



# ISA News

International Society of Women Airline Pilots

August 2000  
Volume 22, No. 1

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## ISA+21 22nd Annual Convention

San Jose, Costa Rica

### Photo Round-up

See Pages 19-22

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### New Membership Roster & Binders Coming Your Way

See Page 4

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### Convention 2001: Alyeska Resort

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See Page 34



*Convention 2000  
San Jose, Costa Rica  
Photos Begin on p.14*

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*Why Are These People Smiling?  
See Airline Scholarship Program Story  
See page 10*

## ISA PLANNING CALENDAR

### July 2000

(15) ISA News Mailing for August issue

### August 2000

(1) 2002 Convention bids due  
(23-24 ) ISA Board of Directors Meeting, Chicago. All members welcome. Contact any Board member for specifics.

### September 2000

(1) Scholarship Awards notification  
(1) ISA News Articles Due

### October 2000

(15) ISA News Mailing for November issue

### November 2000

( ) ISA Board of Directors Meeting. All members welcome. Contact any ISA Board Member for place and time.

### December 2000

(1) ISA News Articles Due  
(31) Annual Membership Dues due for 2001. Send to 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 place and time.  
(15) ISA News Articles Due

### March 2001

(22-24) Women in Aviation Conference, Reno, NV, USA  
(15) ISA News Mailing for April issue  
(15) Board of Directors Election Mailing

### April 2001

(1) Captain's Club Forms Due. Contact Cammy McHenry.  
(15) Scholarship applications due. Contact Luan Meredith.  
(15) Convention Hotel Reservations due  
(25) Board of Directors Election Ballots Due

### May 2001

(15) Scholarship notification of eligibility  
(9-11) ISA Convention and Board of Directors Meeting, Anchorage, Alaska, USA. Contact Christina Grohs.

### Next Newsletter Deadline Friday, September 1<sup>st</sup>

*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. ISA News is published four times a year in February, April, August, and November. All material in the ISA News is copyright © 2000, ISA and/or the individual authors as noted. Permission to reprint articles for your airline or other organizations can be obtained by contacting the Editor.*

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## Chair's Letter

by Liz Jennings Clark



Dear members,

A number of you will no doubt be quite surprised to see my name and picture on this column, since I was scheduled to leave the board after serving four years, first as Convention Chair, then last year as Board Chair.

I guess I can be registered as a real ISA junkie! As the last term closed, Nanc Briot resigned as Education Chair, so I agreed to assume the Education tasks for the remainder of her term. We have a Board of Directors with many new faces (and neither the Secretary nor the Treasurer can be Board Chair), so I also agreed to be Board Chair for the year. Evelyne Tinkl, who stepped up to the plate to become Corporate Communications Chair, also bravely accepted the position of Board Vice-Chair.

**The 2000-2001 ISA Board of Directors:**  
*Returning:* Janet Coté steadfastly remains as Treasurer and Seema Kapur as Board Secretary. Luan Meredith gallantly agreed to complete another term as Scholarship Chair when her replacement felt unable to accept the position, and Thyra Stevenson remains as *ISA News* Editor. These five and myself are the 'old hands.'

*New Directors:* Evelyne Tinkl, Corporate Communications/Vice-Chair; Melissa Monahan, completing Patty Barrera's Membership term; Terri Bartolero, Human Performance Chair; and Chris Grohs stepping into my shoes as Convention Chair.

I would like to extend an extremely warm welcome to all of these enthusiastic ladies and to thank the outgoing Board members for their hard work over the last year. I hope that the

new Board has a productive year together and I look forward to meeting everyone at the next quarterly Board Meeting August 23<sup>rd</sup> and 24<sup>th</sup> in Chicago. If any members are in the area and would like to come see the board in action, please get in touch for hotel details.

Now to move on to something entirely different, the perennial 'Membership Issue.' At the 1999 Annual Business Meeting in Cyprus feelings ran high, and passionate pleas were made both for and against opening up ISA membership to other than women airline pilots. I thus fully expected to receive well worked-out motions either for or against the issue. As explained by Ginger Cutter last year, the only motion made was by the Board, which was to bring up the issue for discussion, nothing more. In order to go further, a motion from the floor (i.e. proposed and seconded by members) was needed. As it turned out Lucy Young was the only member with a written motion. In the end, the only proposal accepted was made by Strike Fongezallaz to set up a working group to look into the matter further. So this issue carries over for another year. While I do think that investigating all the options can do us as a group no harm, I must say that I was disappointed that so few members prepared on this topic for the Business Meeting. If this issue is as important as it seems, then each of you must spend some time and effort to decide what direction you want ISA to go. This is YOUR organisation. It has to reflect your needs and wants or it will not survive.

Before I close, I would like to say what a great time I had in San José. Knowing that it was my last convention as organiser probably had something to do with it! Every time I get together with this group, I am reminded what an amazing collection of people we are. I look forward to seeing some new faces and meeting you all in Anchorage next year.

As always, you can contact me via:  
email [lizjc@worldonline.nl](mailto:lizjc@worldonline.nl)  
Tel: +31 20 6716070 or  
fax +31 842 126995

All the best  
Liz Jennings Clark ➔

## ISA News Managing Editor

by Thyra Stevenson



This post-Convention issue wraps up our 1999-2000 activities and highlights 2000-2001 direction. At the last minute, I ended up on jury duty and could not attend the Convention, so I was delighted to receive the photos and stories that helped me visualize how much fun it was. I hope our coverage helps you see relive the excitement, too.

In addition to the Costa Rica Convention summary, features this month include:

- Convention 2001 look ahead, page 34.
- Roll-out of the new Membership Numbers, Roster and Binders, p.4. As you'll see when you browse the Annual Business Meeting Minutes, p. 24, there are some exciting new ways we can use our website once we have the unique member number system in place. See Ginger's comments under 'Webmaster.'
- Showcase of some great Scholarship Sponsors, starting on p.8.
- Availability of *ISA News* as an Adobe .pdf file to download. Soon it will be integrated into the website; right now, email me for the file. You'll like it!

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

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## Membership

by *Patty Barrera*



**Total membership** as of 5-3-00: 623 (last quarter it was 604), representing 35 countries and 104 airlines. There are 110 non-US members, or 18% of the membership.

**Annual membership renewals:** As of 5-3-00, 152 members, or 24%, have not renewed. This number will improve slightly after convention attendees pay their 2000 dues. We are losing many members because they moved but never sent their new address to the Membership Chair. Since newsletters are not forwarded domestically (due to third class mailing), some members don't receive them and thus lose touch with ISA. However, members SHOULD still receive the dues reminder postcard, which is sent first class and therefore forwarded.

**Membership numbers:** Numbers are complete and now appear on a member's mailing label, as well as on the new badge. Numbers were assigned randomly for security purposes. The first application for this new number will be at the silent auction at this Convention. Next, the member numbers will be used to access a members-only section in ISA's website.

**Membership badges:** Ginger Cutter, ISA Printing and Publishing, procured the supplies and produced membership badges which include member name, airline, country, and member ID number. Badges will be distributed to Convention attendees, and are intended to be used for all future ISA events where a badge is appropriate. The remaining badges will be sent with the annual directories in June. The Membership Chair now possesses the laminating machine and the supplies to make additional New Member badges and replacement badges. The Board needs to decide how much we will charge to replace a lost badge, and

what qualifies for a free replacement vs. one that needs to be paid for.

**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. Included with the Directory will be a flyer advertising the availability of the new ISA binders. The Board needs to decide how much to charge members for this binder.



**ISA Business Cards:** The Membership Chair now has ISA business cards available to help members solicit new members at their airlines.

**Regional Jets:** There now exists at least one new Regional Jet that weighs over 90,000 pounds, thus qualifying any pilot from a commuter airline which operates this aircraft to join ISA.

**Database error:** In April I discovered an error in the database whereby some member renewal information, processed on 11-17-99, did not get saved properly. I referred to my backup notes and hope I caught all of the errors. There still may be a few members who paid dues for 2000 but are still noted as only '99 paid' in the database. I will make an announcement at the Business Meeting.

**Membership Chair resignation and replacement:** I will resign my term as Membership Chair one year early, after this Convention. My replacement, Melissa Monahan, has been trained for the position. She will assume all duties of the Membership Chair from that day forward. Please refer all issues to her from then on. She is very enthusiastic about ISA and her new position, and I know she'll do a fantastic job.

**New Members:**  
Sarah Barry  
Air 2000 A320 FO U.K.  
DOH 5-98

Stephanie Blake  
United B737 F/O LAX  
DOH 3-27-00

Janiece Brown  
Alaksa CA SEA  
DOH 9-89

Grace Duke  
Westjet B737 FO Calgary  
DOH 6-7-99

Amy Haass  
UPS DC8 FO SDF  
DOH 4-12-95

Erna Halewyn  
USAirways A320 F/O CLT  
DOH 8-16-99

Terese Harrington  
USAirways B757 F/O PHL  
DOH 5-17-99

Kathleen Hurst  
United B737 CAP ORD  
DOH 5-90

Heather Lammers  
USAirways B757 F/O PHL  
DOH 6-7-99

Mary Lee  
Uni Airlines Dash-8 CAP Taipei  
DOH 6-17-96

Debra Leppo  
Federal Express DC10 S/O MEM  
DOH 3-6-96

Charissa McDonald  
United B757/767 F/O SFO  
DOH 4-10-95

Leigh Meyers  
American Trans Air B727 F/O MCO  
DOH 2-15-99

April Milner  
American B767 F/O LGA  
DOH 4-19-99

Betty Mullis  
Federal Express B727 S/O MEM  
DOH 12-14-99

Deepa Murthy  
Jet Airways B737 F/O India  
DOH 1-96

Fernanda David Portela  
Varig B737 FO GRU  
DOH 5-98

Helena Reidemar  
Northwest DC9 MEM  
DOH 7-6-98

Nequita Reynolds Gupta  
Indian Airlines A300  
DOH 4-29-92

Deena Rosenberg  
Mesaba SF340 F/O DTW  
DOH 10-03-98

*(Continued on page 5)*

**Human Performance & Resources**

by *Patricia León*

**UPGRADES/TRANSITIONS**

Judy Lee, UAL, is a brand new B-777 Captain

Carolyn Melissa Reisz, AA, upgraded as First officer on the 757/767

Elaine Berryman, Delta, transitioned to the B73G and is based in Atlanta

Carmela Atwood, CO, transitioned to the B-777 as First Officer, now based in EWR

Jenifer Gordon, Emery Worldwide Airlines, just completed her transition to the DC-10 as First Officer

Bambi Greene, formerly AA, now with Delta, based in MCO on the B737

Shuli Millman transitioned to the ATR72-500 from the DHC7

**WEDDING BELLS**

Elaine Berryman, Delta, married Erik Thomas Schumy, a Delta B767 Captain

Barbara Baerg, Air Canada, married Duane Kimmage on December 19, 1999

Sharon Wilder, UPS, married James Wilder, a UPS B757/767 Captain, on July 10, 1999

Kelly Poetzman, AA, will marry LD Jeffries, CO First officer. They are getting their Seaplane ratings for their honeymoon.

**NURSERY NEWS**

Sharon Wilder and husband, James, are expecting their first baby on October 12, 2000

Barbara Baerg, Air Canada, and her husband proudly announce the arrival of their son, Macgregor Kai Kimmage, on February 4, 2000

Camilla Morkholm, Braathens, and boyfriend Bard gave birth to a baby girl, Vilde, on August 23, 1999 ➔

**Final Report**



Welcome back, Ladies! I had a fantastic time in Costa Rica and want to thank Helena for the wonderful job she did. Did you know that in February, 1996, she was honored as the first woman to fly his Holiness, John Paulus the II? Here is my last article. Please send all your updates to new HUPER Chair Terri Bartolero at: TerriB10@hotmail.com. It was great serving you. ➔

(Membership, *Continued from page 4*)

Katie Smith  
Continental B737 F/O EWR  
DOH 11/98

Laura Strand  
American B727 F/O MIA  
DOH 11-16-98

Laura Takacs  
USAirways B737 F/O DCA  
DOH 8-31-99

Michelle Turner  
American F100 F/O ORD  
DOH 1-18-99

Jannette van der Veen  
Martinair B747-200 F/O AMS  
DOH 4-20-97

Mary Ellen Van Hout  
American Airlines MD80 F/O DCA  
DOH 5-17-99

**Returning Members:**

Tammy Barron  
Gemini Air Cargo DC10 F/O ANC  
DOH 3-2-00

Pei Pei Chen  
China Airlines B747  
DOH 1-92

Caryl Harris  
USAirways A320 F/O PHL  
DOH 1-27-88

Katina Malliarakis  
United B777 F/O

Juanita Martinez  
Taca A300 SAL

Kathleen Powell Petersen  
Continental B737 CAP IAH  
DOH 5/87

Natalia Vinokurova  
Aeroflot TU154 FO  
DOH 1-1-74 ➔



*Hi, I'm Melissa Monahan, your new Membership Chair. See my report on pages 27-28 and help me locate the 'Lost Members.'*

## Education

by Nanc-elisha Briot



### Requests:

Speakers/Information since Fall 1999:  
E-mails requests via the ISA web-site:  
16 documented

Letters: 5

I would like to thank members who assisted in these requests. Thank you, too, to the many members I have spoken with on the phone or via e-mail. Many were willing, yet not able to assist at the time. Speaking with fellow pilots and coordinating speakers and events is what makes the Education Chair such a rewarding position.

