



ISANews

International Society of Women Airline Pilots

November 2003

Scholarships Awarded

Courtesy Of These Proud Sponsors



ISA+21 Board Of Director Positions Open
Apply Now! See Inside!



Important proposed Bylaw change to Membership. See Education and Membership sections for details.

ISA PLANNING CALENDAR

See ISA on the
Web at:
www.iswap.org



November 2003

(3) Board of Directors meeting in Atlanta, GA. All members welcome.
(27) Happy Thanksgiving.

December 2003

(5) WIA scholarship application deadline - www.wai.org
Happy Holidays!



February 2004

(1) Board of Directors Election Nominations close.
(9) Board of Directors meeting Denver, CO.
(9-12) ISA Ski Days, Keystone, Colorado. Contact Cindy Shonk, Krisan Wismer, or Donata Hunt.



March 2004

(11-13) Women in Aviation Conference, Reno, NV.
(15) Board of Directors election mailing.



April 2004



(1) Captain's Club forms due.
(15) Scholarship applications due.
(15) Board of Directors election ballots due.

May 2004

(15) Scholarship notification of eligibility.
(17) Board of Directors meeting - Phoenix, AZ.



(18-20) Annual ISA Convention - Sheraton Wild Horse Pass Resort & Spa. Phoenix, Az.

Next Newsletter Deadline December 1st

The International Society of Women Airline Pilots, founded in 1978, has over 377 members from 61 airlines in 18 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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Board of Directors Reports



Corporate Communications Chair

by Tiana Daugherty

The start of a new term for ISA's Board of Directors began in the beautiful Colorado Rockies. Thanks to Cindy Shonk, Donata Hunt, and Krisan Wismer for opening up their homes and hosting the meeting.

How to keep ISA financially sound and provide a good product to our members is still a primary concern for this Board.

After several false starts, Krisan Wismer published one of the largest, cheapest, and outstanding Newsletters to date. Kinko's seems to be the best combination of service and cost. A new, non-profit bulk mail permit has been acquired.

Membership numbers are still slightly off. There are more members on furlough than at any other time in ISA's 25-year history. You can help by telling others about ISA and getting them to join. Encourage a friend to send in her renewal. Or, you can send in \$20 to help sponsor a member that is on furlough.

ISA's webpage has added a lot of information this past year, due to the efforts of webmaster Julie Derrick and our Scholarship Committee. A calendar of events and contact numbers can be found on the ISA website (www.iswap.org). Even more improvements are on the drawing board.

To help with communication, it is important that each member keeps a current e-mail address on file with ISA. Mass e-mails are an excellent way to disseminate time critical information. E-mails from ISA will be used sparingly.

There are a lot of exciting things planned for the upcoming year, please take the time to note them. 1) Make your hotel reservations for Phoenix. 2) Vote on the by-law change. 3) Apply for an exciting position on the Board of Directors. 4) Volunteer to help at the Women in Aviation Conference. 5) Solicit a donation for the Silent Auction/Raffle. 6) Send in your updated e-mail address. 7) Send a note of thanks or support to one of the Board or Committee members. (Their address can be found on the website.) 8) Visit www.iswap.org and send your ideas and suggestions for changes to the Education Chair, Mary Ana Gilbert. 9) Fly safe and have fun.



Silent Auction / Raffle

As Corporate Communications Chair, I have oversight of the fund-raising committee (which includes all of you). I am asking each of you to take the time during the coming year to keep the fund-raising committee in your thoughts. You can solicit the donation, or send me the information and I will make the contact.

When you have a nice lay-over (OK, I know there are a few nice lay-over hotels out there), find a contact name and number of who can authorize a night or two free. When ordering aviation supplies, travel attire, etc. ask for a donation or the name of the person who handles such requests. Standing in the check-out line at the grocery store, pick up one of the gift cards to Starbucks, Barnes & Noble, etc. and toss it in your basket. Any and everything makes a wonderful donation.

ISA is a non-profit 501(c)(3) corporation. All donations are tax deductible and gladly accepted. The funds raised support our Scholarship Program. Thank you in advance for your assistance.



ISA News Letter Editor

by Krisan Wismer

Welcome to the November 2003 Newsletter! Highlights of this newsletter are:

- *Scholarship Awards
- *The Bylaw Proposal Change (You need to vote so ISA can realign the date for dues collection.)
- *Board of Directors Nominations (Be sure you peruse the descriptions of the six Board Of Directors positions on page 14).

I am finally getting the newsletter costs under control. I was able to get a tax-exempt bulk mail rate permit that will save us as much as nine cents an issue to send. Kinko's had a great turn around time for the newsletter and with the help of some friends and family I was able to get the newsletters bundled up for the bulk mail division of the local post office. Some of you got your newsletters by the end of the first week of mailing. I was able to cut the cost of the newsletter in half this time.

