



ISA NEWS

International Society of Women Airline Pilots

November 2000
Volume 22, No. 2

Meet This Year's Scholarship Recipients

What a great group!
Begin on p. 8



Membership
Contributions Due
NEW! New!
Membership Drive
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Of Special Interest:
'When the IRS
Audits your
Business Taxes'
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Convention 2001
Look Ahead:
Alyeska Resort
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Complete Scholarship
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ISA PLANNING CALENDAR

November 2000

() ISA Board of Directors Meeting. All members welcome. Contact any ISA Board Member for details.

December 2000

(1) ISA News Articles Due
(31) Annual Membership Dues due for 2001. Send to Melissa Monahan, Membership Chair.

January 2001

(15) ISA News Mailing for February issue

February 2001

() ISA Ski Days, Keystone, Colorado, USA. Contact Cindy Shonk.
(10) ISA Board of Directors Election Nominations Close.
() ISA Board of Directors Meeting. All members welcome. Contact any ISA Board Member for details.
(15) ISA News Articles Due

March 2001

(15) April issue ISA News Mailing
(15) Board of Directors Election Mailing

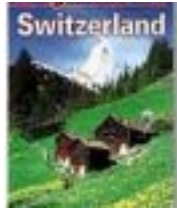


March 22-24, 2001
Women in Aviation Conference, Reno, NV, USA

April 2001



April 1, 2001 Captain's Club Forms Due. Contact Cammy McHenry.



April 15, 2001
Convention 2002: Tentative Site Reservations Due

(15) Scholarship applications due. Contact Luan Meredith.

(25) Board of Directors Election Ballots Due

May 2001



May 9-11, 2001
ISA Convention and Board of Directors Meeting, Anchorage, Alaska, USA. Contact Christina Grohs.

(15) Scholarship notification of eligibility

**On the Web at:
www.iswap.org**



Next Newsletter Deadline Friday, December 1st

The International Society of Women Airline Pilots, founded in 1978, has over 631 members from 105 airlines in 36 countries. ISA welcomes as members women flight crew working for FAA Part 121 airlines or non-U.S. equivalent having at least one aircraft with a gross weight of 90,000 lbs/41,000 kg. or more.

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**International Society of
Women Airline Pilots**
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Chair's Letter

by Liz Jennings Clark

Dear members,

Another quarter has flown by – I hope you all had a great summer. As I write, the first leaves are turning here in Amsterdam and, unfortunately, winds and rain confirm that autumn (fall to most of you) is upon us.

As those of you who are online will know, our Secretary, Seema Kapur, resigned to accept a job with Cisco Systems. We wish her all the best. Luckily for us, recently retired Continental Captain Jessica Stearns replied to the email plea for a new Secretary, volunteering to fill in the gap. Jessica even made it to the Chicago Board meeting on just a few week's notice. Welcome, Jessica. (See Board meeting minutes, p. 14.)

A few issues:
Membership Chair Melissa Monahan has proposed a reward system



for members who bring in new members – you could get a nice reduction in your own membership costs – even get a year free! Read the full details in her article. Please take advantage of this

membership drive to spread the word about ISA to your women pilot friends and colleagues.

Luan Meredith summarizes the large number of scholarship requests ISA received. ISA funding will be making quite a few future colleagues' dreams come true. Keith Johnson, capping a very busy quarter, persuaded Flight Safety/Boeing to match

a type rating donation given by American Airlines.

The Board was unable to view the ISA-sponsored video "High Flying Women," available only in European PAL format. By the time you receive this newsletter, the tape will be transferred to NTSC format and will be available in the ISA library or from the Education chair.

The Board discussed using either tele- or video-conferencing for one or more quarterly meetings to ease Board member schedule pressures and reduce cost. Although useful for concentrated discussion of particular topics when everyone is well-briefed, such conferencing may not suit the broad discussion that usually is the main feature of our Board meetings. Thus, it was decided to put the idea on hold and maybe do a "trial run" with some hot topic rather than try a whole Board meeting straight off. If members have personal experience with this type of conferencing, we welcome your opinion as to its efficiency.

Have a great holiday season, fly safely and I'll "talk" to you in the new year.

Liz Jennings Clark
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ISA News Managing Editor

by Thyra Stevenson



We're working to make *ISA News* both web and print friendly for you. It is an interesting challenge, because the design standards are different. Keep watching, though, as we move to take advantage of the Internet as a valuable resource.

Features this month include:

- Convention 2001, are you ready? Look Ahead, inside back cover.
- Membership Contribution time, and Melissa Monahan has the deal for you! See the details on pages 4 and 13.
- Annual Scholarship Recipients, starting on p.8.
- New centerfold: The pages are formatted and perforated so they fit in your new Membership Directory and binder. Simply remove the complete centerfold pages, remove and replace into your binders, as appropriate.

Sneak peeks from next issue:

- Layover Leisure destination: Moab and other Utah Canyonlands.
- New column: websites of interest

As always, thank you for sending letters, articles and photos. Keep them coming.

Thyra Stevenson
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ISA 'eNews':
Soon on 'members only'
section of website
www.iswap.org



The 2000 –2001 board had a very productive meeting last month in Chicago. Despite the problems around United, all but two directors managed to make it to the Westin O'Hare (Many thanks to Carolyn Pasqualino and Evelyne Tinkl for their help in getting accommodation). We met over two days – starting midmorning on the Wednesday, to allow people time to fly in from their various domiciles, and finishing on the Thursday in time for everyone to make flights home. This schedule give us sufficient time to cover all our agenda items and has the additional benefit of giving us an evening to go out to dinner together and get to know each other face to face rather than just from email.

Membership

by *Melissa Monahan*

This quarter we welcome 10 new members and 9 returning members. ISA membership now totals 516. We still have several lost members out there, so if you see someone on the "Lost Members" list from the August newsletter, please try to get in touch with them. I have only received three responses to the article. It would be unfortunate for members to miss out on ISA's valuable information.

Members, how about a discount on your annual dues for next year? We are kicking off a "Membership Drive" starting November 1st. From that date through January 31st, for each new member you refer,



you will receive a \$10 discount on your annual dues for 2001. (For those of you who have already renewed, the discount will be applied to 2002 dues.) If you refer 5 or more members, you will receive your dues free for one year. So ladies, let's get out there and seek out new members for ISA. Please make sure the new member includes your name on the membership application so that you will receive credit for the referral. If you have any questions, contact me by phone or email.

If you haven't received your reminder postcard in the mail already, you will shortly. I look forward to receiving those renewals in the mail, and I hope everyone has a great holiday season!

Welcome, new and returning members!

New members:

Thyra Bloom
US Airways B737 FO DCA
DOH 11-08-99

Rebecca Conger
American B727 S/O
DOH 05-08-00

Corrine Chapman
American MD80 F/O SFO
DOH 06-89

Wendy Chapman
Federal Express B727 S/O MEM
DOH 07-05-95

Kim Cooper
Midway CRJ CA RDU
DOH 03-11-99

Molly Flanagan
United B737 CA SEA
DOH 02-05-79

Deborah Patterson
USAirways B727 F/O LGA
DOH 02-12-90

Lisa Peasley
United B737 F/O ORD
DOH 02-21-00

Nadine Sprugel
Hapag Lloyd FO
DOH 01-02-00

Mary Trusler
Continental B737 F/O IAH
DOH 05-19-90

Returning members:

Annalisa Bonsuan
Alpi Eagles F-100 FO Venice
DOH 10-98

Echo Chang
China Airlines B747 F/O TPE
DOH 06-13-92

Katharina Jermini-Schmid
Crossair BA-46 CA
DOH 09-87

Lori Jorgensen
Alaska MD-80 CA SEA
DOH 12-88

June Liston
United B737 CA LAX
DOH 05-09-88

Michelle Miles
Alaska MD-80 FO SEA
DOH 02-16-88

Diane Proffitt
United B727 F/O DEN
DOH 03-30-92

Jessica Stearns
Continental B737 CA EWR
DOH 08-27-84

Glenys Robison
Air Canada CL65 CA YYZ
DOH 02-04-80 ✈

New! Member Directory & Binder

New directories: Produced and distributed in June-July. ISA binders, ordered specifically to hold the contents of this directory, are now available for purchase at the ISA store.



Human Performance & Resources

by *Terri Bartolero*

Thanks to Patty León for all the time and energy devoted to serving as HUPER Chair. We appreciate it very much.



Patty continues serving ISA on the upcoming Anchorage Convention committee. In her spare time, she upgraded to B-737 Captain at Alaska Airlines, based in SEA. Congratulations, Patty. I hope Zazu will get to see more of you now.

In upcoming months, I'll be working to make various articles on maternity issues and policies available to the membership in the library and on the website. If you'd like to add items to this reference database, please send them to me.



In April, I started flying for National Airlines, based in LAS, on the B-757. It being a new company, I will be working to help develop a maternity policy. (Wish me luck.)

That's it for this issue. I look forward to your updates so we can all share the happenings in your lives.

UPGRADES/TRANSITIONS

Liz Crowell, Delta, transitioned to B-767ER International First Officer, based in New York.

Bridget Veitz began flying for United in 5/99 as B-757/-767 First Officer.

Kim Sivertson joined UAL 8/99 as B-727 First Officer.

Karen Croskell, U.S Airways, upgraded to DC-9 Captain on 3/3/2000.

