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# ISA News

International Society of Women Airline Pilots

August 2001  
Volume 23, No. 1



## Pride & Joy

From Take-Your-Daughter-to-Work teenager to Air Force Academy Cadet: It Doesn't Get Any Better Than That! (Read more, p. 34)

*by Captain Karen Bland*

***Inside:*** Convention 2001  
Photos, p. 16

Members in the  
Spotlight, p. 11,  
33-35

Special  
Membership Ballot,  
*centerfold*



# ISA PLANNING CALENDAR

See ISA on the Web at:  
[www.iswap.org](http://www.iswap.org)



## July 2001

(15) August *ISA News* Mailing

## August 2001

(1) 2003 Convention bids due.

(14-15) Board of Directors meeting, Philadelphia. Contact Melissa Monahan, Membership, for location specifics.

## September 2001

(1) Scholarship Awards notification.  
 (1) November *ISA News* articles due.

## October 2001

(15) November *ISA News* Mailing

## November 2001

(1) Board of Directors meeting. All members welcome. Contact any Board member for place and time.

## December 2001

(1) February *ISA News* articles due.  
 (31) Annual Membership dues due for 2002. Send to Membership Chair.

## January 2002

(15) February *ISA News* mailing.

## February 2002

( ) ISA Ski Days, Keystone, Colorado. Contact Cindy Shonk or Krisan Wismer.

(1) Board of Directors Election Nominations close.

(1) April *ISA News* articles due.

( ) Board of Directors meeting. Contact any Board member for location specifics.

## March 2002

( ) Women in Aviation Conference  
 (15) April *ISA News* mailing.  
 (15) Board of Directors election mailing.

## April 2002

(1) Captain's Club forms due.

(15) Scholarship apps due.

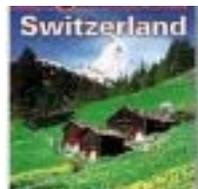
(15) Board of Directors election ballots due.

## May 2002

ISA Convention and Board of Directors Meeting, Zurich, Switzerland.

(1) August *ISA News* deadline.

(15) Scholarship notification of eligibility



International Society of  
 Women Airline Pilots

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

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## Next Newsletter Deadline Friday, August 31<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.*

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	USD\$3.50 (outside US)

## Chair's Letter

by Evelyne Tinkl

Dear ISA members:

As ISA's new Chairwoman, I am honored and excited to be able to serve our organization as it continues to grow and change with the times.

Before we get down to business, I would like to thank our outgoing Board members: Liz Jennings-Clark, Education and ISA Chair; and Janet Coté, Treasurer. Thank you both many times for your continued dedication and work. Terry Bartolero (Human Performance and Resources Chair) agreed to be the new Vice-chair. I would also like to welcome Tiffany Vlasek, our new Education Chair, and Melissa Brumby, our new Treasurer. Welcome to the ISA Board, and thank you for stepping forward and helping keep our organization going.

Our convention in Anchorage, Alaska was a success, thanks to the dedication of our Convention Chair, Chris Grohs, and all her helpers. Chris has further discussion in her column.

Those of you who were not able to go to Convention this year (this includes myself) should read the Business Meeting Minutes to understand the issues ISA and your Board members are dealing with. We are a new Board in terms of ISA history, and junior in airline seniority. In plain language, that means that we deal with "junior" schedules, less time off, little or no control over our monthly schedules, less time with our families and also less time and energy to devote to ISA business. At the same time, our organization has grown and become more complex; we have a seemingly ever growing number of projects, but less and less membership involvement. According to ISA operating rules, committees should manage most of our ongoing projects. Almost all our projects end up being handled by one person, who is inevitably woefully over-worked. As Board members, our workloads vary from mild overwork to complete overload with no help or relief in sight. My best example is this year's fundraiser: I ended up running it by myself; I had some help from Chris Grohs, who was herself up to her ears in Convention preparations. Another example is filling Board vacancies: finding more than one volunteer for any position is almost impossible most likely because the word is out – work, lots of it, and little help or fun.



Ladies, this must change! We Board members have decided that since no help is to be found within our organization, we will find it outside. Some Board positions need relief faster than others: Membership, Convention, and Treasurer are the most work intensive positions and will get our attention first. We are looking at outsourcing some or all of the "busy work," like membership database maintenance, membership renewals, Convention planning and coordinating. Our goal is to make a smooth transition to a new way of doing ISA business, to free up Board members to concentrate on promoting

and growing our organization and to have some fun being ISA members. We are exploring a variety of options, like a contract with an office management firm. Will it cost us money? Yes, it will. The Board is very aware of this fact, but we also know that we cannot keep operating as we currently do—we are caught between tradition and burn out (at supersonic speeds). Stay tuned for further information...

An interesting proposal was made during the Anchorage Business Meeting: to assist the relatively "new to ISA" Board, an informal advisory committee could be formed. Its purpose: provide some membership feedback to the Board as we explore new ideas and options. This concept will be discussed in more detail at the August Board meeting.

For those of you who are wondering what some of our ideas are: outsourcing daily administrative duties, Convention planning and preparation to professional convention planners; outsourcing fundraising. We are also exploring another exotic idea: possibly aligning our Convention and the Women in Aviation Conference. Our Convention would be held immediately before or after the Conference and at the same location; the financial and promotional advantages this could have for our organization are tremendous. However the earlier dates and the loss of international locations will have to be considered. Once again, stay tuned for further information...

Our next Board meeting will be in Philadelphia on August 14<sup>th</sup> and 15<sup>th</sup>. Membership Chair Melissa Monahan has graciously and courageously agreed to host it. Thank you Melissa!

A project that should be getting a lot more of our attention is the Beryl Markham

## ISA News Managing Editor

by Thyra  
Stevenson



Take a few minutes to review the ballot measure proposal on p. 24. You'll find a ballot in the centerfold. Please make your choices and send it in.

Thanks to all who sent photos and articles. With your input, the *ISA News* just gets better and better!

Keep checking our website for improvements and enhancements:

<http://www.iswap.org/>

Thyra Stevenson  
capt727tks@thyracorp.com ➔

Memorial. We have reached the half-way point with regard to the funds needed. Ladies, get to know this amazing woman by reading her biography (*Straight on till Morning*) or by reading her book *West with the Night*. Ernest Hemingway himself felt that Beryl Markham "... can write rings around all of us who consider ourselves as writers."

I will spend the next few months in training for B757/767 and will relocate to Chicago Land after that. I have a few busy months in my future! As always, I am available by email (preferably) or phone should you have any ideas, comments, suggestions or some spare time to help out.

Evelyne Tinkl ➔

**Next Newsletter  
Deadline: Aug. 31**

**ISA News:  
Now on our website  
[www.iswap.org](http://www.iswap.org)** ➔



**Membership**

by *Melissa Monahan*

I had a wonderful experience in Alaska at the annual Convention. It was my first one.. I really enjoyed meeting people and finally putting some faces with names. Out of the 92 members who attended, 6 countries and 22 airlines were represented.

Our total membership reached 601 at the Convention, but since 105 members did not renew this year (the annual cut-off date is the Convention), we're now down to 496 members. Our new countries represented this year were Ukraine and Belarus. The new airlines represented were Jetblue, Tradewinds, and Polar Air Cargo. We are losing some members because they moved, but never sent their new address to the Membership chair. Please refer to



the "Lost Members" section in the this newsletter in hopes we can find these 105 members. If you see someone you know please, take a moment to contact them to ensure they didn't slip through the cracks. Even though total membership numbers are down, we still welcomed 18 new members and 14 renewals this quarter. Thank you for continuing to spread the word about ISA.

The 2001 Membership Directory was scheduled to be produced and sent in June. It was decided at the May BOD meeting that new and returning members who need badges will receive them either at the annual convention or in their new roster. This is to help save ISA \$\$\$ as the badges are bulky and drive up the cost of mailing new/ returning member packets. If you have not received yours or have any questions concerning the rosters or badges or please let me know.

The membership department is in the process of setting up an outreach program to try and reach out to female pilots in international countries who have not heard of ISA. I am actively seeking volunteers who can target one area, region, country, etc.. to send letters to the Chief Pilots at airlines, looking for potential members. Sherry Quekemeyer, Continental Airlines, has volunteered to concentrate on South America. You would be provided with the stationary, addresses, and the form letter used. Please contact me if you are interested. It could be your one thing you do for ISA this year.

The August BOD meeting will be held at my home in Wilmington, DE (15 minutes from PHL airport) on August 14-15. Please feel free to join us for the afternoon, evening, etc...and contact me if you have any questions or need directions/accommodations. Welcome new and returning members.

Happy Flying!

**New Members:**

Kerri Ballard  
Alaska MD-80 FO SEA  
DOH 04-24-00

Mona Cates  
Jetblue A320 CA JFK  
DOH 08-00

Leisa Dupuy  
Ryan International A320 FO MSP/ORD/UK  
DOH 09-14-99

Connie Durney  
United B767 FO ORD  
DOH 04-17-97

Dina Carole Elswawi  
Egypt Air A320 CA Cairo  
DOH 88

Linda Friedman  
Continental B737 FO IAH  
DOH 01-16-01

Margaret Flynn  
Southwest B737 FO OAK  
DOH 10-12-00

Erika Lyn Hearn  
Champion Air B727 CA LAS  
DOH 09-14-98

Terri Hull  
Mesaba SF340 FO DTW  
DOH 01-22-01

Michelle Johnson  
DHL B727 SO CNG  
DOH 05-18-99

Audrey Kinkin  
American F-100 FO ORD  
DOH 7-10-00

Dawn Kusic  
American A-300 FO MIA  
DOH 02-98

Ramanenka Liubou  
Aeroflot  
DOH 01-23-73

Stacy Moore  
Delta B737 FO MCO  
DOH 11-06-00

Gwen Moxey  
Bahamasair Dash8 FO

Kendra Propst  
Fedex B727 SO MEM  
DOH 09-04-00

Sinead Russell  
USAirways A320 FO PHL  
DOH 05-17-99

Adrienne Wooley  
USAirways B737 FO PIT  
DOH 07-19-99

**Returning Members:**

Cindy Allen (Pawlik)  
United B747  
DOH 10-8-90

Debbie Bartz  
United B737 FO ORD  
DOH 09-17-90

Kelly Brown  
American MD-80 FO ORD  
DOH 01-18-99

Susi Dokken  
United B767  
DOH 05-14-85

Jill Butterworth Geary  
US Airways B737 CA

Bambi Greene  
American B727 FO MIA  
DOH 04-06-99

Deborah Lawrie  
KLM Cityhopper F-50

Susan Laun  
America West B737 FO PHX  
DOH 02-28-00

Carla Marcus  
USA Jet DC-9 FO YIP  
DOH 05-96

Carrie Muehlbauer  
American B767 FO ORD  
DOH 11-28-88

Ludmilla Petrush  
Air Ukraine AN-24  
DOH 03-15-78

Kathy Sheridan  
Canadian B737 FO YVR  
DOH 04-24-81

Beatrice Wagner-Zimmermann  
Condor B757-767 CA FRA  
DOH 09-15-86

Sally Weichert  
American MD80 FO RNO  
DOH 03-17-97 ➔



## Secretary Report

by Jessica Stearns



See May, 2001, Board of Directors Meeting Minutes on pg. 40. Annual General Business Meeting minutes begin on pg. 41. ➔

## Vice Chair & Human Performance & Resources

by Terri Bartolero

It was wonderful meeting so many of you at the convention. I encourage all of you who haven't attended a convention to make your best effort to get to Zurich. Chris is already working on making it a great trip.



### How do women pilots deal with childcare issues?

This question is one that has been asked quite a few times in recent months and unfortunately ISA has no real information on the topic. Many of us have children and are forced to come up with creative ways of balancing work and home life.

You are the resources who could help so many others. Please take a moment to write down your experiences. Let us learn from both your wisdom and your mistakes. Your letters will be posted on a new section in the members only portion of the web site.

### What should we include?

- This is entirely up to you.
- How did you find child care?
- Do you know of a good nanny service?
- How did your company deal with your pregnancy?
- Do you have any suggestions that might help

*(Continued on p. 11)*

## Treasurer's Report, by Janet Coté



### Scholarship Fund:

Investment performance of the PACE Portfolio was down 17% at the end of the first quarter of 2001. I see no reason for concern at this time because of the overall performance of the market recently, and the scholarship allocation formula is designed to allow the portfolio to grow over long term.

**Silent auction** raised \$7,080 and **raffle** \$1,502 for a grand total of \$8,582 going to scholarship! A big thank you also goes to **Federal Express** and **UPS**...each contributed a generous \$5,000. These numbers are truly impressive, and are an example of the dedication of ISA members and corporations in helping future women airline pilots achieve their dreams.

### BIAS Account:

ISA's "slush" account earned 4.16% interest for the month of April. \$5,200 from the Beryl Markham Memorial fund was transferred into this account temporarily.

### Current Account Balances: (as of May, 25th)

Bank of America	
Business Checking (General Acct.):	\$21,712
*Money Fund	\$52,450 (\$28,940 designated for convention)
	\$74,162
Paine Webber	
Cash Fund:	\$ 6,805
Investments:	\$156,108
(investment value April 30th, 2001)	\$162,913

### Total ISA Assets:

**\$237,075**

\*7-day average yield of 4.16%

### 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).

### Final Words:

During the last four years as Treasurer, I have truly enjoyed volunteering for such a great group of women. A warm welcome goes to ISA's new Treasurer, Melissa Brumby. The accounts will be updated and files sent by the end of May. Thanks to the BOD for putting up with my never-ending reminders about submitting expenses, and sitting through those sleep inducing financial reports!

I will miss you all. ➔

## Melissa Brumby - Incoming Treasurer

Hi, everyone:

I have been a member of ISA for several years now, but have not had a chance to participate or contribute to the organization until now. I volunteered for the Treasurer position, and in June took over Treasurer duties from Janet Coté. Many thanks to Janet for all the work she has done for ISA. I plan to keep up her good work.



I started flying in Michigan when I was nineteen, and graduated from Western Michigan University in 1994. After college I instructed, flew Part 135 charter, became a B-727 F/E and eventually flew freight as F/O. In April, 1999, I was hired by USAirways as an Airbus 319/320/321 F/O based in Philadelphia. I currently live in New Jersey.

I hope to meet everyone soon!

Melissa Brumby  
MBrumby21@aol.com ➔

## Education Chair

by Tiffany Tokar-Vlasek

Hello ISA ladies! This is my first column as your new Education Chairperson, and I'm excited about the coming two years to serve in this capacity. I have only been in this position officially since May 15, and since that time I have been gathering materials from Liz Jennings Clark, who was kind enough to take this position in a temporary capacity for the past year. I have an upcoming surgery (two days from now), so I have not had a chance to make any plans or gather any thoughts since I have been pretty distracted by this medical issue.