### Educational events since Jan., 2000:

- Oakton Community College, Des Plaines, IL , 700+8<sup>th</sup> graders, D. Paveltic (FEDEX), D. Ragon (UAL)
- Plymouth Bay Girl Scout Council, MA, 90 Girl Scouts, J. Brightma(AA)
- KOCE/TV PBS Psychology Telecourse, Huntington Beach, CA, S. Biggers(SWA), S. Tremble (AA)
- San Diego Jewish Women's Group B. Tirshfield (UAL)
- Society of Women Engineers Golden Gate Section, Stanford , M. Schaffer (UAL)
- Seminole Baptist Temple Springfield, MO.
- Kid Church: "A trip to Israel" (uniform donation )N. Briot (NAL)
- E-mail request for a view on Military Pilot Career for a young woman: L. Young, USAir, M. Gilbert, Delta, S. Gillette, UPS
- Air and Space Museum: Washington, DC, 5<sup>th</sup> annual Girl Scout day , Morgan Reeb(AA)
- SLC Comm. College: Summer Youth Program ,+40 at-risk high school students

**Speaker Volunteers:** If any ISA member is willing to assist in the speakers bank, please email the Education Chair with most current email address, telephone number and city availability (Chicago was a big one this year, for example). The Membership Chair database lists members who mentioned on their application their desire to assist in various functions. These sources have been helpful for speaker assignment.

### *Tips on Becoming An Airline Pilot*

**Booklet:** Copyright application for the new booklet was filed on March 30, 2000. It will take six months to get the official copyright registration back.

Note: We have to file a new application to copyright each revision  
Financial Support: Still pending. The UPS Foundation and Air, Inc., have been approached for donations. Last communication from Air, Inc., was the printing of 1000 copies: \$771 or 500 for \$678. Ginger Cutter's printer quoted 500 for \$750. I explained to the Air, Inc., rep that we are in need of support to cover the printing cost — it is the money we need rather than the actual printing. I am waiting a response.

Susan Gillett reported that Mr. Donahue, UPS, has been approached for a donation and he is to present the request to the UPS Foundation. I am awaiting a response. I have not approached other companies, as both these companies seemed so close to confirming a donation in the last month. Old Copies should be discarded, since many of the addresses and contact

numbers are obsolete. Soon, the *Tips* booklet should be more readily available to our members to distribute at events.

### Education Material:

- ISA video
- New edition of *Tips on Becoming An Airline Pilot*
- *Aviation Week and Space Technology*, Supplement on Woman in Aerospace.

**Banner:** Now kept and cared for by Luan Meredith, Scholarship Chair, since it is used primarily at the WIA Conference. The banner is shipped via FEDEX at airline discount in a

protective tube, which unfortunately has arrived twice at its destination without the lid. A solution to this problem needs to be looked at.

**Other:** The Education Chair also oversees Museum Displays, the Website, Scapbook, First Project, and Library. Ginger Cutter will report on Website, Scapbook and First Project; Denise Mowat will report on Library. There are no new developments with the Museums.

### Future ISA Videos:

- Expect a future report on the Dutch Film of woman pilots that ISA donated to.
- California's KOCE/TV

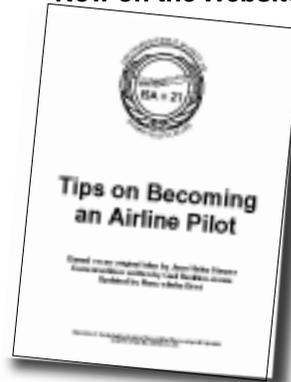
is doing a PBS Psychology Telecourse featuring people in nontraditional careers. S. Biggers(SWA) and S. Trevor (AA) are being considered for this production. The producer has promised ISA a finished copy.

### Listings:

ISA and the *Tips* booklet are mentioned in publications of

- COIN Education Products, Toledo, OH
- Occupational Outlook Quarterly's Grab Bag section: ( <http://stats.bls.gov/opub/ooq/ooqhome.htm>) ➔

### Now on the Website



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

*Project leaders: Gail Redden-Jones, Ginger Cutter, Susan Gillette, N. Briot.*

## Treasurer's Report

by Janet Coté

### Silent Auction and Scholarships

A big 'thank you' to those who participated in this year's silent auction/raffle at ISA's Costa Rica convention, where approximately \$4,605 was raised for scholarship. ISA's scholarship fund is able to assist more aspiring women pilots each year because of your generosity.

### Current Account Balances - (as of June 1, 2000)

#### Bank of America

Business Checking (General Acct.): \$23,587.65  
 Money Fund \$45,078.36 (\$17,140 designated for convention)  
 \$68,666.01

#### Paine Webber

Cash Fund: \$ 20,733.44  
 Investments: \$158,459.18  
 (current investment value) \$179,192.62

**Total ISA Assets: \$247,858.63**

### 501(c)3 Update

On March 30<sup>th</sup>, Sylvia Paoli filed IRS form 8734. This is a worksheet that helps determine if an organization is supported publicly or privately. I recently spoke with an IRS representative who said that ISA's paperwork was received and that it is going through a screening process. An acknowledgement letter will be sent within 120 days from March 30<sup>th</sup>. If corporations/businesses have questions concerning ISA's non-profit status, please forward them to me.

### Taxes

Form 990EZ was filed with the IRS on May 15, 2000.

### Sales Tax Exemptions

In most states, ISA does not qualify for a sales tax exemption. In order to qualify, the organization's purpose must be to benefit those in poverty and/or distress.

### 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).

### UPS Account

The UPS account was closed in May. ➔

<b>2000 Budget</b>			
Approved at the May BOD meeting in Costa Rica			
<b>Income:</b>			
Membership			
Regular	22,550		
Inactive	322		
Dividend Interest	1,200		
Check Interest	50		
ISA Store/Oth	800		
<b>Total</b>	<b>\$24,922</b>		
<b>Committee Expenses:</b>			
Chairwoman	835	Secretary	635
Corporation	770	Treasurer	320
Education	240	ISA Store	330
Gender Issues	100	IFALPA	800
Human Performance	155	Captain's Club	600
		Other	
Library	90	Bank Fees	850
Membership	4,300	Business Meeting	600
Newsletter	13,600		
Scholarship	1,060		
		<b>Total</b>	<b>\$25,285</b>



## Corporate Communications

by Evelyne Tinkl



I recently volunteered to be your new Corporate Communication Chair and Board Vice-Chair.

I joined ISA last year and am very interested in contributing to an organization which provides such unique support and resources to women airline pilots.

I started flying gliders at age 17. Over the years I have towed gliders, flight instructed, flown charters and worked as an A&P mechanic. I also flew Jetstream 31s for Jetstream Int. Airlines (several bases) and DHC-8 for Piedmont Airlines (crew base Norfolk/Virginia). In November 1998, I was hired by United Airlines as B727 F/E (ORD) and recently transitioned to F/O B737-300/500, also ORD. I still live in Newport News, Virginia.

The public relations and fundraising aspects of the Communication Chair especially interest me. My relevant experience includes serving as LEC secretary/treasurer for ALPA. I am looking forward to having fun and meeting other ISA members.

Evelyne Tinkl  
 etinkl@earthlink.net ➔



**Special Scholarship Report: "Our Angels"**

The following poem is dedicated to the 1999/2000 Scholarship Angels. They are probably unaware of the first break that their time, talent, and treasure have provided and will continue to give to so many aspiring and appreciative future women airline pilots. From each of us on the ISA Board of Directors and from the volunteers with the Scholarship Program, we say, "Thank you for your support and generosity, you've earned your wings!"

**Do You Remember Who Gave You Your First Break?**

*Someone saw something in you once.  
That is partly why you are where you are today.  
It could have been a thoughtful parent,  
A perceptive teacher, a demanding drill sergeant,  
An appreciative employer, or just a friend  
Who dug down deep in her pocket  
And came up with a few bucks.  
Whoever it was had the kindness and the foresight  
To bet on your future.  
Those are two beautiful qualities that separate  
The human being from the organization.  
In the next 24 hours, take ten minutes to write  
A grateful note to the person who helped you.  
You'll keep a wonderful friendship alive.  
Matter of fact, take another 10 minutes  
To give somebody else a break.  
Who knows?  
Someday you might get a nice letter.  
It could be one of the most gratifying messages  
You'll ever read.*

Thanks to the following ISA members for their generous contributions in 1999 and 2000:

**Gold Angels (\$250-\$500)**

Angela Allen  
Penelope Price

**Silver Angels (\$100-\$249)**

Kathryn Hansen  
Renita Herrmann  
Karen Kahn  
Judith Lee  
Pamela Mahonchak  
Pamela Mitchell  
Sue Nielson  
Terry Rinehart  
Suzanne Skeeters  
Katie Smith  
Megan Streeter  
Mimi Tompkins  
Krisan Wismer

**Bronze Angels (\$50-\$99)**

Jane DeLisle  
Janeen Dolf  
Anne Falandes  
Nancy Fooks  
Jean Harper  
Pamela Mahonchak  
Deborah McEndree  
Denise Mowat  
Pamela Noeldner  
Diana Raymond  
Andrea Rice  
Debby Rowe  
Jane Saddler  
Ladonna Shea  
Mimi Tompkins  
Natalia Vinokarova  
Sandra Wilson-Barnes

**Pewter Angels (\$5-\$49)**

Estrella Alegre  
Pamela Atkinson  
Karen Bland  
Ginger Cutter  
Louise Gilroy  
Joy Klopfer  
Loreto Casta Kramer  
Deborah McEndree  
C.J. McHenry  
Bobbie McLaughlin  
Suzanne Pettigrew  
Diana Raymond  
Laurie Reeves  
Jane Saddler  
Jessica Stearns  
Brenda Tirshfield  
Lucy Young

**Special Thanks to:**

**HALPs:** to all the husbands and boyfriends who pitched in to help.

**All ISA members** who worked behind the scenes to help with the Silent Auction, raffle, etc. We could not do it without you! ➔

## Scholarship

by Luan Meredith



The Scholarship program is in its busiest season now. We have nineteen financial scholarship applicants this year. The combined scholarship fund requests total almost \$120,000.00, with the majority of our applicants coming from the Women in Aviation Conference. I think this is indicative of the growth within our industry and the good job our Education Chair, Nancelisha Briot, and each of you is doing to make people aware of ISA and just who we are.

This growth in scholarship also means more work for me and for the volunteers who work with me. I have volunteered to stay as Scholarship Chair for one more two-year term, but would like to enlist new volunteers to help. If you are interested in being involved in the heartworks of ISA, please fax/phone or email me. I'll put you to work!

The Costa Rica Convention in May was an awesome experience. I never fail to be amazed and am in awe of all the wonderful ladies who put the Conventions together. Liz Jennings Clark and Helena DeAndreis did a superb job organizing and orchestrating the whole event, from registration to the last day at the Arenal volcano and Tabacon Resort. Thanks, guys.

Our Business Meeting was very productive. During the meeting Gail Redden Jones volunteered to keep an updated database of our scholarship recipients, which will be a tremendous asset when requesting donations for scholarship. Thank you, Gail. I look forward to working with you. Linda Wright volunteered to head our selection committee this year. Linda, it's great to have you aboard. Thanks.

At the time of this writing, Keith Johnson, Angie Smith and I are working on getting the thirty eight interviewers in place to evaluate our nineteen applicants. The interviews should all be complete by July 19th so our selection committee can get started. Thanks to Keith and Angie for the assistance. Also a big thanks to Keith for the work she does heading up the Airline Type Rating Scholarship program and managing our ISA booth at the WIA Conference.

I am always humbled by all the people who give to ISA to make these programs possible. Giving our time and financial resources is a great way to give back some of what we have been given. When we receive contributions and support from major corporations and benefactors such as UPS (\$5,000) and the Grace McAdams Harris Trust Fund (\$10,000 annually), I just have to say a prayer of thanksgiving.

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**Scholarship winners selected and notified by September 1st. Watch for announcement in next *ISA News*.**

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It is such a privilege for me to say thank you to Ms. Paulette Riley, administrator of the Grace Harris Fund; Mr. Evern D. Cooper, UPS Foundation; and Ms. Paige Meesley, UPS Human Resources. This year Captain Kit Darby of Air, Inc., contributed two complete subscriptions of 'Air, Inc.' to our scholarship program. Thanks, Captain Darby. We are also in receipt of a complete Pilot Career Consulting Package from Cheryl Cage of Cage Consulting, Inc. Thank you, Ms. Cage.

To each of you who have given to ISA Scholarship in any way, a grateful thank you.

Luan Meredith  
Tel: (314) 845-7282 →

### Scholarship Thank You

Thanks, Luan.

I will catch up to my mail by the middle of May. I am so thrilled that I have come this far in training. With a little luck and lots more work, I hope to be hired in Alaska by the end of the year.

A special thanks to you and all of the ISA members for your support.