Joelle Ben-Peretz, ISRAIR Aviation, upgraded to ATR42 Captain on 9/12/2000.

NURSERY NEWS

Debbie and Mark Shavers along with big brother Benjamin, are delighted to announce the arrival of their little firecracker, Alexander Orion, born July 4, 2000. ✈

New Secretary Introduction

by Captain Jessica R. Stearns



It's surprising how fast age 60 can sneak upon you and the FAA has declared you a pumpkin. I suppose that I should enjoy the fruits of my labor, especially since I can fly

my J3 Cub whenever I feel like visiting friends, having a very expensive hamburger, or hanging out the side taking photographs. Still, there will be times that I will miss being in the pointy end of the big jet as it speeds across the skies six to seven times faster than my Cub. Perhaps what I will miss most will be the comradeship of working with a group of people whose education, varied backgrounds, viewpoints, and experiences made going to work exciting. There's no other occupation that I can think of where so many have a common bond, are so highly trained, scrutinized, yet when they report for a flight, work so closely together.

I like to say that my flying career started when I was five years old on my grandparents' farm in Blount County, Alabama. I would look up in fascination at airplanes high in the sky, not knowing the type or where they were bound. I just knew that someday I would be up there and even said so when I was asked what I wanted to be when I grew up. My first grade teacher and classmates laughed. In 1946, that was an



improbable choice for a young person in my area of the South. That humiliation may have been the spark that gave me the determination to work toward where my heart wanted to be. Yes, I did have diversions when other choices seemed more glamorous, but by fifteen, I was truly convinced. Since age twelve, I had worked after school, saving half my earnings toward the \$600 or so dollars that it cost then. The airplane, a PA-18, was \$9.00 per hour and the instructor was paid \$3.00. To me in 1956, that was a substantial sum. At the time, I lived with my dad in downtown Philadelphia. I decided that I would take lessons at Philadelphia International Airport so that I would spend time in the control tower, radar room, weather office, and anywhere else that would put up with a very inquisitive teenager. My



schoolteachers were understanding, and when weather prevented lessons for a few weekends, nothing was said when I would suddenly dash to a pay phone, schedule a lesson, throw my books into the locker and head for the airport. Of

course, it was also understood that all homework would get done and at least a B grade point average would be maintained.

On October 21, 1957, I passed my Private Pilot test. I did not have a driver's license, but I could fly. One day after that, while I was driving two other students and my Flight Instructor back to school, the Instructor told me to speed up as we were going to be late. I stated that the limit was 25, but he said, "Do 35." No sooner had I complied than the sound of a siren approached us from the rear. A motorcycle cop pulled me over, stomped up to my car and said, "OK, buster, let's see your pilot's license." While my amused Instructor watched, I handed the officer my freshly-issued certificate. His

clenched hands, prominent neck veins and fierce expression behind his sunglasses made me fearful. Without a word, his hand came through the car window and released my certificate. He stomped back to his



cycle, kicked it into gear and laid rubber down the avenue. Of course, upon our arrival at school, everyone heard the story. I still remember that

officer's face — only his sunglasses hid the twinkle that must have been in his eyes as he checked out this young — unlicensed — driver who could fly airplanes.

In 1959, I graduated from high school. I had done quite well. Though I was an A student in most subjects, I did not have the financial means to attend college. Those were the days when scholarships were few, and if you had not served in the military, job choices were few and not very good. Because of my aptitude score for flying, I was accepted for USAF Aviation Cadet Pilot training. Four days before reporting, training was cancelled — a real bummer with a draft notice imminent. The Air Force recruiter told me that I could sign up for Navigator School, which would

lead to an aeronautical rating, commission, and, after three years as a navigator, I would be eligible for pilot training. Well, it took me five years. Going through pilot training as a captain was a hoot, though. There were seven in my class, 67H, so we ran it, took the final exam for most of the courses, and concentrated on the really fun stuff, like



flying the T-37 and T-38.

Oh, yes, while I was in pilot training, I met my soulmate. As they say, the rest is history -- but of a different nature. The

(Continued on page 19)

Education

by Liz Jennings Clark



I agreed to fill this position for the remainder of the current term, which expires May 2001. (See the sidebar on the right for the position description.) I know one of you is longing to step up and volunteer to shine as Education Chair beginning next May. Email or call me.

This has been a pretty quiet quarter for the Education chair. I suspect that it has a lot to do with the fact that schools and colleges have been on vacation. There has been just one request for a speaker! I hope that this quarter will bring more

enquiries. Similarly, it has been quiet on the museum displays front. Ginger Cutter continues her work on the Website and Firsts projects, Denise Mowat still oversees the Library.

At the recent Board Meeting in Chicago we all admired the latest version of the "Tips on becoming an Airline Pilot". It now comes complete with photographs and a very professional looking cover in the ISA house style. Many thanks to all who helped on this project: Gail Redden Jones, first update; Nanc Briot, recent update; Ginger Cutter, graphics & photo work; and, of course, UPS whose funding made it possible.

The biggest news this quarter was the completion of production of the video "High Flying Women" by the Dutch company, Forum Productions. By the time you read this article, the video will be available in both PAL and NTSC format (for both European and US televisions). This documentary features ISA members Connie Tobias (US Airways), as well as an Indian Airlines Captain, and a London-based Virgin Airlines Captain. The video examines the similarities and differences of the women's experiences and motivations in their individual journeys in aviation. ➔

**Click 'n' view:
Download from our website:
www.iswap.org**



Download the new, sixteen-page edition (four pages of photos included in pre-printed copy only).

Education Chair Empty - Needs YOU!

Duties:

- gather material of historical significance to ISA
- respond to requests for speakers and statistical data about women pilots
- ensure that photos are taken at ISA events
- oversee museum displays and set-up
- oversee research and collection of data requested by other ISA committees
- Direct Library, Webmaster and the Scrapbook/Firsts project leaders

This position probably best filled by a US resident because of difficulty timing calls when looking for speakers in the US.

The Education Chair position does not take a huge amount of free time (arranging speakers can give periods of fairly intense activity). It is a vital part of ISA's mission - "advancing women in the profession of airline pilots via education and scholarship."

I hope to be hearing from YOU!! ➔

**Click 'n' send:
Download renewal form
from our website:
www.iswap.org**

ANNUAL MEMBERSHIP CONTRIBUTION TIME

Time to renew for 2001

- \$45 US Dollars "active" members
- \$15 USD for "inactive" members [on medical leave (NOT maternity leave), furlough or retired]. (Additional contributions to ISA scholarship appreciated and are tax deductible for US members.)

Send or e-mail:

- credit card number, amount, and expiration date (MasterCard or VISA only),
- your US check (payable to "ISA"), directly to my home address (see below)

Include changes in address, phone numbers, e-mail, family, domicile, equipment status, etc. Use the "Moving?...Change of Address/Phone?E-mail?" form or the ISA Membership Application/Renewal Form in the center pull-out section of this newsletter, (Membership Application/Renewal also on the web). Non-US members may renew at the convention next May in Alaska.

Send to:

Melissa Monahan
ISA Membership Chair
805 W. Boxborough Dr.
Wilmington, DE 19810 USA
MSMonahan7@aol.com ➔

Treasurer's Report

by Janet Coté

Volunteer Wanted!

My term as Treasurer expires after the Anchorage convention next year. This position requires a basic understanding of Quicken, and the ability to write newsletter articles that keep people awake. The best part about volunteering is that you get to work with some great ladies on the Board of Directors, and have the opportunity to meet ISA members from all over the world! If you have any questions about the position or want to volunteer, feel free to contact me at my e-mail address: janet@cote.org

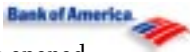


Scholarship Fund:

As of August, the ~~Thank you Paine Webber~~ current signatories on the Paine Webber account are: Luan Meredith, Liz Jennings-Clark, and Janet Coté. I do not have the PW statements from May-August, so the account balances below are not up to date.

Beryl Markham Memorial Fund:

A new account, Bank of America's Business Interest Maximizer, was opened July 10th. This is a deposit only account, however funds can be transferred into ISA's business checking account.



Business Checking:

Terri Bartolero has agreed to be the other signatory for the business checking account. Outgoing BOD members Patty

Barrera and Seema Kapur have been removed from the list.



Convention

Finances:

Costa Rica convention expenses have been submitted and credit cards returned. "Muchas gracias" to Helena DeAndreis for doing a great job on keeping track of expenses. \$3,908 was left over, which will be transferred into ISA's B of A money market acct. New credit cards were issued for Val Thalslocum and Chris Grohs. Credit card account balance = \$0.00

501(c)3 Review:

ISA's final determination letter was received from the IRS. ISA is considered a tax-exempt organization under IRS Section 501(c)3. Ginger will have a copy of the letter available on ISA's website in the near future.

Expense Reports:

Expense reports help determine ISA's budget. No matter how small the amount, please submit expenses at the end of each quarter (March, June, Sept, and Dec).



