through the following year.

2) There shall be an Annual Convention at which members will meet to discuss the business presented to them by the Board of Directors.

3) The Board of Directors shall meet four times per year at a date and time agreed upon by a majority of Directors. Such meetings may include Directors not physically present, via

telephone or immediate electronic communication (computer).

4) Expulsion from ISA membership shall be determined by a majority vote of the Board of Directors. Upon a 2/3 majority vote of the Board for termination, the Secretary shall send official notice of termination to the affected member via certified mail return receipt requested. This notice shall inform the member that her membership shall terminate upon receipt. The member may request that such termination be brought before the membership. In this case, ISA must ballot the membership, stating the name and airline of the member to be terminated, the reason for her termination, the member's own rebuttal of the alleged reason for termination, and a request for a Terminate or Do Not Terminate vote from each member. A two-thirds majority vote of voting members is required for termination.

5) A Director may be removed from office by a 2/3 majority vote of the Board of Directors, as stated

in the Bylaws. The affected Director shall be notified by the Secretary in writing, certified mail return receipt requested. The affected Director shall have an opportunity to respond to the full Board of Directors before a final vote shall be taken and the removal become effective. A director so removed may petition the membership for review and reelection. Up to one page of the Newsletter may be donated to the affected Director for her request for review and reelection.

6) By the signature on the application/renewal, each member agrees that all photographs, reproductions, articles, software and other properties and information submitted by her to ISA have not been previously copyrighted and henceforth become the property of ISA unless otherwise agreed upon in writing.

(Changes, additions, and deletions to the Standing Rules may be made at any time by a majority vote by the Board of Directors of ISA.)

Secretary's Report

(continued from page 7)

timely manner. ***Discussion on making the renewal process more visible and instituting a surcharge for late renewals. Tabled until the May board meeting pending further investigation.

NEWSLETTER: (Ginger Cutter) Due to the need of Board Members being up to date on the latest news, their newsletters will now be mailed 1st class vs. 3rd.

***Have several more financial articles submitted for future print. ***All members are reminded that articles are always welcome, including insight on what your particular airline is like

STANDING COMMITTEES

LIBRARY - Per the Rules of Borrowing in the Operations Manual, loaning of materials will be more closely monitored.

FAST TRACK - Luan will be trying to expand Fast Track into more of a mentorship program.

OLD BUSINESS

New sub-committee is being formed that will report to the Chairwoman called Printing & Publications. Will help to standardize all printing and mailing expenses. It will be chaired by Ginger Cutter who currently holds the bulk mailing permit for ISA.

NEW BUSINESS

Member June Viviano made a presentation to the Board regarding her networking program on behalf of ISA and the women at FedEx. She will be putting together an outline that other airline representatives can use to start their individual networking groups. She passed out a copy of the first issue of the "ISA Networking News 'FedEx Chapter'" that is to become a monthly feature for women at FedEx. She will be writing an article for the *ISA News* regarding this project.

ADJOURNMENT

Meeting was adjourned at 1630 →

Airline Scholarship Report

By Keith Johnson



The beat goes on! The airlines are hiring our scholarship winners and applicants left and right, which is good for them and good for ISA, as well. It means lots of potential new members for ISA+21! **Kathryn Smith**, 1998 United Airlines scholarship winner, has been hired by Continental. Her scholarship will go to the first runner-up, **Alison Devereux-Naumann**.

Christine Condon, the 1998 US Airways scholarship winner, was hired by US Airways on January 4. **Lynn Zapico** is the first runner-up.

The second runner-up for the US Airways scholarship, **Kelly Brown**, was hired by American Airlines in February. **Bernadette Hayward**, who inherited the Northwest scholarship from **Karen Anderson**, UAL new hire, will begin her training at NATCO in St. Paul, MN on March 1. ISA member, **Carol Cansdale**, very kindly offered to share her home with Bernadette during the course of her training, which will greatly help to defray her expenses during training.

Thanks, Carol!!! For those of you who live near the training centers of our scholarship donors, such as Denver, Memphis, Minneapolis and Pittsburgh, offering to house our scholarship recipients for about 5 weeks during their training is a great way to help out these applicants while they are on a leave of absence from work and living without a paycheck for a period of time! The scholarship winners are

most appreciative of this gesture from our members. Please let us know if you can assist a scholarship winner with lodging in the future.

Luan Meredith and I have already sent out numerous scholarship applications for the 1999 scholarships. Judging from the response at last year's Women in Aviation conference, we will be handing out many more scholarship applications at that conference on March 18 - 20 in Orlando, FL. We will again be hosting a seminar at the Women in Aviation conference to explain the mechanics of our scholarship program. Several of our previous scholarship winners will be relating their experiences with their scholarship training at this seminar, which generated many scholarship applications for us last year. I appreciate the commitment of so many of our members who have promised to work at the ISA booth at this conference. There are so many questions to answer from young women attending the conference, seeking information about our careers. Thanks for your help!

The deadline for scholarship applications is April 1. If you know someone who would like to apply, please contact us ASAP and we will send out an application. Scholarship applications can also be downloaded from the ISA website at www.iswap.org. A special thanks to **Ginger Cutter** for maintaining this website for us!

We received some great news from **Lori Cline**, who initially reported the proceeds from the Winston-Salem Airshow in September at \$2500. The final tally resulted in a \$4000 donation to the ISA Scholarship fund from this airshow. Lori and **George Cline**, deserve a huge round of applause for all their efforts in this successful project! Thanks to both of you!! →

A Scholarship Thanks

Feb 2, 1999

Dear Ms. Meredith,

I am pleased to let you know that this past week I passed the checkride for the Airline Transport Pilot Certificate. I am so excited to have achieved this goal! It would not have been possible for me to accomplish this task at this stage of my career without the generosity and encouragement from the International Society of Women Airline Pilots.

Once again, I would like to thank you and the members of ISA for financially aiding women pilots to help us reach our ultimate career goal of becoming airline pilots. I would also like to thank you and the members of ISA for serving as role models for all aviators. I am extremely grateful to the ISA Scholarship Committee for selecting me to be the recipient of the Financial /Career Scholarship. I am proud to have accomplished the goal of obtaining my ATP, and I look forward to the many exciting career challenges that are in my future.

Sincerely,
Neeley A. Weaver

Convention Report

by Liz Voigt and Natasa Papadopoulou



*And laughter-loving
Aphrodite went to Paphos
in Cyprus, where she has
her sacred precinct and
fragrant altar
- Homer in Odyssey.*

*Oh, take me there. For there
is grace, there is desire.
- Euripides*



Are you coming? Have you registered? If not do it now!!

May is only a breath away and spring is already in the air. The fields are a spectacle of red and gold as hundreds of flowers come into bloom.

Allow me to guide you.

There are two ways to come by air, either Larnaca (LCA) or Paphos (PFO) airports. Paphos is 30 minutes drive from Coral Beach Hotel and Resort but is mainly served by chartered airlines and Cyprus Airways. Larnaca is 1 hour 45 minutes drive from the hotel and because it is the main airport it is served by the most major airlines. (See February Newsletter for details)

Wherever you arrive you can take a taxi to the hotel. This is the best and quickest way as buses are not frequent between cities and run only at certain times each day. I negotiated an agreement with a taxi office in Nicosia - LOFOS TAXI - and we are given special fares as follows:

LCA to Coral Beach	CY£ 35	4-seater taxi
LCA to Coral Beach	CY£45	7-seater taxi
PFO to Coral Beach	CY£8	4-seater taxi
PFO to Coral Beach	CY£10	7-seater taxi

Normally the fares are CY£10 to CY£15 higher than these. Also sometimes taxi drivers overcharge, so I really recommend that you use this company. Just fax or call them with your arrival details and a taxi will be waiting for you. If you don't know your time of arrival (if you are traveling on standby tickets) just give them a ring when you do arrive. Always mention you are attending the Women Pilots' Conference. Their details are TEL. + 357 2 374 374; FAX. + 357 2 377 019. If you are calling from Larnaca or Paphos that will be 02 374 374.

If you would like to have your own wheels for your stay on the island you can hire a car from either LCA or PFO airport as there is a variety of well known car hire firms such as Eurodollar, Avis, Hertz, Astra, Budget, Europcar and others. (Prices vary from CY£12-CY£34 per day). You will need to bear in mind that we drive on the "wrong" side of the road! That is-on the left-hand side.

As you will have read in the February newsletter, Cyprus Airways is offering firm rebate tickets (positive space ID90s) to ALL ISA members and their spouses and children (sorry, no other relatives although I tried hard to

(continued on page 13)

Convention Report

(continued from page 12)

get them included). As some of you have found out there has been a change in the Cyprus Airways New York office. Since the 1st of February, Cyprus Airways is represented by KINISIS TRAVEL in NY Tel. 718 267 6882 Fax. 718 267 6885. Ask for Joanna Villios or Mary Papamichael. Make your reservation, pay by credit card and pick up the ticket either from a Cyprus Airways office or from the airport of your departure from a Cyprus Airways desk.

Coral Beach Hotel and Resort as you already know, will host us. If you haven't made your reservation yet you need to do so quickly - call Andreas Mylonas at the hotel tel. + 357 6 621 601 or Fax. +357 6 621 900 or e-mail coralres@coral.com.cy

Once more the cost of the rooms is as follows:

- Double Sea View Room: CY£ 64.00 (\$US 128 approx.) (two persons in the room)
- Double Sea View Studio Suite: CY£102.00 (\$US 204 approx.) (two persons in the suite)

Please use the following letter as a guide when you contact merchants for Silent Auction donations, filling in the appropriate areas.