This Board position serves as community liaison to encourage other girls, younger and older, to be aware that becoming a commercial airline pilot is a career path that they, too, can consider. In the past I have spoken to inner city children at a middle school here in East Palo Alto, CA, at Career Day events. I have also done the same thing at other local high schools. Terry London Rinehart and I

spoke with 6th, 7th and 8th grade girls at an event called Expanding Our Horizons. This event encourages young girls to look at careers including math and science, which a lot of times

girls tend to shy away from. These are the types of events that any of us can participate in right in our local areas. Recently, Morgen Greschel Reeb participated in a Girl Scouts event at the NASA Goodard Space Flight Center. See page 35 for Morgen's summary of another special event. Contact a junior or senior high school in your area to see if they are interested in a pilot for a speaker. While

you will be speaking to both boys and girls, the very fact that you are a female pilot standing in front of the class will make a HUGE impression on the girls in that class, even if they don't say so.

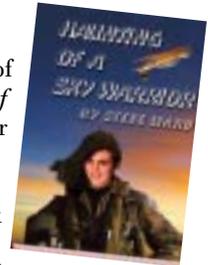
If any of you do participate in an event of this kind, please let me know about it so we can include it in future articles. You can reach me at: 2082 Foxhall Loop, San Jose, CA 95125-5986. Home: 408/626-7809, cell:408/393-5972. Email: vlasek@excite.com. ➔

## Corporate Communications

a review by Evelyne Tinkl

Ladies (and Gentlemen) from the flight deck: let me introduce Steve Ward, private pilot, aircraft owner, holder of several laser patents (bomb guidance, communications, space craft docking systems) and first time author.

Steve graciously donated a pre-production "galley" of his book, *Haunting of a Sky Warrior*, for our auction during the Convention in Anchorage. His book is available as an e-book or paperback, from: <http://www.1stbooks.com/>.



*Haunting of a Sky Warrior* is the story of a young woman, Christina, who, in addition to being beautiful, smart and college bound, wants to become an astronaut and is learning to fly. I don't want to spoil the book for anyone, so I'll leave you to discover her many and varied adventures; some are interesting, some funny, some tragic and some deadly.

Steve Ward incorporated autobiographical elements in Christina's life; her character is based on Steve's two "fully liberated" daughters, and some of the flying comes directly out of his logbook. Yes, Steve did solo in six hours twenty some years ago and his instructor showed him how to crop-dust during his first lesson. Steve's background in technical writing shines through in the flying scenes. I really enjoyed reading the first lesson; I flashed back to my own first lesson as well as to my first flight lesson as an instructor. I think most of you will do the same. Other flying scenes are also well-written and realistic. One exception: the take-off into an approaching hurricane on very short beach by a student pilot is stretching the envelope of believability to its limit.

But all in all, it was a fun book to read. I had a very hard time putting it down – it is definitely an action packed page-turner! ➔



Board of Directors Meeting, Alyeska, Alaska. Fabulous view.

## Scholarship

by Luan Meredith



The heartbeat of ISA beats rapidly during this busy time. We have received 21 financial scholarship applications, requesting over \$108,000.00!

Additionally, we have received 21 Airline Type Rating Scholarship applications. This means we have a total of 42 interviews to accomplish by July 19th. Each interview is conducted by two ISA members. You do the math: that means 84 ladies interviewing applicants between now and July 19th.

I am always so amazed at the generosity of our members when it comes to pitching in and getting the job done.

**Keith Johnson** continues to spearhead our Type Rating Scholarship program. She does a wonderful job! Not to mention administering the ISA booth set-up at WIA each year. Thanks for



*Karen Bland represents United Airlines in presentation to ISA scholarship program See p. 9.*

your dedication and hard work, Keith. (See photo of the award presented to Keith on p. 8).

**Strike Fongeallaz** has been the main person setting up the 84 interviewers. We couldn't have done it without you, Strike. Thank you.

**Linda Wright:** Thank you for setting up our selection committee again this year.

**Evelyne Tinkl:** Even though Evelyne couldn't attend the Convention, she still managed to run a successful auction, generating over \$8,000 for scholarships. Thanks, Evelyne, and the others who made it happen for us.

**Scholarship angels:** We honor you with our annual presentation of the Scholarship Angels poem (p. 8). Please read it and feel good about what you are doing when you contribute to our scholarship fund.

There are just so many people to thank for so many things. To each of you who renews your ISA membership each year, please know that when you pay your dues, you are contributing half that dues contribution to the scholarship fund. Thank you for paying your dues!

As you can see, each person doing her "One thing for ISA" makes our scholarship program work.

This week I am in receipt of a \$10,000 check from the **Grace Harris Foundation**. This annual contribution is brought to us through the **Greater Kansas City Community Foundation**. See the excerpt from our original ISA News article about Grace Harris and the Foundation on p.10. We have Ms. Harris' book, *West to the Sunrise*, in our ISA library. Why not check it out and read about this incredible woman.

**Federal Express** deserves a huge applause for the \$5,000.00 they gave to the ISA Scholarship fund. **Penny Price and Val Thal-Slocum** were instrumental in procuring this generous donation from FedEx. Thanks, Penny and Val, for a job well-done. Thanks, FedEx, from our scholarship heart. (Photo, p. 9.)

**UPS**, not to be outdone, again generously donated \$5000 this year. Thanks, UPS. We are grateful. (See photo, p. 10.)

**Cheryl Cage** has generously given us another **Cage Consulting** package this year, valued at over \$900.00. One young lady will be well-prepared for that all-important airline interview. We really appreciate this, Cheryl.

**Captain Kit Darby of Air, Inc.,** donated two complete one-year subscriptions, \$250.00 ea., to ISA scholarship funds. They compliment our scholarship offerings, as our applicants need to know where and how to apply for that airline pilot career position. Thanks, Kit!

The ISA Scholarship program is a huge undertaking, made possible by a large number of ISA team players. To each player, a heartfelt 'thank you' for your part.

Let's keep up the good work. ✈



Dear ISA,

Thanks for the scholarship! I just got the check.

It has been such an encouragement. You will never know how much I appreciated it. Well, OK, I'm sure you do.

I had an interview recently with Continental Express. I learned a lot while I was there, and tasted a tiny bit of my dream. It is just around the corner. I will keep preparing, and in the mean time I will get some more multi time.

Thanks again to all of you at ISA + 21

*Mary Ann Dach*  
Merit Scholarship, 2000 ✈

## Special Scholarship Report: "Our Angels"

The following poem is dedicated to the 2001 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:

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

Angela Allen  
Ellen Carlock  
Amy Himic

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

Sandra Wilson-Barnes  
Nancy Fooks  
Renita Herrmann  
Judy Lee  
Pamela Mitchell  
Sue Kjaersgaard-Nielsen  
Andrea Rice  
Ladonna Shea  
Katie Smith  
Dianne Wade

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

Lori Adams  
Karen Bland  
Renee Bowman  
Jean Harper  
Joy Klopfer  
Jerye Motschman  
Deborah McEndree  
Denise Mowat  
Carolyn Pasqualino  
Diana Raymond

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

Pamela Atkinson  
Ginger Cutter  
Jane DeLisle  
Julie Derrick  
Cindy Ferguson  
Sherry Harriman  
Joy Klopfer  
V. Korolkova  
Loreto Casta Kramer  
Kathleen Malone  
Deborah McEndree  
Linda Morley-Wells  
Laurie Reeves  
Terry Rinehart  
Maggi Rose  
Jessica Stearns  
Brenda Tirshfield  
Tracy Welch

**Special Thanks to: HALPs:** to all the husbands and friends 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! ➔

## Airline Scholarship

by Keith Johnson



I'm very sorry to have missed the Convention in Alyeska for many reasons. I heard great reports

from those who attended. I am very grateful to the members who helped fulfill my Convention duties in my absence. **Strike Fongeallaz** did an outstanding job of recruiting scholarship interviewers for our 42 scholarship applicants for 2001! I received the Scholarship Interview sign-up book in the mail the week after the convention ended, and I was overwhelmed by her recruiting efforts. Every slot on the sign-up sheets was filled. She made phone calls from home after the Convention to fill in the missing slots. She provided invaluable assistance to the Scholarship committee. Thanks for a great job, Strike.

**Krisan Wismer** accepted the Airline Scholarship donations from our 2001 sponsors on my behalf. We are very grateful to our current sponsors:  
**American Airlines-B-737 Type rating** (Beverly Bass represents American in photo this page, bottom.)  
**Federal Express-Flight Engineer rating** (June Viviano represents FedEx, this page, top photo.)  
**Flight Safety/Boeing-B-737 Type rating**  
**United Airlines-Two Type ratings** (Karen Bland represents United, photo, page 7.)

I will be listing mailing addresses for these sponsors in a separate section of the newsletter. Please take the time to send a note of appreciation to these sponsors to acknowledge the value of their donations. It means so much more if they hear from someone besides me.

I was stunned to receive an additional package after the convention! **Krisan Wismer** and **Sherry Anderson** sent me a lovely desk set with a globe, clock and pen mounted on it. She told me that I was awarded this gift at the Convention in recognition of 5 years of service to the Airline Scholarship committee. I want to thank everyone for this unexpected gift.

It made me doubly sorry that I was not present in Alaska to receive it. I also want to acknowledge that I could not possibly accomplish the tasks of the Airline Scholarships without all of your help. It's a huge job that would not work without your assistance. Thanks to all of you.

**Katherine Wallace**, United Airlines scholarship winner in 2000, started B-727 training in Denver on June 1. Unfortunately, the second United scholarship winner was not able to attend training on that date, so we still have one scholarship winner from 2000 who has not yet completed her training. All the other candidates have completed their courses.

The Women in Aviation Conference in Reno, NV, on March 22 - 24

was very successful, thanks to the hard work of our ISA + 21 booth chair, **Tracy Leonard**. The booth was adequately staffed



by 3 to 4 members for every shift, which was fortunate, because there was so much interest in our scholarships. There was always a crowd at our booth. The 21 Airline Scholarship applications received on April 15 again indicated that the majority of our applicants heard about our scholarships at this WIA

Conference. This venue has been great for us to promote our scholarship program.

I am very grateful to **Nicole Anderson**, **Dimi Dimitrova**, **Tracy Leonard** and **Krisan Wismer** for speaking at the scholarship seminar on Friday, March 23, to explain our scholarships to the attendees. Next year's conference will be in Nashville, TN on March 13 - 15, 2002, if you would like to join us at the ISA + 21 booth. Tracy Leonard has again graciously offered

(Continued on p. 32)



(Excerpts from a previous article)

## THE GRACE McADAMS HARRIS TRUST FUND

by Luan Meredith

Ms. Paulette Riley is the administrator of the Grace McAdams Harris Trust Fund, which is one of many programs within the Greater Kansas City Community Foundation. At the August BOD meeting, Ms. Riley presented the ISA Scholarship Fund with a donation of \$15,000 to jump start future endowments of \$10,000 annually to us.

In an attempt to introduce to you briefly who Grace Harris is, I would like to quote Air Force Major General Brook E. Allen, who was the Executive Director of the National Aeronautic Association from 1963-1976, and United States representative, Federation Aeronautique Internationale, beginning in 1963. He wrote the forward for *West to the Sunrise*. I hope this will help explain a little of who Grace McAdams Harris is, and why ISA was chosen as a benefactor of her trust fund. I highly recommend *West to the Sunrise* to every ISA member. You'll find a copy in our ISA library.

"I am somewhat puzzled by the feminine movement today for equal rights." Success in any field is attained by ability and determination; sex is seldom a factor." General Allen observes, "Particularly in aviation, women mentally have always been equal to their masculine peers.



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

As pilots, their ability has been limited only to the extent of their physical stamina. In business, law, medicine, science, and other areas, the names of distinguished women are many. Grace Harris is one of those rare people who made her dreams become a reality. Ever since her first exposure to airplanes—a ride with a barnstorming pilot in a World War I "Jenny"—the thrill of flight never left her. That initial flight was only the start of an adventurous life and illustrious career not only in aviation, but also ballooning, motor racing, and business. (She was the CEO & President of Ong Airlines!) Her experiences, as told in *West to the Sunrise*, provide fascinating reading and present a firsthand story of aviation from Pearl Harbor to 1976."

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

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

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

"*West to the Sunrise* is a true-to-life adventure story as told by a champion woman pilot and racecar driver. Aviation and auto racing



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

buffs of all ages will enjoy her captivating tales that span an era of rapid development of flying and driving machines."

As Scholarship Chairwoman, it was a special joy for me to accept this awesome endowment on behalf of the ISA Scholarship Fund. It affirms our commitment to promoting the ranks of women on the flight deck. I think Grace Harris would be proud to know her resources posthumously will help further the growth of women as flightdeck crewmembers throughout the world.



Shannon Jipsen, left, represented UPS in presenting Scholarship funds to ISA at recent ISA Convention. Krisan Wismer accepts gift. →

**Why Knot?**

ISA member **April Milner** donated some of her all occasion



novelty ties for female flight crew to our Silent Auction. The bidding was very active.

What? You missed it? Surf on over to her website:

[www.holidayflare.com](http://www.holidayflare.com) ➔

*(Continued from p. 5)*

- others navigate company policies?
- Were your benefits sufficient?
- Did your get enough time off?
- How is it getting back to work?

I invite you to email or send as much or as little information as you feel comfortable sharing. Please include if are willing to have other members contact you or let us know if you would like to remain anonymous as some of the most helpful information might include sensitive matters.

Morgan Reeb recently requested information on obtaining healthcare for her nanny. Please contact her if you have suggestions.

Please share your stories!  
Terri Bartolero  
(Terrib10@hotmail.com)

**UPGRADES/TRANSITIONS**

Beth Austin upgraded to B-777 FO in ATL for Delta.

Eva Brock transitioned to B-777 FO in ATL for Delta.

Michelle Turner transitioned to B-767 domestic FO in ORD for American. She had the opportunity to fly with her father who is a 767 CA at AA. (I can't imagine what that would be like.)

Jessie Brightman transitioned to B767 international FO in BOS for American

Deborah Kaeder-Carpenter transitioned from B-737 CA to B-767 CA for United

**NURSERY NEWS**

Denise Mowat and her husband John welcomed a son born 2 weeks early on Mother's day, May 13, 2001. Andrew Evan weighed in at 8lb 5oz. Brother Austin is 2. ➔

**Women in Aviation Conference**

**March 9 - 11, 2000  
Memphis, TN**

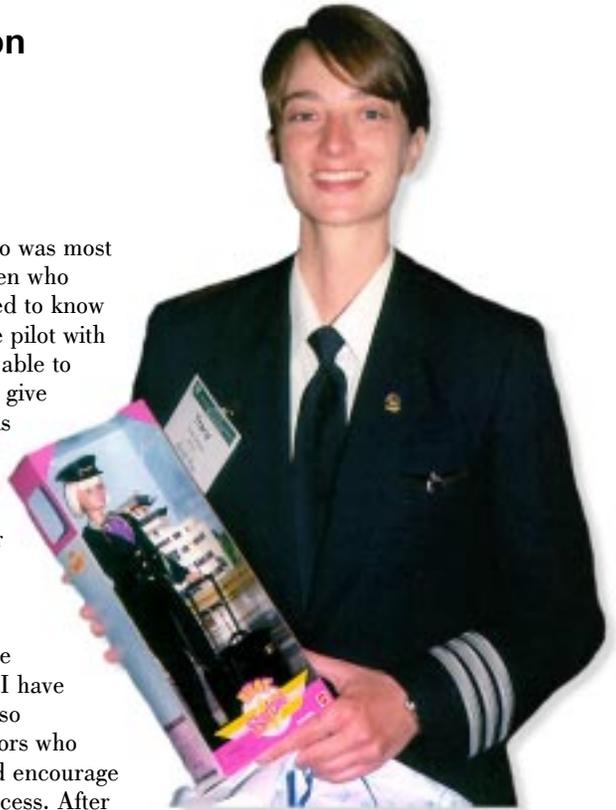
*by Carolyn M. Reisz*

The WIA Conference in Reno was most impressive. Most of the women who I talked to at the booth wanted to know how I became a major airline pilot with American. It was great to be able to talk to the young women and give them my story, because it was just three years ago that I was asking those same questions, and at that time, I was wondering if I was ever going to make it to the majors.