Amy Jayo has gotten all of the ISA+21 Newsletters on CD from 1978 until the present. She hopes to have these available at the Phoenix Convention for sale in order to raise money for the ISA+21 General Fund. Thanks for the great job, Amy.

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Board of Directors Reports

(continued from page 3)

Captain Amy Maddox has given us another great "CrossWinds" puzzle on page 22.

Jim Ernst wrote another interesting article from his perspective about the ISA+21 Bike Days on page 24. Don't forget to mark your February calendar for the ISA+21 Ski Days! You can find details in this newsletter.

Check out Connie Tobias in the Bleriot at the Dayton Air Show on page 20.

Be sure and mark your May 2004 calendar for the Phoenix Convention! See details in the Convention article by Donata on page 16.

I hope you enjoy this newsletter and let me know what future articles that you would like to see. I wish you all a great Holiday Season!



Education by Mary Ana Gilbert

Proposed Bylaw Changes

Last winter, the board proposed that our membership year be based on the year ending in May instead of December. It is time to vote on the changes. Again, here is a reminder of why we feel these bylaw changes are appropriate.

1. Members naturally start thinking ISA in the spring while planning to attend the annual convention, not at the busiest time of the year - December. We could add a membership renewal line to our convention registration form as an additional reminder and hopefully, minimize the mailing costs of newsletter inserts and late notices.

2. At present, international members can renew as late as the convention. Keeping track of who has renewed, who is due, and when it's due has been an accounting nightmare for both the Membership Chair and Treasurer.

3. Our membership roster would be timely and accurate. As required in the bylaws, it should be based on our database on Dec 31st and published in February. Both late renewals and differing renewal time lines make this a challenge.

4. The roster's list of Board of Directors (BOD) would also be simplified and complete. Since at the time of printing, we don't have a seated BOD for the following year, this section of the roster is rarely correct except during the first five months of any year.

So in order to streamline this portion of our operation, we are proposing to change the bylaws to read as follows:

* Article V - Membership, Section 1, D. Membership renewal is by paying dues annually as prescribed in the standing rules. If a member does not renew, she shall be dropped from the annual Membership Roster.

* Article X - Membership Roster, Section 1. The Membership Roster is compiled from the names received by the Membership Chair on or before the end of the annual renewal period. It is then printed and distributed to all members within two calendar months.

We understand that the change in our renewal year will have a significant impact on our annual operating budget. If passed, it will be instituted in May 2004, effectively moving the renewal date back five months. To help defray the projected operating budget shortfall, we will be

asking for a donation of \$25 per active membership renewal and \$10 per inactive (furloughed) membership renewal. Please participate in this voluntary donation drive.

Remember, this change in Bylaws requires that 2/3 of our voting membership approves of its implementation. The BOD encourages you to participate and vote in favor of this amendment. Ballots must be postmarked by **December 1, 2003**. International members may vote via email as long as they are submitted under the email address as published in the Membership Roster. Please take the time to vote. As always, thank you for your participation.



Membership by Danielle Cassell

I had a great time while attending ISA Bike Days in August. I enjoyed meeting the other members of the board and biking in Colorado. The weather was perfect and the scenery was beautiful. I'm sorry more members couldn't be there.

At the board meeting, a suggestion from last winter was made regarding Membership. The board would like to change the deadline for dues to May 31. We currently allow international members to renew at the convention which is always in May. Since we need to wait until that time for these members, we haven't been getting the membership directories out until mid year. Therefore, it makes more sense to choose one date that will work for both domestic and international members. If passed, the new membership year will become June 1 through May

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Board of Directors Reports

(continued from page 4)

31. Dues will be due every year on May 31, for the following year. This will allow us to get the Membership Directory out every year in early July. Since this requires changing the bylaws we are required to have a membership vote. Please be sure to look for the proposal for the bylaw change in this newsletter and vote. If this change passes you will not have to pay dues until May 31, 2004. At that time we will ask our membership for a minimum donation of \$25 for active or \$10 for inactive members in order to prevent incurring a financial dilemma. We have been on a tight budget due to reduced membership and our increased number of inactive members.

Another issue that came up regarding Membership has to do with email. I'd like to remind everyone to supply us with an email address. We currently have email addresses for the majority of our members, but we would like to get addresses from everyone who has an email account. We'd like to be able to send out renewal reminders and other ISA information via email to help save on costs. Just as with your other personal data it will be for our use exclusively. We will not publish this information except in the Membership Directory and its revisions.

Finally, since my last article I'm happy to report that our membership numbers have improved. After locating some of our lost members and gaining a few new ones we now have 377 current members. By now you should have received your 2003 Membership Directory, if you haven't please let me know. For members that joined or renewed after the directory deadline your name will be listed below and we will have you in a directory revision insert in our next newsletter. Please welcome our new and returning members.