Date **/**/**

Dear *****,

I am writing to you on behalf of the International Society of Women Airline Pilots (also known as ISA+21). Our membership numbers 587 members from 100 airlines in 34 countries. We are holding our 21st annual convention in Paphos, Cyprus on May 11 - 13, 1999. We expect about 250 members and their families and guests to attend.

One of the highlights of our annual meeting is an auction of items donated by businesses from around the world. The money raised goes into our Scholarship Fund. From this fund we award flight-training scholarships to women who aspire to be airline pilots. These scholarships are made available to women all over the world.

I would like the opportunity to introduce your "product /service/ company/hotel" to my colleagues, their family and friends. Would you be willing to donate a "gift certificate/merchandise/stay at your hotel or resort" for our auction this year? Our organization is a charitable and educational organization under Section 501(c)(3) of the U.S. Internal Revenue Code, so your donation is fully tax-deductible under U.S. tax laws. (It may also be deductible under some foreign tax codes.) Our U.S. Tax ID number is 52-1465669. We will gladly display any brochures about your "products/hotel/ services" at our auction. We can also include them in our registration packets. Your business will also be mentioned in our quarterly newsletter that is mailed to over 34 countries and 100 airlines.

If you are able to donate, please send me a letter describing the donation and the estimated retail value. If you have any questions, please call me at "999-999-9999". If shipping is necessary we can help you arrange that.

Sincerely,

Your Name
Your Address
Your Phone Number/E-mail/Fax Number

Children under 12 years old are free. (Families with one child can use a room; families with two children can use a suite). All prices include taxes and a sumptuous breakfast. If you arrive a day or two earlier you can spend your time enjoying the many facilities of the Coral Beach Resort or get a head start exploring the historic city of Paphos. There are various information packets available at reception.

Alternative Accommodation: Some of you have been inquiring about other hotels in Larnaca and Limasol for longer stays either before or after the convention. In the following list the prices are as follows - about \$150 p.p. for the five star hotels, \$110 p.p. for the four star and for the three star \$75 p.p. You need to contact these hotels directly with your requests.

LARNACA: (Five Star): *Golden Bay*
Contact Costas Papachristoforou
Tel.+357 4 645 444 Fax. +357 4 654 451
e-mail goldenbay@lordos.com.cy
(Four Star): *Palm Beach* Tel + 357 4 644 500 Contact: John Xydias Fax.+ 357 4 644 770 e-mail palmotel@logos.com.cy
Lordos Beach tel.+ 357 4 647 444 Contact
Andreas Christodoulides Fax.+357 4 645 847
Sundy Beach tel.+357 4 646 333
Contact Joanna Pieri Fax.+357 4 646 900. (Three Star) *Karpasiana Beach*
Sunotel Tel.+357 4 645 001 Contact
Andreas Tofias Fax. + 357 4 644 243

LIMASOL: (Five Star): *Apollonia Beach*
Sunotel Tel. + 357 5 323 351 Contact
Christos Zenios Fax.+ 357 5 321 683

(continued on page 15)

PAFOS PLAYGROUND OF THE GODS

Capital of the west and positively teeming with history is Pafos (also spelled Paphos), site of the island's second international airport. The resort town has as its focal point a charming fishing harbor by Pafos Fort, lined with open-air cafes and tavernas that serve a tempting menu of the day's catch.

It was on Pafos shoreline that the mythological Goddess Aphrodite was born - a legend that spawned a massive wave of cult worship from neighboring countries that lasted several centuries. The large rock that juts from the sea is known as "Petra Tou Romiou" - The Venus Rock - while the Baths of Aphrodite at Polis and the "Fontana Amorosa" - Fountain of Love - also echo her apparent penchant for the island. At Kouklia lie the remains of the Goddess' earliest Sanctuary.

Another "first" for Pafos was its early recognition of Christianity. While under Roman rule in 45 A.D., it was here that Saint Paul converted the first ruler to the faith.

The legacy from its remarkable history adds up to nothing less than an open museum, so much so the UNESCO simply added the whole town to its World Cultural Heritage List. Among the treasures unearthed, are the remarkable mosaics in the Houses of Dionysos, Theseus and Aion, beautifully preserved after 16 centuries under the soil. Then there are the mysterious vaults and caves, the Tombs of the Kings, the Pillar to which Saint Paul was allegedly tied and whipped, the ancient Odeon Theatre and other places of interest including the Byzantine Museum and the District Archaeological Museum.

The low-lying scenery around Pafos, much of it cultivated with banana plantations and backed by the gentle foothills of the western Troodos range, has an attractively open quality to it. This is the gateway to the Peninsula of Akamas, a natural wilderness of incredible beauty with breathtaking gorges, spectacular coastlines and enjoyable nature trails.



A vacation in Cyprus is not only history and mythology, it's also more of the good things in life. And there's no getting away from it, cuisine is one of the most important criteria for determining a good holiday, and in this respect Cyprus is not likely to be found lacking. Visitors are usually very taken with Cypriot food and the friendly service that goes with it.

There is a wide range of cuisine, with hotels and smart restaurants tending to serve international fare, and a choice of speciality restaurants all over the island. Fish taverns are dotted all along the coastline, but the traditional Cypriot meal is the "meze" - which really means a mixture. It consists of many dishes, all vying for space on your table, including delicious dips, moussaka, tavvas, koupepia (stuffed vine leaves), etc, all accompanied by locally brewed Cyprus beer, or one of the island's excellent wines.

Cyprus night life caters for all tastes, too. A number of tavernas serve-up traditional dancing along with the meze, and some of the impressive discos rival any in Europe. Nightclubs are also plentiful and most hotels have resident bands. ➔

Convention Report

(continued from page 13)

Four Seasons Tel. + 357 5 310 222 Contact Costas Tseriotis Fax. + 357 5 310 887 *Hawaii Beach* Tel. + 357 5 311 333 Contact Nikolas Aristou Fax. + 357 5 311 888 (Four Star): *Ajax* Tel. + 357 5 310 000 Contact Lazaros Lazarou Fax. + 357 5 311 222 *Atlantic Bay* Tel. + 357 5 321 023 Contact Demitris Nikolaidis Fax. + 357 5 327 020 *Elias Beach* Tel. + 357 5 325 000 Contact Chrystalleni Sozou Fax. + 357 5 320 880 (Three Star): *Kanika Pantheon* Tel. + 357 5 342 642 Contact Costas Stavrou Fax. + 357 5 344 259 *Golden Arches* Tel. + 357 5 322 433 Contact Andreas Panayiotou Fax. + 357 5 325 835

WHAT TO PACK

First of all your uniform (you can leave your hat at home) for the Business Meeting and group photograph, then your snazziest cocktail dress for Tuesday's Welcome Cocktail party. For the Sunset Cruise on Wednesday you will need casual wear but bring a sweater too because it might get chilly at sea. Don't worry about your Dinner attire as we have a surprise in store and you can keep your casual clothes from the cruise. In general, May days are pleasantly warm with an average temperature of 26 degrees C (79 F) but at night it may fall a bit to an average temperature of 16 degrees C (60F). So cotton and light wool mix clothes are recommended with a jacket or light sweater for the evenings. Don't forget your swimsuits as the sea is quite warm with an average temperature of 21 degrees C (70 F).

GUESTS AND CHILDREN

It is a great idea to bring along guests as Cyprus is really a great place for holidays and there is a lot to do and see in Paphos. All guests are welcome to all our activities with the exception of the Wednesday Business meeting. Children are also not allowed at the Cocktail Party. They can spend the Business meeting hours visiting the city's ancient sites or just lying on the beautiful beach of the hotel or - for the more energetic - trying out any of the water sports available. Also for those of you who cannot live without golf there is a mini golf course at the hotel. For our younger guests there is a children's activity center open at the hotel from 10 am to 4 pm with qualified and experienced teachers and child minders who supervise a wide range of activities. Baby sitters are available outside these times at a rate of CY£4.50 per hour.

NOW LET'S TAKE THINGS ONE BY ONE:

Registration will take place on Tuesday, the 11th of May, from noon to early evening. This will be done at the hotel's Foyer. Here you let us know you have arrived, pay any outstanding fees and receive your name badge

and a welcome information bag. After you register you can visit the Hospitality Suite, which will be open the same time as registration and is located in the Adonis Room. There you can buy raffle tickets, browse at ISA's store and meet with old and new friends.

Then we need to get ready for the Welcome Cocktail Party. We meet at the hotel's lobby and we depart for Paphos Fort where the party will be held. This year it is sponsored by Paphos Municipality. When we've had enough, coaches will take us back to the hotel. For the night owls who may want to spend the rest of the night at one of the city's nightclubs you can stay behind and take a taxi back. Or use the local bus service which runs every 15 minutes until 2330.



Wednesday is a busy day and also a long one. Early breakfast and then the Business meeting, of course, which will be held in Akamas C conference room. We have a coffee break mid morning and then continue until lunchtime. Before we can indulge in lunch however, we will be having our group photos, which will be staged at the hotel's Amphitheater. The Award Luncheon will be held at the Coral Restaurant and is graciously offered by the hotel. During dessert we will have the Captains' Club presentation to colleagues who have attained their fourth stripe in the last year. Right after that we'll hold our press conference. Please hang around as press people will be coming here just for you and will certainly be interested in some mini interviews. Remember that being host to so many women pilots is an great thing for Cyprus.