After working the booth at the conference I always feel like I have given something back. I was so fortunate to have many mentors who were willing to talk to me and encourage me throughout the hiring process. After the convention, a young lady who I talked with at the booth called me to say that she had an interview with American. I was happy that she remembered me and decided to call to me for advice. I remember when I had a big interview, it was nice to talk to different people who had been through the process.

ISA is so important in that respect. We need to encourage young ladies while they are going through the stressful times of interviews and training. During the Women in Aviation Conference, many of the ladies find out that we are here to help them in their endeavors.

Carolyn M Reisz ➔



*Top, Tracy Leonard receives a Pilot Barbie helper. Middle, left, Dimi Dimitrova, 2000 FedEx Flight Engineer rating recipient, who spoke at scholarship seminar. Bottom, ISA booth volunteers ham it up in front of the new ISA banner.*

## 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).

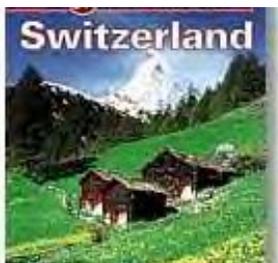
Another important factor is the accessibility of the chosen city. It should be served by several airlines so that members have a good chance of getting there relatively easily. It would certainly be a plus if the proposer can persuade her (or any locally operating) airline to give concessions to ISA 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.

Christina Grohs  
Convention Chair →

### Convention 2002: Zurich, Switzerland



### Thanks to Sponsor Airlines

I would like to encourage ISA members to thank our airline sponsors for their participation in our scholarship program:

American Airlines  
Captain Bob Kudwa  
*Vice President - Flight Operations*  
P.O. Box 619617  
DFW Airport, TX 75261-9617

Federal Express  
Captain Denis Bonderud  
*Chief Pilot*  
3131 Democrat, Bldg C  
Memphis, TN 38118

Flight Safety/Boeing  
Marsha Bell  
*Director of Marketing*  
P.O. Box 24787, M/S 20-74  
Seattle, WA 98124-1787

United Airlines  
Captain Brad Thomann  
*Director, Flight Standards/Training*  
7401 Martin Luther King Blvd  
Denver, Co 80207

United Parcel Service  
Philip Donahue  
*Human Resources*  
802 Grade Lane  
Louisville, KY 40213 →

## Convention Report

by Christina Grohs



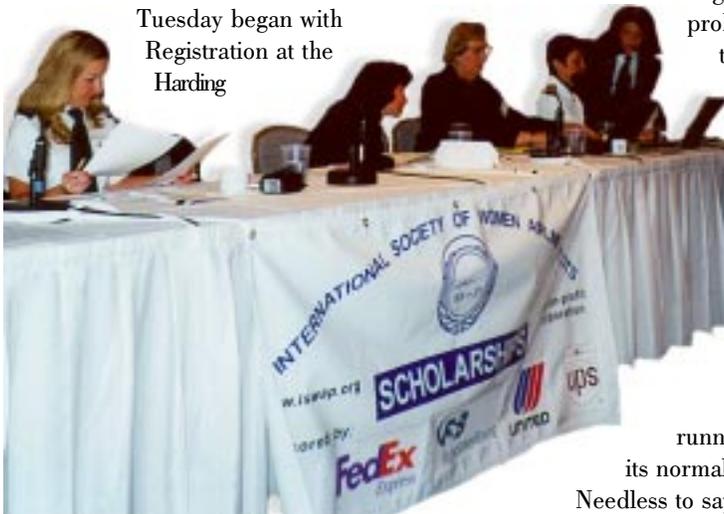
I would like to thank all those who made the trek to Girdwood, Alaska, for our 2001 Convention. It was my first time planning a convention, and although

we had a few glitches, it was quite a success! We ended up with 97 members attending for a total of 140 people, including guests and children.

My journey began May 5<sup>th</sup> with Liz Jennings Clark in Los Angeles. Alaska Airlines issued our tickets to Anchorage and we were treated like premiere customers. The Alaska Airline Pass Bureau deserves praise as they were very accommodating to ISA and even issued passes to our members on little or no notice. Thanks Alaska Airlines!!

On Monday we were able to check into the hospitality suite at the hotel and were taken aback by the fantastic view. Most of Monday was taken up by the BOD meeting, with volunteers helping prepare the registration bags provided by Glee Anderson at the Alaska Convention and Visitor's Bureau.

Tuesday began with Registration at the Harding



Suite. Unbeknownst to us, there was a buffet scheduled across the hall so there was some confusion on getting to the right place, but everyone found it in the end. The Anchorage Visitors Bureau provided a volunteer who graciously answered questions about Anchorage and local activities.

After registering, some members headed downstairs to the whirlpool with the mountain-view, or trekked outside to enjoy the scenery. A snowstorm had caught everyone off guard the week prior, but it made the views and mountains all the

more picturesque. A few locals described to me how one day they were raking the leaves off their lawns with temperatures in the early 60's to being snowed in the following day!

On Tuesday afternoon, we learned that there might be a problem with the tram that was to take us up to the Seven Glaciers restaurant that night for the cocktail party. They were waiting on a part to arrive. Without it, the tram was running at 20% of its normal speed.

Needless to say, we were

quite anxious, but everything worked out in the end. The tram was fixed and fully operational. Everyone was treated to a spectacular view of the surrounding mountains, Chugach Forest, and Turnagain Arm on the tram ride up 2300ft. from the valley floor.

Once at the top, it was a short walk to Seven Glacier's Restaurant for our



cocktail party, sponsored by Alaska Airlines. Jacque Guillems from Alaska Airlines and Patricia León-Tomich did a wonderful job decorating the restaurant. As we sipped local wines and dined on delicious appetizers, we were treated to more spectacular views and to a welcome from Alaska Airlines Chief Pilot Paul Majer.

Later on in the evening, many perused and bid on silent auction items. After the tram ride down, several of us ended up in the Aurora Bar and Lounge or by the fireplace for a nightcap. It was a great way to unwind after such a fabulous evening.

On Wednesday morning we had our annual business meeting. Claudia Mattig had a wonderful presentation for the 2002 Zurich convention, complete with slides (a favorite enticed us with a display of Swiss chocolate!!) and pamphlets.

Following the business meeting, we posed for our ISA Convention photo. As it was in everyone's best interest to get this done expeditiously (it was quite cold!), it went off without a hitch. We then proceeded back to the ballroom for

*(Continued on next page)*

## BOARD OF DIRECTORS REPORTS

*(Continued from previous page)*

our annual luncheon. Many caught up with old friends as we were served our meals. Chris Von Imhof, the Manager of



the Alyeska Hotel, gave us a warm welcome and history of the hotel. Megan Mallory Rust then gave a motivational speech that included her experience as an Alaskan bush pilot and how she came to be an aviation mystery author. The bookstore downstairs quickly sold out of Megan's novels afterwards, but ordered a shipment that morning to accommodate our members.

If you missed out on buying her novels and are still interested, you can order from her website at [www.meganrust.com](http://www.meganrust.com). We then had our scholarship presentation by Krisan Wismer and Captain's plaque presentation by Cammy McHenry.

After the luncheon, we were treated to Ms. Mahoney (who is also a Frontier pilot) and her riveting Iditarod Dog Racing presentation. She regaled us with stories of past races and encounters with some unfriendly moose. Some lucky adults and children were allowed to go on a "test drive" with the dogs.

Because of the recent snow, Crow Creek Mine, our original locale for the Wednesday night catered dinner, was

unavailable. We were able to reserve O'Malley's Restaurant for the event. The Magic Bus transported us on the 30-minute drive from the hotel to O'Malley's. We started out with appetizers and finished off with a delicious dinner, all catered by the Marx Bros.Café, the renowned catering service in Alaska.

Throughout the evening we were entertained by "Seymour" the moose (compliments of Jared Baldwin), storyteller and guitarist Robin Hopper, and traditional naitave dancing by a local troupe.

Thank yous:

**Alaska Airlines**- who sponsored our cocktail party and provided us with airline passes. Special thanks to Jacquie Guilliams, Kelley Dobbs, and Alaska Air Chief Pilot Paul Majer, who joined us for the cocktail party.

**Alyeska Prince Hotel**-a spectacular locale and wonderful staff- especially Nana Singleton and Margaret Strachan

**Anchorage Convention and Visitor Bureau**- Glee Anderson went out of her way for us and we thank you!

**Magic Bus**- Tim Melican also went out of his way to accommodate us for our airport transportation

**Marx Bros. Café**-Trina Schrette for a wonderful dinner

**Renown Charters**-Randy Becker for the fantastic Seward cruise

**Federal Express**- ANC Chief pilot Fred Peters for donating various beverages and foods for our hospitality suite & FedEx pilot Greg Twist for airport shuttles

**Alpine Air**-Donna Jefferson for arranging discounts for ISA members

**Elaine Baldwin**- who got us more items for our welcome bags, silent auction, and baked muffins for bus ride on Thursday to Seward! Thanks for your tireless efforts!!

*(Continued on next page)*



## Fundraising Report

by Evelyne Tinkl, as  
Corporate Communications



I am very happy to report that this year's auction at our annual Convention was one of our best ever! The silent Auction brought in \$7080 and the Raffle \$1502! Thank you all for bidding generously and often; all these \$\$ go directly to support our scholarship fund.

I was not able to go to Convention this year (my family was visiting later in the month and I had already bid around that – we had a wonderful time together). Organizing an event that was new to me by long-distance proved to be quite a challenge. Another

huge and heartfelt THANK YOU goes out to Thyra Stevenson, Valerie Thal-Slocum and Liz Jennings-Clark for stepping in.

A list of those (I know of) who made donations for our auction or otherwise contributed to our Convention follows. If I have not named somebody (I'm sure of that), please let me know so I can include you on the list.

Gentle and Gracious Ladies, these companies made donations in the hopes of getting our attention, and to get some future business – this is a symbiotic relationship: they give to us, we make an effort and buy from them and everybody is happy. So please, consider checking them out and should you decide to purchase one of their products, please mention where and how you became aware of them. Our future auctions will benefit from it.

### Generous companies:

The Ulu Factory  
American Express SkyGuide  
WomenFly.com  
InkSquare.com  
Scott Leather Company  
The Opera House Gourmet  
ERA Air  
Alaska Airlines  
Continental Airlines  
Jet Blue Airlines  
Midwest Express  
Northwest Airlines  
United Airlines  
Speed Props and Pylons  
Cabin Fever  
Nordstroms  
Diane's Restaurant  
Obedi's Fine Art Gallery  
Anchorage Hilton Hotel  
Glacier Brewhouse  
Bear Tooth  
Ristorante ORSO  
Simon & Seafort's Restaurant  
Alpine Air  
Marx Bros Café  
ACVB  
Alyeska Hotel  
Magic Bus  
The Muskee Restaurant

### Generous Donors and other Angels:

Steve Ward  
Jules Frankel  
Susan Gillett  
Debbie McEndree  
Kelly Jeffries  
Dr. and Mrs. Tinkl  
Judy Gasparis  
Krisan Wismer  
Mary Mcmillan  
Pamela Mitchell  
Tiana Daugherty  
Chris von Imhoff  
Scott Sanwick  
Fred Peters  
Sean Toohey  
Bettye Smith  
Elaine Baldwin  
Edy Campbell  
Penny Price  
April Milner  
Sandy Peters  
Catherine Moore  
Jessica stearns  
Sherry Anderson  
Megan Rust ➔

(Continued from previous page)

**Val-thal Slocum and Patricia León-Tomich** -great local liaisons!

**ISA volunteers-** Shannon Jipsen for her registration work, and to all those who helped us stuff the registration bags with goodies.

Many thanks to all those members who filled out the convention critiques. These are an invaluable source of information to help us improve future conventions. Please take the time to fill one out. I would like to bring your attention to one item many have suggested that I have been toying with: hiring a professional convention planner. I believe it would be beneficial to hire someone who does this full time, who can address our needs. This is opposed to a pilot doing this in her spare time between trips and with no convention expertise. WIA and the 99's outsource this position.

Although ISA is still relatively small, the Convention attendance now totals close to 150, and though I wouldn't have known it until doing it first hand, the workload is overwhelming. Processing the registration forms and answering emails alone is extremely time consuming.

While I enjoyed volunteering for ISA, I feel we are doing a disservice to attendees by not providing them with a professional. I discovered in planning the Alaska Convention that expectations have risen over the years. It is taxing for a volunteer even with the help of local liaisons to accommodate all details. A professional would best organize the convention and be equipped to handle any last minute snafus that seem to occur with every convention.

I will be looking into this further and should have more specifics by the August BOD meeting. If you have any input please contact me or better yet join us at the meeting. ➔



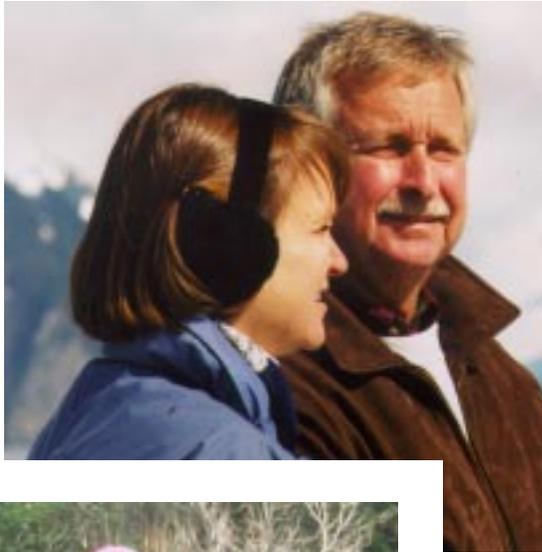
**Convention 2001  
Alyeska Resort  
Girdwood, Alaska**



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CONVENTION FUN

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**Convention 2001  
Alyeska Resort  
Girdwood, Alaska**



CONVENTION FUN



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CONVENTION FUN

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**Convention 2001  
Alyeska Resort  
Girdwood, Alaska**



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CONVENTION FUN

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### Captain's Club

by Cammy McHenry



Our new inductees for the 2001 Captain's Club, presented at the Alaska Convention:

Donna Beering, United Airlines, B-737, January 6, 2000  
Joelle Ben-Peretz Israir, ATR-42, September 24, 2000



Ellen Carlock Northwest Airlines, A-320, January 31, 2001  
Danielle Cassell United Airlines, B-737, March 20, 2001  
Lih-Hwey Chen China Airlines, B-747, May 16, 1999  
Pei Pei Chen China Airlines, B-747, April 24, 2001  
Barbara Garwood, American Airlines, S-80, November 5, 2000  
Patricia Leon, Alaska Airlines, B-737, October 2, 2000  
Carole Litten, US Airways, A-320, May 3, 2000  
Kathryn Rauth, United Airlines, B-737, December 27, 2000  
Jessica Stearns, Continental Airlines, B-737, December 25, 1998  
Yiu-Lin Tai, China Airlines, B-747, January 16, 2001  
Brenda Tirshfield, United Airlines, B-737, October 18, 1999  
Diane Walker, United Airlines, B-737, June 19, 2000



Congratulations to each of our 2001 new Captain's Club inductees! We hope all your trips are great. I am looking forward to hearing from members who will be joining the Captain's Club in 2002! ➔



## **Bylaw Amendment Ballot: Membership**

*by Evelyne Tinkl*

After discussion during the 2001 Convention, during the 2000-2001 year, and during the 2001 Annual Business Meeting at the Alaska Convention, eligible ISA members are requested to vote on the following three Resolutions to amend the Bylaws.