New Members

- Heath Sheehan
Northwest Airlines B-727 SO
furloughed
DOH 10-00
- Bonny Simi
United Airlines B-737 CAP
DOH 11-5-90
- Nicole Christoffer
Continental Airlines B-737 FO
DOH 11-5-97
- Sara Wastvedt
Federal Express A-320 FO
- Tara Pratz
TWA/American Airlines DC-9
FO furloughed
DOH 9-24-00

Returning Member

- Jill Newby
United Airlines B-767 CAP
DOH 6-30-85
- Viki Wade
Federal Express A-300 FO
DOH 4-19-95
- Trina Kokenge
Northwest Airlines B-757 FO
furloughed
DOH 8-1-99
- Diane Walker
United Airlines B-737 CAP
DOH 4-22-91
- Deborah Lawrie
KLM Ctiyhopper F-70 CAP
DOH 1-11-93
- Helena Reidemar-Sutherland
Northwest Airlines DC-9 FO
DOH 7-6-98
- Kelli Robison
American Airlines MD-80 FO
DOH 3-17-97
- Kristin Koehnen
UPS B-757 FO
DOH 12-4-94
- Donna Miller
American Airlines B-737 FO
furloughed
DOH 6-18-01

Laura Takacs
US Airways B-737 FO
furloughed
DOH 8-31-99

Stacy Moore
Delta Airlines B-737 FO
furloughed
DOH 11-6-00

Michelle Baird
US Airways A-320 FO
furloughed
DOH 3-1-99

Judy Holly
Southwest Airlines B-737 CAP
DOH 3-30-89

Treasurer's Report

by Melissa Brumby



Budget Update:

Due to problems with Travel Soft processing membership income, we have received many late renewals. This additional income brings the total for the year to \$15,680. That is \$4,000 under budget but with the tireless efforts of each committee to cut costs we will cover all our expenses this year.

Scholarship Update:

With the additional membership income comes contributions to Scholarship. That plus some last minute donations brought the amount for scholarship distribution this year to \$16,575.

Current Account Balances:	
(as of August 1, 2003)	
Bank of America	
Business Checking	
(General Acct.):	\$18,479
*Money Fund:	<u>\$31,193</u>
	\$49,672
Paine Webber	
Cash Fund:	\$ 16,043
Investments:	<u>\$152,944</u>
(investment value Aug 1st, 2003)	\$168,987
Total ISA Assets:	\$218,659

SCHOLARSHIP AWARDS



Scholarship
by Rebecca Fisher

I am honored to be in the position of acknowledging those who made the 2003 Scholarship season a success. Warm gratitude goes to our loyal sponsors, UPS and the Grace Harris Foundation, who donated \$5,000.00 and \$10,000.00 respectively. Errol Sewell of ATP, Inc, for the donation of two ATP packages, Cheryl Cage for her generous donation of a comprehensive Consulting Package, and Jerry Dilk of Westwind School of Aeronautics for coordinating the donation of a \$4,500.00 multi-engine training course, complete with lodging. Thank you to Keith Johnson, our Scholarship Angels, and each member for her dues contribution. Member giving totaled \$5,488.00. Half was made available for 2003. The Silent Auction run by Tiana Daugherty generated \$1,153.00. In total, ISA had \$14,575.00 to give away, and we disbursed all but seventy-five cents. (We were unable to award the \$2,000 North Carolina Scholarship this year because of the lack of qualified applicants.)

My heartfelt thanks to the following members who donated their time and experience as airline pilots to interview the 2003 applicants. I appreciate the seriousness and professionalism you each brought to your task. You are all an intrinsic part of the ISA Scholarship program and without you, it would simply fail.

Cindy Mandel, Linda Sartnurak, Debbie McEndree, Julie Chapeau, who was injured and at the last minute coordinated her replacement, Becky Howell (who stepped in at the last minute), Jan Mathews, Rosella Bjornson who did two, Amy Jayo, Cindy Allen, Lucy Young, Jessica Brightman, Rebecca Conger and Eva Brock, who went above and beyond to coordinate their interview with a moving target, Becky Howell (again), Barbara Harper, Jane Saddler, Susi Fischbacher, Jessica Stearns, Mary Lee, Shannon Jipsen, Cidney Ferguson (how did you manage three?), Nancy Lemmon and Saudamini Deshmukh, who teamed again for two India interviews in Bombay, Tracy Leonard, Luan Meredith, Judith Lee, Kathleen Malone, Margaret Flynn, Michelle Carter, Bev Sinclair, Valerie Scott, Terri Hull, Cindy Rucker, who was heroic in her problem solving efforts, Keith Johnson, Val Thal-Slocum, Janet Patton, Stacy Moore, Mary Bardon, Cyd Fougner, Cammy McHenry, Susan Baily-Schmidt, Karen Ruth who had to cancel and Jan Anderson who stepped in for her, Jeanne Flannigan, Karen DeRam, Christine Oliver, Sandy Wiederkehr (always appreciate a Charter Member), Paula Vail, Kathy Hansen, Carol Cansdale, Patty Tomich, Deborah Waingrow and Celine Walker, who ended up not interviewing but extended herself in every way possible.