In the afternoon we will enjoy the setting of the sun during a cruise along the unspoiled Akamas coast. While we wait for the sunset we can relax on the boat with a drink and finger buffet. Don't eat too much though because we are not finished yet! A special night is waiting for us at the hotel - a night dedicated to the

(continued on page 19)

WOULD YOU LIKE TO PROPOSE YOUR CITY AS A FUTURE ISA CONVENTION SITE - HERE'S HOW...

In recent years we have been selecting convention sites well in advance, with the Board of Directors voting on proposals at the August Board Meeting 18 months before the convention concerned. This has become necessary as our group has grown and many large hotels' convention facilities are booked several years in advance, and we didn't want to find ourselves with limited choices. Plus the convention chair and local liaison then have a reasonable length of time to get everything in place (However as any past convention organizers can tell you - you can never start early enough - it always catches up with you!). To date we have tended to stay away from professional convention planners and arrange everything ourselves as we felt that we then achieved a unique convention rather than a "cookie cutter" standard plan. Of course, with our group growing, this is becoming more difficult to accomplish, and the Board is not opposed to using the help of a professional - as long as it is cost effective.

Now let's get down to the nitty gritty.

The proposed hotel(s) should be four or five star and able to accommodate our business meeting. We need space for 150 members with classroom setup (i.e. with tables in front of each row). If this is impossible we have on occasion accepted theater

seating (e.g. in Amsterdam) but classroom is preferable.

We ask for a room rate based on 2 sharing per room with some type of breakfast included (in the US this is often only a continental breakfast) for a rate in the order of US \$100 - \$120. We would then also try to get a low extra charge for a third (or 4th) person sharing the same room. Of course the rates have varied quite a bit over the last few years and this is not the prime deciding factor.

We need approximately 100 rooms for the Tuesday and Wednesday nights with about 20 for the Monday and (depending on the extra tours arranged etc.) maybe 40 for the Thursday. This is an initial guideline only - numbers will need to be adjusted later. The hotel should also have a suitable venue for our Welcome Cocktail Party where we will need tables set up for the Silent Auction and a microphone. Similarly on the Wednesday when we have the Awards Luncheon, we need a dining area suitable for 250 members and guests where a podium can be set up in view of all attendees so that the Captains' Club awardees can be followed by all present.

Then, if possible, information should be included as to possible side trips (general itinerary and price range). Another important factor is the accessibility of the chosen city. It should be served by several airlines so that members have a good

chance of getting there relatively easily. It would certainly be a plus if the proposer can persuade her (or any locally operating) airline to give concessions to ISA members. Last but not least if the proposer can come up with (possible) sponsors to share in the financial burden of hosting a convention, this relieves the workload considerably and certainly wins brownie points for that proposal!

All in all, the Board is looking for a well-rounded package. If you would like to propose your city, we suggest you gather as much information as possible (using the above guidelines as a minimum required). Bear in mind that it was decided last year that the Convention may be held at another time than the traditional second week of May if necessary. Once the decision has been made and a city selected there is more detailed information available as to our requirements or recommendations. Many areas change from year to year - the local liaison can use her discretion to a large extent (though in consultation with the Convention Chair and the Board) to adjust to the local situation.

So, if you have enjoyed the Conventions put on for you over the years, why not make it your turn to give something back to ISA and propose your city as our next convention site!! I'll be glad to hear from you! →

ISA COMMITTEES AND RESOURCES

International Society of Women Airline Pilots, 2250 E. Tropicana Ave, Suite 19-395, Las Vegas, NV 89119 USA

Aeromedical / Loss of License

Carole Litten, Chairwomen
941-437-9750
70774.1354@compuserve.com
Susie Arthurs, 816-747-2516
sarthurs@socket.net
Ginger Cutter, 650-728-0854
gmcutter@coastside.net
Sherry Harriman, 303-777-6882

Captains' Club

Recognition of Captain Upgrade

Patty Barrera
34 Daisyfield Drive
Livermore, CA 94550 USA
925-606-7506
JPJBarrera@compuserve.com

Convention

Liz Jennings Clark
lizjc@worldonline.nl
Fax: 31 842 126995

Convention Liaison - 1999

Natasa Papadopoulou
11, Karditsis Street
Nicosia - 173, CYPRUS
357-2-477137
pnatasa@cytanet.com.cy

Corporate Communications

Susan Gillett
Ph. 315-637-0500
Fax 315-637-0808
smhgill@bm.net

Education

Diane Casavant
617-723-1612
110603.2673@compuserve.com

Fast Track

News for ISA Job Seekers

Luan Meredith
314-845-7282
76221.2731@compuserve.com

FIRSTS Project

Ginger Cutter
650-728-0854
gmcutter@coastside.net

Gender Issues

Nancy Novaes, 212-535-9865
76147.514@compuserve.com
Lucy Young, 404-892-2607
70774.1474@compuserve.com

Human Performance & Resources

Family News?

Patricia León
563 1/2 Highland Drive
Seattle, WA 98109 USA
206-285-0936
70772.574@compuserve.com

IFALPA Representative

Liz Jennings Clark
lizjc@worldonline.nl
Fax: 31 842 126995

International Fund

Donna Beering
618 Maplewood Drive
Wheaton, IL 60187 USA
630-665-1027
76637.676@compuserve.com

ISA Peer Support Team

CIRP-Trained Specialists

Sandy Anderson, 808-236-7754
70264.2516@compuserve.com
Eva Brock, 916-753-4612
72753.305@compuserve.com

Karen Kahn, 805-687-5859
KarenKahn@compuserve.com

Pam Krueger, 703-330-7178

Nancy Novaes, 212-535-9865
76147.514@compuserve.com
skyelement@usa.net

Charlene Sammis, 305-852-0193
2char@reefnet.com

Mimi Tompkins, 808-988-7102
MLTompkins@compuserve.com

June Viviano, 901-854-9382
waldotoo@aol.com

Linda Wright, 281-362-0748
76147.2434@compuserve.com

Lucy Young, 404-892-2607
70774.1474@compuserve.com

ISA Graphics

Lisa Kuehl
515-432-6019, Fax 515-432-2860
73761.2674@compuserve.com

ISA Store

Carol Cansdale, Manager
6281 Mallory Lane
Eden Prairie, MN 55346 USA
612-906-2833
70263.67@compuserve.com

Library

Denise Mowat
W12347 848th Ave
River Falls, WI 54022 USA
715-426-5202; FAX 715-426-0995
70264.2006@compuserve.com

Membership

Change of Address?

Denise Mowat
W12347 848th Ave
River Falls, WI 54022 USA
715-426-5202, Fax 715-426-0995
70264.2006@compuserve.com

Menopause Medical Resources

Beth Raphael, 650-994-8019
76250.1227@compuserve.com
Nancy Novaes, 212-535-9865
76147.514@compuserve.com

Newsletter

Ginger Cutter, Managing Editor
191 Bridgeport Drive
Half Moon Bay, CA 94019 USA
650-728-0854; Fax 650-728-8502
gmcutter@coastside.net

Operations Manual

Nancy Novaes
212-535-9865; FAX 212-734-5751
76147.514@compuserve.com
skyelement@usa.net

Printing & Publications

Ginger Cutter
650-728-0854; Fax 650-728-8502
gmcutter@coastside.net

Scholarships - Financial

Luan Meredith
545 Blossomheath Drive
St. Louis, MO 63125-5323 USA
314-845-7282
76221.2731@compuserve.com

Scholarships - Airline

Keith Johnson
P.O. Box 421
Nesbit, MS 38651 USA
601-429-7972, Fax 601-429-7282
71145.550@compuserve.com

Scrapbook Archives

Send articles and pictures!

Ginger Cutter
191 Bridgeport Drive
Half Moon Bay, CA 94019
650-728-0854

Secretary

Tiana Daugherty
1001 St. Andrews Drive
Byron, CA 94514-9226 USA
925-516-3600
110024.2567@compuserve.com

Treasurer

Scholarship Donations

ISA Taxpayer ID #52-1465669

Janet Côté
2458 Wildhorse Drive
San Ramon, CA 94583 USA
Phone/Fax 925-829-5067
janetcote@compuserve.com

Website

www.iswap.org
Ginger Cutter, Webmaster
650-728-0854, Fax 650-728-8502
gmcutter@coastside.net

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

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

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

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

Name _____ E-mail _____

Address _____

City, State, Zip, Country _____

Phone _____ Fax _____

Send to Denise Mowat, W12347 848th Ave, River Falls, WI 54022 USA Fax. (715) 426-0995, e-mail 70264.2006@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 _____ E-mail _____

(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 León, 563 1/2 Highland Drive, Seattle, WA 98109 USA e-mail: 70772.574@compuserve.com

CALLING ALL CAPTAINS!! For inclusion in the ISA+21 Captains' Club

Name _____ E-mail _____

Address _____

City, State, Zip, Country _____

Airline _____

Date First Signed Release* _____ Aircraft Type _____

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

Send to. Patty Barrera, 34 Daisyfield Drive, Livermore, CA 94550 USA (925) 606-7506 e-mail: JPJBarrera@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, PLEASE indicate which 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 IBM 3.5" disc to Editor, 4261 Dry Creek Ct., Santa Clara, CA 95054 USA

3) Mail typed articles to above address

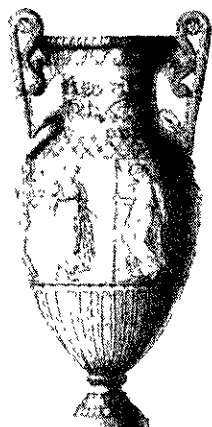
Unless written instructions to the contrary are received by ISA from the author, all submissions become the property of ISA and may be reproduced and disseminated at the sole discretion of ISA. Photographs may be mailed to the Editor; they MAY be trimmed for spacing. Please identify the people and event 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

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

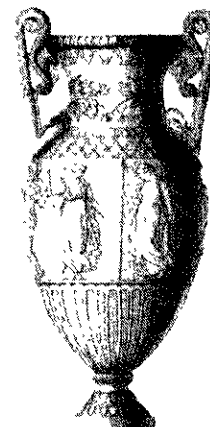
To protect members' personal data, please remove this centerfold before sharing the ISA News with others

ATTENTION WOMEN AIRLINE PILOTS

The International Society of Women Airline Pilots



ISA+21
invites you to the
21st Annual Convention
in
Paphos, Cyprus



Tuesday May 11 – Thursday May 13, 1999

REGISTRATION FEE: \$110 USD

Includes:

- Tuesday Welcome Party
- Wednesday Morning Breakfast
- Wednesday Business Meeting
- Luncheon with Captains' Club Presentations
- Wednesday Evening Cruise
- Thursday Tours

Hotel Registration Deadline: March 31st
Coral Beach Hotel & Resort

Convention attendance is limited to ISA members
and their guests.