Treasurer's Address Change:

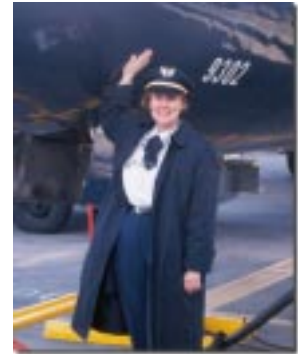
In August, our family moved to: 2490 Aberdeen Lane, El Dorado Hills, CA 95762. My e-mail remains janet@cote.org →

Current Account Balances: (as of August 18th, 2000)	
Bank of America	
Business Checking (General Acct.):	\$ 6,152.56
Business Int. Maximizer	\$ 5,006.36
*Money Fund designated for convention)	\$45,493.68 (\$17,140)
	\$56,652.60
Paine Webber	
Cash Fund:	\$ 29,833.33
Investments:	\$152,908.52
(investment value May 1 st , 2000)	\$182,741.85
Total ISA Assets: \$239,394.45	
*7-day average yield of 5.76%.	



Vice Chair & Corporate Communications

by Evelyne Tinkl



As **Vice Chair** I had a really pleasant job this quarter: presenting the new ISA + 21 "Wings" to Board Members during the August meeting. The wings (little gold tone wings with ISA logo) were very well received. Charter members, Board and Committee members will receive wings. →

(See the Corporate Communications activities below.)

Corporate Communications Quarterly Activities

- Phone conference with Membership Chair Melissa on ways to develop and run the ISA Liaison program. The full Board discussed the issue and decided to continue as an informal program depending on availability of volunteers. Thank you Eva Brock/ Delta- SLC and Alicia Kubida/ American- MIA for your participation.

- Received several requests from authors wanting to use some of our materials in books or other publications. Granted permission to quote to:
 - Dr. Jack Eaton for his new book *Globalization and Human Resource Management in Airlines*. Dr. Eaton agreed to donate one of his books for our library.
 - Ms. Joann Henkel, who will incorporate it into college level lesson plans she

(Continued on page 17)

Scholarship

by Luan Meredith



This record setting scholarship year has generated a very busy quarter for Scholarship. The selection committee met and awarded fourteen financial

scholarships. I have been busy notifying all our winners and thanking all our interviewers and donors (about sixty letters in all!).

I must say a special Thank You to our selection committee for taking time out of their busy lives to evaluate applicants and make final award selections. Linda Wright, Connie Tobias, and Nancy Misner: Great job! Thank You. I am always impressed with the dedication and ability of our interviewers in completing the interview assessment forms.

Many Thanks to the following interviewers: Anne Simpson, Alisa Goss, Eva Brock, Denna Gollner, Lee O'Riley, Glenys Robison, Deborah Kaeder, Nancy Ebert, Michelle Hatch, Lori Cline,

Ellena Folch, Tiffany Vlasek, Debbie Utz, Kimberly Mahoney Littell, Nadine Spruegel, Susanne Fischbacher, Susan Oktay, Christine Rupert, Jane Saddler, Mary Bardon, Susan Gillett, Christina Doig, Sue Yamamoto, Debra Roberge, Lynn O'Donnell, Nancy Novaes, Carolyn Pasqualino, Angela Allen, Janet Patton, and last but not least, Gail Redden Jones.

Giant kudos to Keith Johnson, who works tirelessly on ISA Airline Scholarships. She persuaded Flight Safety to match the donation from American Airlines, thereby giving us an extra Boeing 737-200 type

rating to award this year. Way to go Keith! Wonder Woman!

ISA is very grateful to UPS for the generous donation off \$5000.00, and to Ms. Paulette Riley of the Greater Kansas City Community Foundation for the \$10,000.00 Grace McAdams Harris donation to our scholarship fund. Additionally, this year Air, Inc.'s Kit Darby donated two complete subscriptions to his professional pilot employment service, which were awarded to two Airline Scholarship applicants. (See Keith Johnson's Airline report for the winners)



From left, Scholarship Chair Luan Meredith receives donation from UPS representatives Cidney Ferguson and Paige Muesle

Cheryl Cage, Cage Consulting, donated a consulting package valued at \$900.00, awarded to Shannon Walsh, a Financial Scholarship applicant.

ISA scholarships would not happen if each of you didn't do your part. It's a wonderful world when a plan like this comes together. I hope when you read about each of the following ladies who won awards, you feel the sense of pride I do in belonging to this organization. ➔

Photos, from top:

2000 Scholarship Award Winners



Mary Bell, currently a FO at Mesaba, is awarded the **ISA Career Scholarship** to get her ATP. She grew up next to a small neighborhood airport, which she believes to be a contributing factor to her passion for aviation. The daughter of a single mom, she worked to put herself through college graduating at the top of her class, achieving the Senior Departmental Award for aviation and the Bronze Medal of Excellence for her efforts. Mary, ISA applauds your dedication to your career choice. We look forward to your becoming a member of ISA.

Carin Counihan, an Alaska Flight Attendant, awarded an **ISA Merit Scholarship** to finish her CFI, CFII and MEI, took her first flight at age 3 and knew she wanted to fly that jet herself. Since finishing college, she has worked full time and borrowed money to pursue her dream of being on the flight deck. Her life is "Built around this goal". She is "very grateful to Captain Patty León, my co-worker ...she has been very generous with her time encouraging me to attend WIA conventions, and applying for scholarships. I have learned and grown from many other women's pilot experiences and stories." ISA applauds your determination, Carin, and looks forward to your becoming a member of ISA someday soon!

Mary Ann Dach, a Continental Flight Attendant, awarded an **ISA Merit Scholarship** to achieve the CFII and MEI got "hooked on flying when my father took me to an airport in Venice Florida for an introductory flight." Because ISA member Katie Smith paid her way to the WIA conference where she met Keith Johnson, among other ISA members, Mary Ann will now be afforded the opportunity to continue pursuing her dream in a more expeditious way. Mary Ann, keep up the good work so you can come be one of our members!

Cheryl Davis, a college student (4.0gpa), owns her own "Airport Angel Wash & Wax" business washing, waxing and detailing aircraft to support herself and pay for flying lessons. She has been awarded the **Fiorenza de Bernadi Scholarship** to pay for her CFI. Cheryl learned of ISA through our web site. She aspires to be an ISA member. We wish you great success, Cheryl!



2000 Scholarship Award Winners, *continued*

Each set of photos, from the top:

Jennifer Edmunds, Mesaba FO, high school valedictorian, Phi Beta Kappa Scholastic Honorary Society member, is awarded the **ISA Career Scholarship** to get her ATP. In honor of graduating Valedictorian, Jenny's parents gave her the Private Pilot Certificate funds. At University of Illinois, UAL selected her for an Internship! Jenny learned of ISA at the WIA conference. We'll be looking for your name in our ISA membership roster!



Jayne I. Fogarty, a Northwest Airlines Flight Attendant and mother of six, is awarded the **ISA Merit Scholarship** to achieve her CFI. Her love of flying began at age 9, riding in her brother-in-law's airplane. ISA members Denise Mowat and Carol Cansdale told her about ISA. You come highly recommended, Jayne. We wish you great success! Hopefully, you'll be an ISA member someday soon!

Devyn Everett, an Embry Riddle graduate and employee as Flight Instructor, is described by the Aeronautical Program Coordinator as "one of our super stars from the time she arrived on campus." Devyn began her love affair with flying seven years ago when her babysitting customer took her for a ride in his Mooney. ISA applauds this "super star" with the **Grace McAdams Harris Scholarship** to get her CFII and MEI. We hope you're a future ISA member!



Lori Harvey, an FO for North American Charters, winner of the Francis Grondin Female Pilot of the year in 1997 by Moncton, NB, school, is now winner of an **ISA International Career Scholarship** to fund her Multi IFR rating in a King Air. Lori learned to love flying as a child because her father worked for Air Canada and they got to travel. ISA members Kathy Fraser and Suzanne Pettigrew introduced Lori to ISA. Best of Luck to Lori with her professional airline piloting career! We hope to see you on the ISA membership roster someday!

Jennifer Blakeney Howren, currently flight instructing at Piedmont-Hawthorne Aviation, is winner of our **North Carolina Career Scholarship**. Jennifer left an Interior/Exterior Designer career after flying in her stepfather's TB-10 to become a professional pilot! In less than 2 years, she has gone from 0 flight time to CFII and MEI. ISA looks forward to your membership soon!

Theresa Jacobsen, flight instructor, mother and wife..... Theresa is a very busy young lady determined to have a career as a professional pilot. She is awarded the **ISA Career Scholarship** to get her ATP. Lots of Luck, Theresa. We look forward to getting an ISA membership application from you soon.

Mary Jo Kiggins has experienced aviation from ground service worker, dispatcher, deputy aviation commissioner to commuter pilot. She heard about ISA from the WIA conference. ISA is granting her the **ISA Career Scholarship** for her ATP, which is her next step. Here's another future member of ISA. We wish you much success Mary Jo.

Christy A. Miller, Northwest Airlines Customer Service Agent part time and Aviation Flight Science student at Western Michigan University, Kalamazoo, describes the greatest day of her life as "a ride in his Aero Coupe" Christy is awarded the **ISA Merit Scholarship** to help facilitate her CFI and CFII. Keep up the good work, Christy, and we'll see you here at ISA some day soon!