*Pam Scott* →

*Below, United Airlines Scholarship presentation of two Type Ratings. Keith Johnson, Airline Scholarship, left, receives from Karen Bland, right, United Airlines ISA member.*



**Airline Scholarship Report**  
by Keith Johnson



We have had a very successful year with the Airline Scholarship program. All the training is nearly complete, with the last class date at United

commencing May 23rd. **Kara Stinson**, winner of one of the **United Airlines** type ratings, completed her B-737 training in Denver in February. **Kirsten Cooper**, winner of the second **United Airlines** type rating, was just offered a job at **Northwest Airlines** on May 1. **Lee Gaw**, winner of the **Federal Express** Flight Engineer rating, completed her B-727 training on February 28. She is currently seeking a job to increase her multi-engine time.

Kara Stinson and Lee Gaw both spoke to fifty Scholarship seminar attendees at the Women In Aviation Conference March 10th in Memphis, TN. They shared their training experiences and expressed their profound appreciation for the learning opportunity provided by ISA+21. Brandi Bertrand, an ISA+21 Career Scholarship winner in 1999, also spoke at the seminar. Brandi was awarded a B-727 Flight Engineer rating by Federal Express at the awards banquet on the

last evening of the Women in Aviation Conference.

**United Airlines** and **Federal Express** have both graciously agreed to continue their participation in our Airline Scholarship program for 2000. **United Airlines**, our most consistent and generous sponsor for the past six years, will again be offering two Type ratings. **United** has been our premium sponsor since the inception of the Airline Scholarship program in 1994. We are very grateful for their donation. **Federal Express** will be offering a Flight Engineer rating for 2000, their fifth year to offer a scholarship. We are

on the evening before our Costa Rica Convention Business Meeting. I was so excited to announce our newest sponsor at our annual Business Meeting the following day. The scholarship presentations were all made at the luncheon following the meeting, providing our sponsors maximum exposure for their generous donations. **American** donated a Type rating. We are thus able to offer three Type rating scholarships in 2000. My sincere thanks to **Beverley Bass** and **Lisa Ash** for their efforts in helping us secure our newest scholarship sponsor.

I made a presentation to **Delta Airlines** in mid-April. They are still in discussion about the program and have not yet rendered a decision. I would appreciate it if our **Delta** members would call Flight Operations in Atlanta to encourage **Delta's** participation in our program.

The Airline Scholarship program simply would not work if we did not have an ISA member at each sponsoring airline helping coordinate the training schedule with her airline and the scholarship winner. Our designated liaison at each airline helps the winner find lodging and transportation, and offers orientation for the local area. If the winner has questions about the aircraft training program, the liaison helps find members flying that aircraft

*(Continued on page 12)*

**Thanks to Sponsor Airlines**

I would like to encourage ISA members to thank our airline sponsors for their participation in our scholarship program, especially **American Airlines**, our newest sponsor.

<p><b>American Airlines</b> Bob Kidwa <i>Vice President, Flight</i> P.O. Box 619617 MD 851GSW DFW Airport, TX 75261-9617</p>	<p><b>Federal Express</b> Denis Bonderud, <i>Chief Pilot</i> 3131 Democrat, Bldg. C Memphis, TN 38118</p>
<p><b>United Airlines</b> Captain William Rutherford <i>Vice President, Training</i> United Flight Center 7401 Martin Luther King Blvd. Denver, CO 80207</p>	<p><b>United Parcel Service</b> Philip Donahue Human resources 802 Grade Lane Louisville, KY 40213</p>

very proud of our longtime sponsors.

**Beverley Bass** and **Lisa Ash** have been hard at work to convince **American Airlines** to join our Airline Scholarship program as a new sponsor. We were delighted to receive a positive confirmation via FAX from **American**

the scholarship winner. Our designated liaison at each airline helps the winner find lodging and transportation, and offers orientation for the local area. If the winner has questions about the aircraft training program, the liaison helps find members flying that aircraft



Far left, Keith Johnson receives **American Airlines** Scholarship presentation of one Type Rating from AA ISA members **Lisa Ash**, center, and **Beverley Bass**, right.

At left, Keith Johnson, center, receives one **Federal Express** Flight Engineer Rating from FedEx ISA members **Val Thal-Slocum**, left, and **Penny Price**, right.

## Women in Aviation Conference

March 9 - 11, 2000  
Memphis, TN

by Keith Johnson



The recently-revised scholarship applications added an additional question to be addressed by scholarship applicants. 'How did you hear about the ISA+21 Scholarship program?' Overwhelmingly, the responses on the applications received on April 15th indicate that the Women in Aviation Conference is our primary vehicle for promoting our scholarship program.

March 9 - 11, 2000, marked our third year for hosting a booth in the Exhibit Hall of the Women in Aviation Conference. The organizer of the ISA booth in Memphis, TN, this year was **Angie Smith**, who did an outstanding job organizing and staffing the booth for all shifts during the three days of the conference. There were always three to four members on hand to answer the many questions from the 3,500 conference attendees eager to seek information about our careers. Angie assured that all of our voices would stay lubricated by providing volunteers with an ice chest stocked with bottled water. She kept everything running smoothly and did a terrific job!

**Valerie Thal-Slocum** enhanced booth decor by providing houseplants on a plantstand, plus aircraft photos to hang on the backdrop.

My many thanks to the capable group of volunteers who worked the ISA booth: **Susanne Anderson, Lisa Ash, Brandi Bertrand, Cyndhi Berwyn, Ellen Carlock, Candy Christmas,**

**Strike Fongeallaz, Lee Gaw, Janice Jensen, Karen Kahn, Pat Kessler, Lynda Krisko, Mary MacMillan, Melissa Monahan, Penny Price, Carolyn Reisz, Katie Smith, Kara Stinson, Valerie Thal-Slocum, Krisan Wismer and Lucy Young.**

On the second day of the conference, we offered a one-hour seminar to explain scholarship program details. Approximately fifty attendees listened as Valerie Thal-Slocum presented a brief history of our organization. I outlined the steps involved in our scholarship procedure. Attendees were especially interested in hearing about the experiences of our former scholarship winners, **Brandi Bertrand** (Financial scholarship for ATP), **Lee**

**Gaw** (Flight Engineer rating) and **Kara Stinson** (United B-737 Type rating).

Thanks for the enthusiasm and support you offered Conference attendees.

The Airline Scholarship program is an enormous undertaking every year and it would not be possible without the help of so many volunteers.

Thank you. ✈

Thank you, Keith and Angie,  
for calling and inviting me to  
change some lives.

Working the ISA+21 booth in Memphis was such a rewarding experience. The young ladies who came to the booth were exactly like me a few years ago. They are so happy to talk to women who have made it to the major airlines. They want to hear success stories and they want your opinions about what will help them attain their goals. I stressed the value of the ISA scholarship program to those who were eligible. I know from my own experience that the scholarship program works. I did not win the Type rating scholarship in 1997. I was selected as a runner-up. Yet, I won in many ways. I made friends who started following my career and met mentors who really went all out for me, even as far as helping me get an interview. It gave me hope in a difficult career where it sometimes feels like things are going nowhere. The ladies at the Women in Aviation Conference appreciate your time and advice and I, for one, love to hear their stories and give them some hope. They are the future of ISA+21 and I will be there, schedule permitting, any time, any place, in the future.

Carolyn Reisz  
Volunteer at 2000 booth

### SKIER'S ALERT



Women in Aviation  
Conference  
Reno, Nevada  
March 22-24, 2001  
Hilton Hotel

Prime Time Lake Tahoe Spring Skiing.

Excellent opportunity to combine your community service good deed with a sampling of the local ski areas!

**Penny Price**, who recently purchased property in the Reno area, has agreed to serve as the organizer for the ISA booth in 2001. If you have suggestions or would like to volunteer to work at next year's Conference, contact Penny Price.

## Women in Aviation Conference Memphis, March 2000

by Strike Fongeallaz,  
Delta Airlines



Exciting, Exhilarating, Inspiring, Reminiscent, Fun--these are just some of the words to describe my feelings about the Women in Aviation Conference.

Women in Aviation International is an organization of women involved in many aspects of aviation. The largest group is pilots: major airline pilots, regional pilots, commuter pilots, corporate pilots, charter pilots, military pilots, flight instructor pilots, private pilots, pilots of the 99s and WASPs; plus helicopter, glider, balloon and space shuttle pilots! Non-pilots include mechanics, engineers, scientists, professors, schoolteachers, air traffic controllers, flight attendants, administrators, managers, human resources people, aviation writers, friendly members of the FAA, NASA and other organizations, and more.

This Memphis Conference was my 6th one. Initially, as a Horizon Air pilot, I read that a WASP would be making a presentation and it sounded interesting to meet a group of women who shared my interest in aviation. I was thrilled to meet so many interesting women from so many different backgrounds.

I was unprepared, however, for what has become the main aspect of the conference: networking. Suddenly, I became a representative of Horizon Air. I was unable to answer many of the questions I was asked and had to call my chief pilot at home for advice. After that, I did a little networking myself.

Now, I return to the Conferences and I am thrilled to see the women who knew me WHEN; to see so many who

helped me along with my career--career decisions, application advice, interview advice, miscellaneous advice (change the haircut) and just basic support. I remember all these people, and I am always so appreciative. It has been fun to attend the past few Conferences and watch my friends attain *their* career dreams.

Now, I represent Delta and ISA and hope pass on what I have received. Here is my opportunity to give advice (such that it is) and perhaps to help others. As I said to one woman who expressed her admiration at my having achieved my career goal: 'Just wait; in a year or two you will be one of my peers.' I know she will be a member of ISA soon.

I also spoke with many women about the ISA scholarship program, encouraging them to apply. One woman was interviewed and hired by Alaska Airlines, another returned home to find an invitation to interview with Delta Air Lines. Her class date is July 17. I am now mentoring three other young pilots: a regional pilot, a private pilot on the right road and a CFI (oops, he's a guy).

It is a thrill to be able to share what I can with those who aspire to my career goals, to give something back as I attend the seminars, explore the exhibit halls and listen to stories from the firefighters and mission specialists, WASPs and all those interesting women who participate in this great organization.

I encourage you to join us for the 2001 Conference March 22-24, Reno Hilton.



(Continued from page 10)

to answer the questions. The liaison is an invaluable part of the program and a key to its success. I would like to recognize the efforts of my volunteer liaison members at each airline:

**Karen Bland - United Airlines**

**Penny Price &**

**Val Thal-Slocum - Federal Express**

**Carol Cansdale &**

**Karen Ruth - Northwest Airlines**

Thanks so much to each of you for the time you spent helping our scholarship winners successfully complete their training!

This past year we spent time updating the scholarship application forms and changing the requirements. We lowered the total flight time required to 250 hours in order to reach a greater number of women who would like to pursue a pilot career. We also changed the application deadline to April 15th to accommodate the scheduling of the Women in Aviation Conference in March. We added a question to the descriptive essay that is included in the scholarship application. 'How did you hear about the ISA+21 Scholarships?'

I received a total of eighteen applications this year using the revised forms. The overwhelming majority of Airline applicants indicated that they heard about the ISA Scholarships at the Women in Aviation Conference.

In order to promote our scholarship program, we have sponsored a booth at the Women in Aviation Conference for the past three years. This is a very successful way to spread the word to potential applicants. Our presence at the annual Women in Aviation Conference increases scholarship program awareness. This Conference is our major scholarship promotional vehicle and it works well. ➔

Scholarship awards  
will be announced  
September 1, 2000.

## Would You Like to Propose Your City as a Future ISA Convention Site? Here's How

We select Convention sites well in advance, since many large convention facilities are booked several years in advance. We don't want to find ourselves with limited choices. Booking early gives the Convention Chair and local liaison a reasonable length of time to get everything in place.

To date we have tended to stay away from professional convention planners and arrange everything ourselves as we felt that we achieved a unique convention rather than a "cookie cutter" standard plan. As our group grows, it is becoming more difficult to accomplish, and the Board is not opposed to using professionals - as long as it is cost effective.

The proposed hotel(s) should be four or five star and able to accommodate our business meeting: space for 150 members with classroom setup (i.e. with tables in front of each row) or theater seating (e.g. in Amsterdam).

We ask for a room rate based on two persons per room with some type of

breakfast included (in the US this is often only a continental breakfast) for a rate of US \$100 - \$120. We would also like to get a low extra charge for a third (or 4th) person sharing the same room.

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.) 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 the Welcome Cocktail Party with tables and a microphone for the Silent Auction.

For the Wednesday Awards Luncheon, we need a dining area/podium setup suitable for 250 members and guests so the Captain's Club awards can be followed by all present.

We need information on 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.

If the proposer can come up with (possible) sponsors to share the financial burden of hosting a convention, this relieves the workload considerably and would certainly win 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.

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! →

Christina Grohs  
Convention Chair

### Convention 2002: Tentative Site Proposals



Switzerland



Switzerland

Bulgaria

Rome, Italy







Aruba

Curacao

Bonaire

Venezuela





## Convention Chair Report

by Liz Jennings Clark



After four years, I am gratefully passing the reins of the Convention Chair to Chris Grohs. Though at times the workload has been very high, I have come away each year with a great feeling. It is really satisfying when a Convention goes well and people have enjoyed themselves. As I mentioned to a few of you, when I stop flying, I feel I can always go into the convention organizing business!

I am glad to report that four countries have put forward tentative bids for Convention 2002: Italy, Bulgaria, Switzerland and Curacao. You will read more on that progress in the next newsletter.