For More Information About
the Convention, Contact:

Liz Jennings Clark

Fax: 31-842-126995 (UTC +1)

Email: lizjc@worldonline.nl

or

Natasa Papadopoulou

Fax: 357-2781-526 (UTC +2)

Email: pnatasa@cytanet.com.cy

For Information About Membership, Contact:

Denise Mowat

ISA Membership Chair

W12347 848th Ave., River Falls, WI 54022 USA

Phone: 715-426-5202 Fax: 715-426-0995

Email: 70264.2006@compuserve.com

ISA welcomes as members women flight crew working for airlines having at least one aircraft with a gross weight of 90,000 lbs./41,000 kgs. or more—she need not be flying that large an aircraft herself to qualify for membership. ISA was founded in 1978 and has over 550 members from 100 airlines in 35 countries worldwide.

Please JOIN US!

Visit us at www.iswap.org

ISA Membership Application/Renewal Form

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

Name _____

Address _____

City, State, Zip, Country _____

Telephone _____ Fax Number _____

E-mail Address(es) _____

Airline _____ Domicile _____

Position/Equipment _____ Date of Hire _____

*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 number: _____

Card Expiration Date: _____ 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: Denise Mowat, ISA Membership Chair
W12347 848th Ave., River Falls, WI 54022 USA

April 1999 Roster Update

NEW MEMBERS

Joanna Boden-Janson
P.O. Box 1012
DK-3900 Nuuk
GREENLAND
299-320522
jorobban@greenet.gl

Jessica Brightman
36 Lyman Rd. Apt. 2N
Northampton, MA 01060
413-587-3985
brightmanj@aol.com

Christine Condon
286 Winding Cove Rd.
Marstons Mills, MA 02648
508-428-9719

Laura Hof Darmody
22 Coolidge Hill Rd
Watertown, MA 02472
617-926-0812

Cidney Ferguson
P.O. Box 184
Goshen, KY 40026
502-228-7158

Michelle Hill
12917 Western Cr
Omaha, NE 68154
402-493-6931

Teresa M. M. Paz Parnes
Rua Do Rocio 59 Apto. 43B
Sao Paulo-S.P.-04552000
BRAZIL
(55) 011-866-5047

Roberta Stanford
10986 Cattail Court
Manassas, VA 20109
703-330-9242

RETURNING MEMBERS

Annette Worthington
5986 Saddle Creek Tr
Parker, CO 80134
303-840-3648
73761,230@compuserve.com

MEMBERSHIP CHANGES

Dianna Alsing
18053 E. Alamo Dr
Aurora, CO 80015
303-766-4279

Janis Anderson
121 Hofer Lane
Evergreen, CO 80439

Sandra Anderson
P.O. Box 6329
Kaneohe, HI 96744-1972
808-236-7754
fax 808-236-3236

Lisa Ash
texnightflyerlga@att.worldnet.net

Lynn Austin
new area code 925-634-6343

Jenny Beatty
new area code 775-853-4943

Elaine Berryman
AeroBerry@csi.com

Katherine Bettencourt
TimKaty@coastside.net

Sharon Bigelow (formerly Finch)
P.O. Box 882283
Steamboat Springs, CO 80488
747girl@compuserve.com

Tammy Blakey
fax 360-435-8731

Karin Carlson
phone 606-578-0231

Lori Cline
new area code 336-668-4489
lcline@usairways.com

Diane Coe
dianecoe@ibm.net

Jamile Costa
650 West Ave. Apt. 1510
Miami Beach, FL 33139
303-913-6755 & fax

Irene Curren
imrene@prodigy.net

Helena De Andreis
6245 Bristol Parkway 337
Culver City, CA 90230

Christine Deeble
2945 Arlington Rd.
Louisville, KY 40220
502-473-8888

Christina Doig
Doigandfly@aol.com

Susi Dokken
fax 203-454-0829

Jan Dolf
new area code 724-457-2570

Leslie Ford
6180 Dana Cheryl Ln.
Bartlett, TN 38135
901-372-7634

Robin Ganey
2405 Lake Dr #5
Singer Island, FL 33404
561-848-8105
voice mail 919-786-9514
robganey@aol.com

Jill Butterworth Geary
955 Harbor Island Dr #145
San Diego, CA 92101
619-297-4544
flickas@pacbell.net

Mary Ana Gilbert
new phone 813-885-1665

Brigitte Girardin Haesler
Obere Rebbergstrasse 4
8425 Ober Embrach
SWITZERLAND

Carolyn Gubb
cgubb@extra.co.nz

Arlene Hankins
717 Greenwood Lane
Peachtree City, GA 30269

Janice Hardy
jdemko@ipapilot.org

Jennifer Hegseth
7968 E. Windcrest Row
Parker, CO 80134
303-805-8403

Renita Herrman
new phone 415-221-6635
rherm@mindspring.com

Kim Hilden
3685 Crossbranch Rd
Deland, FL 32724
904-738-0530

Kim Hinshaw
612-623-9115
fax 916-791-6276

Carol Clayton Johnson
cacjohnson@hotmail.com

Nell Justice
new area code 661-273-5818

Debbie Kaeder-Carpenter
new area code 651-457-7448

April Keseric-Lynch
new phone 734-994-9233

Tracey Lee
new area code 732-873-5619

Kimberly Lowe
Two Grove Isle Drive #204
Coconut Grove, FL 33133-4102
305-860-9664
fax 305-860-8765

Debra McCaw
mdmccaw@compuserve.com

Cammy McHenry
new phone 513-777-6554

Sharon Menear
23256 Bayside Circle
Bullard, TX 75757
903-825-2728

Nancy Misner
new area code 281-363-0194
fax 281-296-0660

Michelle Mitchell
mmutch22@midsouth.rr.com

Carola Moeller-Pfisterer
pfisterer@compuserve.com

Catherine Moore (formerly
Dwinnell-Moore)
P.O. Box 190965
Anchorage, AK 99519-0965
907-245-4224
N5932B@alaska.net

Erika Morgan
2631 Parker St
Dearborn, MI 48124
313-561-0815

Camilla Morkholm
Edelgranv. 42
1340 Bekkestua
NORWAY

April 1999 Roster Update

Lorraine Morris
2900 Howard St.
Poplar Grove, IL 61065
815-547-3991 l
fax 815-547-3993
Taldragger2@compuserve.com

Diane Myers
new area code 949-492-2510

Lynn O'Donnell
new area code 973-983-1273
LynnBird@compuserve.com

Helen Parker
Le Chalet, Wyberton Low Rd
Booten, Lincs PE217AP
ENGLAND
0044-1205-365272
h.parker@ibm.net

Suzanne Pettigrew
suepet@aero.ca

Morgen Reeb
189 Hidden Lake Drive
Montross, VA 22520

Lynn Ruppelmeyer
14 Twisted Birch Place
The Woodlands, TX 77381
281-363-2854
fax 281-419-9986
lrupp@compuserve.com

Jill Rogers
704 Pahumele Way
Kailua, HI 96734
808-262-1959 & fax

Lisa Root
new area code 734-747-6592

Deborah Rowe (formerly
Davenport)
new phone 501-767-9492
jmrowe@hsnp.com

Laureen Sacco
4020 Quartz Drive
Santa Rosa, CA 95405
707-537-9444
fax 707-537-1716

Sinead Sands
1436 92nd Ave NE
Bellevue, WA 98004
425-688-0711
& 206-730-7357

Sharon Sheldon
shar-shar@email.msn.com

Angie Smith
407 Holmes Circle
Memphis, TN 38111
901-327-6728
msmith2611@aol.com

Elizabeth Thompson-Locke
2135 Riviera Drive
Sarasota, FL 34232
clrprop@aol.com

Cynthia Timmons (formerly
Prewitt)
1200 Rueck Road
Columbia, IL 62236
618-281-8698