Please refer to the text of the Bylaws printed in your recently-distributed 2001-2002 Membership Directory. Note Article XIV: Amendments and Article V: Membership.

The proposed amendments are distributed for balloting by means of the Newsletter, postal ballot, and/or electronic media. Written ballots must be signed and dated by eligible members to be counted. Electronic ballots must be submitted under the email address as published in the Membership Roster. A 2/3 vote of voting members is required to ratify the amendment.

For your convenience, a written ballot is included in the centerfold of the August ISA News. Be sure to sign, date, and add postage if you use this ballot method.

If voting electronically by email, your vote must originate from your email address as published in the Roster. Email to the Secretary (*see below*)

All votes must be registered by **OCT. 1<sup>st</sup>** to be counted.

If you need a copy of the Bylaws, contact

**Jessica Stearns, Secretary**  
27801 Matheson Ave.  
Bonita Springs, FL 34135  
941-438-0438  
aviatrixjs@earthlink.net

### **Resolution 1: Vote Yes or No Bylaws, Article V: Membership Section 1: Membership Requirements**

**PROPOSAL:**  
ADD this text to Section 1:  
(v) SUPPORTING MEMBERS. Supporting member is any individual, corporation or organization which would like to support ISA +21. The benefit of membership would include recognition (certificate, letter and name printed in the newsletter). Supporting members will NOT receive newsletters; may NOT attend conventions (unless invited individually as a spouse or friend of a member); may NOT be admitted to business meetings; and have NO voting rights.

**COMMENTS:** *These members are supporters only. This additional category will be used as a source of revenue and as a way for our airlines to say they are supporting us.*

**VOTE:** Yes or No to add this supporting member category.

\_\_\_\_\_ \*\*\* \_\_\_\_\_

### **Resolution 2: Vote Yes or No Bylaws, Article V: Membership Section 2. Termination of Membership**

**PROPOSAL:** ADD this clause to the existing text:

A. Membership may not be terminated by any change in Section 1 Membership Requirements.

**COMMENTS:** *This is a 'Grandfather' clause —In essence, permitting that those who are once a member may remain a member, even though the membership rules may change.*

**VOTE:** Yes or No to add this Grandfather clause

\_\_\_\_\_ \*\*\* \_\_\_\_\_

### **Resolution 3: Choose ONE of following options: Amend membership qualification criteria. CHOOSE ONE OPTION BELOW:**

#### **OPTION A:**

Article II: Purpose, Policy and Definitions  
Section 3. Definitions

**PROPOSAL:** Modify text to read:

B. "An Airline Company" means a company operating under FAR 121, JAR 121 or equivalent operations. DELETE remaining lines

**COMMENTS:** *Open membership to all female flightdeck crewmembers in Part 121.*

#### **OPTION B:**

Article II: Purpose, Policy and Definitions  
Section 3. Definitions

**PROPOSAL:** Modify text to read:

B. "An Airline Company" means a company operating under FAR 121, JAR 121 or equivalent operations. DELETE remaining lines.

In addition, make this change:  
Article V: Membership  
Section 1. Membership Requirements

**PROPOSAL:** Modify text to include:

A. "and who has achieved her career goals as concerns current employer" after Airline Company.

**COMMENTS:** *This Option would open up the membership to all Part 121 pilots with a caveat that this is for those who are not looking to change jobs. This would not prevent a member from changing employers.*

*Consideration is given to mergers, air carrier financial considerations, geography and the right of a woman to change her mind.*

#### **OPTION C:**

Article V: Membership  
Section 1. Membership Requirements

**PROPOSAL:** Modify text to include:

A. "on an aircraft with a gross weight of at least 90,000 pounds" after Flight Crew Member.

**COMMENTS:** *The woman must actually fly a 90,000 pound or greater aircraft to be eligible for membership.*

#### **OPTION D:**

Article II: Purpose, Policy and Definitions  
Section 3. Definitions

**PROPOSAL:** Modify text to include:

B. "An Airline Company" means a company operating under FAR Part 121, JAR Part 121 or an equivalent, which operates an all turbojet fleet of qualifying aircraft.

C. "A qualifying aircraft" means an aircraft with a maximum gross takeoff weight of at least 130,000 pounds.

Resequence remaining paragraphs.

In addition, modify  
Article V: Membership  
Section 1: Membership Requirements

**PROPOSAL:** Modify text to include:

A. "on a qualifying aircraft" after Flight Crewmember.

**COMMENTS:** *This Option adds an increase in gross weight and requires the woman to actually fly the larger aircraft. This option is the most exclusive.*

#### **OPTION E:** No changes.

Ladies, please take out your Bylaws, study up, and send your ballots to our Secretary. Remember:

- \* Resolution 1: Yes or No
- \* Resolution 2: Yes or No
- \* Resolution 3: Choose ONLY ONE of the five Options

*Thanks to Strike Fongellaz for spearheading the study group throughout the past year. She received comments from so many of you, and used your input to prepare this ballot initiative.*

Any questions? Contact me.  
Evelyne Tinkl, Chairwoman  
etinkl@earthlink.net  
757-595-7729

## 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, 805 W. Boxborough Dr., Wilmington, DE 19810 USA Phone: 302-475-3421 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 Captain's 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  
Capt727tk@thyracorp.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	\$6.00	_____		\$ \$ _____
Notecards & Envelopes	\$5.00/15	_____		\$ \$ _____
Notepads	\$2.00	_____		\$ \$ _____
Penlight w/Safety Whistle	\$6.00	_____		\$ \$ _____
Thermal Travelers Mug	\$10.00	_____		\$ \$ _____
Video (history of women airline pilots) Free shipping!	\$22.00	_____		\$ \$ _____

**ISA Clothing:**

ISA Logo Polo Shirt (white or navy, S or M only. Sorry, no L or XL.) \$27.00 \_\_\_\_\_ \$ \_\_\_\_\_



**New:**

Buzz Pen \$6.00 \_\_\_\_\_ \$ \_\_\_\_\_

ISA Logo T-Shirt (M, L, X-L) \$15.00 \_\_\_\_\_ \$ \_\_\_\_\_

**Shipping Cost:**  
 Based on Sub-total order amount:  
 • Up to \$20.00, add \$4.00.  
 • \$20.01 and over, add \$6.00.

**SUB-TOTAL** \$ \_\_\_\_\_  
 **SHIPPING** \$ \_\_\_\_\_  
**TOTAL** \$ \_\_\_\_\_

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

# ISA Membership Application/Renewal Form

Membership\* USD \$45 Contribution  New Member  Renewal

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City, State, Zip, Country \_\_\_\_\_  
Telephone \_\_\_\_\_ Fax Number \_\_\_\_\_  
E-mail Address \_\_\_\_\_  
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, fundraising?) \_\_\_\_\_  
\_\_\_\_\_

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 in US funds to "ISA."

All members may also use VISA or MasterCard

Name on card: \_\_\_\_\_ Card Number: \_\_\_\_\_

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

Mail to: Melissa Monahan, Membership Chair  
805 W. Boxborough Dr.  
Wilmington, DE 19810 USA

ISA+21 welcomes all women pilots who are employed as flight crew members or hold seniority numbers with an air carrier (Part 121 or int'l equivalent) which operates at least one aircraft with a gross weight of 90,000# / 41,000 kgs or more. Applicant need not be flying that large an aircraft to qualify for membership.

revised 3/12/00

## Cruise News

by Liz Jennings Clark

Early on Thursday morning most of the ISA members met in the Alyeska Resort lobby to embark on the Renown six hour cruise. While there were some problems with transportation (the busses didn't seem to have an effective standby system!) we all arrived in Seward a couple of hours later well in time to board our cruiser. Even the drive down was an experience in itself with beautiful scenery and a knowledgeable guide who pointed out both interesting places and local fauna.

When we arrived in Seward, we were guided to the boat where, after a short safety briefing, we departed on our trip – to be confronted almost immediately by seals and otters playing as though on command. It was not warm (a week earlier I was in Jamaica.) We had been told to dress warmly, and that was certainly good advice – as the boat picked up speed, the Captain warned us that papers, candy wrappers and even kids (!) could be blown overboard by the fresh wind.

The view was so clear, crisp and amazing that many of us braved the cutting wind. We were hardly a half hour out of port, when we encountered the first orcas. After a few flirtations with 2 different pods, the captain cut the engine and we were entranced as 3 orcas came towards us and swam right under the bow! I can honestly admit that we screamed like a class of schoolgirls!!

As we proceeded further through the amazing scenery, one member pointed out to me the only thing we were missing was the brown haze layer we are so used to in the industrial US and Europe. Everything was so clear it seemed like a postcard. We later saw sea lions and puffins – flying footballs as the captain described them – and even a couple of bald eagles with their young. Then we arrived by the glacier. Even though a couple days earlier I had done a



flightseeing trip and seen glaciers from the air, this was different. The whole mass creaked, and every now and then a piece broke off with a muffled thunderclap sound. That, mixed with the strange blue color of the glacier ice, was definitely intriguing. Many members posed with the ice pack in the background.

We were then called in for our lunch – halibut or chicken – while we were sitting someone called “whale!!” and I was reminded of an evacuation test – see how many can get out in 90 seconds, as everyone abandoned their food and rushed topside to catch a glimpse. We saw a shy mother and baby humpback who teased us with their brief appearances. They dived a couple times for us, then disappeared. On the trip back to port, many members chatted or slept – too much fresh air??

It was an amazing cruise, and a perfect taste of the beauty of Alaskan wildlife and landscape. I think I can speak for all when I say we retreated tired and satisfied to our coaches. We had seen more wildlife in 6 hours than we dreamed possible, and the background scenery in itself was worth a letter home. Last but not least, thanks to Mary Bardon & her Mom for arranging great weather – the Met office had said we could expect overcast & rain, but we got the most beautiful day!. A perfect end to yet another ISA convention. ➔



## CONVENTION FUN

### Convention Cruising

by Krisan Wismer

Just a few words about the fabulous cruise that some of us ISA members took after the Alaska Convention 2001! On May 13th we rode the bus from Anchorage back to Seward to start our week-long cruise down the Inside Passage of Alaska. We boarded the Holland-America Statendam from the Seward dock and were very impressed with the size and beauty of the ship. Sherry and Sherman Anderson, and Jeannie Davison and I went up to the suite occupied by Diane Walker and her family and were even more impressed!

We toured Glacier Bay National Park with the help of 2 Park Rangers who pointed out the types of wildlife in the area and educated all of us on the glaciers in the Park. It was by appointment only that we were privileged to tour the Glacier Bay Park. From there we went to Sitka, where we took a side trip and went kayaking! First time for all of us, but we are now all experts, because we never fell in the water!

After Sitka, we went to Juneau. Some of us took a helicopter ride to the Mendenhall Glacier and actually did

some glacier hiking and saw the bluest pools on the glacier that we had ever seen. We took the tram up 1750 feet from the harbor to see all of Juneau. Quite beautiful! Some of us insisted on being adventurous and hiked back down to the ship from the top of the tram...2 miles. We had to hustle back, as the ship left at 5:30 and we just made it by 5:15...

Ketchikan was the next stop and we had planned to shop! Good thing, as it rained all day long. We shopped until we dropped and ran out of credit!! We then sailed from Ketchikan to Vancouver. What a beautiful trip! We were definitely on the correct side of the ship, as we had scenery the entire cruise. The food was good, and of course, we had to keep walking around the ship to burn up all those extra desserts!

We all had a fabulous time and we are all ready for another cruise. Entertainment, service, and fun, all for one price; and we only had to pack and unpack ONCE!!! Wouldn't that be a great idea for one of our future ISA conventions....a CRUISE????

We all got back home safe and sound, and it took at least a week to get back into the real world.



*'We shopped until we dropped and ran out of credit.'* →



## 'Lost' Members

by Melissa Monahan

This year we had 105 members who did not renew their dues, and unfortunately are now no longer members of ISA. Last November, I sent the renewal postcards which were well received by 53% of the members renewing early. Unfortunately, we have not heard from the 105 members below. We suspect that many have moved and not updated their addresses, and therefore have not received the postcards. Others, perhaps,

have been busy and did not realize that ISA dues were 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, could you contact them (by phone, or drop a note in their mailbox at work, for example) and 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 Newsletter and the 2001 Membership Directory? They can send a check to me, Melissa Monahan, payable to "ISA" for \$45 (\$15 for Inactive) or email/snail-mail their credit card info (VISA or MC) to me at my home address, or [MSMonahan7@aol.com](mailto:MSMonahan7@aol.com). **THANK YOU for any help you can give us!**

DuesPaid	LastName	FirstName	Airline
2000	de Bernardi	Fiorenza	Aeralpi
2000	Alcázar	Mariyol	Aero-Continente
2000	Pettigrew	Suzanne	Air Canada
2000	Baerg	Barbara	Air Canada
2000	Barrett	Tracy	Air Canada
2000	Nash	Jean	Air Canada
2000	Tzvetkova	Valentina	Air Sofia
2000	Giese	Deborah	Air Wisconsin
2000	Heil	Jolynn	Air Wisconsin
2000	Kupperman	Pattie	Alaska
2000	Brown	Janiece	Alaska
2000	Jorgensen	Lori A.	Alaska
2000	Camporesi	Daniela	Alitalia
2000	Celletti	Antonella	Alitalia
2000	Tompkins	Mimi	Aloha
2000	Bonsuan	Annalisa	Alpi Eagles
2000	Szetela	Cherie Marie	America West
2000	Hof Darmody	Laura	American
2000	Guidoboni	Cheryl	American
2000	Rupert	Christine	American
2000	Schermeister	Janet	American
2000	Browne	Alisa	American
2000	Pistor	Elise	American
2000	Gray	Stephanie	American
2000	Gilbert	Gulshin	American
2000	Robison	Kelli	American
2000	Milner	April E. W.	American
2000	Strand	Laura	American
2000	Chapman	Corinne	American
2000	Van Hout	Mary Ellen	American Airlines
2000	Martin	Lisa	American Trans Air
2000	Meyers	Leigh	American Trans Air
2000	Morkholm	Camilla	Braathens Safe
2000	Hliddal	Fjola	CARGOLUX
2000	Atwood	Carmela	Continental
2000	Misner	Nancy	Continental
2000	Konstantinou	Aya	Continental
2000	Smekar	Elizabeth J.	Delta
2000	Schumy	Elaine S.	Delta
2000	Gordon	Jenifer	Emery Worldwide
2000	Patsiou	Louisa	Eurocypria Airlines
2000	Killough	Lori	FAA
2000	Wade	Viki	Federal Express
2000	Cloud	Pat	Federal Express
2000	MacDougall	Jennifer	Federal Express
2000	Toher	Patricia	Federal Express
2000	Lemmon	Nancy	Federal Express
2000	Shanahan	Catherine	Federal Express
2000	Leppo	Debra	Federal Express