Planning has gotten easier each year, and I also feel that I've learned something new each year. Each destination has its own peculiarities or difficulties. This year was our first attempt at using a professional management service for registration and side trips.



While this relieved me and Local Liaison Helena DeAndreis of a lot of administrative work, there were some glitches: The 800 number was not available 24hrs/day and Fantasy Tours' fax number was often busy all day. Also, due to an unfortunate misprint in our February newsletter, many members tried to contact Fantasy with an incorrect email address. There was a lot of frustration before this was corrected. Similarly, much information arrived quite late (as Helena warned me it would) and made it difficult for some members to plan. Chris will get information out earlier next year.

Members arriving in Costa Rica were positive about Fantasy Tours staff members working long hours to meet our needs. Helena DeAndreis often told me 'Don't worry, be happy!' We Europeans & North Americans sometimes need to slow down, admire the scenery, and not stress out about everything we wanted to have done 'yesterday.' I think those of us who went on the optional side trips did indeed get a taste of the relaxed life. Lying by the turtle-shaped pool drinking a 'guaro' and contemplating the next jungle trip (boat or walk) certainly gave a break from the hustle and bustle of airline life. Pity it seems like 100 years ago.

The Camino Real was a beautiful hotel with full facilities and friendly staff. The side trips before and after (River rafting, Tortuguero Nature Reserve and the (in)famous Canopy Tour) were sold out. Another operator was subchartered for the river trip and extra Canopy trips were organized (they filled up also). Again, all this gave me a warm fuzzy feeling. When I previewed the site, I thought you

would love these trips, but it is always nice to have that confirmed.

Our welcome party at Ticquicia was quite different, with the drive up there an experience in itself: maneuvering huge coaches up switchback turns and roller coaster hills. When we arrived, we had a taste of Witches Brew to steady our nerves, followed by an extensive buffet and wonderful traditional entertainment, not to mention the cute oxcart souvenirs given to us by Senora Estela Fuentes who welcomed us on behalf of the Costa Rica Board of Tourism.

I must say a big 'Thank You' to the Board of Tourism, who sponsored the whole wonderful evening. We were also welcomed by Senora Vilma Lopez, the Costa Rican Director of Civil Aviation. It is wonderful to see women in such positions, especially in a country with a fairly traditional and conservative culture. The setting was wonderful, on top of a ridge overlooking thousands of lights in the valley where San José lies. Truly a fairytale.

Due to some customs clearance problems, we postponed the Silent Auction until Wednesday evening. Several members commented that this was actually an improvement, leaving one evening for auction/raffle and one for socializing. Chris will look into keeping this arrangement for the Alaska Convention.

Many thanks to Debbie Harvey for her work on Silent Auction and to Laurie Reeves, who stepped up to the plate and ran both the Raffle and the Silent

Auction. Muchas Gracias, Laurie!! We made \$3110 from the Silent Auction and \$1495 from the raffle for a total of \$4605! Thanks to everyone who contributed. The Wednesday evening meal was held in the Arboleda, a beautiful glass summer house next to the Camino Real pool. The Tourist board even sent us complimentary music!



Wednesday's Presentation Luncheon

(Continued next page)

## BOARD OF DIRECTORS REPORTS

(Continued from previous page)

was sponsored by Grupo Taca, the owner of LACSA, Helena's employer. Capt. Larry Ganse, representing the company, spoke briefly to the group. The food was plentiful and delicious.

We sat the full complement of about 150 people, more than half of which were members. There were also a number of representatives from the Press who were especially interested in our Spanish-speaking members. We received good write-ups in both the Spanish and English language newspapers. (Helena, of course, starred in the photos!). We had a noticeable number of ISA babies there, too – a major boom (all well-behaved, of course).

Later that afternoon about forty members and interested persons attended a lecture on 'Stress in the Cockpit' given by retired LACSA Captain Orlando Coto Coromando, who has lectured worldwide for Airbus. The rest of the afternoon was free until the Buffet in the Arboleda.

Thursday morning we were allowed to sleep in just a bit. The buses left at 0900LT for the Arenal Tour. Due to Helena's fundraising efforts, the Convention coffers were well filled, so we decided to pay for this tour out of registration fees. After announcing this deal at the Business Meeting, there were quite a few last minute joiners.

The buses stopped at a craft shop, where our members probably gave the shop 50% of their normal annual takings! I myself bought a lovely hardwood chopping board and various trinkets for friends and family – even more to lug back home. Someone pointed out that Helena and Patty Barrera were featured in the local newspaper. The shop's staff were quite amused to have such eminent guests.

After a drive through lush countryside, we arrived at the Tabacon Lodge. Die-hards headed off with one of the guides to do a nature walk through the grounds adjacent to the resort. The rest of us sank either into the (hot) swimming pool with wet bar or one of the many (hot) rock pools tucked in the

amazing landscaped gardens. The Arenal Volcano did her thing in the background, occasionally spewing out steam and lava. At 6 p.m. we met up again for dinner, hoping to have a ringside view of lava flowing down the slopes, but we were a bit disappointed as the volcano kept her secrets to herself, shrouded in cloud. As we moved out to the parking lot in preparation for our journey back to San José, our patience was rewarded. Grown men and women were reduced to (almost) hysterics – Lava! Lava! Did you see it??? A perfect ending to an amazing day. Tired but content, we dozed in the buses on the way back to the Camino Real.

Yet another ISA Convention was officially over. Friends and colleagues kissed and waved goodbye, already looking forward to next year.

See you in Alaska.  
Liz Jennings Clark.

*p.s. If you would like to send thank you emails or notes to Senora Fuentes (Board of Tourism) or Capt. Ganse (Grupo Taca), direct them through Helena De Andreis: email [helen@intercentro.net](mailto:helen@intercentro.net). ✈*



The Costa Rica Tourism Board presented orchids to ISA crew members who flew into San Jose, Costa Rica, with their airlines.

### Annual Business Meeting Agenda San Jose, Costa Rica May 10, 2000

#### I. Annual Business Meeting

##### A. Opening Statement

Liz Jennings Clark

1. Introduction of Members
2. Sergeant at Arms Volunteers

##### B. Board of Director Reports

1. Treasurer- Janet Coté
2. Membership- Patty Barrera
3. Education- Nanc-Elisha Briot (via written report)
4. Convention- Liz Jennings Clark
5. Human Resources- Patty León
6. Newsletter- Thyra Stevenson (via written report)
7. Corporate Communications- Susan Gillett (via written report)
8. Scholarship-Luan Meredith Ward

##### C. Standing Committee Reports

1. IFALPA- Liz Jennings Clark
2. Web Sites- Ginger Cutter
3. FIRSTS project- Ginger Cutter
4. Gender Issues - Nancy Novaes
5. ISA Store - Carol Cansdale
6. Int'l Fund Report- Donna Beering
7. Captain's Club- Cammy McHenry

##### D. Old Business

1. CHIRPS
2. Dutch film on Women Pilots
3. Other Old Business

##### E. New Business

##### F. Board of Director Elections

1. Outgoing Directors
2. Incoming Directors

##### G. Membership Issues

##### H. Announcements

##### I. Meeting Adjournment

##### II. Board of Directors Meeting (See page 28)

## CONVENTION FUN

### Journey to Tortuguero

by Penny Price

We gathered in the early morning for our journey to Tortuguero: new friends, old friends, all seeking coffee in the lobby that early morning in San Jose. Most of our little group had just arrived in country the night before, but all were eager for the trip. We were greeted by our Fantasy Tours guides Manuel and Jon, both friendly and happy to share their beautiful country with us.

As we loaded up on the bus and left San Jose, we quickly left the noise and bustle of San Jose behind for the lush, rural beauty of the Costa Rican countryside. Our initial drive was about three hours, and took us through lush cloud forest and green coffee and banana plantations. Manuel, our guide, pointed out many plants along the way. I especially noticed that Impatiens grew like weeds along the side of the road, and I thought of the thirty flats I had



planted last year. Manuel casually mentioned that they weed-wack these beautiful flowers as they are a nuisance and clog the drain ditches. I only shook my head in amusement and thought how I had nursed those little devils back home.

After a short stop at the local banana plantation, we arrived at the dock where we loaded onto a speedboat that took us on our two hour journey to the Tortuguero National Park and the local lodge where we stayed. While waiting for our boat, Val Slocum and Ellen Wright suggested a cool Cerveza, which sounded great! Evidently, I missed somewhere in the briefing that we would be on a speedboat for two hours, and with my short-range tanks, the lodge was a welcome sight.

On arrival, we cooled down with a coconut with a straw stuck in it while we took in the grounds around our lodge. The beauty of this place was amazing. We stood by a gorgeous swimming pool shaped like a sea turtle. The head of the turtle was a hot tub and the flippers acted as baby pools. We then made our way to our charming cabins that had the most beautiful hardwood floors and walls.

In camp we had a colony of resident Howler Monkeys. Now, had I not seen these tiny, cinnamon colored creatures in the day, I would never have believed that it was a small monkey making that deafening sound at 4:30 a.m. One male sounded off when we left the bar on the way back to our cabin, and I nearly climbed Rowdy's shoulders.

We went on several nature excursions with our guides while at Tortuguero. The most wonderful was the 5:30 a.m. launch. We were lucky enough to see all



three kinds of monkeys indigenous to the area, including the spider monkey, which is very shy. Manuel told us we were very lucky. All around us was a profusion of wildlife: Cayman so close you could nearly reach out and touch them, tiny little hog-nosed bats no bigger than a silver dollar, and Toucans everywhere.

I made the decision not to go on the hike the first morning when I saw everyone donning rubber boots. I was very sure there would be a snake encounter that I just could live without. So off to the pool for cool adult refreshment we went, and low and behold, I had the Mr. No-Shoulders encounter there by the pool. A green tree viper wandered in and was sunning himself lazily on a branch. With tremendous self control, I did not call for an emergency airlift out. Instead, I just moved to the other side of the pool. In short time we were rejoined by our muddy, happy hiking group. As Miss Valerie came back in, she was laughing at me, as almost directly over the pool was a Boa Constrictor sunning himself in the branches. They, on the other hand, did not see a single snake on their hike.

That same afternoon, we were joined by our hostess Helena who, treated us to a buzz job over the pool in her Cessna 310. Shortly afterwards, we headed into the local village via a short boat ride to do some poking around. The village was charming, with no motorized land vehicles in sight. Several of our energetic group walked over to the turtle museum, and along the way found a Ladderback turtle nest with clear tracks down to the ocean. Wow, the effort that girl made up that beach! At the turtle museum, several of our group made hatchling adoptions. We all eagerly await reports on their progress!

We closed out our day with relaxing swings in the local hammocks before happy hour. Our little group was at the lodge with a group of United Mechs who had imported their own Calypso Band. Now, I'm a veteran of many years and many airline parties, but these United folks take the cake! We tried to keep up for a short period of time, but then I noticed everyone escaping one by one, even our United Sisters. Somewhere

*(More on next page)*

## CONVENTION FUN

(Continued from previous page)

around 2 a.m. I heard the Band and the Mechs yelling for THE PILOTS, and they finally closed shop at 3 a.m. with a rousing chorus of 'New York, New York.' You have not lived until you have had a Calypso Band sing at 3 a.m. in the middle of a jungle.

Our wake-up call began again at 4:30 a.m. (did I say wake up? did we ever sleep?) with the Howler Monkey Serenade. I noticed the breakfast crowd was somewhat more subdued than normal.

All in all, the trip to Tortuguero was filled with wildlife encounters and fun times. I recommend it for anyone wanting to enjoy rain forest/jungle encounters with the comforts of home. ➔



### Flying in the Canopy of Costa Rica

by Penny Price

We adventured out on our day excursion for an adventure in Costa Rica's fabulous Rain Forest Canopy. Mario, our guide, picked us up at the Hotel Intercontinental early Friday morning. About 15 brave souls happily headed out to the local plantation, where our guides were about to entertain us approximately 100 feet up in the tree tops.

The morning was cool but clear and no rain, an unusual bonus, I was told. On arrival at our base camp, we were outfitted with our canopy gear of harness and leather gloves. After several poses for the folks at home in our new-found fashion statements, we headed out on a short hike of about a mile and a half through pasture land up the local mountain to the trees. Along the way, Mario pointed out several of the local sights. The pasture land gave way to trees filled with bromeliads and increased moisture everywhere. As we entered the rain forest portion itself, we left full sunlight for the filtered variety found at the rain forest floor.

As we came to our first climb, climbing up into our Tree Platform, each of us had a chance to appreciate the beauty of this country. Everywhere there was something blooming or singing!

My first moment of panic did not happen until I looked down from the platform. We were all adults, with one small six year old future aviatrix. Apparently she and I were the only

ones with any worries. As Ingrid and Mario hooked several folks ahead of me into their harnesses, I thought 'What was I thinking coming here???' At the same time I was not about to admit to my fearless airline sisters that I might need an underwear change at the end of this event.

There were about fifteen cable rides in the climb, each one higher and seemingly faster than the last. While my friends squealed with delight and laughter through the tree tops, I looked at our brave little six year old companion being hooked in with our guide Mario and wondered briefly if I could get that kind of special treatment as well.