Gail Jones and Terri Bartelero volunteered to be on the Selection Committee along with myself. Gail is a past Scholarship Chair and this was her fourth turn involved in Selection Committee. We invaded her house for two days and nights while her husband generously played full-time parent. Terri and I especially appreciated the escape from our crash pads as Gail supplied tasty treats from her international layovers. Despite the fun, it was also hard work. My sincere thanks to a committed team who took their task to heart, and made difficult decisions with thoughtful deliberation.

Finally, I want to give my appreciation to Sharon Maddock and Keith Johnson. Sharon received the final five applications while I was stuck in Alaska with a broken foot. She sorted through unfamiliar boxes to package and mail forms, and she and her parents rescued the returned assessments from the weather-soaked porch over the course of two months. Keith located interviewers for the final five, probably the hardest to come by since most who wanted to participate had already volunteered. She stayed on the task as interviewers dropped out and changed locations. Her efforts on behalf of one applicant in particular were simply extraordinary. Best of all, Keith coordinated a fund-raising effort by renting a cart and selling ice cream at an air show. That effort resulted in one additional scholarship being awarded at the last minute. I am very grateful she continues to donate her considerable energy to the Scholarship program.

Financial Scholarship Recipients

I would like to introduce you to the 2003 Scholarship Winners (following pages). Trying to capture these fine women in a short synopsis was tough. Their stories are truly inspiring and I feel lucky to have gotten to know them a bit through their writing and interviews. There is much more to these gals than what I've provided, but I believe you'll all have the chance to meet them personally when they become members of ISA.

Board of Directors Reports



**Kelly Jamieson
Grace McAdams
Harris Scholarship**

Kelly participated in an elite Aviation Management program offered by the Winnipeg Flying Club and a local college. Out of 25 pilots, she was one of only seven to complete the program, thus far the first and only woman in Canada. Her top-notch letters of recommendation include accolades from her Chief CFI, Asst. Chief CFI, and even the Designated Examiner with whom she tested. Throughout, she has distinguished herself with dedication, technical skill, passion for learning, compassion for others and professionalism. I spoke to the Winnipeg Flying Club, a non-profit enterprise, and they agreed to a significant reduction in Kelly's costs and offered their intention to hire her as soon as she completes her ISA funded CFI. Kelly will be an excellent representative for women aviators as she advances in her career.



**Lara Zook
Holly Mullins
Scholarship**

Lara is a single and singularly impressive mother of two. Although she lacks financial backing, she is following a high school dream to be an airline pilot. When her oldest was born, she took him up on flight lessons to cut down on childcare expenses. After her divorce, she landed a good, stable job outside of aviation (still managing to fit in a part time job flying jumpers). Six months later, she was laid off. She turned to flight instructing and when the recall eventually came, Lara took a huge risk, declining the recall in favor of a Chief CFI position. Her focus, determination and willingness to bet on herself are traits that will take her far. Combined with her reputation for consistently going the extra mile for others, she is a winning bet for ISA as well. We'll be providing her ATP through **ATP, Inc.**

“...There I was, safely guiding airplanes to the threshold with my awe, so amazed with the beauty of a perfectly configured aircraft in the transition to landing. To this day, the flutter of excitement in my stomach reminds me of how much I love what I am doing, and how much I look forward to where it will take me in the years to come.” Excerpt for Kelly Jamieson's scholarship essay.



**Sheila Mabbitt
Fiorenza de Bernardi
Merit Scholarship**

Sheila doesn't wait for dreams, she makes them happen. Currently a flight attendant for American Airlines, she is completing her Aviation Science degree online while on layovers. Days off, she flies a C-172 for pipeline patrol, flies charters for a local FBO, and teaches motorcycle riding, all while working on her own ratings. Since getting her private license 16 months ago, she's logged over 600 hours. Her summer goal of obtaining her CFI was met in August and she was offered a job before the ride was even complete. With ISA's help, her CFII/MEI will be next. She has encountered her share of personal adversity, but admirably used it to solidify her goals. Once she set her sights on the front of the jet, she just hasn't looked back.



**Amrita Periera
Merit Scholarship**

Amrita continues to impress us with her dedication to flying. She now meets the requirements for hire in India, but is instead learning patience with their hiring system. She works as a ground instructor, and lives on about \$100USD/month. ISA funding will help offset the \$7700.00 cost of her CFI/MEI. We know Amrita has what it takes to see her career through. She has even extracted a promise from her parents to not broach the subject of marriage until she finds success as a pilot! We can all look forward to celebrating her inevitable ISA membership.