Suzette Umphrey, an Instructor of In-flight Aerial Refueling with the Utah Air National Guard and Certified Flight Instructor with Atkin Air, is awarded the **Grace McAdams Harris Scholarship**. Suzette dreamed of flying since very young and is pursuing her dreams building a life she is proud of. ISA is proud of your dedication and perseverance, Suzette. Keep up the good work! Gals like you make great ISA members! ➔

Airline Scholarship

by Keith Johnson



We are very excited to announce a new addition to the Airline Scholarship roster! We recently received

confirmation from **FLIGHT SAFETY/BOEING** that they will donate one B-737-200 Type Rating to ISA+ 21! This is great news for the eighteen Airline Scholarship applicants this year.

The Airline Scholarship Selection committee met August 14 in San Francisco to read through the comprehensive scholarship applications and all the great Interview Assessment forms that many of you completed. They selected the winners and runners-up for 3 Type ratings and 1 Flight Engineer rating. Within days of their announcement, I received final word that Flight Safety/Boeing would be willing to donate the Type rating. I quickly reconvened the Selection committee of **Kathryn Bustle, Ginger Cutter and Linda Morley-Wells** via e-mail and telephone to see how they would like to redistribute the awards. What a wonderful dilemma to resolve! The final results are posted separately in the newsletter (see pages 8-11).

In the last issue of the newsletter, I introduced our newest scholarship sponsor at that time, **American**

Airlines. American was unable to offer us training at their own Flight Academy because of lack of simulator availability. Instead, American donated \$10,000 to purchase a type rating at an alternate flight training facility. I contacted Flight Safety/Boeing after the Costa Rica Convention and spoke with many people at several different locations nationwide. Flight Safety has over 40 different training facilities in the USA. My goal was to purchase one type rating with the funds from American Airlines and receive a donation of a second type rating from FlightSafety/Boeing. Two for the price of one! My kind of shopping!

Flight Safety/Boeing notified me in mid-August that they would donate the B-737-200 Type rating, if the winner of both the American scholarship and the Flight Safety/Boeing scholarship would train together as a crew. They will be typed separately. The training will be conducted at the Dallas, TX, training facility. We are so pleased to welcome our newest sponsor to the Airline Scholarship committee! Thanks so much to Flight Safety/Boeing.

I would like to give special recognition to our other Airline Scholarship sponsors, **Federal Express** and **United Airlines.** They have sponsored scholarships for the past five and six years, respectively. They have invested many dollars and hours to our scholarship program, and we are very grateful for their long-term commitment.

Many thanks, also, to our Selection committee for the long hours they spent deliberating (and redeliberating) over the scholarship winners. The Selection committee was greatly assisted in their efforts by the comments and observations recorded by our scholarship interviewers. We had two ISA members interview each of our applicants, which is very helpful in defining the applicant that is presented to the Selection committee on paper. We greatly appreciate the time you spent meeting with applicants to offer suggestions for future improvement. I recently spoke with Lisa Peasley, runner-up for the 1999 Flight Engineer rating. She was fortunate to be hired by

United Airlines a few months after her scholarship award. She told me that her scholarship interview was very beneficial in preparing her for the United job interview and felt it was one of the best benefits offered by the ISA scholarship process. I wanted to let all of the interviewers know that their time and effort is appreciated.

This year's interviewers included: **Wendy Albright, Sherry Anderson, Johanna Ashley-Nye, Sandra Beebe, Diane Casavant, Wendy Chapman, Jan Demko, Melany Dennis, Jane Dyer, Nancy Ebert, Michele Gaffney, Cindee Goes, Carol Clayton Johnson, Lori Jorgensen, Deborah Kaeder-Carpenter, Sharon Krask, Judy Lee, Cindy Mandel, Daneane Martin, Deborah McEndree,**



Dear Luan:

I am thrilled to be the pilot selected by ISA for an ATP Scholarship.

I have already met with a flight instructor and bid for a week off in October to do my ATP training.

Thank you for working with me throughout the scholarship process. I look forward to joining the ranks of women pilots in ISA + 21.

Sincerely,
Jenny Edmunds
2000 ISA Career Scholarship

Christina Oliver, Lee O'Riley, Dee Pacha, Jennifer Palmer, Dolores Pavletic, Carolyn Pilaar, Laura Pomerleau, Penny Price, Carolyn Reisz, Lynn Rhoades, Glenys Robison, Maggie Rose, Charlene Sammis, Angie Smith, Roberta Stanford, Valerie Thal-Slocum, Krisan Wismer, and Eliska Wysocki. You can see that this is a huge undertaking every year and it

(Continued on page 11)



Flowers and a 'thank you' card sent to Luan from Sylvie DeMoulin, who won a type

rating from Air Montreal through ISA Financial Scholarships. →

AWARD RECIPIENTS

Airline Scholarship Awards 2000
At right, from the top:

UNITED AIRLINES # 1 - Type Rating
Katherine Wallace

Katherine was chosen as a runner-up for the UAL Type Rating in 1999. She is a native of New Zealand, where her parents obtained a second mortgage on their home to send her to the USA for her flight training. She is currently a DHC-8 Captain with Mesa Airlines with 5300 TT.

AMERICAN AIRLINES - Type Rating
Carolyn Dey

Carolyn has flown for Trans States Airlines in St. Louis, MO, for the past two years. She transitioned to Jetstream 4100 Captain after fifteen months with the airline. She has 3500 TT.

FLIGHT SAFETY/BOEING - Type Rating
Sheila Guest

Sheila is a SF-40 Captain with Northwest AirlinK, based in Memphis, TN. She has flown with AirlinK for the past four years, and has accumulated 4700 TT.

UNITED AIRLINES # 2 - Type Rating
Korena Davis

Korena has worked for Mesa Airlines in Reading, PA, for the past three years as a Beech 1900D First Officer. She has accumulated 2700 TT.

FEDERAL EXPRESS - Flight Engineer Rating
Dimi Dimitrova

Unable to fly in her native Bulgaria, Dimi received a scholarship to come to South Carolina at the age of nineteen to study at Bob Jones University. She earned her Bachelor's, Master's, and PhD. degrees while concurrently learning to fly. She has earned all her flight ratings and is now a flight instructor at the university. ➔



She the great news article and photo about Dimi (above, at bottom) on the web at:

<http://www.Greenvilleneews.com/news/10091000.htm>

RUNNER-UP WINNERS

United Airlines # 1 - Type Rating
Runner-up: Linda Wiekhorst

United Airlines # 2 - Type Rating
Runner-up: Rochelle MacCosham

American Airlines - Type Rating
Runner-up: Shannan Baldrige

Flight Safety/Boeing - Type Rating
Runner-up: Kassandra Cassano

Federal Express - Flight Engineer Rating
Runner-up: Laura Pfundstein

ALTERNATES

Type Ratings
1. Kristine Gentry
2. Jeannie Dismukes

FE Rating
1. Erin McCoy
2. Alison Blair



ISA News
Next Issue Deadline
Friday, December 1, 2000

(Continued from page 10)

requires many volunteers for its successful outcome. Thanks to all of you.

I have found that one of most enjoyable parts of this job is recruiting the scholarship interviewers each year. As I speak to so many members on the phone during my recruiting efforts, I learn all the latest news: who's getting married, who's getting divorced, who's having a baby, who's going through upgrade training- all of life's important moments. It's interesting to actually speak with a member who may have only been a name in the Membership Directory moments earlier. I enjoy catching up with everyone and sharing your news. I am so grateful that all of you share the passion to help pave the way for our future members to join us in this great profession! ➔



Captain's Club

by *Cammy McHenry*

Calling all captains!

If you are a member and are a captain and have never joined the captain's club before, now is the time. We are looking for qualified members and we are offering this at half the regular price. (You can do the math, it has always been free).

We had 32 captains join in Las Vegas. Our best-ever year was Cyprus, where 33 members joined. Last year at Costa Rica, we added 23 new captains to the ranks. So far this year, we have two new captains, so I am hoping my year gets much busier soon.

ISA extends heartfelt congratulations to:

Donna Beering, United B-737/300

Carole Litten, US Airways A-320

We'd like to wish you blue skies and smooth landing but we've all been out there long enough to know it doesn't always work that way. So we'll just say good luck on every leg, and enjoy it the best you can. ➔

BOARD OF DIRECTORS REPORTS

(STILL) LOOKING FOR A FEW GOOD WOMEN:

by *Evelyne Tinkl, Corporate Communications*

In the August *ISA News*, I wrote a short column asking for volunteers to help with preparing the Silent Auction and Raffle which takes place at our yearly Convention. To this date (September 15), I have not had a single answer! Ladies, there is no way I

can do this by myself - I really need some help. Most of you probably feel something along those lines: I have never been involved with a fundraiser before and feel overwhelmed. Where do we even start? Well, let's take a look at this (see below).

And remember,
Fly safe and happy landings

Evelyne Tinkl
telephone: 757-595-7729
email: etinkl@earthlink.net. ➔

Silent Auction & Raffle Workforce

WANTED: Donations

- Hotel or Resort stays
- Airline Tickets
- Gift Certificates
- Other interesting or neat Items (aviation art, aviation related items, luggage, etc)

PURPOSE: Remember, all your efforts, time and money go towards our scholarships. Consider the tremendous difference they can make in someone's life and career path.

HOW WE'LL PROCEED: Ideally, I would like to have enough volunteers to divide the work among several groups: one for hotels and resorts, one for airlines, and one for gift certificates and other miscellaneous items. Two members per working group could share the workload equally. As a starting point, I do have a list of donors from previous years as well as form letters, stationery etc.