By platform six or so, I was just starting to get the hang of this thing (pun intended) and was beginning to settle in and enjoy the view. As we stood on the various platforms, I was struck by the calm competence of our guides and their friendly, professional way of doing business. They were constantly pointing out local birds and views from all angles, while checking and rechecking gear.

Finally, just when I figured I was OK and actually having a great time if I did not look DOWN, it was time to go down. And with a quick repel, we were back on the forest floor.

My salute for this adventure goes to the parents and one little future aviatrix for hanging in there! ➔



## Pacuare River Trip

by Val Thal-Slocum

Costa Rica proved to be an excellent destination for the ISA Convention. The country is filled with friendly Ticos, wonderful adventures, abundant wildlife and beautiful scenery.

The side trip offerings were exceptional and were attended by many members. My personal favorite was the two-day Pacuare River trip. Adventure Naturales picked us up at the hotel promptly at 0600. Miguel, our guide, was friendly and very knowledgeable about the country and he shared many interesting facts with us during the drive. We stopped at a great little spot about an hour after leaving San Jose for a traditional Costa Rican breakfast, including beans and rice with fresh mango, papaya and cantaloupe.

Less than an hour after breakfast, we arrived at the launch site for our white water adventure. All of our gear was loaded into waterproof bags. We were given a safety briefing and short lesson in paddling, then we were off.

A few practice strokes, and we were all paddling like pros. We were to paddle about twenty-four miles of the Pacuare, just eight miles on our first day. The river has Class III and IV rapids and very few flat stretches.

We stopped at a beautiful side creek and our guides found poison dart frogs for us to hold. These are very small



(thumbnail size), bright red frogs. We were told that as long as we didn't lick the frogs, their poison shouldn't affect us.

We rounded a corner to see a beautiful little encampment right on the river. The camp had a main bungalow for dining and mingling. We were assigned our private bungalows with no electricity, but with toilets and showers with 'cold' running water.

We were served a wonderful lunch before we went on a lovely walk through the primary rain forest to a waterfall. We observed several varieties of birds, including both Toucan species, leaf cutter ants and many blooming bromeliads.

Happy Hour brought us all together again at the Hammock lounge to drink some of the local Guaro mixed with fruit juice. Our guides then prepared an amazing dinner before we all retired for a peaceful night of sleep.

After a hardy breakfast, we were back on the river. It was a beautiful day and we encountered many waterfalls, birds and beautiful plant life. We stopped for a short hike to a waterfall for a swim and some cliff diving. The gorge was one of the highlights of the river and we all swam through it.

We finished the trip spirited, with new friends and an appreciation for the wonders of the Wild and Scenic Pacuare River of Costa Rica. ➔



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**COSTARICA**  
NATURALLY WITH US...

# COSTARICA

NATURALLY WITH US...

## Convention 2000



*Thanks to Ginger Cutter, Betsy Landon,  
Penny Price, and Val Thal-Slocum for photos*



# Convention 2000

San Jose, Costa Rica



# Convention 2000



San Jose,  
Costa Rica





**Convention 2000  
San Jose, Costa Rica**





**Captain's Club**  
by Cammy McHenry



*Five ISA members were present to receive their plaques at the Convention in Costa Rica. It brings the Captain's Club membership to 244.*

We have the official Captain's Club inductees for the year 2000. Drum roll please!

Congratulations to all our members who moved into the left seat. I hope all your flights go smoothly.

Theresa Hornbruch August 28, 1999	Aloha	B-737	Michelle Hill May 17, 1999	United Airlines	B-737
Kathleen Hurst March 1, 1999	United Airlines	B-737	Malissa Justice Cross April 12, 1999	Spirit Airlines	DC-9
Cheryl Kelly September 1, 1999	United Airlines	B-737	Patricia Kesler November 1, 1999	FedEx	B-727
Margaret Lehn December 1, 1999	American	B-757 / 767	Mary Lee November 1, 1999	Uni Airlines	Dash 8
Jerye Motschman September 3, 1999	Delta Airlines	B-737	Laurie Reeves June 15, 1999	United Airlines	B757 / 767
Sherry Ritchey July 23, 1999	US Airways	A-320	Leslie Reynolds-Taylor June 15, 1999	UPS	B-757 / 767
Elizabeth Smeker April 1, 1999	Delta Airlines	B-737	Cheryl Stearns July 9, 1999	US Airways	B-737
Susan Steele July 15, 1999	ATA	L-1011	Beatrice Wagner-Zimmerman October 1, 1992	Condor	B-737
Janet L. Baughman February 9, 2000	United Airlines	B-737	Annette Worthington February 1, 2000	United Airlines	A-320
Kathryn Bustle November 18, 1999	United Airlines	B-737			
Toni Combs December 20, 1999	Continental Airlines	B-737			
Annie Falandes April 1, 1999	United Airlines	B-737			
Isabelle Guillard January 18, 1999	Air France	A-320			
Mary Louise Griffin July 9, 1999	American Airlines	B-727			



**General Business Meeting Minutes**  
May 10, 2000  
San Jose, Costa Rica

*Thank you to Lori Cline for filling in as Secretary and providing Meeting Minutes.*

**OPENING STATEMENT** ( Liz Jennings Clark) The meeting was called to order at 0805 LT by Chairwoman Liz Jennings Clark. Members introduced themselves and stated their airline, position, equipment and base. Charter members present: Maggie Rose, Beverley Bass, Angela Masson. There were 8 new members and 15 non-US members out of a total of 77.

**BOARD OF DIRECTOR REPORTS**

**SECRETARY:** (Seema Kapur), presented by Liz Jennings Clark. Minutes of the previous Annual Business Meeting were accepted as published in the August, 1999, *ISA News* with no corrections. C. Pasqualino proposed, G. Jones seconded.

**TREASURER:** (Janet Coté) Janet gave a breakdown of ISA's account balances. Total assets are just short of a quarter of a million dollars. The 2000 Budget was approved at the Board meeting. ISA is currently in a screening process to determine if we qualify for final determination as a non-profit 501(c)3 corporation. A decision will be sent within 120 days from March 30, 2000. ISA does not qualify for sales tax exemption in most states. Question from the floor as to whether dues are tax deductible. Janet will investigate.

**MEMBERSHIP:** (Patty Barrera) Patty announced current membership data. Approximately 120 have not yet renewed. The membership application form is now on the website, which will make it easier for new members to join. The name badges issued free at registration are permanent and should be kept and worn to all ISA events. Replacement cost is \$5. Each member has been issued a random number which can be used for accessing the secure website and for silent auction. ISA three- ring binders have been produced and are available at the ISA Store. The Membership Roster (and updates) will be printed on sheets to fit in the binder (or other similar). Patty said goodbye, as she is stepping down as Membership Chair. Lucy Young gave a thank you for all her hard work.

**EDUCATION:** (Nanc Briot), presented by Liz Jennings Clark. UPS has agreed to assist in funding the updated printing of *Tips on Becoming an Airline Pilot* booklet. The booklet (without photos) is available for downloading from the website. Old copies should be discarded. Copyright is pending. A number of members have generously volunteered their time and participated in educational events. (The list of names was read). Any members interested in being included in the speaker databank should

forward their details to the Education chair. Helena DeAndreis had a new banner made for the Convention. This one and the previous ones are available from Scholarship Chair Luan Meredith. ISA procured a shipping tube, but the lids keep disappearing in transit. ISA is being featured in a Dutch video 'High Flying Women' (final cut not ready in time to show at the meeting). A California TV company is also considering using ISA members in a production. ISA would receive a copy of the finished video.

**CONVENTION:** (Liz Jennings Clark) Liz announced that Chris Grohs will take over the Convention Chair. Local Liaison Helena DeAndreis is presented with a small gift for her hard work in the last year. Helena gives a short welcome and thank-you speech. Patty León and Val Thal-Slocum will be Local Liaisons for Convention 2001 in Anchorage. Patty gave a short talk, including a video featuring the Aleyska Prince Hotel, and asked members who fly to ANC to approach their airlines for sponsorship. Val offered to share a sample letter for requesting sponsorship. Karen Ruth offered to approach NW, Linda Wright will try Continental. Val will also investigate the possibility of members getting Seaplane ratings. Dates: May 8 - 10, 2001. Liz announced preliminary proposals for Convention 2002 from Bulgaria, Italy (Rome), Curacao and Switzerland.

**HUMAN PERFORMANCE:** (Patty León) Patty requested that members continue sending their airline's maternity policies. Terri Bartolero will be taking over as Huper Chair from the end of July.

**NEWSLETTER:** (Thyra Stevenson), by Patty León. *ISA News* files transitioned from previous editor; CD ROM archive made. Newsletter now available as an Adobe Acrobat .pdf file. The Amex Financial Services have increased their advertisement to a full page. Plans for 2001: reformat the membership roster update to the new binder size; improve newsletter editing; try to increase (acceptable) ad revenue; work with the webmaster to post a version of the newsletter on the website and expand electronic delivery of the newsletter via .pdf files.

**CORPORATE COMMUNICATIONS:** Due to this chair having been vacant for some months, there was no report. The good news is that Evelyn Tinkl will be the new Corp. Comm. Chair.

**SCHOLARSHIP:** (Luan Meredith) The combined request for scholarship funds totals almost \$120,000.00. The Women In

Aviation Conference and the Education Chair (Nanc Briot) are credited with making people aware of ISA and the scholarships offered. Gail Jones volunteered to keep an updated database of scholarship recipients. Luan reminded members of the generous contributions made by UPS (\$5,000) and the Grace McAdams Harris Trust Fund (\$10,000). The Scholarship Selection Committee is about to enter its busy period. Linda Wright volunteered to head it this year. Keith Johnson thanked Beverley Bass and Lisa Ash for convincing their airlines to sponsor new scholarships. She also thanked Karen Bland for her ongoing efforts at United, which is our most consistent type rating sponsor. Similarly, she thanked Carol Cansdale & Karen Ruth for their work at NW. Various updates were given as to where past schol winners are now. Keith said she would include this information in the next newsletter. Karen Bland pointed out that the UA scholarship almost fell through, and that data about the number of schol. winners who go on to the airlines is crucial in order to keep our donors interested. Gail Jones offered to put an information pack for (potential) sponsors together. Jennifer Palmer stressed the need for liaisons to continue mentoring their scholarship winners during their first year of airline work.

**COMMITTEE REPORTS**

**IFALPA:** Annual conference held in Tokyo; 300 attendees met for five days of meetings and seminars. Issues discussed included chronic fatigue and accident analysis, as well as the globalization of aviation. A policy statement on Global Alliances was issued (see the ifalpa website). The proposed policy on cosmic radiation developed by the Huper committee was adopted. Those interested should contact Liz.

**INTERNATIONAL FUND:** (Donna Beering), presented by Liz Jennings Clark. Fund intended for use by members who have financial difficulties attending Convention. Contributions always welcome. Keith Johnson suggested that proceeds from the raffle be earmarked for this fund. To be discussed at the August Board Meeting.

**WEBMASTER:** (Ginger Cutter) Website receiving lots of hits. A members-only section is in the process of being set up, where members will use their new membership number along with a to-be-decided password. The newsletter will be available as a .pdf file. This type of file can be read with the downloadable (free) Acrobat reader program. A mass email will advise members of progress. Gender issues contacts and a discussion list like in a chat

*(Continued on page 35)*

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

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

Name \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_

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

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Send to: Melissa Monahan, 739 Smokehouse Rd., West Chester, PA 19382 USA Phone: 610-399-9894 Email:MSMonahan7@aol.com

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

Name \_\_\_\_\_ Phone \_\_\_\_\_ Email \_\_\_\_\_

*(include both family and married names)*

Address/City/State/Zip/Country \_\_\_\_\_

Airline \_\_\_\_\_ Position \_\_\_\_\_ Equipment \_\_\_\_\_ Country \_\_\_\_\_

New News \_\_\_\_\_

*(continue on separate sheet of paper as required)*

Send to: Terri Bartolero, 431 Lee St. #15, Oakland, CA 94610 USA Email: TerriB10@hotmail.com

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

Name \_\_\_\_\_ Email \_\_\_\_\_

Address/City/State/Zip/Country \_\_\_\_\_

Airline \_\_\_\_\_ Position \_\_\_\_\_ Equipment \_\_\_\_\_ Country \_\_\_\_\_

Date First Signed Release\* \_\_\_\_\_ Aircraft Type \_\_\_\_\_

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

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

#### ELECTRONIC FORMATS

- **Text:** Use simple text (.txt), Rich Text Format (.rtf), Word for Windows (.doc), or Adobe Acrobat (.pdf).
- If the article is small enough, you may also just send it as part of the body of an e-mail.
- **Photos & images:** Use .jpg or .tif format
- Zip multiple files or attach a single file to an email

#### EMAIL:

Thyra Stevenson, Editor  
Capt727tks@aol.com

#### SURFACE MAIL:

Thyra Stevenson, Editor  
4261 Dry Bed Ct.  
Santa Clara, CA 95054, USA.

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 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.

### Your Address & The Newsletter

Be sure to notify the Membership Chair when you change your address.

Because Newsletters are mailed third-class, they are not automatically forwarded to your new address.