Board of Directors Reports



Jeanne Deaver
Merit Scholarship

Jeanne holds a B.S. in Mechanical Engineering and gave up a job at Boeing to pursue her airline dreams. Several years later, she is the Chief CFI at Galvin Flying in Seattle, a position she obtained as a result of her exemplary professionalism despite having relatively low time when hired. Her reputation is based on consistently extending herself for others, often putting the success of her students ahead of herself. In addition to her full time job, she mentors local high school students and donates her instruction to reward volunteer interns. We believe her continued dedication will serve ISA in the future, and an ATP scholarship will help her move into the next phase of her career.



Miranda Hill
Merit Scholarship

Miranda has known she wanted to be a pilot since she was three, but she sidelined her dream briefly to support her husbands' career. When he left, just as she graduated college, it only reinforced her desire to make her own dreams a reality and inspired her to encourage other women to do the same. She holds a B.S. in Aviation Mgmt from Southern Illinois University, where she is Asst. Coach and Co-Captain of the Flying Salukis SIU Precision Flight Team and was honored as the Top Woman Pilot Nationally in 2001. She is past President of her WAI chapter and volunteers her efforts to obtain funding so others can attend the WAIC. She is a full time CFI at SIU. Interestingly, Miranda's high school counselor told her she couldn't be a pilot because she was a girl. We think she has definitively proved him wrong and are happy to help her obtain her MEI.



Emily Leupold
Merit Scholarship

Emily earned her degree in San Diego and trained with Flight Safety until she hit a financial wall. She took a two-year break, moved home temporarily and finally completed her training at American Flyers. Despite being a self-supporting instructor, she signed a contract, which limited her teaching hours in order to fly a Citation on-call. This seemingly crucial opportunity rewarded her with only a few hours per month. After choosing not to renew the contract, you can imagine her elation when Chicago Express hired her a few days ago. When I phoned to notify Emily of ISA's award, she had already walked in the resume of another instructor; 2002 ISA winner Katie Moss. This exemplifies ISA's philosophy of reaching back to help others move forward. The ATP funding Emily received will keep her career progression on track and enable her upgrade to Captain.



Elisabeth Starke
ATP, Inc.
Scholarship

Elisabeth seems to have perfected the art of maximizing her career opportunities. As a Flight Attendant for Air Canada, she sat through their pilot and CRM courses, and towed gliders while on layovers in Germany. She spent her first LOA flying jumpers and towing planes, camping on the airport in a tent to increase her availability. While obtaining her ATPL she networked into her first Pt. 135 job at West Isle Air in Washington and used her ISA funded multi-conversion to obtain her current job with AirPac Airlines. Along the way, she's found opportunities to add ski flying, a float rating and aerobatics to her resume. She's currently a single pilot Captain, flying night freight in light twins over the Cascade Mountains. As a graduate of the University of Toronto, she is well positioned to maximize the ATP opportunity provided by ISA.

Board of Directors Reports



**Martine (Tina) Doty
Cheryl Cage
Scholarship**

Tina has a degree in Finance and Management from the University of Colorado. She is currently a CFI for the flight school where she received her ratings, and was chosen for the Cheryl Cage scholarship because of her extraordinary motivation and high level of professionalism. She also applied for a ME/MEI, but was too motivated to wait for scholarship results. She secured a line of credit and completed both ratings over the summer. Tina's eloquent request for the scholarship shows she is savvy enough to want every advantage in today's market and we're pleased to provide it to her.



**Lisa Cebulla
Westwind School
of Aeronautics
Scholarship**

While working as a nanny, sans car, Lisa used to walk to a train connecting her to a nearby town, where a 20-minute cab ride would deposit her at the airport. In this way it took her two years to obtain her private certificate on good weather weekends. So when Lisa entered Kent State, it's not surprising that she did it with both feet. She is presently working her way through her third year as a part time CFI, Assistant Ops Manager for Kent State Airport, and a Line Service Technician. She is on both the Dean's List and the University flight team. She is a determined goal setter, anxious to mentor others and give back. Lisa was awarded a multi-engine rating provided by Westwind School of Aeronautics.



Airline Scholarship Recipients

by Christine Hilton

This year, 28 women applied for an ISA "Airline Scholarship." The applicants had a wide variety of backgrounds...military, CFIs, regional airline pilots, and pilots furloughed from major airlines. In addition, for what I believe is the first time in our organization's history, we even had ISA members apply.

The Airline Scholarship program sponsors this year include FedEx (two 727 type-ratings), Alaska Airlines/PremAir (two 737 type-ratings), Higher Power Aviation (one SIC course in the 737 simulator), and Pan Am International Flight Academy (\$7000 worth of training towards a type-rating in an aircraft of the recipient's choice).

After completing an extensive application package, each applicant was interviewed by at least one, but in most cases two, ISA members. The interview is similar to one that the applicant would experience when applying for an airline job. The interviewers then evaluate the candidate and submit assessment forms with a critique of the interview. They also decide whether or not to recommend them for a scholarship and if so, which one. The final step is the selection process. Three ISA members form a selection committee, review all the applications and assessments, and determine the winners.