*(Continued next page)*

## BOARD OF DIRECTORS REPORTS

*(Lost Members, continued from previous page)*

2000	Koskinen	Marjo	Finnair
2000	Halme	Mari	Finnair
2000	Barron	Tammy	Gemini Air Cargo
2000	Sprugel	Nadine	Hapag Lloyd
Bhasin	Nivedita	Indian Airlines	
2000	Singh	Indraani	Indian Airlines
2000	Reynolds Gupta	Nequita	Indian Airlines
2000	Rohan	Karon	Kitty Hawk Air Cargo
2000	Ogburn	Heather	Kiwi
2000	Jett Olbing	Michele	KLM
2000	De Andreis	Helena	LACSA
2000	Rosenberg	Deena	Mesaba
2000	Cooper	Kim	Midway
2000	Briot	Nanc-elisha	National Airlines
2000	Hinshaw	Kim	Northwest
2000	Larson	Linda	Northwest
2000	Hale	Sydney	Northwest
2000	Bailey-Schmidt	Susan	Northwest
2000	Bennett	Ann	Qantas
2000	Paz Parnes	Teresa M. M.	Rio-Sul Linhas Aereas
2000	Snoden	Bobbie	Southern Air Transport
2000	Anderson	Cory S.	Southwest
2000	Maple	Sherri	Southwest
2000	Goes	Cindee	Southwest
2000	Ross	Victoria	Southwest
2000	Haines	Lois	Swissair
2000	Martinez	Juanita	Taca International
2000	van Giessel	Cockie	Transavia
2000	Aldrich	Anne M.	TWA
2000	Vegega	Ana	United
2000	Hersh	Marcy	United
2000	Reitenauer	Tracy	United
2000	Jackson	Dorianne	United
2000	Alsing	Dianna	United
2000	Rockwell	Pat	United
2000	Timmons	Carol	United
2000	Otyпка	Sylvia	United
2000	Mitchell	Anne	United
2000	Newby	Jill	United
2000	McMillan	Mary	United
2000	Beaman	Jewel	United
2000	King	Leslie	United
2000	Rossier	Lori	United
2000	Batz	Suzanne	United
2000	Hegseth	Jennifer	United
2000	L'Hoir	Michelle	United
2000	Cox	Laura	United
2000	Eanes	Jill	United
2000	Augustine	Angela	United
2000	Maddox	Amy	United
2000	McDonald	Charissa	United
2000	Malliarakis	Katina	United
2000	Sims	Cindy	UPS
2000	Haass	Amy	UPS
2000	Thompson-Locke	Elizabeth	US Airways
2000	Baroldi	Anita L.	US Airways
2000	Lammers	Heather J.	US Airways
2000	Coelho	Sandra de Oliveira	Varig
2000	Cancio Padilha	Maria Luiza	Varig
2000	David Portela	Fernanda	VARIG
2000	Tardrew	Lucy	Virgin Atlantic Airways
2000	Duke	Grace	Westjet Airlines LTD

### Take the ISA Store 'Videotape Challenge'

*by Carol Cansdale*

The ISA Video is an ideal vehicle to introduce young women to an airline pilot career. Now is an ideal time to purchase an ISA



Video for donation to your high school, college or local library.

In case you haven't seen the video, it's a 15 minute presentation featuring women airline pilots, including many of our members. With plenty of photos and footage from years gone by, it is excellent for showing to student groups or job fairs.

I challenge each and every one of you to purchase an ISA Video and donate it to your high school, or give as a gift to a graduating senior. Think of the eyes you'll open as a result! And it's totally tax-deductible as a charitable contribution!

As a special promotion, the ISA Store is offering FREE SHIPPING on the videos for the next year. Buy one now and take advantage of this unique opportunity! Only \$22.00pp. To order, see ISA Store Order form. →

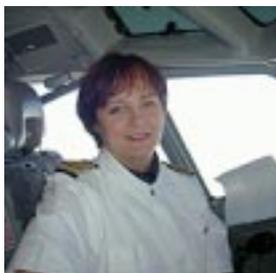
**Next Newsletter  
Deadline: Aug. 31**



**ISA News:  
Now on our website  
[www.iswap.org](http://www.iswap.org)** →

## IFALPA Conference

by Liz Jennings Clark



The International Federation of Air Line Pilots' Associations [IFALPA] held its 56th Annual Conference

in Ocho Rios, Jamaica, at the invitation of the Jamaican Air Line Pilots' Association [JALPA]. Long time ISA member Captain Maria Ziadie-Haddad is the president of JALPA and hosted the 5 day conference. Several hundred pilots representing 54 of the Federation's 94 Member Associations met to debate and exchange views on the enhancement of aviation safety.

Aer Lingus Captain Ted Murphy was re-elected as President for a further two year term of office. Captain Feroze Aftab, of Pakistan International Airways, was re-elected for a two year term of office as Principal Vice-President for Membership & Regional Affairs. Air Jamaica's Captain Paul Goldson was also re-elected as PVP Administration and Finance. Finally Delta's Captain Paul McCarthy was elected to complete the remainder of the previous officer's term as PVP Technical Standards. The Plenary sessions voted on acceptance of policy changes put forward by working groups in the various committees – ranging from Human Performance issues such as substance abuse to aircraft design changes such as the possibility of reintroducing smoking areas on long haul flights and equipping aircraft with a specific place to restrain unruly passengers.

A one-day Capacity Enhancement Seminar was held to consider and debate the issue of capacity enhancement as viewed by the industry. Delegates received presentations from IATA, ICAO and Eurocontrol on theory and practice of implementation to enhance the capacity of the skies.

Manufacturers Boeing and Airbus Industrie presented their views of future aircraft (the Subsonic cruiser and the A380) that would carry more passengers and travel faster. IFALPA experts put forward arguments that whatever measures were brought forward to enhance capacity safety must remain paramount. Additionally, flight crew should be included in any discussions dealing with capacity enhancement techniques.

An historic merger took place during this year's conference when the International Flight Engineers Organisation (IFE) merged with IFALPA. The merger, approved by acclamation, is envisaged to further both organisations' mutual goal of providing the most effective world-wide representation for all flight crew members at international forums and other venues. The total membership of IFE at the time of the Agreement stood at 1202 engineers from 17 Member Associations: Australia, Bangladesh, Belgium, France, Germany, Greece, Holland, India, Indonesia, Ireland, Israel, Italy, Pakistan, Portugal, South Africa, Spain and UK.

The Federation's award for Airmanship and Professionalism "The Polaris Award" was presented to the crew of a British Airways flight in recognition of their contribution to flight safety when faced with an armed intruder in the cockpit of their B747 en route to Nairobi last December. The intruder's assault on the flight crew disengaged the autopilot causing the aircraft to plunge several thousand feet as they fought with him. Although the incident lasted only two minutes, the aircraft lost 10,000 feet, causing the oxygen masks to drop to the 379 passengers on board. The flight deck crew, aided by several passengers in the business class compartment, disabled the intruder and successfully brought the aircraft under control for an eventual safe landing at Nairobi. The Federation also took the opportunity to present awards to several of its pilot members, each of whom had made a significant personal contribution

to the enhancement of aviation safety through their work in the Federation. Scrolls of Merit went to Captain Hernandez Ramos from ASPA de Mexico; Captain Truchetet from SNPL, France; Captain Lockhart from US-ALPA and Captain Tom Kreamer from US-ALPA.

The mission of IFALPA is to be the global voice of airline pilots, promoting the highest level of aviation safety world-wide and providing services, support and representation to all of its Member Associations. Their website can be found at [www.globalpilot@ifalpa.org](http://www.globalpilot@ifalpa.org) →

*(Continued from p. 9)*

to organize the booth for 2002. My thanks to Tracy.

I appreciate all the ISA members who volunteered to interview our scholarship applicants this year. The interviews need to be completed by July 27. Please call me if you have any problems with this deadline. The Airline Scholarship Selection committee will be meeting in August to select the winners. **Kathy Garske, Donata Hunt and Pam Mahonchak** have generously volunteered to serve on the Selection committee. I appreciate the time they will be spending on this task.

The MidSouth Airshow was held in Millington, TN on May 12 and 13, 2001 starring the Air Force Thunderbirds. ISA + 21 shared a booth with Women in Aviation to promote our respective scholarship programs to the airshow attendees. Hopefully, we inspired some future airline pilots to join us in this great profession. I want to thank **Angie Smith, June Viviano, Muriel Zarlingo and Deb Ziebart** for staffing the booth, especially considering it was Mother's Day. It was a great effort that was rewarded with perfect flying weather – blue skies and sunshine! →

### MidSouth Airshow

On May 12-13, 2001, ISA+21 participated in the MidSouth Airshow in Millington, TN. We shared a booth with Women in Aviation, and promoted our respective scholarship programs. ISA members Angie Smith, Keith Johnson, June Viviano, Muriel Zarlingo, and Deb Ziebart worked the booth to inform airshow attendees about aviation scholarship opportunities.



From left, Keith Johnson, Deb Ziebart and Kerry Guest, Federal Express. ➔

### We're Wired



### Check Out These New Features on The ISA Website:



### ISA Store Online



### ISA Giving

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



**Pride & Joy**

*by Captain Karen Bland*



They say it's in your blood - the desire to fly. It took me a while to discover mine. I started on the 'other side' of the cockpit door and slowly discovered that the front with the window seats looked like more fun. Four years later, I was hired with United - their 20th woman pilot.

Now here I am, 22 years later, watching my 18-year old daughter, Melissa, embark on her own career. On June 28th, she will report for basic training at the United States Air Force Academy as a cadet in the class of 2005.

How did we get here? It seems like yesterday that she was a newborn, then a toddler. I watched her grow into a confident young girl, always taking charge and directing others.

She joined Civil Air Patrol in 1995 at the age of 12. That night she said to me, 'Mom, by the time I'm a Senior, I want to be the Cadet Commander of my squadron and a Cadet Colonel.' She set her sights on the Academy because of her desire to serve her country and her yearning to fly fighters.



The years flew by. Melissa grew as a leader in CAP, taking on more responsibility each year. At school, she was maintaining over a 4.0 average and participating in clubs and Varsity volleyball.

What was I doing? Just being there for her and supporting her. I never pushed her into flying. But she was exposed to small airplanes many times as we flew locally in Colorado. I took her on the ISA side trip to the Space Center in Houston in 1996. That really seemed to invigorate her. She also came along on many trips with me and became familiar with all aspects of my job as a Captain.



I have been asked many times what was my secret formula that generated such a successful and amazing daughter. I usually respond, 'I'm not sure. I think most of it is her own inner spirit. All I did was give her lots of love and then give her wings.'

Melissa beat her goal by a full year. She took over command of her squadron as a Junior and reached the rank of Cadet Colonel that same year. She received her nomination to USAFA from Senator Allard in the fall of 2000. A month later, she was named Colorado Cadet of the Year, then Rocky Mountain Region Cadet of the Year. In April, Melissa was notified that she was named the National Cadet of the Year 2000. She started flying last summer, and received her Private Pilot's license a week after graduation.

As for me, I dread saying goodbye her on June 28th. But I

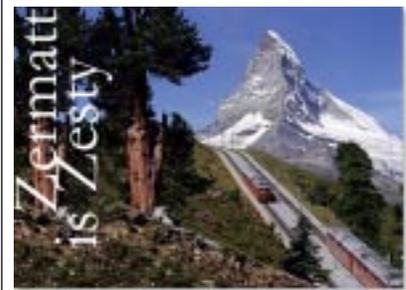
look forward to the next few years of going to the Academy for her volleyball games and days off, and watching her mature as she is challenged in that tough environment.

There is nothing more satisfying than watching your children find their own direction in life and achieve their dreams. Except maybe when you read a quote from your daughter in the newspaper, when interviewed about her achievements. Asked who her hero is, she responded, 'My Mom. She's always been my inspiration.'

It doesn't get any better than that! ➔

*Melissa's senior photo, top. Promotion to Cadet Colonel, bottom.*

**Make Plans Now:  
Convention 2002**



**Switzerland**

## Morgen Reeb Featured in Brazilian Program

Morgen Greschel Reeb was featured in Brazil's National Women's Week 'America America' Program. Filmed extensively over a two-day period at home and at work, Morgen shared her experiences as a professional Airline Pilot. She and her husband Frank keep a Cessna 152 (the one Frank soloed and earned his Private Pilot's Certificate in) at Tappahannock Airport, Virginia. Morgen demonstrated pre-flight procedures, take-off and landings at Tappahannock; and took the cameraman flying over her house, the area where she lives, and her hometown of Montross. The Brazilian crew conducted an interview in her home, and filmed Morgen with her children, Ryan and Jenny. They also filmed Morgen outside and inside the B727 she flies, showing preflight duties and crew checklists. Morgen hopes she inspired other women in Brazil by sharing her life as a woman Airline Pilot. The program aired in Brazil on March 3, 2001. →



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

## Sleep Research & Crew Fatigue

by Renita Herrmann



During my time as a pilot with FedEx, I have had plenty of daytime layovers, and oftentimes bid them so as to maximize the layover, as I completed studies in Natural Health.

These courses led me to sleep research, which is fascinating. I'd like to share some of my observations with you, in the hopes that it may help you during your career.

In our jobs as pilots, many of us fly long hours, and if we don't fly internationally now, at some point in our careers we may find ourselves "crossing the pond." Oftentimes, our long hours force us to be creative with sleep times, whether it's the 25 hour layover in Narita, or the long-duty-time coast-to-coast with a noisy hotel, short turn, and back the next morning. How well do you deal with it? You should know, it doesn't get better as you get older. The idea of watching your grandparents or elderly parents dosing in the afternoon in the rocker may be misleading; it isn't that they find it easy to sleep (on the contrary, it becomes harder), they often don't even realize they have been taking siestas day in and day out. As we age, we still need the same amount of sleep, but its characteristics have changed. We don't cycle through the deep sleep that we did in younger years. We still need REM, characterized by rapid-eye movement, but the levels in between become less pronounced. The first cycle of REM starts about 90 minutes after you fall asleep, so don't plan on napping over that amount, since it is very hard to waken from this period. It will typically leave you foggy-headed and maybe a bit irritated. People that become sleep deprived over a period of days or weeks, sleeping less each night, can drop into REM rather rapidly, but it is conditioned

by repetition, and cannot be willed.