### ISA Store Order Form

Name \_\_\_\_\_ Phone \_\_\_\_\_

Date \_\_\_\_\_

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

**Please send the following ISA items:**

	Price	Quantity	Color/Size	Total
Decals (blue and gray on glossy white, 2.5")	\$ 1.00	_____		\$ _____
Eight Function Knife	\$10.00	_____		\$ _____
Highlighter Pen	\$ 2.00	_____		\$ _____
Identification Lanyard	\$8.00	_____		\$ _____
Key Ring	\$1.50	_____		\$ _____
Lapel Pin (gold logo on black background)	\$4.00	_____		\$ _____
Luggage Tag	\$3.00 or 2/\$5.00	_____		\$ _____
Membership Roster Binder (Free Shipping)	\$6.00	_____		\$ _____
Notecards & Envelopes	\$5.00/15	_____		\$ _____
Notepads	\$2.00	_____		\$ _____
Penlight w/Safety Whistle	\$6.00	_____		\$ _____
Thermal Travelers Mug	\$10.00	_____		\$ _____
Video (15 min. video about the history of women airline pilots)	\$22.00	_____		\$ _____

**ISA Clothing:**

ISA Logo Polo Shirt (white or navy in S or M only. Sorry, no L or XL left)	\$27.00	_____	_____	\$ _____
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**Shipping Cost:**  
Based on Sub-total order amount:

- Up to \$20.00, add \$4.00.
- \$20.01 and over, add \$6.00.

<b>SUB-TOTAL</b>	\$ _____
<b>SHIPPING</b>	\$ _____
<b>TOTAL</b>	\$ _____

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

## 'Lost' Members

by Melissa Monahan

This year we had 140 members who did not renew their dues, and unfortunately are now no longer members of ISA. Patty Barrera, previous Membership Chair, sent reminders last November which were well received. Sixty percent of the members renewed early. Unfortunately, we have not heard from the 140 members below. We suspect that many have moved without updating their addresses, and therefore did not receive the postcard. Others, perhaps, have been busy in their personal lives and do not realize that their dues are due. We would love to have these women continue to be a part of our organization.

MEMBERS: CAN YOU HELP US? If you see a friend or colleague on this list, contact them by phone or drop a note in their mailbox at work. Remind them that their membership is not current, and that all they have to do is pay their annual dues to continue to receive the *ISA News* and the 2000 Membership Directory. They can send me a check (\$45, or \$15 for Inactive) at my home address, payable to 'ISA,' or email/snail-mail credit card info (VISA or MC) to [MSMonahan7@aol.com](mailto:MSMonahan7@aol.com). THANK YOU.

Air Canada	Karen	Mundell	Braniff	Debbie	Harvey
Air Canada	Glenys	Robison	British Airways	Jill	Develin
Air Canada	Lee	O'Riley	British Airways	Helen	Parker
Air Canada	Laura	Sykes	Canada 3000	Nicole	Sauvé
Air Malta	Karen	Busuttill	Canada 3000	Linda	Galipeau
Air Malta	Denise	Tabone	China Airlines	Tsuey-Ing "Echo"	Chang
Air Malta	Maria Theresa	Desira	Condor	Carola	Pfisterer
Air One	Barbara	Plantulli Lambert	Condor	Beatrice	Wagner-Zimmermann
Airborne Express	Dana Fulks	Aschinger	Continental	Jessica R.	Stearns
Alaska	Michelle O.	Miles	Continental	Michele	Dionne
Alaska	Adrienne	Slais	Continental	Barbara A.	Lovett
Alaska	Lisa	Sweeney	Crossair	Katharina	Jermini-Schmid
Alitalia	Cristina Monia	Rossi	Cyprus Airways	Natasa	Papadopoulou
Alitalia	Annapaola	Lippolis	Delta	Gail	Goodat
Alitalia	Letizia	de Denaro-Romanelli	Delta	Deborah	Anderson
Aloha	Diane	Gilliland	Delta	Ann Harrison	Nelson
Aloha	Irene	Curren	Delta	Sandra	Stephens
Aloha	Karen	Kolonick	Delta	Nancy	Charles-Columbia
Alpi Eagles	Annalisa	Bonsuan	Delta	Jan H.	Mathews
America West	Debra	McCormick	DHL	Karin	Carlson
America West	Gray	Bower	Emery Worldwide	Michele	Gaffney
America West	Jennifer	Townsend	Express One	Robin	Gainey
American	Sally	Weichert	Federal Express	MegAnn	Streeter
American	Leslie	Hill	Federal Express	Jennifer	Caves
American	Laureen	Sacco	Federal Express	Dolores	Pavletic
American	Dawn	Beecher	Federal Express	Susan C. F.	O'Connor
American	Susan	Oktay	Federal Express	Karen	Gallagher
American	April	Keseric-Lynch	Federal Express	Jane	Dyer
American	Susan	Gaona	Federal Express	Kim	Mahoney-Littell
American	Johnie	Olson	Fine Air	Carolyn	Wittreich
American	Bambi Lee	Greene	Finnair	Kirsi	Arve-Inkinen
American	Kimberley	Lowe	Finnair	Nina	Rope
American	Janice	Anderson	Finnair	Camilla	Sommar-Rale
American Int'l Airways	Erika	Morgan	Finnair	Mari	Halme
American Int'l Airways	Susan M.	Laun	Finnair	Joanna	Bodén-Janson
Ansett Australia	Penny	Hanrahan	Greenlandair	Maureen	Barnes
Ansett Australia	Frances	Fulloon	Hawaiian	Dilek	Karabagli
Antillean Airlines	Linda	VanWestenbrugge	Istanbul Airlines	Irene Koki	Mutungi
Arkia	Shuli	Millman	Kenya Airways	Kim	Hilden
Biman, Bangladesh	Yasmin	Rahman	Kitty Hawk Air Cargo	Bernadette	Hayward
Bouraq Indonesia Airlines	Meriam	Zanaria	Kitty Hawk Air Cargo	Deborah	Lawrie
			KLM Cityhopper	Cordula	Abromeit
			Lufthansa	Annette	Schirling
			Lufthansa	Andree	Hill
			Monarch Airlines, Ltd.	Michelle	Hatch
			Northwest	Lynn	Austin
			Northwest	Eva	Akata
			Pan Am	Carolyn	Pilaar
			Qantas	Lisa	Norman
			South African Airways	Christine Marie	Malherbe
			South African Airways	Joanne	Rainier-Pope
			Southern Air Transport	Bobbie	Snoden
			Southwest	Deb	Kaukol
			Sun Country	Kelly	Brown
			Swissair	Gabrielle	Musy
			TEA Switzerland	Franziska	Brandenberger
			TEA Switzerland	Angela	Beltrame
			Trans Continental	Stefana J.	Siljegovich
			Transavia	Saskia	van de Ridder
			Transavia	Mireille	Wildschut
			TWA	Maggie	Byrne
			TWA	Susan	Smith
			TWA	Diane R.	Kramp
			United	Linda N.	Kroll
			United	Jolanda	Witvliet
			United	Janis	Alderson
			United	Kelli	Conley
			United	Trina Jarish	Dora
			United	Carolyn	Fath
			United	Keltie	Morris
			United	Kathleen	Wentworth
			United	Kimberly	Guilfoyle

*(Continued on next page)*

**'Lost' Members, con't.**

*(Continued from previous page)*

United	Michelle	Morgan
United	Karen	Gallisath
United	Gloria R.	LaRoche
United	Blair	Mitchell
United	Elizabeth	Pickner
United	Melissa	Ward
United	Debra	McCaw
United	Patty	Mitchell
United	Karen	Anderson
United	Linda M.	Orlady
United	June L.	Liston
United	Andrea	Connell
United	Margaret	Eliel
United	Jean	Peck
United	Susi	Dokken
UPS	Leslie	Reynolds-Taylor
UPS	Patrice	Washington
UPS	Gretchen	Quasebarth
US Airways	Sari	Terry
US Airways	Michelle	Nester
US Airways	Jennifer	Butler
US Airways	Jill Butterworth	Geary
US Airways	Parvin	Belknap
USA Jet	Carla	Marcus
USA Jet	Rachel	Weintrob
Zantop	Wendy	Paver →

*(Agendas, continued from page 15)*

**Board Of Directors Meeting Agenda  
San Jose, Costa Rica  
May 8, 2000**

**II. Board of Directors Meeting**

- A. Opening Statement- Liz Jennings Clark
- B. Board of Director Reports -Chairwoman
  - 1. IFALPA
  - 2. Correspondence
  - 3. Convention- 2000 & 2001
- C. Membership- Patty Barrera
- D. Treasurer- Janet Coté
  - 1. Account balances
  - 2. 501(3) Form filed
  - 3. Scholarship account update
  - 4. Approval of 2000 Budget
- E. Scholarship (Financial)- Luan Meredith
- F. Scholarship (Airline)- Keith Johnson  
Women in Aviation Conference-  
March 22-24, 2001.
- G. Human Resources- Patricia León
- H. Education- Nanc-Elisha Briot (via e-mail)
- I. Newsletter- Thyra Stevenson (via written report)
- J. Old Business
  - 1. Membership Badges
  - 2. Fast-Track
  - 3. Beryl Markham memorial update
  - 4. *Tips* booklet
  - 5. Communication Chair position
  - 6. Binder costs to members
  - 7. Fund-raising committee
  - 8. Status of the 2 UPS air-accounts
  - 9. Dutch film on Women Pilots
  - 10. Other Old Business
- K. New Business
  - 1. Merging ISA with WIA- discussion
  - 2. Fixed yearly location and re-timing BOD meetings
  - 3. Other New Business.
- L. Announcements
  - 1. Farewell to outgoing BOD members
  - 2. Welcome to New BOD members.
- M. Meeting Adjournment

**Membership**

*by Melissa Monahan*

Hi, everyone. As ISA's new Membership Chair, I want to express my excitement and enthusiasm for meeting other members as well as greeting and welcoming new members. Unfortunately I wasn't able to attend the conference in Costa Rica, but I look forward to meeting more of you next year in Alaska.

Here's what's new:

Our total membership reached 634 at the Convention, but since 140 members did not renew this year (the annual cut-off date is the Convention), we're now down to 498 members. New countries represented this year are Kenya, Turkey, Israel, and El Salvador. We have lost some members because they moved without sending a new address to the Membership Chair. The Newsletter is sent third class so it is not forwarded, but we are discussing sending out one Newsletter per year first class (which is forwarded) to help with this situation.

I have listed 'Lost Members' on pages 27-28, so that we can find these 'missing' members. Even though total membership numbers are down, we still welcomed 22 new members and 4 renewals this quarter. A big thanks to

everyone for continuing to spread the word about ISA. Keep up the great work!

The 2000 Membership Directory is scheduled to be distributed in July, along with the membership badges. Binders are \$6 and replacement badges are \$5. If you do not receive yours, or have any questions concerning the binders or badges, please let me know. Credit goes to Ginger Cutter and Patty Barrera for setting up and making the new badges.

Membership numbering is complete. Your number now appears on mailing labels as well as on the new badge. This number is used for access to the members-only section in ISA's website, as well as at the silent auction at the annual conventions.

As Patty mentioned in her report, there now exists at least one new Regional Jet weighing over 90,000 pounds, thus qualifying any pilot from a commuter airline which operates this aircraft to join ISA.

I have the new business cards and ISA membership applications. If anyone would like to hand these out to colleagues and friends, please contact me either via email or telephone and I'll be happy to sent them to you.

Thanks to Patty Barrera for all the hard work and wonderful additions and changes she did for ISA's membership this year. We will miss her on the Board.

Happy Flying! →

## IFALPA Conference

by Liz Jennings Clark

Along with nearly 450 people, I attended the 55th IFALPA Conference April 7-11, 2000. The annual Conference consists of **committee meetings**, where delegates from member associations hammer out policy proposals; **plenary sessions**, where these proposals are voted on; **regional meetings**; and informative **seminars**. This year's Conference featured two extremely valuable and interesting seminars: Accident Analysis and Crew Fatigue.

In the first seminar, Captain Paul McCarthy, Chairman of IFALPA's Accident Analysis Committee, gave a dynamic presentation on the importance of a pilot's participation in accident and incident investigation. Bob Vandel, Flight Safety Foundation, endorsed the seminar topic, and gave a presentation 'exploding the bandwidth.' In addition to promoting the FSF accident prevention philosophy, the speaker presented actual data based on the experiences of some operators.

The second seminar, on Crew Fatigue, included presentations from the IFALPA Special Representative on this issue, Captain Sorensen, and from the DERA Centre for Human Sciences expert, Dr. Mick Spencer. Dr. Spencer spoke on fatigue related to long-haul flying and discussed a computerised model to measure fatigue.

Another important Conference feature was the incorporation of Regional Meetings. The ongoing need for regional groups to strengthen the position of the pilots of the world was endorsed, as was the continuance of the Regional Conferences. Each group produced an individual report containing recommendations for future Conferences.

In addition, the Conference issued a number of Statements and Resolutions on the issues of Global Alliances and the use of cockpit video recorders.

As usual, it was a busy and interesting conference. I met a Tunisian woman Captain who I hope will join ISA. Several delegates approached me for information, and I handed out many copies of our brochure.

Since I happened to have the days off, I also recently attended the IFALPA Human Performance (HuPer) committee's first meeting of this year in Helsinki. The HuPer committee's agenda is divided into 3 sections – Medical, Human Factors and Licensing/Training. Hot items were controlled rest on the flight deck, fatigue, cockpit environmental conditions (cosmic radiation, evidence of chromosomal damage in crew and cancer incidence & mortality in flightcrew members).