ANCHORAGE AREA MEMBERS NEEDED: To keep shipping costs to a minimum, we need two Anchorage area residents who would be willing to receive and store donated items and bring them to the Convention site.

DEADLINES: In a perfect world, I would like to have all working groups in place by the end of November so that we can be up and flying after the Holidays. Remember, Convention is in May and time flies faster than we all do.

DONATION IDEAS: All Members:

- Have a favorite hotel you've visited on vacation? Let us know.
- Stayed in a great layover hotel? Send us the name.
- Think an auction item might be too big to ship? Think again. A photo or brochure will do. Send us your idea.

If you have a lead or know of somebody who is willing to make a donation, please contact me and I will gladly take the information or provide you with the information you may need.

International members: If you haven't been able to be very active in the organization, this can be a good opportunity for you to get involved. You could track down and organize donations of neat and interesting items such as local crafts from your countries. They would certainly add interest and flavor to our auction table.

WHO TO CONTACT: **Evelyne Tinkl**
telephone: 757-595-7729
email: etinkl@earthlink.net.

Right, May 2000 issue of *Air Line Pilot* magazine gives a humorous, true-to-life look at what flying was like for female aviators in article, 'Some Real Flying.'

Emily Warner inducted into Colorado Wings over the Rockies Museum

News Around the Ramp

contributed by Jean Haley Harper

The June/July issue of *Air Line Pilot* magazine featured an article co-authored by ISA member Jolanda Witvliet about Emily Warner, first female member of Air Line Pilots Association.

Shown here are photos from the ceremony inducting Emily into the Colorado Wings over the Rockies museum.

"Capt. Warner has that uncanny ability to be able to put you at ease and extract the best from you," wrote Capt. Witvliet. "I have felt privileged to know her, both professionally and personally. I am proud I could interview her for this article, as Capt. Warner...has helped and continues to help pave the way for women pilots all over the world!" ✈



At ceremony, from left (all uniformed pilots are with United Airlines), Amy Maddox, Sherry Harriman, Emily Howell Warner, Jolanda Witvliet (co-author of article appearing in recent *Air Line Pilot* magazine), Theresa Thurber, Marion Ballington (UAL A.I. Ground Instructor).



The Emily Warner Exhibit - At right, large, backlit photo of Emily in Captain's seat of Frontier B-737. Exhibit also includes Emily's Captain's hat, various awards and memorabilia, including ISA plaques for Charter Member and Captain's Club (which Emily herself established in the early ISA years).



At ceremony, from left, Sherry Harriman, Julius Warner, Emily Howell Warner, Theresa Thurber.

Board Of Director Meeting Minutes

August 23 & 24, 2000, Chicago, IL

by Jessica Stearns

I. Call to Order

1. Opening Statement - Liz Jennings Clark
2. Members present - 7; Liz Jennings Clark, Luan Meredith-Ward, Thrya Stevenson, Chris Grohs, Melissa Monahan, Evelyne Tinkl, and Jessica Stearns.

II. Board of Director Reports

A. Secretary - Jessica Stearns

1. Approval of the minutes: Minutes of the previous meeting were read and approved.

B. Membership - Melissa Monahan

1. Total Membership as of 8-20-00 is 509 representing 27 countries and 82 airlines. There are 68 non-US members, which is 14% of the membership.
2. Membership renewals: As of 8-20-00 127 members have not renewed (20%). A lost members section has been printed in the newsletter.
3. Membership drive: Members who now recruit a new member by 1-31-01 will get a reduction in dues of \$10.00 for each new member.
4. Life membership: This was discussed and the BOD felt that at the present it was not feasible to create such a category due to problems in accounting, establishing an appropriate rate schedule, and tracking this category.
5. Newsletter mailing: Because of postage costs, especially to foreign addresses, the decision was made to use the present method.
6. Membership badges were mailed with the new directories in June. Replacement cost is \$5.00. Contact the membership chair.
7. New directories were sent out in June. The ISA binder to hold the contents of the directory cost \$6.00 and is available for purchase through the ISA store.
8. Addition of former name to the directory: The present program does not have capability.
9. Airline Liaison Program: The possibility of setting up a separate committee was discussed and

tabled with no action. Members are encouraged to promote cross airline relationships when they see that a positive outcome can be established.

10. Access/Avery Label Pro: Approval for budgeting for an additional program was approved. This program will be ISA property and passed on to each following membership chair.
11. Volunteer descriptions will be printed in the November newsletter.
12. New membership brochures are need. Printing was approved.

C. Treasurer's Report (Via email) - Janet Coté (see report on p. 7)

1. The treasurer's report was reviewed and approved by the BOD.
2. The BOD unanimously approved the addition of Janet Coté and Terri Bartolero and the removal of Patty Barrera and Seema Kapur from the ISA checking accounts.
3. The BOD requests a review of the investment portfolio to assure that the return on investment goals are being met.

D. Scholarship - Financial:

- Luan Meredith-Ward
1. 19 applications have been received for a request total of \$120,000.
 2. \$38,000 in awards is available for year 2000 scholarships.
 3. 16 awards available; 2 are conditional.
 4. One recipient won two scholarships (ATP & FE) but will have to choose only one.
 5. The BOD approved a change in the scholarship profile to permit 10% of the award, on an individual basis, to be used for living expenses.
 6. \$2,000 of the \$4,000 North Carolina scholarship money remains. These are restricted funds and can only for NC recipients.
 7. ISA scholarship donors are requested to permit a broad use of funds, while accommodating specific requests. Wording to resolve this issue will be accomplished by email.
 8. A profile for scholarship awards and allocations will be made a part of the ISA Operations Manual.
 9. Scholarship winners profiles and awards will

now be included in the ISA newsletter.

10. An invitation was received to attend a two-day training conference on how to develop, set up, and attract applicants, do fund raising, etc., for scholarship programs. After discussion, the BOD decided that more research was needed before attending such a conference. This matter was tabled for the time being.
11. ISA Scholarships Limitations: The BOD approved a motion amending the limitations to add the new restriction: "Only one scholarship may be awarded to an applicant in any given year, even though she may apply for both airline and financial that year."

E. Scholarship - Airline: (Via email)

Keith Johnson

1. As of 8-18-00 a total of 4 Type Rating and 1 Flight Engineer scholarships are available.

F. Human Resources: (Via email)

Terri Bartolero

1. Terri and Ginger will be working together to have all company maternity policies on the web for access on the members only page, legally the best way to post this information.
2. Articles about pregnancy, health, radiation, etc., will be put on line as only listing the reference makes finding the actual article very difficult. Feedback from members about posting articles online would be appreciated.
3. Terri thinks that having a few bound copies of articles on related topics in the library would be a good idea. Members could then check them out and copy as they like. The goal is to have 5 copies of each article on hand to reduce turn around time on requests. For example, Terri has just spent 2 hours and \$50 filling requests for articles.
4. Terri requests that the updates need for the newsletter are sent to her. Patty León officially passed over all of the board info last month.
5. A goal is to have a quick reference list of all maternity benefits for each airline so that everyone does not have to sort through each and every company policy. Terri has on hand a copy of a study that has started a list and she wants to expand on it.
6. Terri and Nanc Briot will be working on a maternity policy for National. The goal is to get much better than what everyone else has. Updates will follow.

G. Education - Liz Jennings Clark

1. Request for ISA information: One about ISA from Fl. and one regarding "Tips".
2. Video Tape "High Flying Women": these two tapes need to be reformatted from PAL to NTSC in order to be used in VHS machines. One tape will go to Luan and the other to Chris. Luan has "Meeting the Challenge and ISA" on loan. These tapes will be returned to the ISA library for member use ASAP.
3. Tips Booklet: A donation to pay for the printing was made by UPS. The booklet should be given free to young people seriously desiring airline career information, but if used a donation to the general fund (\$2.00/3.00 is recommended) should be made. Also, contents of the booklet may not be copied in whole or part without the written

WOW!

Membership Drive - Have We Got the Deal For You!

- \$10 Discount on dues for 1 new member
- Dues free 1 yr. for 5 new members

It's as easy as 1, 2, 3!

1	2	3
Nov. 1-Jan 31 Recruit new members	They name you on the application	You receive Discount!



(Continued on page 18)

Membership Proposal

by Lucy Young, USAirways

In Costa Rica, several ideas were voiced with regard to membership criteria for joining ISA and how to define different types of membership. This exchange of ideas is very healthy for our organization and has been ongoing in the ISA news since the Cyprus Convention. I would like to add some thoughts to the discussion.

I propose that the membership criteria be modified to include women pilots flying for any scheduled Part 121 carrier or their foreign equivalent.

Currently, prospective applicants for ISA must fly as a pilot for a company that operates at least one aircraft that weighs at least 90,000 pounds. This number was decided upon in the 1970's when the smallest airliner was a DC-9 (the DC-9-10 weighs 90,700#) and the demarcation between the major/regional airlines and the commuter airlines was much more obvious. The founders of ISA did an excellent job, but the industry has changed dramatically.