The selection process this year was particularly grueling. Of the 28 applicants, 4 withdrew for various reasons, leaving 24 to choose from. Nearly all of those were not only recommended by their interviewers, but received glowing reviews. After almost 8 hours of debating, reading, reviewing, and discussing, we chose the winners. These women, we think, are deserving, well rounded, exceptional pilots, whose careers will be dramatically influenced and positively affected by the scholarships they won.

In addition to the scholarship recipients, we also chose alternates, in case the primary winner is unable to complete the training. The scholarship alternates are: Ann Fenalson, Heather Hulen, Laurie Ewald, Leslie Carlisle, and Lisa Bell. Congratulations ladies!

Board of Directors Reports

I would also like to express my sincere gratitude to Jenny Butler and Margaret Bruce, both with USAirways, who agreed to serve on the selection committee. With only a few days notice, they rearranged their plans and devoted their entire Saturday to the process. Thank you! In addition, it would have been impossible to make informed decisions without the dozens of ISA members who volunteered to interview the airline scholarship applicants: Stacy Moore, Janet Patton, Mary Murphy, Leslie Ford, Linda Wright, Dee Ketterer, Jan Dolf, Maggie Rose, Alicia Sikes, Cynthia Timmons, Pam Mahonchak, Kathy Garske, Denise Mowat, Helena Reidmar-Sutherland, Aileen Watkins, Mary Trusler, Judy Holly, Amy Maddox, Donata Hunt, Susan Arthurs, Tracy Leonard, Cassandra Cassano, Melissa Brumby, Roberta Stanford, Alicia Kubida, Jan Demko, Janice Keown-Blackburn, Christina Doig, Lore Probst, Mary McMillan, Jean Harper, Heather Loomis, Amy Bond, Jill Newby, Kelly Brown, Keith Johnson, Sharon Krask, Eliska Schneider, Jodi Dever, Nicole Chrisoffer, Debbie McEndree, Sharon Maddock, Michelle McClellan, Viki Wade, Sara Wastvedt, Bobbie Snoden, Sherry Anderson, Bertaq Degenhardt, Lynn Austin, Nancy Lemmon, Suzanne Skeeters, Petra Wadl, Liz Jennings Clark, Merav Schwartz, Dana Dabbs, Carolyn Reisz, Amy Haas, Helen Erskine, Dolores Pavletic, Karen Anderson, Carol Welling, Eva Brock, Rebecca Conger, and Wendy Chapman. Finally, thank you Keith Johnson for once again devoting so much time to the program. Keith asked, begged, pleaded.... whatever was necessary, to help arrange enough interviewers for all of the applicants. Rebecca Fisher also spent enormous amounts of time and energy arranging the interviews, and my thanks to her as well.



Wenyu Fu (Pan Am International Flight Academy Scholarship):

As a little girl in a small, crowded village in southeast China in the sixties, Wenyu Fu had no idea that one day she would become an airline pilot. In fact, no one in her town had ever even seen a train, much less aspired to fly airplanes. But as the first person from her village to attend college in Beijing, she continued to create opportunities for herself and eventually bought a one-way ticket to the U.S. in 1988. Upon arrival in Los Angeles, and armed with \$480, she began attending college in Texas. Although she enjoyed her studies, she was intrigued by the idea of seeing the world, and applied for a flight attendant position with Northwest Airlines. Six months later, she was hired and flew her first trip, from Honolulu to Tokyo. Inspired by ISA member and NWA pilot Suzanne Skeeters, Wenyu decided to become a pilot. In 1999, on her 36th birthday, she took her first lesson. In just over a year, in addition to working her full-time job, Wenyu obtained her private, multi, instrument, commercial, and CFI. The following year, she acquired more than 700 hours instructing and also earned her CFII and MEI. Late last year, Wenyu was hired as a F.O. on the CRJ for Pinnacle Airlines.

Wenyu has fierce determination and unending commitment. Her dedication is inspiring and we are thrilled to award her the Pan Am International Flight Academy scholarship. Wenyu will receive up to \$7000 worth of training for a type-rating in the aircraft of her choice. Congratulations Wenyu!!!



Courtney Hamel (PremAir/Alaska Airlines Type Rating):

After her first lesson at age 19, Courtney was hooked on flying and “never looked back”. Former ISA scholarship winner, and Courtney’s first female Captain, Kristin Cooper introduced Courtney to both Women In Aviation and ISA. Intrigued by the organizations, and lacking the funds to personally attend the WAI conference, Courtney volunteered to go as a representative for her company and work at their booth. Initially interested in learning more about potential job opportunities, Courtney was soon sidetracked by the sheer magnitude of the event. She found herself inspired by the women aviators surrounding her and was thrilled to speak with other young women with dreams of pursuing a career in aviation.