Under the Human Factors agenda, a paper was presented outlining a couple of incidents where a specific configuration of TCAS produced errors increasing the risk of collision. With RVSM and RNP gaining ground, such a possibility has to be rectified urgently.

On the second day, Professor James Reason of Manchester University gave a short talk and led discussion on new ways of looking at risk management. As he explained, errors will always be made but it is how we react to errors as a crew and bring a situation to a positive conclusion that may well be the key to reducing accidents.

As usual anyone interested in acquiring information about IFALPA's work can look at their website:

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

or contact me:

[lizjc@worldonline.nl](mailto:lizjc@worldonline.nl) →



### - NOTAM - VOLUNTEERS NEEDED

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

- ☀ Luan Meredith needs interviewers for Scholarship applicants. Contact her immediately. Deadline for announcing winners is Sept 1, so you need to hurry.

Email: [wame@swbell.net](mailto:wame@swbell.net)  
Tel: 314-845-7282

- ☀ Evelyne Tinkl, Corporate Communications, needs fund raisers.

Her column, pg.31, gives specifics.

Email: [etinkl@earthlink.net](mailto: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](mailto:Flygirla30@aol.com)  
Tel: 901-850-0020

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

Email:  
[chrisgrohs@compuserve.com](mailto:chrisgrohs@compuserve.com)

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

## News Around the Ramp

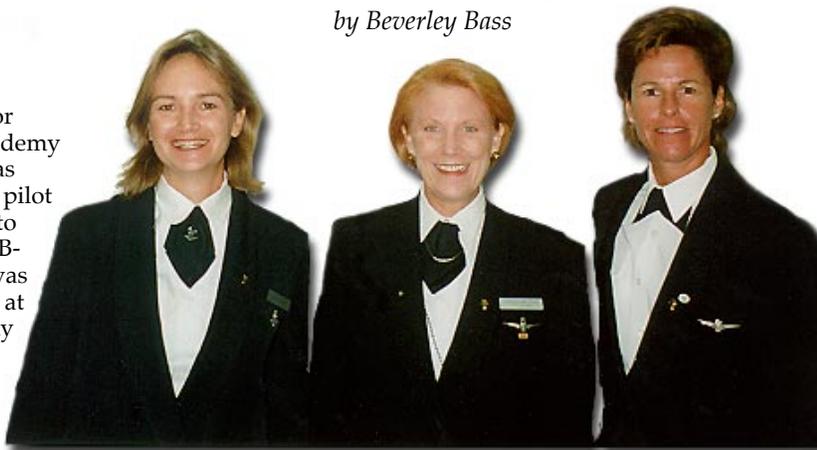
## The Birth of the Triple 7

by Beverley Bass

When I showed up for work at the flight academy in January 1998, I was informed by a fellow pilot that I was on the list to go to training on the B-777, an aircraft that was not even on property at the time. I checked my mailbox and saw, to my surprise, that he was correct. There it was, 'The List,' and yes, my name was there along with the names of twenty-two other instructors from the various fleets. We would become part of what eventually became known as the 'initial cadre' of forty-two check airmen who would be responsible for introducing the new aircraft to the company and to our line pilots. At the time I had no idea what all would be involved, but I was anxious to go for the ride.

My partner, Captain Ron Lueck, and I began training in mid-May and completed our rating rides in June. The plan was to observe our fellow check airmen teach a class; then we would suddenly become the experts by teaching the very next class. Boy, talk about getting your feet wet quickly!

Fall approached and we were all trained, rated and ready to fly.... only one problem: we didn't have an airplane and the delivery date was scheduled for January 1999. With that in mind, we all had to go back and continue to



instruct on our previous airplanes. For me, that was the B-757/B-767.

Soon it was January, 1999, and our baby was about to arrive. Paul Hinton, our Fleet Manager, extended an invitation to all of the instructors to go to Seattle and fly home on American's first Triple 7. Like new babies, airplanes don't always arrive exactly when planned, and that held true for our airplane.

Approximately thirty-five of us spent several days in Seattle waiting for her to pass all the stringent flight testing prior to being signed over to her new family. The hotel actually had a party for all of us, and passed out 'It's a Triple 7' cigars that evening. We were wine and dined by Boeing in elegant fashion. The next day was typical of Seattle in January: cold and rainy; but we did not care. We just wanted to see, touch and feel our newest addition.

We arrived at Boeing's ready room. A short time later, our very first airplane, 7AA, was towed across the tarmac for all of us to view. The trip home was delightful, to say the least. The airplane was catered with trays and trays of Seattle's finest crab, lobster, and shrimp. We dined, laughed and enjoyed

the beauty of what would become the queen of American's fleet.

I had the good fortune of being asked to pick up the number two aircraft, which I humbly accepted. Oh, what an honor and privilege this would be! I had actually picked up several new B-757s from the factory, but

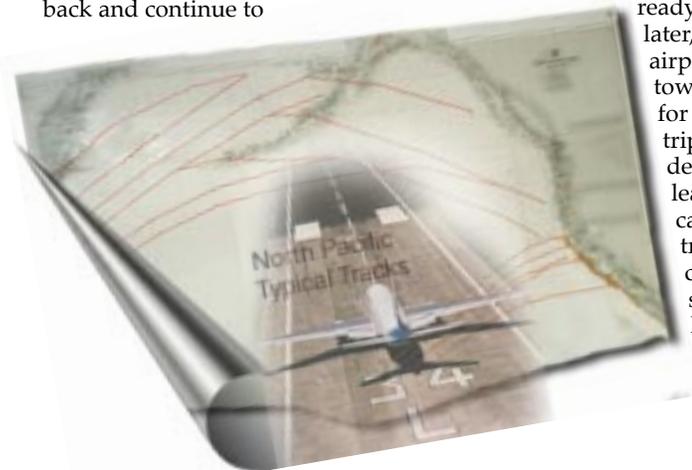
there was something very different about this aircraft. Everyone from the mechanics to the test pilots was so terribly proud of this new bird.

Again, the night before the acceptance,



From left, Captain Ann Singer, Captain Beverley Bass, First Officer Nancy Walter.

we were treated to a fabulous dinner by Boeing. On this particular evening the Boeing personnel made it possible for Suzanna Darcy to be seated next to me. For those of you who do not know her, she is the only female test pilot on the Triple 7, and actually flew the aircraft on its maiden voyage around the world. We are of the same generation of



## The Birth of the Triple 7,

(con't. from page 30)

lady aviators and have known about each other for years, but our paths had never crossed.

The arrival of 7AB gave us two airplanes in Ft. Worth to use for instructor landing qualification. For several days, that's all we did: hundreds and hundreds of touch and goes, and lots of tire changes.

There was a plan and a tight schedule of events that would take place before the airplane was put into revenue service. Each of us would have the opportunity to take the airplane on a corporate 'com' trip, which meant we would fly it to a predetermined city in the U.S., where it would be on static display. Quite frankly, we were there to show her off, and we were proud to do just that. Everyone within a fifty mile radius of the city wanted to take a peek.

The plan then called for us to generate time on the engines and in our logbooks. Each of us would fly the airplane to London and Osaka, Japan, several times. Imagine flying this huge airplane with no passengers, and, worse yet, no flight attendants. The galleys are the size of most home kitchens and we didn't have a clue where anything was, much less how to operate and cook the meals. Our service left a lot to be desired and oh, how we appreciate our wonderful flight attendants!

While all of this was going on, the first of our line crews were finishing up their training programs. One morning while it was still dark, I arrived at Hangar 3 to meet three newly-qualified B-777 First Officers. We were going to fly a pilot trainer--their first time in the airplane, and my first pilot trainer as Captain. I called Dispatch; they asked me where I wanted to go and how much fuel did I want. This was my call. It was outside of the normal parameters. Maybe for you military

folks this is no big thing, but for me it was huge. Whatever I wanted, just get the job done and don't bend the airplane. I asked for 130,000 pounds of fuel and we headed west to Amarillo and returned with thirty-seven landings under our belt.

In October, 1999, Captain Ann Singer became the next female Captain to join the Triple 7 fleet. She asked if I could do her IOE to London and, of course, I was thrilled. Word got out that we were going to fly together, and First Officer Nancy Walter traded her Japan trip so she could join us as the International Officer. And so on October 14, 1999, American's Triple 7 landed in LGW with an all-female crew.

The addition of this aircraft to American's fleet has ignited energy, pride and enthusiasm throughout our company. She is, without a doubt, the grandest dame of all. I am forever grateful to have been part of the 'Initial Cadre' for the birth of our Triple 7! →



### ISA On-Line

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

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

Ginger Cutter  
Webmaster

## LOOKING FOR A FEW GOOD WOMEN

Reading ISA's mission statement in the Operations Manual, I discovered a few interesting items. The statement begins: "We seek to stimulate and encourage women to enter the airline pilot workforce as active cockpit crew via *education and scholarship...*" The last word, scholarship, is the one I want to address here.

Scholarships can open incredible opportunities for young and talented women who are working hard towards something we already have: a job with a major airline. Some of us may even know candidates who benefitted from aviation scholarships. Minor problem? Scholarships have to be funded.

ISA does just that kind of fundraising. Right now, I'm looking for a few good women to help with fundraising and soliciting donations for the raffle and silent auction (proceeds go to the scholarship fund) at Convention 2001 in Anchorage.

Your mission (please choose to accept it):

- a. maintain/develop a database of solicitation letters and of past/potential donors
- b. solicit donations for the raffle and silent auction
- c. solicit grant donations for ISA and its activities
- d. work with a great group of girls and have fun doing it
- e. challenge yourselves to try something new
- f. step forward in your organization. Help make a real difference in someone's life.

I would especially like to encourage ISA International members to participate.

Reach me:  
email: [etinkl@earthlink.net](mailto:etinkl@earthlink.net)  
phone: 757-595-7729.

Looking forward to being deluged by your answers

Evelyne Tinkl  
Corporate Communications Chair →

## 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, PhD. (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 EXCURSIONS

### Ski Days

by Lynn O'Donnell

Some people came early, others stayed late. Some brought family or friends, others came alone. Some were expert skiers, some were first day beginners. What was the common ingredient? We ALL had fun. Cindy Shonk hosted the ISA Ski days at Keystone again this year, Feb. 7 -10. Cindy opened her home to us, fed us, organized condo rentals, and even finagled a discount for a fabulous dinner on the top of the mountain.



Tubing was added to the list of activities this year. The only skill required for this sport is screaming and everybody can participate - no training required. Sherry Anderson's daughter, Samantha, and Sherman Anderson's parents, became instant experts in the tube.

Save time in the second week of February next year to join in the fun.

Attendees this year were (front row), Krisan Wismer, Sherry Anderson, Lynn O'Donnell. Back row, Nancy Novaes, Amy Carson Bond, Mary McMillan, Cindy Shonk, Connie Tobias, Sally Stewart. →

**ISA News**  
Next Issue Deadline  
Friday, September 1, 2000



**2nd Annual Plane Pull  
June 10, 2000  
Moffett Air Field, California**



A great time was had by all as Special Olympics athletes, law enforcement and corporate teams PULLED a United Airlines B727 for the fastest time. NASA had some awesome displays; the local EAA pilots treated Young Eagles to some great flights around San Francisco Bay. (ISA News editor represented ISA). →

**INFERTILITY AND THE MATURING FEMALE AIRLINE PILOT**

by *Cindy Shonk*

As I write this, I am nearly at the end of my first trimester of pregnancy. I write this article to give hope, and possibly support, to those who may need it.

Like many other ISA members, I put my focus on my flying career during my normal child bearing years. A year and a half ago, Jim and I started learning about Assisted Reproductive Technology (ART). A majority of medical insurance policies do not cover advanced infertility treatments and the expensive medications. Although many of my friends have been successful with their first procedure, multiple procedures can become expensive.

After a year of procedures, we were becoming disappointed with a number of failures. At the ISA Ski Days, an ISA friend suggested I talk to her sister (forty-four years old and

pregnant with twins), who had finally had success with an IVF (in vitro fertilization). A long phone visit and many e-mails convinced us that there were yet more options and opportunities for success. Our contact gave us the name of an Infertility

**Considering Assisted Reproductive Technology?**

- contact me for further information
- check out non-profit consumer organization Resolve Infertility Assn. at
  - [www.resolve.org](http://www.resolve.org) or
  - (617) 623-0744 (help line)

Association and support and learning group, Resolve ([www.resolve.org](http://www.resolve.org)). Attending a few of that organization's monthly meetings made me realize that my body reactions and experiences were not so uncommon. I met a number of women who had success after many disappointments, and also some who were dealing with the acceptance of their situations and learning about adoption.

With renewed hope (and more money),

we continued, this time with success. The experience has certainly widened my vision of the miracle of conception. The science of fertility has made great strides in the last five years, with success rates today that are much higher, even for women over 40. (I'll be forty-four when I'm scheduled to deliver our baby after Christmas). The ART verbiage and acronyms are like those you learn on a new airplane. At times, too, your body feels like a science project.

During our experience, we were fortunate to have an optimistic and understanding doctor whose whole medical office celebrated our pregnancy announcement.