As we are all aware, the regional jets are the primary growth areas in the US system, due to capacity, consumer preference, and cost. American Eagle announced that its operation at the Chicago hub would transition to all jets by year end. Aviation Week of 5/8/2000 quotes, "Fairchild executives believe the "scope battleground" will focus on the 70-110 seat passenger jets, or small jets with gross weights between 75,000 and 120,000 lb." Market forecasts predict the regional fleet will grow at an 8% average rate through 2020. USA Today reports: "Airlines are using small regional jets, not big Boeings or Airbuses, as their main engine of domestic growth." The article goes on to state that this year, US carriers have ordered 134 regional jets. Continental Express, Delta connection, and Northwest have announced major expansions of their regional jet flights out of LaGuardia and Memphis. Delta connection now has 138 regional jets and will grow to more than 180 by December 31, 2000. Northwest ordered 54 regional jets last year from Bombardier.

The following background information may be useful as we all ponder what changes to make, if any, to our membership criteria. Regional jets that are in production or on the drawing boards consist of a wide range of



weights and capacities. (See sidebar.)

ISA is now in the uncomfortable position of discriminating against membership for airline pilots flying the same equipment but for different carriers, and of allowing members to join from a carrier that may have only one large aircraft over 90,000# but most of the women flying smaller aircraft. Membership in an airline pilot organization should be based on individual accomplishment, not what type of fleet the company operates.

This change in membership criteria would still allow for Associate Member status for men or non pilots. The new members from the regional and commuter ranks would give a boost in membership, volunteer pool and dues. The networking would be on an individual basis, and it would be up to each ISA member to mentor women if they so desired. The Fast Track column is a great tool for those aspiring to move up to larger equipment or carriers. As mentioned in previous newsletters, women are making the regional carriers a career and they are no less professional or skilled than the current ISA members. They are flying aircraft that go higher and faster than many of us! Even more importantly, they have the same workplace issues that we do.

Our board members have done an outstanding job with volunteering their time and serving ISA with very busy schedules. Since ISA is an affluent organization, an Administrative Assistant could be hired at \$15-20 per hour to accomplish many recurring tasks.

These can include sending out mailings, maintaining a database of members, updating the membership directory in the computer, taking meeting minutes, sending new member applications to membership chair, sending checks to treasurer, maintaining a post office box. Security of all personal information would be paramount. A rough estimate for an Admin Assistant for an organization of ISA's size would be \$15-20,000. Some of the resistance to changing our membership criteria was the increased workload, but in fact hiring a professional to do the administrative tasks and convention registration could decrease it. This would leave more time for board members to allocate projects to committees, to continue to pursue our goals as an educational, cultural and charitable organization and above all, enjoy the wonderful fellowship that we have with fellow pilots from all over the world.



Regional Jets now "bracket" ISA's 90,000# GW number

- Embraer aircraft offers the ERJ-190-200 (MTOW of 101,389#), the 70 seat ERJ-170, the 50 seat ERJ-145, and the 44 seat ERJ-140.
- Boeing is considering a 65-70 seat version of the 717-100.
- Fairchild 728Jet weighs 76,850# and holds 70-78 passengers; the 928Jet will be larger.
- The Canadair CRJ 700 weighs 72,500 # and holds 70 pax
- The Fokker F70 weighs 81,000# and holds 70-79 pax
- The Fokker F100 weighs 98,000# and holds 107 pax
- The BAE-146-100 weighs 84,000# and the BAE146-200 93,000#
- The BA Avro RJ70 weighs 84,000# and holds 70-85 pax
- The BA Avro RJ85 weighs 93,000# and holds 85-100 pax



-data from Aviation Week and Space Technology:

Thank You, Keith

I finished the Type Rating on June 17 and of course, good news seems to follow. I have a class at UPS



starting in early July!

Thank you for this great opportunity and for setting me up with the Bland family. It was fun spending the month in their busy household.

Thank you, ISA, for providing scholarships to aspiring women!

Nicole Anderson-
(Type rating winner- 1999)

Dear ISA members,



Eleven years ago, a seizure in my sleep took my job and career as a pilot for United Airlines, and took my hobby of flying my Cessna 120. Since then, I have struggled with accepting this major upheaval in my life and with moving along this new path. As I am sure you know, epilepsy is one of the few totally disqualifying conditions in the medical requirements for aviating.

Four years ago, I started a non-profit organization called the Alliance for Epilepsy Research, of which I am President and Executive Director. (See the sidebar to review current facts about epilepsy.)

From just these few facts, you can see that with better treatments or a cure for epilepsy, lives could be saved, accidents could be averted, many people could be rehabilitated and the financial burdens for them, their families and society could be dramatically reduced. The Alliance for Epilepsy Research supports and encourages innovative epilepsy research which will lead to better treatments and ultimately a cure.



United Airline's We Care campaign will begin very soon, and I am asking for your help through that venue. Those of you who are United employees can designate the Alliance for Epilepsy Research to be the recipient of part or all of your donation through payroll deduction. All you need to do is provide the following information:

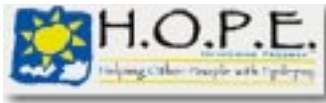


Alliance for Epilepsy Research
P. O. Box 10351
Kansas City, MO 64171-0351

Those of you flying for airlines other than United may or may not be able to designate payroll deduction donations to the Alliance for Epilepsy Research. If your airline participates through a regular United Way campaign, this won't work. If your airline conducts its own workplace giving campaign, you might be able to select an individual charity in any location. Please ask the campaign coordinator where you work.

The Alliance is recognized by the Internal Revenue Service as tax-exempt and charitable under section 501(c)(3) of the Internal Revenue Code, EIN 43-1760017. Your contributions to the Alliance are tax deductible.

Please pass this information on to other employees as you see fit. My most heartfelt thanks for any help you can give.



Sincerely,
Susan Arthurs →

Newsletter Centerfold
now includes pre-
perforated updates to
Membership Directory



Thanks again for the incredible opportunity. Successfully completing United's B-737 training program has given me the confidence I need to get through any training program in the future.
Kara Stinson
1999 United Airlines Type rating



Almost 3 million people in the U. S., and over 60 million worldwide have epilepsy.

80% of those with epilepsy continue to have seizures, problems with side effects from medications or both.

As many as 40,000 people DIE each year directly from seizures. That is about the same number as die from AIDS, or breast cancer, or traffic accidents. (Accidents caused by seizures result in even more deaths.)

Epilepsy remains a hidden disorder. Few who have it speak out and there are no celebrity advocates like Jerry Lewis or Elizabeth Taylor.

The direct (medications, doctor visits, etc.) and indirect (lost earnings, care for the most severely disabled, etc.) costs of epilepsy in the U. S. total approximately \$12.5 BILLION annually.

Most are unemployed or under-employed because of the seizures themselves, the inability to drive (most states require individuals to be seizure free for six months) or the side effects of medication.



Thank You, ISA

My scholarship training at United Airlines was an absolutely wonderful experience! I learned so much and had the opportunity to develop several special friendships. A month's pay was a small sacrifice for such an opportunity. Thanks to the generosity of the ISA + 21 members, the financial burden was not so great.

ISA Library

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

Aircraft Videos

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



West to the Sunrise,
by Grace Harris

Aircraft Systems Software

(diskettes not Windows 95 compatible unless stated)

- A-320 systems CD-ROM
- B-727 systems CD-ROM
- 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 diskette
- DC-10 systems review (3.5" disk)
- CFIT Education and Training CD-ROM

Videos

- BBC film "Reaching for the Stars -The Adventure of Flight," featuring Lynn Ripplemeyer Careers in Aerospace
- ISA video
- Meeting the Challenge: Women in Aviation
- Menopause
- Complete Jeppesen Chart Review

Books & Pamphlets

- *Airbus-Europe's High Flyer*
- B-757/767 aircraft study guide
- *Baby Bargains Secrets*, by Denise and Alan Fields
- *Excited, Exhausted, Expecting-The Empotional Life of Mothers-to-Be*, by Arlene Modica Matthews
- *The Girlfriends Guide to Pregnancy*, by Vicki Iovine
- *Hardball for Women: Winning at the Game of Business*, by Pat Heim, Ph.D.
- Head-up Guidance System Guide B737 EFIS
- *IFALPA-50 Years 1948-1998*
- "In-Flight Radiation" medical bulletin
- *The Invisible Passenger: Radiation Risks for People Who Fly*, by Robert J. Barish, Ph.D.
- *The New Well Pregnancy Book*, by Mike Samuels, M.D., and Nancy Samuels
- "Overcoming the Fear of Flying," Edmund J. Bourne, Ph.D. (audio book)
- *Pregnancy and the Female Pilot: History and Review of Current Administrative Policies and Procedures*, report by Dr. Jacqueline B. Boyd, Ph.D.
- "Radiation Protection 85-Exposure of Air Crew to Cosmic Radiation" by the European Committee Directorate General.
- *That's Not What I Meant! How Conversational Style Makes or Breaks Relationships*, by Deborah Tannen, Ph.D.
- *Trimester-A Healthy Pregnancy Guide*, by Thomas J. Garite, M.D., etc.
- *You Just Don't Understand! Women and Men in Conversation*, by Deborah Tannen, Ph.D.
- *West to the Sunrise*, by Grace Harris
- *What to Eat When You're Expecting*, by Eisenberg, Murkoff, and Hathaway
- *What to Expect When You're Expecting*, by Eisenberg, Murkoff, and Hathaway
- *The Womanly Art of Breastfeeding*, by LaLeche League International →

ISA Critical Incident Response Team

by Lucy Young, USAirways

Our team of Peer Support Volunteers (PSV's) continues to grow and it is a pleasure to welcome several new members. All have gotten trained at their respective airlines and have volunteered to assist ISA members who desire any critical incident assistance. This may be advantageous to ISA members who live in their locality or whose carriers do not have their own CIRP teams. All CIRP conversations are confidential and no written or electronic records are kept.



these women for making themselves available to assist their fellow pilots.