Stephanie Wallach
girlpilotx@aol.com

Bridget Vietz
294 Clifton Road
Pacifica, CA 94044

ISA Store Order Form

Name _____ Phone _____

Date _____

Address, City, State, Zip, Country _____

Please send me the following ISA items	Price	Quantity	Color/Size	Shipping	Total
ISA Lapel Pin (gold logo on black background)	\$4.00	_____		\$2.00	\$_____
ISA Notecards and Envelopes	\$5.00/15	_____		\$2.00	\$_____
ISA Thermal Travelers Mug	\$10.00	_____		\$3.00	\$_____
ISA Luggage Tags	\$3.00	_____		\$.50	\$_____
ISA Highlighter Pen (gold logo on black pen w/ yellow highlighter)	\$2.00	_____		\$1.00	\$_____
ISA Decals (blue and gray on glossy white, 2 5")	\$1.00/ea	_____		none	\$_____
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	\$_____
ISA T-Shirt (white with gray logo only in L or XL)	\$15.00	_____		\$2.50	\$_____
<i>The following shirts are of limited quantity and subject to availability. Please call or e-mail prior to ordering:</i>					
Bangkok '95: Women's short sleeve	\$8.00	_____		\$2.50	\$_____
Vancouver '94: Women's short sleeve	\$6.00	_____		\$2.50	\$_____
'94 HALP long sleeve mock turtleneck	\$8.00	_____		\$2.50	\$_____
'94 Women's long sleeve	\$8.00	_____		\$2.50	\$_____
Career Information 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**

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

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



ISA+21 21st Convention

Registration

May 11-13, 1999

Paphos, Cyprus

ISA MEMBER'S NAME: _____ \$ 110.00

AIRLINE: _____ Is this your first convention? _____

ADDRESS: _____

PHONE: _____ FAX: _____

EMAIL: _____

NAMES OF GUESTS ATTENDING (\$110/per guest): _____ \$ _____

NAMES AND AGES OF CHILDREN ATTENDING: _____ \$ _____
(\$55/per child ages 4-12; under 4 are free)

TOTAL REGISTRATION \$ _____

HOW MANY VEGETARIAN LUNCHES WOULD YOU LIKE? _____

Make checks payable in US Funds to ISA Convention. Or easier still, use your Visa or MasterCard:

Card # _____ Expiration: _____

Signature _____

INSERT THIS COMPLETED FORM INTO AN ENVELOPE AND MAIL TO:

NATASA PAPADOPOULOU
11 Karditsis Street, Nicosia 1100, CYPRUS

OR

FAX TO NATASA AT:

+357 2 781 526
(DON'T FORGET THE INTERNATIONAL ACCESS CODE
OF "011" IF CALLING FROM THE US!)

OR

EMAIL ALL THE INFORMATION FROM THE REVERSE SIDE TO:

pnatasa@cytanet.com.cy

SEND NATASA YOUR HOTEL INFORMATION, PLEASE
FAX THE HOTEL DIRECTLY. INFORMATION ON THIS CAN
BE FOUND ON PAGE 13.

BOARD OF DIRECTORS REPORTS

MEET YOUR NEW BOARD MEMBERS !

In May 1999, five positions on the Board of Directors become available. Janet Coté, one of our current BOD members has agreed to remain as Treasurer an additional two years. Three other ISA members have stepped forward to volunteer their precious time and talents to our organization. Please take a moment to give them your congratulations when you see them or have reason to correspond with them. THE SECRETARY'S POSITION IS STILL OPEN. IF INTERESTED, PLEASE CONTACT TIANA DAUGHERTY NOW!

Patty Barrera (UA)

MEMBERSHIP

Hello, my name is Patty Barrera and I would like to serve on the ISA Board of Directors. Currently, I am a captain at United Airlines on the 737, based in SFO. I also serve as ISA's Captains' Club chair. I started flying 17 years ago, and traveled the "civilian route" from



flight instruction to cargo, commuters, USAir (furloughed), and finally, United Airlines. Throughout this journey I've had the opportunity to meet many wonderful women who share this love of flying. I am thankful that we have this great organization where women pilots can connect

(continued on page 20)

Convention Report

(continued from page 15)

Gods of Olympus and of course to you! I will say no more because I will spoil the surprise but it promises to be a wonderful evening.

Then Thursday is here and we will make the most of it too. We are pleased to be able to offer you a wonderful tour around the island sponsored by the Cyprus Tourism Organization. Leaving the hotel in the morning and heading towards Limassol, our first stop will be at "Petra tou Romiou" or "Stone of the Greek", the spot which is famed as the birthplace of Aphrodite (Venus), the goddess of love and beauty who sprang out of the sea foam. Our next stop is at "Kourion" or Currium once an important city founded around 1200 BC by Argive settlers from Peloponese in Greece which became a major cultural, civic and religious center. Later it became famous as the center of a cult of Apollo worship. Here we'll also have our coffee break at Ayios Ermogenis, a beautiful spot by the sea.

Our trip then continues on a northeasterly heading towards the Island's capital, the city of Nicosia,

the most important cultural center on the island. Nicosia is a modern cosmopolitan city and the home of the President of the Republic, the Archbishop and heads of government. There are two distinct cities: The old one within the medieval walls and the new city outside the walls. These walls were built by the Venetians in the 16th century, in a circular plan encircling the city, to replace the earlier Lusignan defences. Our first stop in the city will be at "Laiki Yitonia" or Folk Neighborhood, a restored old quarter with narrow stone-paved streets and houses of late 19th century. Since by then it will be lunchtime, we'll stay for an hour and a half so we can get something to eat. Keep it light though because there is a great dinner waiting for us!

Next we'll visit the Cyprus Museum. It was built in 1908 in memory of Queen Victoria (as Cyprus was then a British territory). It houses the island's most important collection of antiquities and treasures from the Neolithic Age to the Roman period. After that we will leave the capital and head to our final stop. We will be traveling through the Trodos mountains, the highest mountain

range of the island, enjoying on the way the picturesque, tranquil, timeless villages and large areas of natural, unspoiled countryside. Eventually we'll reach our dinner site, Omodos village. Our Cyprus traditional night, sponsored by Cyprus Airways, will be held in the stone-paved central square of this wine-producing village next to the church of the Holy Cross. You will have a variety of traditional food, drink from the wine of the villagers and taste shoushouko (a product from grape juice) and loukoumades (again a traditional sweet) and much, much more. Tired but content our night ends as we return to the hotel for a well deserved night's sleep. And on Friday we go our separate ways - yet another great ISA convention has come to an end!

I hope that by now you have realized that Cyprus is an island of history, tradition and especially hospitality! If you haven't arranged to come yet, now is your last chance! After all, the ancient Gods are waiting for you! See you in Paphos! ➔

New Board Members

(continued from page 19)

both socially and professionally, and I enjoy "spreading the word" about ISA to any new woman airline pilot I meet. For this reason, I am interested in the Membership position, where I hope to help increase the number of women airline pilots who can benefit from what ISA has to offer. I have been a member of ISA since 1990, and I feel ready and eager to do my one (or two) things for ISA. I appreciate the Board's consideration and I look forward to serving our organization.

Nanc-elisha Briot (Emery)

EDUCATION



This organization of inspirational, caring pilots has given me so much in both the professional and personal level. I have made new friendships, gotten career counseling, read invaluable articles in the newsletter, borrowed material from the library, and thanks to the ISA Loss of License committee: I got my career/life back. So, gosh, I was thinking that it is time to GIVE BACK. When Ginger mentioned the Education Committee needed help I thought: "how wonderful." I would be honored to be of some help.

In 1979 at 17, naive but ambitious I went to Embry-Riddle in Florida. On the very first day of school, I met Cheryl Kelly (United) who now is also an ISA member. We had big dreams and small wallets but we persevered and are living our dreams. Due to financial constraints, I became an Aircraft

Mechanic and turned wrenches in a college in NH to pay for my Commercial and CFI certificates in both Helicopters and Airplanes. After 4000 hours flying helicopters in New York City and Hawaii, I joined the fixed-wing world. Unfortunately in 1993, I was furloughed from Hawaiian Airlines after a year as a DC-8 FE. This is when I entered the cargo world. Since then I have not been out of the DC-8. I moved through the cockpit quickly thanks to expansion and in 1997 became Emery's first female Captain. My most recent adventure was a Trans Atlantic flight to England with 49 horses and 13 grooms.

My husband Eric is also a Captain at Emery. He enjoys meeting other H.A.L.P.S. at the conventions and having a few brews and a chat about planes or boats. We live with four cats in Boulder City, NV. This is moments from Lake Mead on which we were married a year ago. When we are at home, we wakeboard, fish, hike and recently made our first tandem skydive. I am a proud new owner of a laptop so please e-mail me at got2laugh@earthlink.net.

Thyra Stevenson (USA Jet)

NEWSLETTER MANAGING EDITOR



I'm pleased to join the ISA Board so I can help in some small way to ensure that women and girls today have access, resources, guidance and encouragement to becoming airline flight crew members. It shouldn't have to be such a struggle to achieve that big airplane experience, but it still is, especially for someone who falls outside the accepted paths. I know, because I am one of those people.

I only learned to fly when I was 50 years old, after the children had left home. It's a classic story, really. Driving back and forth daily to my bicycle shop in Los Gatos, CA, past the San Jose Airport, I took a "demo ride" one day. That was it. I knew right then that I had actually wanted to fly since I was eight years old when the brilliant blue-eyed F86 Sabre jet jockeys from NASA and Moffett Field came to school and talked. The 1950s culture, though, didn't include women in the cockpit!

My past lifetimes include B.A. in English, M.A. and Ph.D. in Latin American Literature; living in Madrid, Spain; extensive travel in Europe, Mexico and Latin America; teaching Spanish 8 yrs; graphic artist; Instructional Technologist and Database Manager at Amdahl Corp (large mainframe computers) 11 yrs.; owner, retail bicycle shop, 13 yrs.