Courtney is an ISA Airline Scholarship runner-up from 2001 and currently flying as a Captain on the Jetstream 4100 for Atlantic Coast Airlines. This year, Courtney is the winner of a PremAir/Alaska Airlines-sponsored 737 type-rating. Congratulations Courtney!



Donna Miller (PremAir/Alaska Airlines Type Rating): Donna's endurance and commitment to being a pilot is awesome. Her resume covers every facet of aviation. Donna's experience includes everything from working at a desk job at United Airlines as Pilot Training Program Support Coordinator, to flying a Beech 1900 for Air Midwest, to aiding Captain E.B. Jeppesen in sorting memorabilia and maintaining correspondence. In 1999, she landed her "dream" job as a 737 pilot with American Airlines. Scheduled to begin IOE on Sept. 11, 2001, she knew her life was about to change.

Determined to stay positive, Donna became involved in various endeavors. She participated in "Flag Across America", where pilots from AAL and UAL ran non-stop with an American flag from Boston to Los Angeles to symbolically complete the flights that crashed into the World Trade Center. Later, she participated in "Flight Across America", in which one pilot selected from each state flew their official state flag to New York and presented it to the city. During that trip, Donna organized an impromptu overnight stop in Somerset, PA, for a memorial. When it was all said and done, 32 aircraft were parked on the ramp in Somerset and busloads of pilots visited the site.

Currently employed as a First Officer with a charter company, flying a Learjet, Donna's determination continues. She is a stellar individual and we are happy to award her, our ISA colleague, one of the two Alaska Airlines/PremAir 737 type-rating scholarships! Congratulations, Donna!



Cheryl Konter (Fed Ex Type Rating): Cheryl was an ISA Airline Scholarship Runner-up in 2002, and her interviewers, along with the selection committee, were even more impressed with her accomplishments this year.

Cheryl took her first lesson at age 15 and, despite the motion sickness, loved it and continued to fly during her last couple of years of high school. After graduating from Embry-Riddle and obtaining her CFI, MEI, and CFII, she worked as a flight instructor for two years. She was subsequently hired by, and is still flying for, Chautauqua Airlines. She started as a first officer on the Saab 340, then upgraded to Saab captain, and is now a Captain on the Embraer 140/145. Congratulations Cheryl!



Stacey Cetin (Fed Ex Type Rating): Stacey's experience in aviation is two-fold. As a helicopter pilot in the New York Army National Guard, she has flown the OH-58, UH-1, and the awesome AH-1F Cobra. But in her civilian life, Stacey serves as a Captain on the Saab 340 for Shuttle America, a US Airways Express carrier. Stacey has more than 4000 hours of flight time and in the words of her former colleague she is "...one of the best pilots I have encountered. She combines exceptional piloting skills with sound judgement..." Congratulations Stacey!



Annie Williams (Higher Power Training Course): Annie is the winner of ISA's 2003 Higher Power Aviation-sponsored 737 SIC training course. Annie is another former flight attendant turned pilot. In November of 2001, she took a leave from Delta to pursue her passion for flying more aggressively. Annie is currently a CFI with Aviation Atlanta and has just over 1000 hours. She aspires to complete her ATP this fall and hopefully obtain a position as a pilot with a regional airline soon after. Hopefully, the SIC training she receives in the 737 simulator at Higher Power will help her prepare for that next step. Congratulations Annie!



Secretary Report

by Jessica Stearns

Board of Directors Meeting Minutes Silverthorn, CO August 12th, 2003

Opening remarks— Tiana Daugherty. Welcome to the meeting and thanks to Donata Hunt for hosting this meeting at her condo here in Silverthorn. The Ops manual is 90% done and will be delivered soon. The position descriptions are in a general format at the present, but need to become more detailed (check list form). Oct 1st is the deadline for descriptions. I also ask that each of you look at the pros and cons of using a professional convention planner, and other contracts that we have. I will try to adhere to the Robert's Rule of Order for our meetings. In addition, the revised ISA Mission Statement should be ready by the November Board meeting.

I. Board of Directors Reports

A. Chair Report

1. Members present: Tiana Daugherty, Jessica Stearns, Sherry Anderson, Danielle Cassell, Donata Hunt, Mary Ana Gilbert, and Krisan Wismer. ISA member Beverly Sinclair was also present.
2. Review of the minutes of May 13, 2003. The minutes were approved after a few minor corrections.

B. Corporate Communications – Tiana Daugherty

1. The ISA scholarship program need to be advertised more throughout the aviation industry. Susi Fischbacher and I are putting together an advertising package modified for different publications. A package will be given to airline and scholarship contributors. We are looking for unique aviation fundraising articles/ ideas for the next newsletter.