Once you get to that nice cool hotel room, and get ready for bed, there are some cues your body uses to sleep. By far, the most important one is exposure to light. Light, especially bright light, causes your melatonin levels to drop, the hormone your pineal gland uses to call the sandman. The average bright light may be less than 500 lux, whereas daylight is 100,000! But even dim lights have been shown to reduce melatonin levels to daytime averages. So avoid bright lights as you ready for bed, trying not to bump into furniture on your way to the bathroom to brush your teeth in the dark. Just kidding. But be aware, that a single one-second flash of bright light (brighter than your average lamp) can reduce that melatonin to daytime levels in about one-half hour.

A recent study showed that we also have skin receptors for light on the backs of our knees. Sounds like the X-Files to me too. But this raised another issue; do those eyeshades really help? One way to tell if you are sleep deprived is to sleep without an alarm on days off (kids and chores permitting). Even one day of more than 8 hours may show you that your body and brain isn't working optimally.

Ever notice how, when learning something new, you tend to sleep longer? Apparently the brain repeats a pattern of neural firing that has been created during waking hours, sort of a repetition of the new information path it has learned while you were awake. So if you are in ground school, you may be better off sleeping those extra hours instead of cramming for the oral. While I was in DC10 ground school last year, I

slept eight or nine hours every night. I ached my oral for the left seat, never having been in the airplane before, although I did have excellent and dedicated instructors. Another factor for sleeping long hours is the condition of your immune system. Your white blood cells start cruising, while you remain blissfully ignorant. You may notice that if your body is having a hard time with the flu or a cold going around, you tend to sleep longer, although this can be somewhat individual, and often depends on congestion, etc., that may cause your sleep to be fitful. But those of us that do not sleep well often will have sluggish immune systems. Often when we have young children at home, we naturally attribute illness to the kids bringing in germs, but how often might it be lack of sleep?

Stress can cause our cortisol levels to rise, interrupting sleep. Indeed, this is what wakes us in the morning; a slow steady rise of this hormone (if it's not the cortisol, it's the kids!). It balances the sympathetic and parasympathetic systems that control our bodies' circulatory, respiratory, digestive, and just about every system you can think of, including your immune system. Most heart attacks occur during the time we rise in the morning, a strong showing of the circadian rhythms with which we are closely tied.

*(Continued on next page)*



NASA airline pilots participate in an overnight study in the Crew Vehicle Systems Research Facility's Boeing 747-400 simulator at NASA Ames, Moffett Field, CA.

**3rd Annual Plane Pull  
June 16, 2001  
Moffett Air Field, California**



For the third year in a row, 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). →



**Greek Island Sailing**

by Sharon Bigelow



Just a quick note to tell you about my sailboat. It is based out of Athens, and offers a great way to see the islands. Cost runs about \$800-100 per cabin depending on the season. The sailboat is a Beneteau Oceanis 400 ( 40 foot), and can be rented bareboat or with a Greek skipper. Everyone I have had on the boat so far has loved it!



Interested in some great leisure activity? How about some sailing around the Greek islands? The photos here show the island of Santorini (ancient name Thira), plus some shots of the Oceanis 400. Contact me at 747girl@compuserve.com or 970-870-9815 for more information.

Sharon Bigelow →

*Sleep Research, continued from p. 36*

Research done many years before any of us were pilots, shows that melatonin, the sleep hormone, is an antitumor hormone. Animal research showed the lack of melatonin due to EMF exposure often caused tumors, in particular, breast and brain. This is logical, if one considers that the hormones for our bodies are regulated in the brain, to a large extent. Some cancer centers are now treating some patients with melatonin. Taking melatonin for your own benefit must be an individual decision. There are no reported side effects, although in the middle of the last century there was some psychosis reported with intravenous levels of

1200mg. The normal dose is 1-3mg, sublingually (under the tongue). Typically, the reactions I have heard fall under the "it feels like I had a glass of wine" or "boy, did I have some weird dreams" heading. I have heard of no negative responses, other than taking melatonin without having time enough to sleep. This may cause grogginess. If you do decide to take it, give yourself at least an eight hour block before flying. Even though I do not take it more than once every two weeks or so, I sleep well, am healthy, but do carry it on every trip. Of course, not many of you are flying at 3AM, as we do at the cargo companies.

Which brings me to another little tidbit I

found. Our two nadirs in the 24-hour circadian rhythm we follow, are 3AM and 3PM. There have statistically been more accidents during those times than any other. The idea of falling asleep after a big lunch is only a myth. It is normal. Our cortisol levels have dipped, our melatonin levels have risen, and it sets the stage for a mini-nap. Conversely, 8PM is the worst time to nap. Our cortisol levels are again high, and melatonin levels are reduced. So if you didn't sleep last night, try the 3PM sleep gate, after you pull into the gate. Sweet dreams.

Renita Herrmann  
rherrm@mindspring.com →

# Katherine Stinson

by Debra L. Winegarten

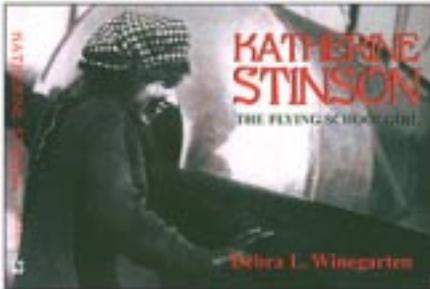
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Katherine Stinson  
The Flying Schoolgirl  
by Debra L. Winegarten



Flying was a dangerous pursuit in 1912, and many would be pilots were killed. But Katherine Stinson was determined to fly. Because she was a woman, she had to prove herself constantly. But Katherine persisted,

and soon she was a pioneer of the skies. Her name became a household word — “the Flying Schoolgirl” was as famous as any movie star.

Stinson racked up many “firsts” –

first precision flyer, first to do preflight inspections, and first to fly solo at night. She also invented night skywriting and amazed audiences in Japan and China. Together with her family, she established an airfield and flight school in San Antonio, Texas, and assembled and sold high-quality aircraft.

This moving, inspiring story captures the proud spirit of a modern dreamer and daredevil who helped shape the art of aviation.

| Order The Book |

Debra Winegarten is also available for speeches about Katherine Stinson. For more information or other questions, contact her by email or call 512/326.5051. ➔



## ISA PICNIC — SFO BAY AREA

By Patty Barrera



I'm planning a picnic day at a lake and I hope that many of you ISA members can join me. Please bring your families and friends for a summer day of swimming, food and fun. The date is Sunday, August 19<sup>th</sup>, 2001. The place is "Shadow Cliffs Recreation Area," located in Pleasanton, California (due east of Oakland).

Shadow Cliffs is a lake where we can swim, rent boats, and play on the sandy beach. There are grassy areas and hiking trails, too. Across the parking lot are waterslides, which charge a separate admission (about \$15/day, or \$10 for half-day, etc.). I have reserved the "North Beach Site," which holds up to 50 people. The site is immediately on your left when you enter the park, and will be marked with a sign that says "ISA." I will also have my white shade tent erected to make it easier to locate where we are. There are several large picnic tables and a large built-in BBQ at

our site, so bring your charcoals if you want to barbeque. Please bring your own food and beverages, as I believe the food for sale at the concession stand is limited in variety. Alcohol (beer and wine ONLY) is permitted within our rented site, only. The park is open from 6am to 9pm, and it will get crowded so it's better to show up earlier, if possible, but any time will do...we'll be glad you joined us! (Our site is rented from 10am to 6pm.) Admission to the park is \$5 per car. If you walk in, I believe it's free.

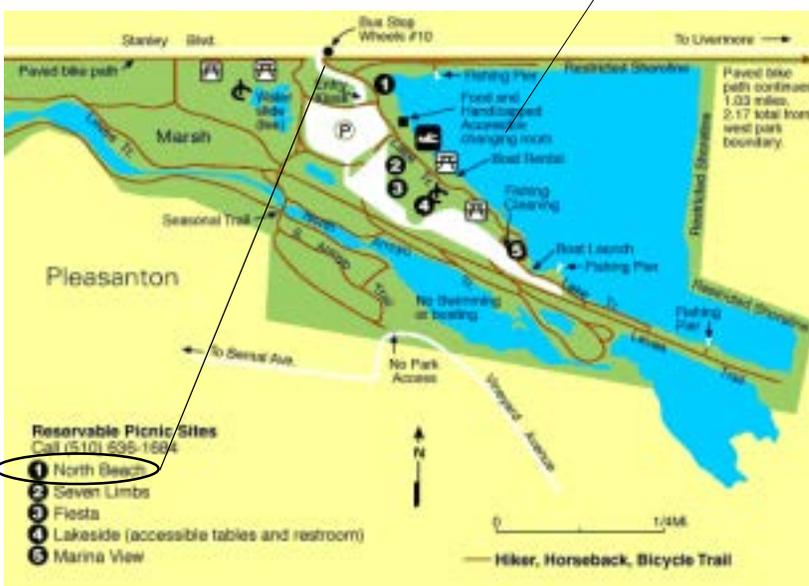


### Directions to Shadow Cliffs in Pleasanton, CA:

**From I-680**, take the Bernal Ave. exit and turn RIGHT on Bernal Ave. Turn LEFT on First St., which becomes Stanley Blvd and leads to Shadow Cliffs. The park is on your right, after passing Valley Ave. (The park is directly across from a giant rock quarry conveyor system).

**From I-580**, take the Santa Rita Rd. exit and go south (RIGHT turn) on Santa Rita Road. Turn LEFT onto Valley Ave. and LEFT again onto Stanley Blvd. The park will be on the right at the signal light. (The park is directly across from a giant rock quarry conveyor system).

If you choose to take **public transportation**, I recommend BART and bus. You can catch BART from SFO and OAK airports (via buses). Take the Dublin/Pleasanton train to the last station, which is "Dublin/Pleasanton". Exit the station to the south (RIGHT) and catch the #10 bus towards Livermore. The bus costs \$1 and will drop you off right in front of Shadow Cliffs, where you can then walk right in. The bus ride will take about 20 minutes, or so. These buses run from early morning until late at night so there would always be a bus to fit your time line. There are also taxis available at the BART station to take you to Shadow Cliffs.



I hope you can join us! I look forward to meeting more ISA members, especially those who live and work in the San Francisco Bay Area. Bring your kids, families, and friends (and potential new ISA members)!

If you have questions, please contact me:  
 Patty Barrera,  
 home (925) 606-7506, or  
 email at JPJBarrera@compuserve.com.

See you there! ➔

**Board of Directors Meeting Minutes**  
May 7, 2001  
Alyeska Resort, Girdwood, Alaska

**A. Opening Statement – Liz Jennings Clark**

Our Chairwoman in her last appearance with the ISA board gave a warm welcome and was pleased with such a good turn out.

Members present were Liz Jennings-Clark, Patty León, Chris Grohs, Thyra Stevenson, Terri Bartolero, Melissa Monahan, and Jessica Stearns. Also in attendance were Val Thal-Slocum and Strike Fongellaz.

The Minutes of the previous board meeting were reviewed and approved.

**B. Board of Directors Reports**

**1. Chair Report**

i. It is with the consensus of the entire board that Evelyne Tinkl will be the new chair effective May 15<sup>th</sup>. Evelyne's long and hard work for ISA was recognized by the board who with unanimous agreement urged her to be our next chair. She graciously accepted.

**2. Corporate Communication (Via written Report) – Evelyne Tinkl**

i. 160 Solicitation letters were sent. We got 7 donations from those letters and about 36 letters of rejection, which will be kept for next year's use. Membership participation was poor during the initial stages but greatly improved as the convention drew near. My main helpers were Chris Grohs, who solicited airlines and spas on the west coast, and Catherine Moore, who received and transported items that were sent to Alaska, and also Thyra Stevenson for sound and pertinent advice.

ii. Ongoing projects: First time author Steve Ward contacted ISA in early March as he was in the process of publishing his book *Haunting of a Sky Warrior* and was actively promoting it. At his request I read the book and wrote a short review, which will be published in the newsletter. Steve donated two copies of his book for the silent auction and one pre-printing galley for the raffle. ISA was also contacted by Ruth Unruh, who is doing national research and interviews with a broad geographical and professional base of women in the US. She is researching the "issues and successes of professional women have with managing their households", or in clear text, how professional women run their households. The goal of her research is to show professional women how to regain 6-8 hours of personal time each week by using management techniques such as delegation and effective time management. The results will be published in a book titled *How to Have Time for Sleep, Sex, and Solitude*. I have had two extensive phone conversations with Rita and I can tell you that the research is really exciting. Rita is an RN, a working mother, has found that professional women are "killing themselves trying to do it all". Her goal is to show how having help managing the household is not only ok, but also necessary for well being. Part of her research is identifying where help is needed, where to find that help, and to develop strategies for regaining time for personal needs. She is doing research with other professional groups, and feels that the input from women pilots would help broaden the base of her study. The method of conducting the survey is being designed and details are to follow.

**3. Convention – Chris Grohs**

i. Convention attendance is 96 members; 140 total which includes guests, spouses, and children.

ii. The attrition clause with the Alyeska Resort has been resolved through extensive personal discussions by Chris and Liz. Chris and Liz will write a letter of appreciation to the resort pertaining to the attrition clause.

iii. The Manager will welcome ISA to the resort during the reception hosted by Alaska Airlines.

iv. The dinner at Crow Creek had to be cancelled due to deep snow. (A replacement site was found by Val, Chris, and Liz at O'Malley's Golf Course Rest). The same caterer can be used, plus Val was able to arrange for "native dancers" to perform).

v. Alaska Airlines Chief Pilot Paul Majer will welcome ISA at the cocktail party.

vi. The tram to the Seven Glaciers restaurant is expected to be running in time, but may be slower than usual.

vii. The silent action will be set up at the Seven Glaciers prior to the cocktail party.

viii. Raffle tickets will also be sold at the cocktail party and other opportune times.

**4. Treasurers (Post Convention) – Janet Cote'**

i. Melissa Brumby has volunteered to be the next Treasurer. Janet brought up the fact that there may not be a Bank of America near Melissa's home but that online banking would probably work.

ii. See detailed financials, p. 5.

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

iv. Final words: During the last four years as Treasurer, I have truly enjoyed volunteering for such a great group of women. A warm welcome goes to ISA's new Treasurer, Melissa Brumby. The accounts will be updated and files sent by the end of May. Thanks to the BOD for putting up with my never ending reminders about submitting expenses, and sitting through those sleep inducing financial reports. I will miss you all, Janet.

**5. Membership – Melissa Monahan**

i. Membership as of 5-1-01 is 590 members representing 27 countries and 92 airlines, of which there are 82 non-US members.

ii. 125 members have not renewed even though the February newsletter was sent by first class mail.

iii. Some relapsed members were regained through email and reminder cards.

iv. Member Badges; a charge of \$5.00 will be made for replacement badges.

v. Life membership (see unfinished business)

**6. Scholarship (Financial) – Luan Meredith via email**

i. There are 21 new applications for financial and 21 for airline.

ii. Strike Fongellaz will sign up interviewers (84 are needed) during the Convention. One interview in India will require special effort.

iii. Financial requests total over \$100,000.00 for this year.

iv. Request that the name of Kristin McMahon be removed from the list as she is requesting living expense funds vs. scholarship funds.

v. Linda Wright is spearheading the selection

committee, as well as reading my report during the business meeting.

vi. I expect to get two or more subscriptions from Kit Darby again this year and the annual Grace Harris funds should be coming soon.