When you start flying so late, you have to short-circuit the process and cut right to the chase. Thanks to some strong role-models (two B-17 pilot uncles, many heavy airplane captain friends), I knew my goals. We bought an airplane. I started flying my wings off: from single engines, light twins, DC3, Citation; to finally my favorite airplane, the B727, and currently the DC9.

I survived two defunct start-ups; a furlough; my dream job gone in Chapter 11 (sound familiar?); being a 54 yr. old female with no CFI-commuter-big airline path; to achieve three Type Ratings and an FE ticket. There have been days when I've been so full of despair about getting work, it's been hard to go on. The 90s and Women in Aviation were helpful and fun, but not entirely focused in my direction.

When I joined ISA, I found a group of people dedicated to the same goals, a group of friends tuned to my issues. It's been great, and I really look forward to serving as a Board Member. ➔

Fast Track

by Luan Meredith

Our Airline Mentor File is growing. It's far from complete though. Only through you, our membership, can this become a successful mentoring program. It will be as good as we are! So, if you're not involved in the hiring at your airline then talk to someone who is and ask if that person would either be a mentor for us or feed you information so you can be a mentor for us. This is an excellent opportunity for doing "That One Thing For ISA." It's also an excellent place to pay back some kind deed that you've received along your way. The following are a list of airlines and mentors that are on file as of today

Airborne: **Maurene Ramsey**
Alaska Airline: **Patricia León**
America West: **Paula Vail** and **Lisa Richardson**

Federal Express: **June Viviano**
Northwest: **Angie Smith**
Southwest: **Judy Gasparis**

Each of these ladies are listed in our directory. So, tell your aspiring airline friends about this program too....it will be a good thing!

Also, we have the latest "Airline Pilot Job Monthly" from Captain Kit Darby at "Air Inc" 1-800-AIR APPS. According to Captain Darby: AIRBORNE EXPRESS is accepting resumes, hiring 12 in Feb, and 130 in '99; ALASKA AIRLINES: Hiring 6 in Feb and 96 in '99; AMERICA WEST AIRLINES: application window is 3/99, hiring 24 in Feb; AMERICAN AIRLINES: application window open, hiring 70/mo in '99 and 2-3000 over next 4 yrs; CONTINENTAL AIRLINES hiring 42 in Feb and 296 Jan-Aug '99; DELTA AIR LINES selecting

thru UPAS, hiring 10/mo through '99; DHL accepting resumes, hiring 24 in Feb and 100 in '99; FEDEX not accepting apps, no hiring planned; NORTHWEST AIRLINES window open through 4/30/99, hiring 34 in Feb and 450 in '99; SOUTHWEST accepting resumes, hiring 20 in Feb, 40 in Mar and 2-300 in '99; TWA selecting pilots exclusively through UPAS, hiring 16 in Feb, 16 in March; UNITED AIRLINES accepting apps, hiring 32 in Feb, 65-75/mo in Mar-Dec; UNITED PARCEL SERVICE accepting resumes by fax only, hiring 6 in Feb and 50-75 in '99; US AIRWAYS hiring 26/week, accepting apps indefinitely.

Please contact me if you have any questions, or would be willing to be an ISA Mentor! ➔

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

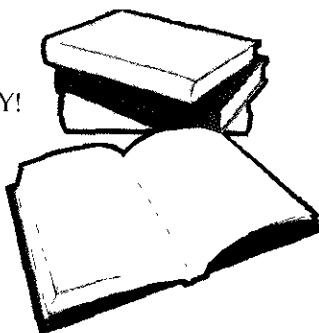
To schedule a no-obligation, complimentary consultation, call toll-free: **Katherine R. Morris, CFP**
1-800-300-5678 ext. 273

ISA Library

Librarian: Denise Mowat

NEW TO THE ISA LIBRARY!

A technical booklet
"Radiation Protection 85-
Exposure of Air Crew to
Cosmic Radiation" by the
European Committee
Directorate General.
Donated by Annapaola
Lippolis



Several pregnancy books donated by Ginger Cutter

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 and 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 Emotional 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 ➔

ISA STORE

by Carol Cansdale

Wanted: A short-term ISA volunteer who is attending
the Cyprus meeting to be in charge of the ISA Store
while in Cyprus. Duties will involve manning the
store in the Hospitality Suite during registration and
one other time during the convention. Must be able to
do simple arithmetic and make monetary change!
You will be supplied with one or two boxes of ISA

product samples and a complete set of instructions
for setting up and sales. You will be taking orders
and money only.

Please respond to Carol Cansdale at
70263.67@compuserve.com or 612-906-2833 by
April 30. Thanks! ➔

www.iswap.org

by Ginger Cutter

The ISA website has been getting about 6,000 "hits" per month.

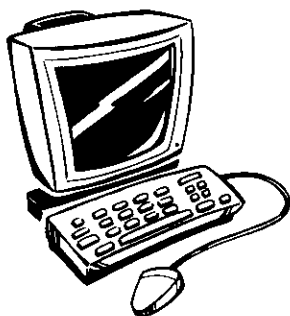
Simply put, a "hit" is considered one request for a page. Each month I receive a statistical report from our server regarding the ISA website. It has some very interesting data that I would like to share with you.

The busiest day of last month was February 10. The busiest day of the week on our website is Wednesday. And the busiest time of the day was 9am. And all I can say is...I don't know why, but it's fun to know!

We're getting a normal number of hits from the US and Canada as well as Europe. Some of the more interesting places that logged into ISA are Brunei, South Korea, United Arab Emirates, Columbia, Qatar, Lebanon, and Namibia to name a few.

Both our "Tips" booklet and scholarship information are popular pages as they were accessed over 250 times each last month. Our FIRSTS database was also accessed many times. Have you looked at our website lately?

I anticipate doing some overhaul work on the site after the convention in May. I haven't had the time to do the in-depth work that I have wanted to while also holding down the job of Newsletter Managing Editor and Chairwoman of the Board. For those of you who have sent changes to the FIRSTS database and page corrections, please have patience. It will be done soon! ➔



Dear ISA,

I just wanted to write and thank you for your very informative web site. I especially found the "Tips on Becoming an Airline Pilot" extremely helpful and beneficial. It was incredibly refreshing to be spoken to honestly about the challenges and the benefits of being a female airline pilot. The breakdown of the hours and the specific licenses needed was very informative.

I'm 28 years old and have always been interested in flying, but for several reasons, never pursued it. I recently started thinking about it again and went out on the web in search of information. I'm so glad I found your site. I only wish when I was in high school and college, that the web had been around. At that time, I had no idea how to find information on becoming a pilot.

Reading and re-reading all the tips has helped me decide that at this point in my life, becoming a commercial pilot is not a lifestyle I desire. I do plan on going out with an instructor and taking a few lessons, however, and possibly earning my private pilot certificate.

I can not thank ISA enough for all you do... not only for women pilots, but for the airline industry as a whole.

Kindest Regards,

Anne K. Woodward

NOTAMS...

New Aviation Organization for Women

Women Dispatcher's in Aviation has formed. In another attempt to bring support, networking and resources to our fellow women in aviation, this new organization has been created with its primary focus towards the woman aircraft dispatcher.

Membership is open, however, to all women in aviation! A special

invitation has been extended to ISA members so there will be representatives from every aspect of aviation. Visit their website at www.aella.com.

1999 Calendar for Women Aviators

Check out the new "Women in Aviation" Women's Firsts calendar. Learn more about selected women who have and are making "Firsts" in their chosen field of aviation. Learn about aviation adventurers

such as: Amelia Earhart, first woman to solo the Atlantic; Betty Jane Williams, a WWII pilot and the first woman to produce an aviation television show; Emily Howell Warner, first American woman to fly as pilot for a scheduled airline company to Lt. Col. Eileen Collins, first woman commander of the Space Shuttle. Commander Collins shuttle mission is scheduled for early Spring 1999. Visit to learn more at www.womeninaviation.com. ➔

ISA's Captains' Club

by *Patty Barrera*

We have nine new inductees to the Captains' Club. Congratulations to the following members!

Patty Barrera, United Airlines
Cyndhi Berwyn, Federal Express
Barbara Lovett, Continental Airlines
Pam Mitchell, Northwest Airlines
Sylvia Otypka, United Airlines
Lori Lyn Rossier, United Airlines
Jennifer Szakach, United Airlines
Linda Van Westenbrugge, ALM Antillean Airlines
M'lis Ward, United Airlines

Since the Las Vegas convention, the Captains' Club has gained 21 inductees. Listed below are the latest additions as of February 15, 1999. For those of you on the list, please check this information for accuracy and omissions, as this information will be used by me when ordering your Captains' Club plaques. If you aren't on this list and should be, please forward the pertinent information to me by April 1st (the award plaques will be ordered just after April 1st). As a reminder, please fill out your "Calling All Captains" forms completely (many of you omit the date of first signed release) and send/e-mail your data to me directly, rather than through another ISA board member. This form is located in the centerfold section of this newsletter. I would appreciate a follow-up phone call or e-mail to let me know that you sent me something, especially if you're sending me the information close to April 1st.

For our new members and as a reminder to all current members, please recall that you only qualify for the Captains' Club if you flew as Captain while at an ISA-qualified carrier: "flying for an FAR 121 air carrier or international equivalent, operating at least one aircraft with an operating gross weight of 90,000 pounds or more."