All ISA members are encouraged to use the resources listed in the ISA centerfold, and reference the ISA directory for details on how to reach individual members.

CIRP team members desiring training this fall may attend the Basic Critical Incident Stress Management Course to be held October 10-11 in Potomac, MD. It will be followed by a one day Peer Support Course on October 12. Dr. Carolyn Burns and Dr. Larry Fishel will teach the courses. Previously qualified CIRP team members can use this course as a refresher. The course will include Spousal Support Volunteer (SSV) training for interested people. The course will be held at the Bolger Center, a corporate executive retreat with full facilities. For additional information, please contact Lucy Young at 617-501-3155 or Mimi Tompkins at 808-988-7102. →

ISA Website:
www.iswap.org
Ginger Cutter
Webmaster



Corporate Communications (Continued from page 7)

develops on career-related issues for women.

- Provided Uniworld correct and up to date information for inclusion in 2001 Aviation Yearbook, Chinese edition.
- Investigated feasibility of using phone conferencing for future Board meetings. Listed pros and cons to the Board at the August meeting. It remains an option for the future.
- Developed planning process for fundraising effort for the silent auction and raffle. Need items for both the silent auction and the raffle. Read my separate column on that subject, p.12. →

Board Of Director Meeting Minutes
August 23 & 24, 2000, Chicago, IL

(Continued from page 14)

consent of ISA +21.

2. Flight Safety International has matched the American grant of \$10,000, which has resulted in making a 4th type rating possible. It will be a B737 rating offered at the Dallas, TX facility.

H. Newsletter - Thyra Stevenson

1. American Express has requested back cover space for "Financial Advisors" advertising which would require moving the Membership Application/Renewal Form. This was discussed and approved. Thyra will send Luan an ad sheet.
2. Timing of newsletter publication: It was decided that the publication schedule should remain as it is, but a supplemental mailing for convention forms and information will be made separately

I. Corporate Communications -

Evelyne Tinkl

1. UniWorld: The BOD approved the inclusion of ISA+21 in the 2001 yearbook, Chinese edition.
2. Fund raising: As always, additional methods of fund raising were discussed. A possible source might be to have scholarship recipients get leads from those companies that they receive training from. Also, ISA members should develop leads at their place of employment or where they conduct aviation-related business.
3. Letters to Donors: Evelyne will acknowledge donors by letter.
4. Newsletter article: An article will be put into the newsletter stressing that fund raising is an all-member effort.

5. Teleconference in place of on site BOD meetings: A discussion was held about using teleconferencing vs. meeting in person. AT&T offers this service for a set fee of \$15, then 60c/minute/participant for domestic users, plus the charges for international phone call(s). The call is then billed to someone's phone number.

Advantages:

- * Meetings can be held at any time
- * BOD members can call in from any location
- * Depending on the length of the call it would be less costly than a meeting
- * Increased flexibility and less scheduling headaches for BOD members

Disadvantages:

- * Can get costly depending on the length of the call
- * More preparation needed: Predetermined agenda, BOD members exchanging ongoing/new business items ahead of time
- * Less time spent in the company of other BOD members

Discussion: BOD members felt that this could be a useful tool, especially if video could be used in conjunction with the teleconferencing. It might be a good tool to use for critical situations, however, would it really be better than present email discussion of BOD business. More information is needed and a trial conference conducted to evaluate the real value of teleconferencing.

J. Convention - Christina Grohs

1. Chris presented the latest information on the 2001 Convention in Alaska. The Westin Alyeska Resort southeast of Anchorage will be the site of the Convention. The agenda, tours, speakers, programs, and other items are being finalized. Also discussed was a side trip to a furrier for those

interested. The tentative schedule is: Tuesday - cocktail party at Seven Glaciers Restaurant; Wednesday - business meeting - ballroom setup for business meeting and then set up for luncheon while we take the tram to the mountaintop for a group photo; Wednesday night - tram to the historic 1898 Crow Creek Mine for dinner catered by Marx Bros; Thursday - a side trip conducted by Renowned Tours for a 6 hour wildlife and glacier tour. ERA Air will be contacted for a possible DC-3 aerial tour of the Anchorage area.

II. Unfinished Business

A. Group Liability Insurance

Luan Meredith-Ward

1. Need for insurance for events such as the ISA Convention, BOD meetings, ski holidays, etc. Is the liability for an accident/injury that of the organization sponsoring the event (ISA) or that of the facility where members are staying.
2. Should the organization be "hold harmless"; members responsible or liability pass to the facility where the member is at the time of occurrence.
3. Since this was not brought up at the board meeting more research needs to be done. Input is requested from BOD members.
4. There were no reports from Standing Chairs.
5. Fast Track - Mentors. Luan and Ginger will work on adding this to the web site.
6. A webmaster job description should be added to the Operations Manual

III. New Business

A. Convention - Christina Grohs

1. Chris made presentations from information concerning the possibility of having the 2002 Convention in either Zurich, Switzerland or Bulgaria. After a brief discussion about both sites, the BOD voted in favor of Zurich.

B. BOD Vacancies - Liz Jennings Clark

1. Janet and Liz will step down in 2001. Replacements will be needed.
2. The Education Chair needs to be filled.

C. BOD Meetings - Liz Jennings Clark

1. The November and February meeting locations and dates need to be determined. Liz will be vacationing in St. Lucia during Nov. It sounded like a great location but the logistics may present problems. Miami was also suggested. Board

members are to work out the dates and place via email by Oct 15th.

D. Name Change - Liz Jennings Clark

1. A short discussion was held about dropping the +21 from ISA. No immediate possibilities were arrived at. More input is needed from needed from our members.

IV. Announcements -none

V. Adjournment August 24th at 1120. ✈

Luan, I have been on-line for 3+ months and LOVE it!!!!!!



I want to send a big "Thank You" to everyone at ISA +21 who helped make this scholarship possible! I have dreamed of being a commercial airline pilot for most of my life and I am one step closer to that goal because of ISA's generous scholarship.

I built time in a family aerial photography business while finishing college. Upon graduation, I completed 5 ratings in less than 10 months, finishing with my CFII & MEI. From March of 1999 to April 2000, I worked most every day as a flight instructor and part-time for Alaska Airlines to make ends meet.

It all paid off when I was hired by Skywest Airlines and started ground school in April on the Brasilia. As soon as I had 1500 hours, I passed my ATP checkride, one week prior to my 26th birthday. I had made a goal to get my ATP while I was 25 years old...and I just made it!

I know that the ATP certificate is going to help me upgrade to Captain at Skywest and as I continue to progress on my career. I can't thank you enough for this opportunity and scholarship. You will definitely see me on your membership roster in the future....and I can't wait!

Nichole Kegel
1999 Int'l Career Scholarship

Thank You

I am very proud to say I have a conditional offer of employment with United Airlines. I would like to let you know they were impressed with the fact that I had been awarded a scholarship and I know every little bit made a difference.

Thank you again for all that you have done.

Kirsten Cooper-
1999 United Type
Rating winner



(Continued from page 5)

next 23 years was to lead me in a direction that I never suspected. I was one of those rare people who was diagnosed as a true transsexual (0.0001% of the population). My dedication to aviation, strong discipline, and my desire to achieve had helped me get through a 20-year Air Force career and my first five years in the airlines. Despite expert medical help, loving wife and daughter, the hard facts of who I was and what I was had to be faced. My survival was at stake. That decision occurred on the second Sunday of September, 1989. It was no surprise to my family. My daughter had already given me my new name.

This brings me to the part of the story that I feel is of use to us in aviation who are women. I include myself in that category, as I have realized all my life that my true gender was female. I had to live 50 years in the male world, but I was not one. The miracle of surgery and hormones has only matched my body with my psyche. The freedom of identity is now mine. Soon I will be ten years old, the best years of my life. Acceptance has been ready, in most cases, difficult in others, and never will happen for some. But I have decided that others do not have to live my life — I do. I have had many champions, both men and women. Today they are dear friends. It took a federal court ruling to restore me to my job, but it also took daily demonstration of my competence, my ability to make others comfortable and my willingness to educate others, if they were open. I had a reputation as a good pilot and being a woman makes no difference in an ability to fly the airplane. My journey has helped me understand the small differences gender can make in the airline environment.

Flying is a standardized business. We are taught the same procedures, profiles, and meet the same standards. However, when it comes to communication, there are differences. Even though my male instructors may have thought they had explained something clearly, it sometimes took restating to make it clear to me. More than once a man has told me that he just could not understand women. Often a male pilot win use body

language or even verbally state in veiled terms: this is the way I want it done. For some women, regardless of skills, this can be intimidating or confusing. As a B727 FO, I seldom flew with another female. When I did, a feeling of rapport was evident and a sense of cooperation prevailed. No posturing was necessary. Regardless of position a sense of mutual support rather than competition was present. The issue of “this is my domain, not yours; you don’t belong” has never occurred when the other pilot was female too. Fortunately, most companies have done a lot to assure an atmosphere of cooperation through resource management training. There still a few holdouts, however.