**7. Scholarship (Airline) – Keith Johnson via email**  
i. American Airlines and Flight Safety/Boeing have agreed to commit to the same scholarship level for 2001 as for 2000. This means that two B-737 type-rating scholarships can be awarded this year from AA-FSI/Boeing.

ii. Karen Bland, our longest serving ISA liaison, met with Capt. Brad Thomann, the new Director of Flight Training of United Airlines. Her detailed presentation resulted in two type-ratings for 2001.

iii. Katherine Wallace, a 2000 UA winner begins her training on 1 June.

iv. Federal Express has donated \$5000 to the 2001 scholarship fund, thanks to the diligent work of Penny Price and Val Thal-Slocum.

v. There are 21 applicants for scholarship assistance for 2001. Strike Fongellaz will circulate the Scholarship Interview book at the Convention. 42 interviewers are needed.

vi. Tracy Leonard did an outstanding job in Reno, NV, on March 22-24, coordinating the ISA + 21 booth at WIA. She has agreed to chair the ISA booth at Nashville, TN on March 13-15, 2002.

**8. Human Resources – Terri Bartolero**

vii. A "members" only access for ISA policies needs to be a part of the web site. Until that is established, information will be mailed to requestors.

viii. A volunteer is needed to answer questions concerning a source for nannies, insurance, etc. Please refer possible candidates to Terri.

**8. Education – Liz Jennings Clark**

i. Liz did not get to make the Embry Riddle presentation due to travel and time constraints.

ii. Liz will follow up on the survey request by Air Malta.

iii. An ISA member was found to make a Career Day presentation in Troy, MI.

iv. Effective 5-15-01, Tiffany Vlasek will be the new Education Chair. Thyra will ship membership data and the ISA videos to her. Tiffany has already been sent a supply of ISA stationer and TIPs booklets.

v. Tiffany Vlasek is the new education chair. Her email is: vvlasek@excite.com

**10. Newsletter – Thyra Stevenson**

i. Due to the anticipated postal rate increase in August the budget for mailing the newsletter will have to be increased.

ii. A possible solution to increasing postage would be to publish the newsletter less often and fill in with a shorter bulletin. Comments from the membership will be helpful in reaching a decision on this matter.

iii. Another solution would be to increase dues to cover increased costs and keep publication the same.

iv. The deadline for the July issue is June 1.

**C. Committee Reports**

**1. IFALPA – Liz Jennings Clark**

*(Continued on page 41)*

**Annual General Business Meeting**  
**May 9, 2001**  
**Alyeska Resort, Girdwood, Alaska**

**A. Opening Statement – Liz Jennings-Clark**

Welcome to Alaska and the Alyeska Resort. This is my last Convention as your chairperson. I have a few quick announcements: first, if the weather is bad, then the group photograph will be taken inside at the lobby which has the fireplace, moose and bear. The dinner event at the Crow Creek Mine has been cancelled due to snow. A new location has been found. It is O'Malleys Golf Course Restaurant on the outskirts of Anchorage. The catering and theme will be the same. Patty León Tomich arranged to have the entertainment provided by an Alaskan native Dance Troop.

**a. Introduction of members**

i. Liz introduced BOD members present, Janet Coté, Thyra Stevenson, Patty León, Melissa Monahan, Chris Grohs, Terri Bartolero, and Jessica Stearns.

**b. Sergeant at Arms Volunteers**

- i. Those seated by the doors were designated Sergeant at Arms.
- ii. Liz recognized the ISA charter members (6). Emily Warner was sick and could not attend.
- iii. Committee members were then requested to stand and introduce themselves.
- iv. Acceptance of the minutes from the previous Business Meeting. No written changes were received pertaining to the minutes of the previous meeting; therefore the minutes are accepted without change. Proposed, seconded, and approved by a voice vote.

**B. Board of Directors Reports**

**a. Treasurer – Janet Coté**

- i. The report given is the same as found in the minutes of the BOD meeting of 5-7-01.

**b. Membership – Melissa Monahan**

- i. 93 renewal reminder cards were sent out of which 28 renewed.
  - ii. The new member directory will be reformatted to include a renewal notice.
  - iii. Participation in the last membership drive was low. Plans are to have another membership drive in the fall.
  - iv. Welcome letters are being sent to new and returning members.
  - v. The membership list is being placed on the website (members only section).
  - vi. There will be a \$5.00 charge for replacement nametags to cover the cost of materials and postage.
- c. Education – Liz Jennings Clark**
- i. The Long Beach, CA campus of Embry Riddle Aeronautical Univ. has requested a speaker for Saturday May 19<sup>th</sup>. Karen Kahn volunteered to fill this request.
  - ii. ISA needs more speakers to fill the many requests that are being received.
  - iii. Capt. Robert Russo, Air Malta, has developed a questionnaire on aviation physiology. He is a PHD candidate and is asking ISA members to participate. The questionair may be obtained from Liz Jennings Clark.
- d. Convention – Chris Grohs**
- i. Chris and Val welcomed all members, family, and guests.
  - ii. Buses for the ISA dinner at O'Malley's will leave the lobby starting at 4:45pm.
  - iii. Entertainment will consist of a guitar player/singer and the native dance troop.
  - iv. The August BOD meeting needs site proposals for the 2003 convention. A possible site of the

island of Lumboe, about 20 miles east of Bali was mentioned. The proposed site is supposed to have wonderful facilities at very reasonable prices.

v. 2003 is the 100<sup>th</sup> anniversary of aviation and the 30th anniversary of Emily Warner's start as an airline pilot.

vi. Start planning now for the 2002 convention in Zurich, Switzerland. Claudia Mattig of Swiss Air made a great presentation on the next convention.

**e. Human Resources – Terri Bartolero**

- i. Member requests for information on nanny, healthcare services, etc. has significantly increased. A volunteer is needed to assist with collecting information and getting it posted to the website.

**f. Newsletter – Thyra Stevenson**

- i. A volunteer for editor of the newsletter is urgently needed. Please contact Thyra for additional information and or names.
- ii. Keep on sending information of interest to ISA members.

**g. Corporate Communications (via written report) – Evelyne Tinkl**

- i. Due to the size and complexity of managing ISA, Evelyne has requested that the board look into some sort of outsourcing for some functions such as book keeping, member renewals, and convention planning.
- ii. Fundraiser Report: 160 solicitations were made, but only 7 donations were received.
- iii. Steve Ward, author of his first book *Haunting of a Sky Warrior*, donated two copies for the silent auction and another for the raffle.

*(Continued on page 42)*

*(BOD Meeting Minutes, continued from page 40)*

- i. The Peer Intervention Program was emphasized as an effective means of assisting pilots with substance abuse problems and is recommended as more effective than random testing.
  - ii. Liz unable to attend the Bahamas meeting.
- 2. International Fund – Donna Beering**
- i. Donna will establish a more usable set of guidelines concerning the operation of the fund, criteria for aiding international members, and level of funds needed.
  - ii. The name will be changed to "International Assistance Fund".
  - iii. Applicants requesting assistance will need to submit their request so that it can be approved at least six weeks ahead of the scheduled event.

**D. Unfinished Business**

**1. Associate Membership**

i. This membership category has been previously discussed, with the general consensus being that it would be of benefit to ISA. Such a category would not confer the privileges of voting or participating in any official capacity. This category of membership is to provide financial and or logistical support to ISA.

**2. Beryl Markham Memorial Fund**

i. The article by Susan Gillett in the April newsletter was referenced. We are at the halfway point of raising the \$10,000.00 needed for making the mold. Members are encouraged to contribute to this important project.

**3. Change of membership proposal.**

- i. Several changes have been proposed, such as increasing the GW of the aircraft flown, whether or not the member has to have flown that aircraft vs. that it be operated by the company, and that airline is a FAR Part 121 or equivalent international company. The proposal as submitted did not address specific sections of the bylaws. The board recommended that the proposal be rewritten in specific language for inclusion in a newsletter so that the entire membership could read the specifics, then vote. The ballot would be a part of the newsletter and be mailed to the ISA Secretary for tabulation.
  - ii. Any change of membership criteria would not affect any present member (Grandmother clause).
- 4. Partial Reimbursement for Board Member Expenses**
- i. It was decided that convention registration for current BOD members will be waived provided there are sufficient funds left in the convention account after all other expenses are paid..
  - ii. Reimbursement for hotel expenses incurred while attending BOD meeting will be at 50% for one night.

**E. New Business**

**1. Funding of ISA booth at the WIA convention.**

- i. Since the ISA booth at WIA conventions has been paying for itself through member recruitment and fund raising. Additional funds for operating the booth were approved.
2. Establish the status of ISA legal services
- i. Liz will check with Nancy Novaes concerning

- what Silvia Paoli does for ISA in the way of legal representation. This is important in light of the hotel attrition clause problems that have occurred with our '01 convention.
- ii. Liz will write a letter to the Alyeska Resort management stating that ISA holds no ill will toward the resort concerning service problems.
- 3. Outsourcing of Administrative Functions**
- i. Membership has reached a point where assistance in such functions as membership data base maintenance, membership renewal invoicing, treasury book keeping functions, newsletter, and convention planning. Wide participation from members has been lacking due to a number of factors. Airline pilots are inherently busy and have limited time for time consuming volunteer activities.
  - ii. Other alternatives were also discussed. ISA could become a social organization, leaving scholarship to WIA, merge with WIA, or continue to grow in the present mode. In any event it's felt that it's time to explore where and what our membership wants ISA to be. This is a process that will take time and with full participation by members.
- 4. Change of Board Members (effective May 15<sup>th</sup>)**
- i. Evelyne Tinkl: ISA Chair.
  - ii. Terri Bartolero: ISA Vice Chair.
  - iii. Melissa Brumby: Treasurer.

**F. Meeting Adjournment**

1. The meeting was adjourned at 1830 hours. ➔

iv. ISA members are encouraged to assist Rita Unruh by participating in a time management survey which will identify areas where women need help, develop strategies for time management, and increased their ability to have more time for personal use.

h. Scholarship (Financial) – Luan Meredith  
We have 21 new applications for financial this year and 21 for airline. That is 84 interviews needed. Any help from the BOD in getting people to sign up for interviews would be greatly appreciated. Special efforts for the one in India would really help.

I need to know from Janet what our total funds available for Scholarship are for this year. Requests for financial total over \$100,000. Obviously we won't be able to give that much... Of the 21 financial applications I have, one looks like it will be unacceptable as the lady is requesting funds from us to support her while she takes time off work to go get a CL65 type rating scholarship from somewhere else! In fact, if someone would be kind enough to remove her name from our sign-up sheets for me I would really appreciate it. Her name is Kristin McMahon. Linda Wright is spearheading the selection committee this year, as well as filling in for me.

Cage Consulting at WIA and is giving up another consulting package.  
I expect to get two or more subscriptions from Kit Darby again this year  
And the annual Grace Harris funds should be coming soon.

i. Scholarship (Airline) – Keith Johnson  
The best news is that we already have firm commitments from ALL of last year's Airline Scholarship sponsors to continue their sponsorship for 2001! At this time last year, we did not receive final confirmation from **American Airlines** until the evening before our business meeting in Costa Rica. American donated \$10,000. to purchase a B-737 type rating at an off-site training facility. I subsequently negotiated the best deal with **Flight Safety/Boeing** to match American's donation, by purchasing one B-737 rating and receiving a second B-737 rating from Flight Safety/Boeing as a donation. This donation came with the stipulation that both Type rating winners train together as a crew. This transaction was not completed until the day after the Selection Committee had already chosen the scholarship winners. I had to quickly reconvene the committee of **Kathryn Bustle, Ginger Cutter and Linda Morley-Wells** to add the additional scholarship. **Shannan Baldrige, Flight Safety/Boeing** winner and **Kassandra Cassano**, American Airlines winner, walked away with brand new B-737 type rating certificates in their pockets on March 23, 2001. I received a very excited phone message on my cell phone during the Women in Aviation conference in Reno to tell me the good news. I sought out **Captain Bob Kudwa**, Vice President of Flight Operations, American Airlines at the American Airlines booth at the WIA conference the next day to relate the news and thank him for this opportunity. He assured me that American would renew their scholarship for 2001. When I spoke with **Marsha Bell**, Director of Marketing, Flight Safety/Boeing to convey the news about our desire to purchase

another B-737 Type rating for 2001, she agreed to renew their matching donation of a second B-737 rating. Life is good!!

In the meantime, **Karen Bland**, our longest serving ISA liaison, was busy educating **Captain Brad Thomann**, the new Director of Flight Training, United Airlines. After Karen's detailed presentation of the ISA + 21 Airline Scholarship program, Captain Thomann wholeheartedly endorsed our program and agreed to renew the sponsorship by **United Airlines** of two Type ratings for 2001! This was great news from our premier sponsor. United Airlines was the first airline to donate Type Ratings to ISA + 21 in 1994, which initiated our Airline Scholarship program. Before that time, we only offered Financial Scholarships funded by our Silent Auction and membership donations. I want to thank Karen Bland for her successful efforts to perpetuate our long-standing partnership with United Airlines. **Katherine Wallace**, 2000 United Airlines winner, will begin her B-727 training at United on June 1, 2001.

**Federal Express** delivered a wonderful package to our Scholarship committee this year. They have generously offered us a Flight Engineer rating for the sixth year in a row. In addition, they are donating \$5000. to our Scholarship Fund. This is the best kind of surprise package!! Our sincere thanks to **Federal Express** and to **Penny Price and Valerie Thal-Slocum** for negotiating this additional donation! Penny and Valerie served as ISA liaisons at Federal Express this past year and assisted **Dimi Dimitrova**, Flight Engineer scholarship winner, with her successful training experience, which was completed in January, 2001. Both are a wonderful asset to our Scholarship efforts.

I have received and processed 21 applications for our Airline Scholarships in 2001. Their names are listed in the Scholarship Interview sign-up book, which is being circulated by **Strike Fongeaillaz**. I appreciate the time that Strike is spending to recruit interviewers for this year's group of applicants. We will need a total of 42 interviewers for our Airline Scholarship applicants. Please seek out Strike and assist our committee by volunteering to interview one of our applicants. Please consider traveling to a city where you may have friends or relatives to visit, if there is no scholarship applicant from your hometown. You can combine a visit with Mom while you're in town completing a scholarship interview! You may also recognize a city in which you frequently layover during trips. Perhaps you could conduct an interview during a layover. It only takes an hour or two. Thanks so much for all of your help! I could not administer this program without the efforts of so many ISA member interviewers. **Kathy Garske, Donata Hunt and Pam Mahonchak** will be convening in August in Denver to select this year's winners of the Airline Scholarships. I want to thank them in advance for their offer to serve on the Selection committee.

Reading through the essays of this year's scholarship applications reinforced the fact that so many of our applicants hear about our scholarships at the annual Women in Aviation conference. The remainder of our applicants learn about it from our website, thanks to the ongoing efforts of our Webmaster, **Thyra Stevenson**, and referrals from

ISA members. **Tracy Leonard** did an outstanding job in Reno, NV on March 22 – 24, 2001 of coordinating the ISA + 21 booth! Our booth was well-staffed and many of the scholarship applicants commented about the enthusiasm and helpful advice they received from our members who worked at the booth. This is a great effort by our organization to reach out to the women who will become our future members. Thanks to all of you who helped us out in Reno. Tracy has already generously offered to chair the ISA booth at the 2002 Women in Aviation conference in Nashville on March 13 – 15, 2002. Please consider joining us there for this successful mentoring experience. It is very rewarding to talk with these aspiring women pilots and remember back when you were in their shoes!