I hope to see all of you in Cyprus

BAERG, Barbara May 17, 1998	Air Canada	DC-9
BARRERA, Patricia J February 10, 1999	United	B-737-300/500
BENNETT, Ann July 22, 1998	Qantas	B-747-200/300
BERWYN, Cyndhi August 1, 1997	Federal Express	A-300/310
COSTA, Jamile June 3, 1998	Atlas Air	B-747

DIONNE, Michelle July 11, 1998	Continental	B-737-3/5/7/800
KLOPFER, Joy L. November 5, 1998	United Airlines	B-757/767
LOVETT, Barbara June 12, 1990	Continental	B-737
McCAW, Debra February 18, 1997	United Airlines	B-737-300
MITCHELL, Pamela A. February 7, 1999	Northwest	DC-10
OTYPKA, Sylvia December 14, 1998	United Airlines	A319/320
RINEHART, Terry October 7, 1998	Delta Airlines	B-737
ROSSIER, Lori Lyn December 11, 1997	United Airlines	B-737-300
SKEETERS, Suzanne July 4, 1998	Northwest	DC-10
SOMMAR-RALE, Camilla December 16, 1997	Finnair	MD-80
SZAKACH, Jennifer January 2, 1999	United Airlines	B-737-300/500
THOMAS, Lesle N August 26, 1998	United Airlines	B-737-300
Van WESTFNBRUGGE, Linda ALM Antillean December 20, 1998		DHC-8-300
WARD, M'lis December 5, 1998	United Airlines	B-737-300
WILDSCHUT, Mireille June 18, 1998	Transavia	B-737-300
YOUNG, Lucy October 4, 1998	US Airways	B-737-200

CONGRATULATIONS TO ALL!! ➔

ISA On-Line

Visit the ISA Website at: www.iswap.org

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

Ginger Cutter, Webmaster

Like Father, Like Daughter, Part I

by Denise Mowat

As a child I looked up to my father. As a fellow professional pilot I tried to emulate him. After all, this was the man who stirred and supported my interest and desire to fly and gave me my first flight lessons before I could even reach the controls. It was a dream come true when I was hired at his airline a short time after college. It then took a full nine years for us to be on the same equipment at the same time in order to fly with each other, which we did on the A-320 for several months and many enjoyable trips.

Then, as my father's retirement approached, the thought of sharing the flight deck with him one more time was an opportunity I had to pursue. By that time I had upgraded to 727 captain, though was still technically current on the Airbus and just needed landing currency. So in the days after returning from the ISA convention in Las Vegas, I studied up on the airplane, got recurrent in the simulator, flew a LGA turn with an instructor and was given the



okay to fly. I could now accompany my dad as co-pilot on his final flight with Northwest Airlines on May 18th, 1998, the day before his 60th birthday.

We flew our Airbus A320 from Minneapolis to Las Vegas and back with the whole family on board. My brother, a pilot for Alaska Airlines, joined us on the jumpseat, while my mom and sister sat comfortably in first class. We kept it a low key family affair, something which turned out to be a very special experience. To my surprise, I was offered the first leg and landing in Las Vegas. I had

assumed he would want to fly the last few legs, but he had always taught me, "never give up a chance to fly", so I happily accepted. We took some time enroute to reflect on his 30 year career.

Worried that I'd be a little emotional on the final leg home, mother nature provided a diversion to keep us both busy and concerned on approach and landing into MSP that evening. A thunderstorm had been building all day and was heading straight for the airport. In our minds we couldn't divert to our alternate because we probably wouldn't make it back to MSP before midnight when he turned 60, just three hours away. Getting dark by then, with storm clouds and lightning surrounding all but the arrival corridor, in turbulence and rain, my father deftly made one of his best landings ever on a construction-shortened and rain soaked runway. A group of friends and well-wishers met us at the gate as we taxied in. Later, we were informed that only 3 other airplanes made it in after us before they shut down the airport for the weather. Whew! It all made for an unforgettable flight.

As my father climbed out of his seat for the last time, I reached over to shake his hand, congratulating him, and with a tiny tear in my eye said "Thanks, dad, for everything." ✈



Family Fun

by June Viviano

It's hard to believe how fast they grow! One day they're crawling into trouble around the house - the next they're joining in a marathon! On December 6, my son Ryan Carwile accepted the challenge to join me in my second Memphis Marathon, and he left me in the dust! His time of 3:56:31 beat mine by 50 minutes - excellent performance considering he is only 15! He's looking forward to next year's race and being competitive in a designated age group (16-19). I'm looking forward to running "with" him, and hopefully getting a little closer to his time.

Like Father, Like Daughter, Part II

by Susan Brenny

I am often times asked why I pursued an airline pilot career, and my answer is my father. As a child, I remember my father loving his job. He was a United pilot who sat on reserve for 12+ years as a 727 S/O. .but he still loved the job. I remember thinking that if it made him that happy that is what I want to do (ok, I was only 7 at the time!). After my first flight in a glider, I was hooked. All I wanted to do was fly!

My father did not teach me how to fly, yet he was my first passenger when I got my private license. He continued to support me as I came up the flight instructor and charter pilot ranks. Then in October of 1988, I was fortunate enough to follow in my fathers footsteps and become a United Airlines pilot.

During my career with United, I have had some very exceptional moments. The first started with my DC-10 S/O IOE in December

1988. On my 3-day IOE, my father was the co-pilot for the entire trip! Over the next several months, we bid lousy trips so that we could fly together which we did for 3 months.

Then in 1991, when my father upgraded to 737-300 Captain, I was already a copilot. I flew with him several months on the 737. It was very funny to observe the reactions which we received from both the flight attendants and the passengers...they kept us laughing!

I changed domiciles so we didn't fly together much between 1992-1996. But in 1996, we both received bids on the 757/767. We were assigned to go through training together. So we were a crew. It was a great experience, and we still laugh about my bad sim ride ...all I can say is "Sorry Dad!" one more time!

Then, in August 1997, my father retired from United. It was destiny that I was able to be his copilot on his last three day trip (he was my first co-pilot and I would be his

last). As you can imagine, it was a joyful yet difficult trip with all of the lasts the last take-off from SFO 1R, the last crew meal, the last flight plan, etc. The final leg from DEN to SFO is the highlight of my aviation career. In first class on the flight, we had 11 family members on board including all of my immediate family, my dads mother (who had never been on an aircraft piloted by my father), and his siblings. His final approach and landing to SFO was perfect...clear skies, calm winds, no traffic and a smooth landing! As we taxied into the gate, there were 50+ family and friends to meet the flight and to celebrate the end of memorable career.

Everyday I am thankful that I am able to live my childhood dream. .but to have been able to share these professional accomplishments with my father was such a blessing! As the second Captain Brenny, I have big shoes to fill. I miss not seeing him in flight ops, but he has shown me what to look forward to in retirement! ➔

Scholl Award Goes To ISA Member Julie Clark

Veteran Pilot Julie Clark of Julie Clark's American Aerobatics, Inc. and the Mopar T-34 Aerobatic Team, received the prestigious Art Scholl Memorial Showmanship award during the 30th Annual International Council of Airshows Convention ceremonies in Las Vegas, NV. The Art Scholl Showmanship award is presented each year to the air show performer who best exemplifies Art Scholl's commitment to air show as an entertainment venue.

In presenting the award to Clark, Wayne Handley, last year's Scholl Award recipient, observed that

Julie has integrated many of the same qualities into her air show routine that Art Scholl emphasized as important to the overall showmanship of an air show act: strong and compelling music, pyrotechnics, an attractive and unusual airplane, and her dog.

Clark said, "I feel very honored, because in my opinion, this award only goes to the very best performers in the industry. In this business, the Scholl Award is the ultimate award for the airshow performer. I'm very fortunate to be part of this elite group."

The 1999 airshow season marks Julie Clark's 12th season representing Mopar —

DaimlerChrysler Motors Corporation Parts and Accessories Division and Julie's 20th season as a solo airshow performer.

Upon hearing of the presentation to Clark, Larry Baker, General Manager of Mopar said, "Julie's devotion to excellence is evident in each of her shows, and her commitment to success has set seemingly insurmountable standards for others. This recognition as the premier performer in the industry is an honor that only few can dream of."

In addition to her corporate support from Mopar, Julie also

(continued on page 27)

Scholl Award*(continued from page 26)*

received product endorsements from 15 leading aviation companies.

With 20 seasons as an airshow performer and 22 years a pilot for Northwest Airlines, Captain Clark has earned not only the admiration of fans everywhere, but also a long list of awards and honors. General Aviation News & Flyer's 1997 Reader's Choice awards named her "Performer of the Year", as well as being named "Favorite Female Performer." Julie is the recipient of the "Bill Barber Award for Showmanship" and was inducted into the "Forest of Friendship" at Amelia Earhart's residence in Atchison, Kansas for her exceptional contribution to aviation.

"When I was giving my acceptance speech for this award," said Clark, "I was happy to be able to share some of my personal stories about Art Scholl. He was a friend and a mentor. He took me under his wing and helped me a lot in the infancy of my airshow career. I'm very proud to receive this award in his honor."

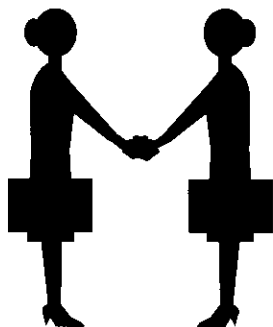
Art Scholl was killed while filming a flying sequence for the aviation film "Top Gun" off the California coast on 16 September 1985. A long time ICAS member, he was a renowned aerobatic pilot and consummate airshow performer. He flew his Pennzoil Chipmunk aircraft before an estimated audience of 80 million over 20 years and appeared in more than 200 motion picture features, documentaries and television commercials.