See the in-column insert for further information about this new technology.

Cindy Shonk  
CindyShonk@pobox.com →

## Convention 2001

by Christina Grohs



Greetings everyone! I'm sorry I missed seeing you in Costa Rica. I hear the Convention was fantastic! Val Thal-Slocum, Patty León and I will be working hard to make sure that Convention 2001 in Alaska is one of our best.

For those of you who missed the preview presentation in Costa Rica, here is a summary:

We'll be staying at the luxurious Westin Alyeska Prince Hotel. It is located in a pristine Alaska setting, forty miles south of Anchorage. The hotel includes 307 deluxe rooms, fully equipped fitness center with lap pool, a sixteen-person whirlpool with a mountain view, award winning Seven Glaciers Restaurant, and retail shops featuring quality clothing and Alaskan artwork.

The site is something to behold, situated among majestic mountains and the Chugach Forest. The Seven Glaciers Restaurant is located 2,300 feet above the valley floor and has a magnificent panoramic view. In addition, Portage Glacier, Alaska's most visited attraction, is only eleven miles away.

We are looking into a selection of activities, including glacier and wildlife cruises of Prince William Sound and Kenai Fjords National Park, trip to nearby Crow Creek Mine for gold panning, and flightseeing tours of surrounding valley and Prince William Sound. There will be more details to come in the next newsletter regarding planned side trips and other fun adventures. I am currently in the process of receiving



proposals from destination management companies to handle the registration process and will have more detailed information soon. I still need help with fund-raising and public relations duties. If anyone is interested in volunteering or is currently working with their associated airline on this issue, please contact me.



*Convention Site: Westin Alyeska Prince Hotel, Alyeska Resort, Girdwood, Alaska (near Anchorage).*

### Did you know?.....

There are approximately 100,000 glaciers in Alaska.

You can see three of Alaska's thirty-nine mountain ranges from Anchorage, including the Chugach, Kenai and Alaska ranges. Mount McKinley (the tallest mountain in North America) can be seen right from downtown on clear days).

Alaska is actually the northern, western and easternmost point in the United States. The Aleutian Chain extends into the Eastern Hemisphere.

The Municipality of Anchorage stretches from Portage Glacier to the head of Cook Inlet, encompassing 1,955 square miles - about the size of the state of Delaware.

The Upper Cook Inlet near Anchorage has the second greatest tide range in North America at 38.9 feet.

In May, normal temperatures are around 54°F and there are typically 20 hours of functional daylight. ➔

### Flightseeing



### Wildlife and Glacier Trips



### Oops!

Due to a technical recording glitch, transcribed minutes from the Board of Directors Meeting at the Convention in Costa Rica are unavailable.

See the Board of Director Meeting Agenda on page 28, and the General Business Meeting Minutes, pages 24 and 35.

If you are interested in a summary of the meeting itself, contact one of the Board members directly.

**General Business Meeting Minutes**  
May 10, 2000  
San Jose, Costa Rica

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room will be available. A suggestion from the floor is that members might be able to just access the newsletter online and save postage.

**FIRSTS:** (Ginger Cutter) Helen Richey is apparently not the first woman airline pilot. Marga von Etdorf flew for Lufthansa in 1927 and will be credited with that first on the website. In 1933 there was another first: 'the flying stenographer' at Varney Airlines. Betty Russell flew as co-pilot, but was not paid or hired for that position, thus cannot officially be named as the first in the U.S. We are still investigating an earlier job at Royle and Andrews Flying Service in 1930 that may put her as the U.S. first. Beverley Bass, at American Airlines with Ann Singer and Nancy Walter, had the first 777 all-female crew.

**GENDER ISSUES:** (Nancy Novaes) The GI committee addresses health, bias and discrimination issues, as well as lawsuits or violations. She points out that one receptive person can make a difference. If you find yourself in a situation, don't get discouraged. This team is available to assist you. No one likes to deal with a lawsuit, but sometimes it is the only way to initiate change. Contact information will be available on the members-only website.

**ISA STORE:** (Carol Cansdale) Carol displayed new items and outlined ISA Store hours.

**CAPTAIN'S CLUB:** (Cammy McHenry) Listed new CC members and reminded members how to apply for recognition when they upgrade.

**LIBRARY:** (Denise Mowat) Denise listed items available from the library and stated concern about the number of books and videos not returned promptly.

**FAST TRACK:** (Luan Meredith) Still has info on airlines that are hiring each month for members who are interested.

**OLD BUSINESS**

**CHIRPS :** Angela Masson reported on ISA's children's group. Parents can jointly arrange Convention childminding. CHIRPS.com is available. Renita Hermann will help Angela set it up. \$1000 has been raised for flying lessons. Angela moved to have Chirps recognized as an official ISA group. Seconded by Renita and adopted.

**BERYL MARKHAM MEMORIAL:** Susan Gillett has been doing a lot of work on this issue. ISA will be helping set up a fund to which interested members can donate

money. To be used for a bronze statue of Beryl Markham near her landing site in Nova Scotia, after being the first person to cross the Atlantic westwards. More in an upcoming newsletter.

**NEW BUSINESS:** None presented.

**BOARD OF DIRECTORS ELECTION RESULTS:** Patty Barrera, Patty León, Susan Gillett and Nanc Briot have left the board. Evelyn Tinkl, Terri Bartolero, Chris Grohs and Melissa Monahan have joined. Due to the Secretary's absence and the absence of several directors, gifts were given symbolically. Liz Jennings Clark was elected to remain as Chair of the Board and asked for a vote of thanks for outgoing as well as for a warm welcome for new Board Members.

**MEMBERSHIP ISSUES**

As a follow on to the 1999 Business Meeting discussion in Cyprus about opening up the membership of ISA to other than women airline pilots, the Chair offered the floor to any member with a motion on this issue. Ginger Cutter (1999 Chair) explained the current situation to the membership – no motion is pending at present. To proceed, a motion needs to be proposed, seconded, opened for discussion, and then voted on.

Lucy Young proposed the following motion: Article II Section 3. Definitions, subparagraph B of the ISA+21 Bylaws should be changed to read: B) 'An Airline Company' means a Company operating as an air carrier under Federal Aviation Regulations (FAR) Part 121 or its foreign equivalent in the common carriage of cargo and/or people.

The motion was seconded by Luan Meredith. Lucy elaborated on how she feels that ISA's arbitrary weight limit excludes hardworking colleagues operating small jets and large turboprops. She pointed out that ISA needs to extend its membership in order to increase volunteers and to fulfil its obligations as a 501(c)3 organization. Otherwise, ISA is in danger of becoming merely an elite social organization. Lynn Ripplemeyer proposed a textual change: replace 'under' with 'as defined as' FAR 121. Accepted by the Proposer. Nancy Novaes emphasized that this will definitely open the membership to commuter pilots – a distinction not as clear-cut abroad as in the U.S. Lisa Ash stated that the problem allowing regional pilots membership is that it will prevent those women from receiving scholarships. Additionally, it could allow favoritism in awarding scholarships. Liz Jennings Clark stated she is in favor of the

motion. The large differences between 'airlines' and 'commuters' no longer exist the way they did twenty years ago. Safety rules are often no longer different - the regionals simply fly smaller equipment.

Lee Wilkerson explained how her membership came about, what it meant to her and how it hurt to be kicked out when associate membership was discarded. Gail Jones stated unequivocally that it is not necessary to open up membership simply to boost volunteerism. She always regarded ISA as a group to aspire to, the 'jewel in the crown.' She now feels at home in the group; normal, not unique; just Gail, not 'Gail-the-airline-pilot.' Jenny Beatty pointed out that she hears ISA needs more money and more volunteers, yet at the same time we now see people who remain in the regionals for their whole careers. Should we exclude them? Scholarship criteria may need to be changed. Debbie McEndry questioned whether airline sponsors will continue to give us ratings if we are awarding them to ourselves.

Becky Howell put forward the idea that full membership and associate membership are not the same thing. Where would we draw the line? Do we limit it to women? The Chair stated that this does not address the current motion. Patty Barrera pointed out that the organization will become much bigger. The larger it gets, the more difficult it becomes to get volunteers, as the workload is too great. She was an associate member and didn't feel like a second class citizen, but looked forward to moving on. She felt that the proposed motion will totally change the character of the organization. Several other members reiterated various points. Nancy Novaes moved the previous question (i.e., called for a vote). Seconded by Becky Howell. Vote was by a show of hands to vote on the motion. Lucy Young reread the motion. It failed: 29 votes for, 48 against.

Jenny Beatty proposed a motion to establish an Associate Member category, as well as a Supporter Category. Seconded by Becky Howell. Debbie McEndry immediately moved to vote. Seconded by Cyd Fougner. Motion failed, with only 13 members voting in favor.

Strike Fongellaz then put a motion to set up a workgroup to study the membership issue in more depth. Seconded by Cyd Fougner. Various members spoke on behalf of this motion. On the call for a vote, 46 members voted in favor. The motion is accepted and the membership issue closed.

After several housekeeping announcements, the meeting was adjourned at 1225LT. ➔

## 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**



## “Living Trusts: A Way to Meet Your Retirement & Estate Planning Goals”

by Katherine Morris



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

If you are like most retirees, you probably want to have control of your money throughout your retirement so you can pass your wealth on to your loved ones. Living trusts, or ‘loving trusts,’ as they are sometimes called, can help you achieve both of these important goals without giving up control of your hard-earned assets.

Like a safe deposit box, a living trust holds your assets, such as investment securities, real estate and other valuables, but you control the contents as long as you live. You can name yourself or arrange to have someone else serve as trustee, and you can revoke the trust or change its terms whenever you desire.

**A resource during retirement.** A living trust may be particularly useful if you want to enjoy retirement without spending a lot of time managing your money. One option is to name a financial services firm as trustee and assign its responsibility for managing your investments and providing regular distributions to you according to the guidelines you set. Or if you prefer, you can personally manage the assets in your trust. Either way, you maintain your financial independence during your retirement years.

**An estate planning tool.** At your death, a living trust becomes irrevocable to ensure that your loved ones receive assets according to your wishes. Your trustee distributes your assets per your instructions - bypassing probate court proceedings. By avoiding court involvement, the trust may help your heirs save attorney fees, reduce delays and avoid public scrutiny.

**Additional living trust advantages.** If you’re thinking about establishing a living trust, consider these other benefits:

- *Possible reduction or elimination of estate taxes.* A living trust by itself is not a tax-saving device, as the assets in your trust will be included in your estate for tax purposes. However, your attorney can provide more information about how you can incorporate two-part marital provisions to take advantage of each unified credit for married couples, thus savings taxes.

- *Manages assets under one plan.* If your assets are currently scattered and financial recordkeeping is a nightmare, you may enjoy the ease of managing assets under one plan so paperwork is minimized. (This may be especially effective if you own real estate in another state.)

- *Is relatively affordable to establish and maintain.* While a living trust has initial and possible ongoing costs, they may be less than the costs of a potentially lengthy probate process at your death.

- *Manages assets if you are incapacitated.* Since your instructions about who will manage your finances are already spelled out in the terms of your trust, you have already delegated authority over assets in the trust. This may avoid having a court make decisions for you if you are incapacitated.

- *Maintains control of assets to beneficiaries.* If you are concerned that beneficiaries may be too young or irresponsible to manage their share of your assets, you can set the terms about how or when they receive the distributions.

- *Provides peace of mind.* A living trust will provide reassurance that your assets will benefit you during your lifetime and you will be able to leave a legacy for your family on your terms.

Your worked hard for your money. If you wish to enjoy your assets through retirement and provide for your heirs after you are gone, a living trust may be an option for you. To explore the idea further, consult with an attorney and a financial advisor to determine if a living trust is right for you.

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*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

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,  
page 26



## International Society of Women Airline Pilots

### *...is PEOPLE AND ACTIVITIES*

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

### *...is HISTORY*

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

### *...is A PLACE TO MEET FRIENDS*

Each May, ISA members and their guests meet for three days of relaxation, recreation and professional exchange. Previous convention sites include Amsterdam, Atlanta, Bangkok, Cancun, Denver, Helsinki, Jamaica, Las Vegas, Maui, Memphis, Rome, San Diego, Seattle, Sydney, Toronto, Vancouver, and Washington, DC. A highlight of the gathering is the Captains' Club presentation, which gives special recognition to members who have completed their left-seat checkout during the previous year.

### *...is EDUCATION*

ISA Speakers' and Information Bank is women helping other women overcome the unique obstacles encountered in pursuing an airline pilot career. The Speakers' and Information Bank also involves our members in speaking at local schools and colleges, civic clubs, and other community gatherings. A short program can be arranged with prior

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

### *...is SCHOLARSHIP*

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

### *...is ENTERTAINMENT*

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

### *...is FOR YOU*

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

**ISA membership application  
on reverse**

2250 E. Tropicana Avenue, Suite 19-395, Las Vegas, NV 891 19-6594 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:

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

Contact : Thyra Stevenson

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

### ISA Board of Directors Quarterly Meeting Chicago, IL August 23-24, 2000



*Chicago, IL  
ORD Terminal*

All ISA members welcome!

# 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: **Melissa Monahan, ISA Membership Chair**

**739 Smokehouse Rd., West Chester, PA 19382 USA**

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**International Society of  
Women Airline Pilots**

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