#### C. Standing Committee Reports

##### a. IFALPA – Liz Jennings Clark

i. The Peer Intervention Program was emphasized as an effective means of assisting pilots with substance abuse problems and is recommended as more effective than random testing.

ii. Liz is unable to attend the Bahamas meeting.

##### b. Web Site – Thyra Stevenson

i. Please send interesting photos of the convention for posting on the website.

ii. The website will remain the same for the time being. To visit the member's only area, use your member number. Security is being improved. No private information is posted.

iii. During Feb, Mar, and Apr. there were:

1. 14,000 downloads
2. 3500 *Tips* booklet downloads
3. 600 Feb newsletters (in color)
4. 600 for Jean Haley Harper's article
5. 300 convention packets
6. 200 ISA store forms
7. Viewer referrals – 13% were '99 members, 17% WIA

8. Domains: dot com/nets were highest

9. Military/DOD visits (secret but numerous)

iv. HUPER information is being loaded. Please check information for your company.

##### c. FIRS Project – Thyra Stevenson

i. No report

##### d. Gender Issues – Nancy Novaes

i. No report. Nancy was ill and unable to attend.

##### e. ISA Store – Carol Cansdale

i. ISA logo: Show it as it provides needed visibility and publicity.

ii. ISA Videos: It's suggested that members purchase a copy for showing at local schools, clubs, etc.

iii. New products: ideas for additional items are needed. Each item must be purchased in 100 quantity batches. The money goes to the ISA general fund.

##### f. Int'l Fund Report – Donna Beering

i. Donna will establish a more usable set of guidelines concerning the operation of the fund, criteria for aiding international members, and level of funds needed.

ii. The name will be changed to "International Assistance Fund".

iii. Applicants requesting assistance will need to submit their request so that it can be approved at least six weeks ahead of the scheduled event.

##### g. Captain's Club – Cammy McHenry

i. Eight new Captains were inducted:

(Continued on page 43)

D. Unfinished Business

a. Associate Membership

i. This membership category has been previously discussed, with the general consensus being that it would be of benefit to ISA. Such a category would not confer the privileges of voting or participating in any official capacity. This category of membership is to provide financial and or logistical support to ISA.

2. Beryl Markham Memorial Fund

i. The article by Susan Gillett in the April newsletter was referenced. We are at the halfway point of raising the \$10,000.00 needed for making the mold. Members are encouraged to contribute to this important project.  
ii. The artist is getting along in age so it is imperative that the remaining funds be raised in the near future. The memorial is to be located in Nova Scotia, where Beryl Markham crash landed.  
iii. A contact in Canada is needed to assist with this project.

E. New Business

a. Professional Administration:

i. Due to the size and complexity of managing ISA,

Evelyne has requested that the board look into some sort of outsourcing for some functions such as book keeping, member renewals, and convention planning. This would permit ISA leadership to concentrate on fundraising for scholarships, promoting and educating about women in airline jobs, and having fun.  
b. Change of membership proposal.  
iv. Several changes have been proposed, such as increasing the GW of the aircraft flown, whether or not the member has to have flown that aircraft vs. that it be operated by the company, and that airline is a FAR Part 121 or equivalent international company. The proposal as submitted did not address specific sections of the bylaws. The board recommended that the proposal be rewritten in specific language for inclusion in a newsletter so that the entire membership could read the specifics, then vote. The ballot would be a part of the newsletter and be mailed to the ISA Secretary for tabulation.  
v. Any change of membership criteria would not affect any present member (Grandmother clause).

b. BOD Advisory Committee

i. Lori Cline proposed setting up a three to five

member advisory board to assist the BOD on matters of member concern/issues.

F. Board of Directors Election

a. Outgoing Directors – Liz Jennings Clark and Janet Coté

b. Incoming Directors – Evelyne Tinkl (Chair), Terri Bartolero (Vice Chair),

c. Melissa Brumby (Treas.), Tiffany Vlasak (Education). New members of the board were approved by a majority voice vote.

G. Membership Issues

a. It is agreed that children are welcome at ISA conventions

b. The silent auction was a success, but let's make it better next year.

H. Announcements

I. Meeting Adjournment →



## Annual 'Official' Convention Photo

Photos by Convention photographer Charlee at the 2001 Alaska Convention are still available for ordering. All the photos are wonderful!

The 8 X 10 view, with "ISA+21 23rd Reunion - 2001" printed on photo, is \$20. Airline-specific group photos, \$20 ea.

To order, contact:  
Charlee's Photography  
4222 London Circle  
Anchorage, AK 99504  
(907) 337-0698  
(907) 333-5359 (fax)  
email: charlee@gci.net →





# Attention ISA Members

Take Charge  
of Your Financial Future  
Today

Constant changes in tax laws and your pilots' contract may have a significant impact on your financial, retirement and estate planning.

Katherine R. Morris, CFP, has represented American Express Financial Advisors as a contributor on Microsoft Money, TheStreet.com, MoneyCentralRadio, and is a financial advisor for active and retired pilots.

**Issues to consider:**

- Tax savings strategies
- Retirement planning
- Estate planning options
- Reviewing your employee benefits: Pension, 401k, L.O.L.
- Evaluating the return on your savings & investments
- Financial college education



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

American Express Financial Advisors  
5700 Corporate Dr. Ste 650  
Pittsburgh, PA 15237  
Advisor licensed to conduct business in the following states only: AZ, CA, CO, FL, KY, MI, NC, NH, OH, PA, TN, VA, WA, WV →



## Diversification is Key to Managing Investment Risk

by Katherine Morris

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



Portfolio diversification has long been recommended as a key strategy for managing investment risk. And with the global economic uncertainty and market volatility that has continued through recent months, such advice makes even more sense.

Diversification reduces your exposure to and dependence on any one investment. By spreading your investments across stocks, bonds and cash, for example, your portfolio may be less affected by market drops than if you hold only one type of security. It can also increase your portfolio's return over time. Historically, a mix of stocks, bonds and cash have provided higher returns over the long-term than bond-only or a stock-only portfolios.

**Many ways to diversify.** While most investors can benefit from diversification, how you divide your money depends largely on your financial objectives, time frame and risk tolerance. If you haven't analyzed your investment mix recently, consider meeting with a knowledgeable financial advisor to review your situation and determine a suitable asset allocation.

Once you've assessed your financial needs, you'll first want to select major asset types and the percentage each should represent in your portfolio. A diversified portfolio is generally spread across assets such as stocks, bonds and cash investments like money market funds. Some investors spread their holding even further by including precious metals (such as gold and silver) or real estate. If you're considering adding real estate to your portfolio, don't forget you may already have a large exposure to this asset through ownership of your home.

After dividing your investments among major assets, you can diversify further within each type. For example, within stocks you can diversify by:

- **Company size.** Large-and small-company stocks or mutual funds comprised of large or small company stocks may react differently to market changes, which makes diversification between the two beneficial for many investors. Stocks of small or emerging companies may grow faster than stocks of large, established companies, but they also may be more volatile. In addition, stocks that react opposite each other may provide your portfolio with a hedge against market corrections.
- **Industry group.** Spreading your equity investments across several stocks in different industries can help cushion the effect of a downturn in any one industry included in your portfolio. If you're

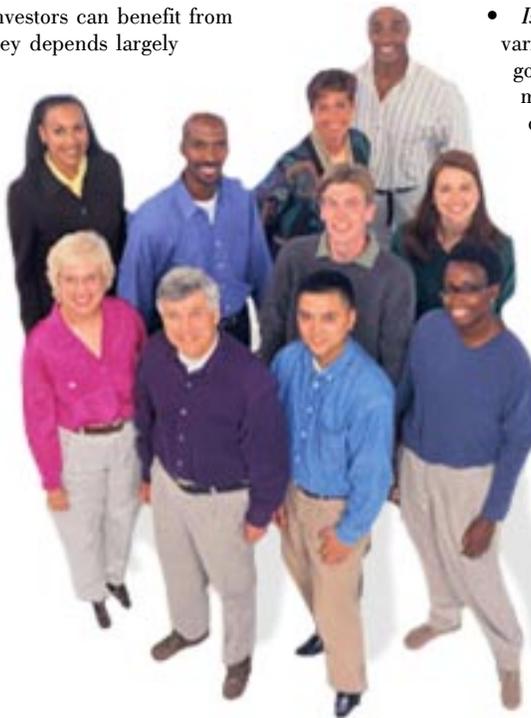
investing in a stock mutual fund, thoroughly review the fund's prospectus and annual report to ensure the fund's portfolio is diversified among many different companies and industries.

- **Nationality.** Much of stock value worldwide is from foreign companies in developing or emerging markets. Over periods spanning several years, these international markets have behaved differently than U.S. markets, providing effective diversification.

In addition to stock markets, bond markets also offer an array of choices through which you can further diversify your portfolio. It is important to distinguish bonds and bond funds by such factors as:

- **Issuer and credit rating.** There are a wide variety of U. S. bond issuers, from the U.S. government and its agencies to states, municipalities and corporations. Each bond or the funds that invest in them have different credit ratings, yields and risk/volatility characteristics. Depending on your financial objectives, it may make sense to diversify among different types of bond issues or funds.
- **Maturity length.** Bonds are offered in a range of maturity lengths (or average maturity length for bond funds). Because it is difficult to predict future interest rate changes, it may be prudent to diversify your bond holdings among several different maturities. It is important to note that longer maturities generally make a bond or bond fund more price-sensitive to interest rate movements.
- **Nationality.** Like stocks, bonds also are available from issuers and markets around the world. International bonds are available in a variety of mutual funds that usually focus either on debt of developed countries or on emerging markets. However, these bonds and funds are subject to more risks than their domestic counterparts.

- Although there are many ways to diversify your investment portfolio, your strategy need not be complicated. Your financial advisor can help you sort through your choices and assemble a portfolio that will help you achieve your financial objectives.



Katherine Morris is a Certified Financial Planner and can be reached at 1-800-300-5678. This article is for information only and is not produced by ISA. ✈

## ◆ THE ISA STORE ◆

### The ISA Store

by Carol Cansdale



*Wearing the 2001 Convention T-Shirt, Carol shows ISA Store merchandise at Convention 2001, Girdwood, Alaska. See p. 47 for her special Store Challenge!*

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

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

### 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. FREE SHIPPING. See p. 47. \$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.

See p. 47 for new items

### Two New Items Introduced in Alaska: One, 'The Pen', was the 'Buzz' of the Convention!



(example of a lighted pen)

#### ISA Key Ring



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



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



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



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.

### 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

#### Pen Light Key Ring with Safety Whistle



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

\$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. Available ONLY in Small or Medium. Sorry, we are out of Large and X-Large. \$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.

### Sales at the Alaska Convention were Strong.

A big Thank You to all who patronize 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.

Please make checks payable to ISA +21.  
email: [carolcansdale@cs.com](mailto:carolcansdale@cs.com)

See the ISA Store  
Order Form,  
p. 26 and p.47



# Shop Online www.iswap.org



Here is a thumbnail view of the store webpage

## ISA Board of Directors Quarterly Meeting August 14-15, 2001



Philadelphia, PA  
All ISA members welcome!  
Contact a Board Member for details

### ISA Store Order Form

Date \_\_\_\_\_  
Name \_\_\_\_\_ Phone \_\_\_\_\_  
Address, City, State, Zip, Country \_\_\_\_\_  
Email address \_\_\_\_\_

#### Please send the following ISA items:

	Price	Quantity	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	\$6.00	_____	\$ _____
Notecards & Envelopes	\$5.00/15	_____	\$ _____
Notepads	\$2.00	_____	\$ _____
Penlight w/Safety Whistle	\$6.00	_____	\$ _____
Thermal Travelers Mug	\$10.00	_____	\$ _____
Video (15 min.:history of women airline pilots)	\$22.00	_____	\$ _____

#### ISA Clothing:

	Color/Size		
ISA Logo Polo Shirt (white or navy in S or M only. Sorry, no L or XL left)	_____	\$27.00	\$ _____
<b>New:</b> Buzz Pen 		\$ 6.00	\$ _____
ISA Logo T-Shirt (M, L and X-L)	_____	\$15.00	\$ _____

**Shipping Cost:**  
Based on Sub-total order amount:  
• Up to \$20.00, add \$4.00.  
• \$20.01 and over, add \$6.00.

**SUB-TOTAL** \$ \_\_\_\_\_  
**SHIPPING** \$ \_\_\_\_\_  
**TOTAL** \$ \_\_\_\_\_

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

## Need an Excellent Tax Deduction? Take the ISA Store 'Videotape Challenge'

by Carol Cansdale

It's graduation time and many young women are making career choices. The ISA Video is an ideal vehicle to introduce young women to an airline pilot career. Now is an ideal time to purchase an ISA Video for donation to your high school, college or local library.

In case you haven't seen the video, it's a 15 minute presentation featuring women airline pilots, including many of our members. With plenty of photos and footage from years gone by, it is excellent for showing to student groups or job fairs.

I challenge each and every one of you to purchase an ISA Video and donate it to your high school, or give as a gift to a graduating senior. Think of the eyes you'll open as a result! And it's totally tax-deductible as a charitable contribution!

As a special promotion, the ISA Store is offering FREE SHIPPING on the videos for the next year. Buy one now and take advantage of this unique opportunity! Only \$22.00pp. To order, see ISA Store Order form.

### ISA Store-New Items

#### Buzz pen



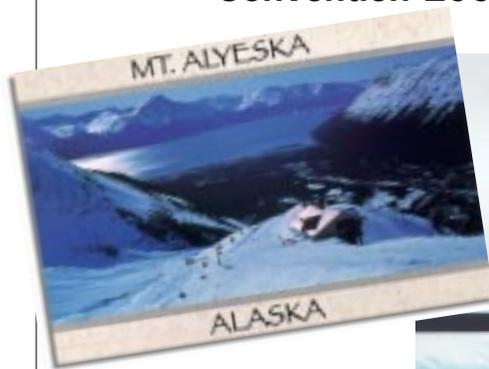
Definitely the hit of the Alaska Convention, it's a ballpoint pen with a built-in red light which illuminates your writing surface. If you do a lot of night flying, this is the pen for you. The light is powered by two replaceable batteries, and is available at the special convention rate of \$6.00. Buy two. Your fellow pilots are going to want one, too!

#### ISA Logo T-Shirt

Made of 100% combed spun cotton, this high-quality t-shirt comes in M, L and XL. It displays the ISA logo on the left front, and is the perfect gift for a fellow ISA member or HALP

See ordering instructions, p. 46. →

## Convention 2001 - Alyeska Resort, Alaska Photos Inside



*ISA members ride the mountain tram to top of Mt. Alyeska for welcome cocktail party sponsored by Alaska Airlines.*



### *ISA News - August 2001*

**Alaska Convention 2001 Photos (Pages 16-23)**

**Members in the Spotlight (Pages 11, 33-35)**

**Special Membership Ballot (Centerfold)**



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Women Airline Pilots**

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