His exacting, exciting and always entertaining performances were a reflection of the best in our airshow industry. He was a dedicated, professional innovator, constantly experimenting to promote and give even more unique value to aviation entertainment. His participation in an air show has lasting impact and his sense of timing left the audience wanting more. His showmanship in total performance, from ground marketing and personal representation to display content and conduct emphasized his determination to have a major impact on the overall success of any air show in which he took part. He set standards for the airshow industry.

Julie Clark's Mopar T-34 Aerobatic Team is headquartered in Cameron Park, California. ➔

NETWORKING NEWS CORNER**FedEx Networking***by June Viviano*

A year of progress! FedEx ISA members have made headway establishing networking tools to benefit their group. Offered below are our methods which other airlines may use in whole or in part:



- Monthly luncheons scheduled at a convenient time and place, and well advertised. Informal and unstructured to enhance communication and friendship.
- Care-to-Share File - an informal, CONFIDENTIAL list of women who have experienced a life-event (upgrade training, divorce, menopause, flying while pregnant, etc.) and are willing to talk about it with someone going through a similar situation. File cards are used and held by an ISA member. Only name, topic, and preferred form of contact

are listed. No computer list is ever developed, and any restrictions to the dissemination of individual information is honored (eg. "Advise the interested woman that I will call her. Do not give out my name")

- Diversity Library - a local addition to the ISA Library with resource and reference books, pamphlets and tapes. Educational materials for school presentations, and problem-solving and thought provoking publications.
- Directory of crash pads accepting and accommodating women pilots.
- List of child care providers with personal references by pilot-users.
- Volunteer(s) within your airline to coordinate with the ISA BOD, and with their respective airlines' management and union.
- Internal "Networking News" newsletter sent to ISA members at your airline with particulars regarding upcoming events and resources available. This is Not meant to be a controversial publication, but rather an extension of the ISA News with particular airline information. ➔



New Captain Patty Barrera (UA) and United Standards Captain Mary McMillan on Patty's IOE (Initial Operating Experience) on the B737-300

ISA Ski Days

(continued from page 1)

and those who were without goggles, were in serious trouble! In a few short hours, it had already accumulated about 3 - 4 inches. Only the most hardy souls lasted the full extent of the ski day. Most of us were ready to adjourn early for the Wednesday night Pizza Party at 1905 Soda Springs, the favorite ISA condo rental at Keystone!

We were glad to see several new ISA members join us for our Ski Days celebration. Welcome to Gulshin Gilbert, Jolynn Hei, Amy Maddox and Johanna Ashley-Nye. Other ISA members on hand were Sherry Anderson, Keith Johnson, Cheryl Kelly, Patty León, Carole Danis Litten, Kathleen Malone, Luan Meredith, Denise Mowat, Jennifer Nicholson, Kathy Powell-Williams, Guenn Stevenson, Connie Tobias and Krisan Wismer.

Thanks again to Cindy Shonk for your hospitality. We sure hope the 777 training was worth missing out on all the fun! →

Women and Flight Traveling Exhibition

Don't miss this when you're in one of these cities!

Mar 13 - Apr 25, 1999

Wedell Williams Aviation
Museum, Patterson, LA

May 15 - Jun 27, 1999

Virginia Museum of Trans.
Museum, Roanoke, VA

Jul 17 - Aug 29, 1999

Owis Head Trans. Museum,
Owls Head, ME

Sept 18 - Oct 31, 1999

Elmhurst Historical Museum
Elmhurst, IL

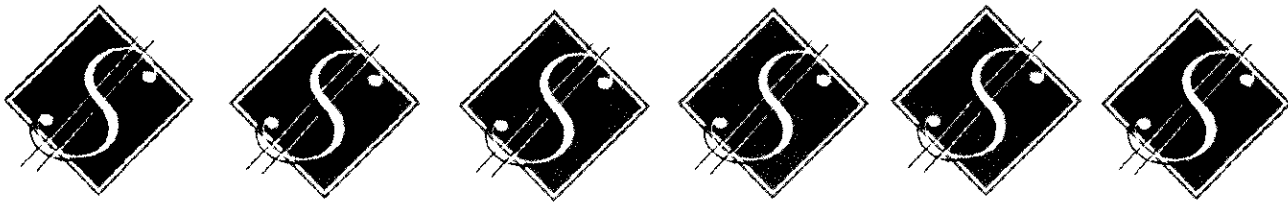
Nov 20 - Jan 2, 2000

Minnestrista Cultural Center
Muncie, IN

*Organized by the National Air and Space
Museum and the Smithsonian Institution
Traveling Exhibition Service.*

"High Finance": Show Me The Way To Go Home

by Dee Klein



(ed. note: This is the fourth in a series of financial articles that will be printed in the ISA News. With apologies to our non-US members, this information will probably be pertinent only to our members who invest in the United States.)

Congress may have had the words of this old college drinking song in its mind when addressing the Internal Revenue Code that now applies to the sale of a personal residence and which may have special implications for airline personnel.

Some years back legislation was enacted to remove the deductibility of interest paid as an itemized deduction. Congress, in its legislative wisdom, and possible self consideration, did make exceptions. One notable exception was Mortgage interest.

It would seem that our legislators recognized that some taxpayers might have a "second" home since they, as elected individuals, were likely to maintain a home near their constituency and one in the political center of their elected position, Washington, DC.

In contemplation of this multiple mortgage situation, we, along with our Congressmen, are granted the deduction of interest on a "second" home.

The annual conversations of tax season are upon us all, but 1998 rules may have special interest and require action for those with the mobility and tax considerations of professional airline pilots.

The guarantee of planning to accomplish a successful result based on current IRS code and Regulations is not assured considering capricious behavior of the decision makers who annually "rewrite" the rules. While the rules are still beneficial to Congressmen, it is worth serious consideration on one of those long flights when better ideas and conversation are depleted.

Effective for sales after May 7, 1998, there is the exclusion of gain to the extent of \$250,000 for a single individual and \$500,000 for married filing joint on the

sale of a "personal residence". The language states "personal residence", not "second" home.

In this period of highly appreciating real estate experienced in various parts of the country a residential sale could be very significant taxably. For many the new law could be an opportunity to recover cash as equity without taxation to trade for lesser obligations and mortgages previously granted to taxpayers 55 and over and subject to other computations.

For airline personnel, domicile and residency have been items of great consideration for tax purposes with each having tax implications of State income tax rates, travel expense to and from work and possible maintenance of "second" homes. There has been much discussion, joy and grief among pilots, their representatives and the Internal Revenue Service who seek to defend positions against those who read the rules of domicile and residency differently.

With this new legislation we are again looking at "domicile" and "residency".

Without quoting the entire section, the rules state that you may exclude the gain on the sale of a "principle" residence if you occupy it as your "principle" residence for two of the five years preceding the sale. (How many years is a term?)

If you are contemplating the disposal of a residential property, it is time to decide "the way to go home" which may be for other tax purposes less advantageous.

Happy flying and happy saleing.

Dee Klein is a licensed private pilot with a lifetime love of airplanes that provides a hangar with a 172 to vent the urge to fly. She is an Enrolled Agent working with clients since 1971. Acquaintance with ISA commenced in 1998 when given the opportunity to assist with filings for the scholarship fund. ➔

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

Two New Products Introduced At Las Vegas!

The ISA Store is pleased to announce two new ISA logo products for your shopping enjoyment! 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

Also new this year - the ever-needed Luggage Tag with the ISA logo. It features a clear pocket on the back for your name and address or business card. \$3.00 ea. Both of these items also make great gifts.

ISA Logo Polo Shirt

One of the newer arrivals to the ISA store is the Polo Shirt, which made its debut at the meeting in Ft. Worth (see photos). This 100% pique cotton, high quality polo shirt is embroidered with the distinctive ISA logo and is available in white or navy. It's available in SM, M, LG and XL for the unbelievable price of \$25.



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.



Gold and Black Lapel Pin
"twice the size"

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 T-Shirts

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

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

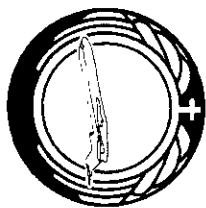
If you missed the opportunity to purchase a 20th anniversary T-shirt at the meeting in Las Vegas, we still have a few left in Large and X-Large \$10.00 each. Logo is shown below.



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 your checks payable to ISA +21. Or see the centerfold for your 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**

ISA 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 Ginger Cutter, ISA News Managing Editor. She can be reached at:

191 Bridgeport Drive
Half Moon Bay, CA 94019 USA
Phone: 650-728-0854 Fax: 650-728-8502
E-mail: gmcutter@aol.com

ISA Board of Directors Summer Meeting Paphos, Cyprus May 10, 1999



The May ISA Board of Directors meeting will be held in Paphos, Cyprus on May 10 in conjunction with the General Meeting of ISA. 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 _____ Fax Number _____

E-mail Address(es) _____

Airline _____ Domicile _____

Position/Equipment _____ Date of Hire _____

*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 number: _____

Card Expiration Date: _____ 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: Denise Mowat, ISA Membership Chair

W12347 848th Ave., River Falls, WI 54022 USA

ISA News - April 1999
Convention Registration (See Page 17)
Meet Your New BOD Members (See Page 19)
Convention Site 2000 Proposal Information (See Page 36)



International Society of Women Airline Pilots

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

Bulk Rate
Postage Paid
Half Moon Bay, CA
PERMIT NO. 55