Whenever I have had an all-female crew, or just a female FO, I have felt a certain rapport, being “in tune” with each other. I even felt a little pride that we women were the crew. Once in a while, passengers would notice a difference, if they paid attention to the introductions. I became very aware of our presence as a very powerful role model and influence. Whenever a young girl would say, “I wish I could do that,” my reply was, “If you want to, you can.”

Whenever a friend has introduced me to a stranger, they have usually added, “She’s a pilot.” That statement has always given me a sense of pride and the conviction that all my hard work was worth it. My daughter summed it up as she presented me a Tiffany watch to honor my last Continental flight. It said, “Father and pilot, 5-29-00.” →



ISA News
Next Issue Deadline
Friday, December 1, 2000

Volunteers Needed

You asked for it, you got it...
A 'volunteer request'
summary

☀ Liz Jennings Clark requests a recruit to fill the **Education Chair position**

Email: lizjc@worldonline.nl
Tel: 31 20 671 6070

☀ Janet Coté requests a recruit for **Treasurer** when her term expires in May.

Email: janet@cote.org

☀ Evelyne Tinkl, Corporate Communications, needs **Silent Auction & Raffle donation solicitors**

Specifics on p. 12.

Email: etinkl@earthlink.net
Tel: 757-595-7729

☀ Penny Price could use **helpers for our booth** at Women in Aviation Conference in Reno, March, 2001.

email: Flygirla30@aol.com
Tel: 901-850-0020

☀ Chris Grohs needs **helpers for Convention 2001** in Alaska.

Email: chrisgrohs@compuserve.com

Do your 'one thing' for ISA and have some fun, too. →

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

“When the IRS Audits Your Business Taxes”

by Katherine Morris

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

Audit- the word that inspires fear. And your anxiety may double when your business taxes are involved. However, Internal Revenue Service (IRS) audits - though not pleasant experiences - aren't usually cause for major alarm. If you or a tax professional completed your return truthfully, you probably have nothing to worry about.

An audit is simply an examination of your filing and a request for explanation or clarification - not an accusation of wrongdoing. In fact, according to the IRS, nine out of 10 returns it receives are accurate. So, if you receive that dreaded letter from the IRS:

Don't panic. Carefully examine the letter and make sure you understand what the agency is requesting. The IRS reports that half of all audits occur by mail and in many cases ask for missing pieces of information or clarification of a specific issue. If tax professionals completed your return, contact them after you read the information and inform them what the IRS is requesting.

Respond First in writing. If the IRS is looking for a piece of missing information or needs a simple explanation of an item in the return, it's best to respond in writing. Send a copy of all requested documents or receipts along with a letter of explanation. In most cases, this will suffice and will provide a paper trail should the issue reappear.

Understand your options for in-person audits. If your written response is not adequate, you may be requested to meet with an IRS agent. If so, keep in mind that there are two types of face-to-face audits. A field audit is usually targeted at businesses and involves an IRS agent visiting your home or business to conduct the audit. An office audit is an invitation to attend a meeting at the local IRS office. If you receive a notice regarding an office audit, it's important to read it carefully.

The notice provides information about who may represent you and outlines your rights of appeal. The notice also outlines the items on the return that are in question.



Financial planning means setting realistic goals and following your roadmap to fulfill them.



Use professional representation. If you are asked to meet with an IRS agent and can send your CPA, attorney or other representative, it may be wise to do so. Professional advisors are usually experienced at addressing the issues in question without providing unnecessary information. The IRS usually wants to resolve cases as quickly as possible, and a professional representative may be better equipped to discuss areas of compromise.

Keep good records. You can save yourself time and frustration by keeping detailed and accurate tax records. Having information readily available can help you resolve audit inquiries quickly and easily. Good record keeping includes:

- Receipts for any business-related expenses. Keep in mind that the actual receipt is required as proof of payment - not copies of credit card statements or canceled checks.
- A mileage log. If you use your vehicle for business, keep a notebook in your vehicle and record odometer readings at the beginning and end of any business-related trips.
- Restaurant receipts. Document the purpose of the meeting and who attended for any business related meal or entertainment receipts.
- A record of all tax payments you made. Keep copies of checks you sent as well as the bank deposit slips for federal tax deposits.



Remember being audited by the IRS isn't the end of the world. If you have not intentionally defrauded the government, there are only three possible outcomes: you'll either have no extra tax due, you'll have additional tax due or you'll get a refund. By being informed and well prepared, you can usually resolve a business tax audit quickly and with little pain.

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

THE ISA STORE

www.iswap.org

The ISA Store

by Carol Cansdale

Provides logo merchandise for our membership while lending support to the ISA General Operating Fund.



Carol shows the new Membership Binder, perfect for the new ISA Membership Roster. It is navy, measures 8" x 9" x 2" and comes with the ISA logo on the front. Coincidentally, it is also the same size as your Jeppesen plates, so you may want two....one for your roster and one for your flight bag. \$6.00 and shipping is free this year on this item!

Six New Items Introduced in Costa Rica

ISA Key Ring **NEW**



Made of soft white plastic imprinted with the ISA logo in blue, the key ring is perfect for the house keys or that cockpit key you keep in your uniform pocket. \$1.50 ea.

Highlighter Pen **NEW**



They're back! It's a yellow highlighter on one end (great for maps) and a ballpoint pen on the other. These pens come in white and are emblazoned with the ISA logo. \$2.00 ea.

ISA 8-Function Pocket Knife **NEW**



Similar to the popular Swiss Army knife, this knife features a nail file, can opener, bottle opener, very sharp knife, Phillips head and regular screwdrivers, scissors and corkscrew. The ultimate survival kit! Did I mention it also has a tweezers and toothpick? \$10.00 ea.

Identification Lanyard **NEW**



The latest way to display your company badge, this hefty lanyard comes in navy blue and features a nifty slide release so you can remove just the ID portion of it. The lanyard comes with a plastic 'bulldog' clip to accommodate all forms of badges. \$8.00 ea.

Pen Light Key Ring with Safety Whistle **NEW**



A girl's best friend! This 2" long penlight glows in the dark and comes with a handy keyring and brass safety whistle. \$6.00 ea.

Membership Binder **NEW**

See photo, above. Shipping free this year on the binders! \$6.00 ea.

ISA Luggage Tag

The ever-needed Luggage Tag with ISA logo. It features a clear pocket on the back for your name and address or business card. \$3.00 ea. or 2/\$5.00.

ISA Logo Polo Shirt



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

ISA Lapel Pins



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

ISA Video

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

ISA Decals

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

ISA Notecards

The ISA logo is imprinted on these cards in silver ink on white linen card stock, with matching white linen envelopes. These cards, developed for the ISA Store by Pam Mitchell, are blank on the inside and are packaged in sets of 15 for \$5.

ISA Notepads

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

Thermal Traveller Mug

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

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!

Simpler Shipping Rate

Shipping cost now based on the size of your order. Please refer to the ISA Store order form for specifics.

To place an order, send to Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424, or email carolcansdale@cs.com; phone 952-906-2833. Please make checks payable to ISA+21. ➔

See the ISA Store Order Form, Centerfold

Convention 2001

by Chris Grohs

I hope all of you have marked your calendars for the Alaska Convention, as it is going to be fabulous! We are in the process of working out the details, but most of the groundwork is finished.



In late February, you'll be receiving a separate Convention mailer with all the details and information you need.

I know many of you are curious as to the side trips. Right now, we are planning a 6-hour day cruise for Thursday and possibly a 7-day cruise for after the Convention. We will also have other day excursions for those of you who are not seaworthy!

There are a wide variety of activities available in Alaska, from seaplane ratings to tours of local furriers to scenic flights in a DC-3. I want you to take advantage of these adventures and get the most out of the Convention. In the Convention mailer, I will be including an inclusive list of suggested activities and the companies providing them. There will be plenty of free time available for you to plan any additional trips you may be interested in.

Special thanks go to Val-Thal Slocum for taking time out of her Anchorage layovers and her busy schedule to work on what will be a great convention!!

ALASKA

Some Tips to Get Ready for Next Year's Convention

Do Some Flying



Get your Floatplane Rating. Check out www.seaplanes.org for great resources

Do Some Reading



Dana Stabenow and Sue Henry are two wonderful Alaska mystery authors. Especially check out Dana Stabenow's Liam Campbell series featuring bush pilots.

Sue Henry

Murder on the Iditarod Trail
Termination Dust
Sleeping Lady
Death Takes Passage

Dana Stabenow

Fire & Ice
So Sure of Death
Nothing gold Can Stay
Better to Rest



Extra copies of past and current newsletters:

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

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ISA Board of Directors Quarterly Meeting November, 2000



Meeting site yet to be determined....but it will be somewhere warm and relaxing. Contact a Board Member for details.

All ISA members welcome!



- Highlights from article about Emily Warner
- Photos from the Museum ceremony

See p.13

Emily Warner Inducted into Wings over the Rockies Museum

Looking for the Membership Application/Renewal Form that's usually in this spot? See the new Centerfold

ISA News - November 2000

Membership Drive (Page 4)

Annual Scholarship winners (Pages 8-11)

Member Reports (Pages 15-16)



International Society of Women Airline Pilots

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