C. Treasurer – Melissa Brumby

1. Beryl Markham fund is ready for transfer to the Louisbourg Maritime Interpretive Center, Nova Scotia, Canada.
2. Based on a current membership of 355 (70 @ reduced rate) ISA will be able to meet the budget for '03-'04, provided expenses do not increase.
3. The Travel Soft contract has been terminated after three months at a cost of \$400.00 due to poor performance.

D. Membership – Danielle Cassell

1. Statistics: Total Members 373
 - a. Total Members 373
 - b. Countries 18
 - c. Airlines 61
 - d. Non-US Members 36 (10%)
 - e. Most ISA members come from:
 - i. United 84
 - ii. American 45
 - iii. US Airways 34
 - iv. FedEx 32
 - v. Northwest 32
 - f. Non-US airline with most members:
 - i. Air Canada 6
2. Newest member: Tara Parts – a furloughed DC-9 for TWA.
3. The membership roster will be published in July and updated each Feb via the newsletter.

E. Education – Mary Ana Gilbert

1. Web site redo: Julie has a college student to assist in redesign. Mary Ana will coordinate this activity with Julie and the volunteer.
2. The request by the WA state WIAInt'l to use the TIPS booklet, which is down loadable from the web site, will be granted along with a scholarship fund donation. The amount is discretionary.
3. Changes of the web site will be coordinated with the Education Chair. The criteria for mass emails are in the Ops Manual.
4. Mary Ana will coordinate the ISA Beryl Markham contribution to the Louisbourg Maritime Museum to assure that ISA receives recognition.

F. HUPER – Sherry Anderson

1. There were no new items to report this period.
2. Members are encouraged to reach out to other members on how to deal with family, career, or other serious problems.
3. When new contracts are negotiated, members are requested to report any change of pilot policies that affect ISA members.

G. Convention – Donata Hunt

1. The Zurich convention went really well with 88 members in attendance. See the August '03 newsletter for the breakdown.
2. \$3000 from the convention fund was used to pay the final bill.
3. The Sheraton Wild Horse Resort, Phoenix, AZ is the site of the 2004 convention. The dates will be May 18-20, 2004. The theme will be western, so bring your western outfits and ten-gallon hat.

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Board of Directors Reports

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4. The BOD meeting will be held on May 17th at 1:00pm.
 5. The contract has been reviewed by legal and approved.
 6. The hotel rate will be \$170.00 per room. No additional charge will be made for a second person. Rooms may be canceled 72 hours in advance without penalty. Pre-registration is encouraged. Reservations must be made by May 1st.
 7. Brian Tomich has volunteered to arrange a golf tournament for the HALP's in attendance.
 8. Commercial bus service is available from the airport at \$17.00 one way. Once at the hotel, local trips can be taken with the hotel van service.
 9. Each attendee will receive a group photo as part of their registration package.
 10. Complete details of the convention will be in the February newsletter.
- H. Scholarship – Rebecca Fisher
1. Winners of ISA's 2003 scholarships have been selected and will be announced in the next newsletter.
 2. International awards: the time line of 12 months may be extended on a case by case basis because of security problems and obtaining a background security check, delays in visa applications, and related problems.
 3. The Ops Manual only requires one scholarship interviewer. The board feels that two interviewers are desirable, but only one is required.
 4. Awarding a cost of living expense for type rating scholarship winners is at the discretion of the Scholarship Chair. This info will be removed from the web site.
 5. The Education Chair will coordinate with the web master to see if ISA forms may be filled out on the computer vs. downloading and then submitting. This may require additional software.
 6. Future scholarship applicants will be given a firm return mailing address so that they will not be sent to the Las Vegas mail drop.
 7. Recommendations to improve the scholarship process are solicited. Please submit suggestions to the Scholarship Chair by November 30th.
 8. Rebecca Fisher has tendered her resignation pending a replacement. Any member desiring to assist in this critical position should contact Rebecca or the ISA Chair.
- I. Newsletter – Krisan Wismer
1. The latest newsletter (52 pg.) was the least expensive yet. It was published at KINKO's.
 2. A non-profit bulk-mailing permit has been obtained and will reduce mailing costs.
 3. The ISA newsletter has been archived on CD (1978 to present) and offered for sale at the next convention. The proceeds will go to the ISA general fund.
 4. Articles for the next newsletter are due by September 1st.
 5. The non-profit bulk mail permit was approved by the Littleton, CO post office effective 7-16-2003.
- J. Committee Reports
1. ISA Store: Still looking for a volunteer. Beverly Sinclair will assist at the Convention.
- K. Unfinished Business
1. FIRSTs: Transfer of ISA documents to the Ninety Nines Int'l.
 2. The Education Chair will coordinate this transfer.
- II. New Business**
- A. IFALPA:
1. The Ops Manual will be changed to have IFALPA report to the Vice Chair.
 2. The present policy on funding stands due to financial constraints.
- B. BOD replacements for 2004: Newsletter, Treasurer, Scholarship, HUPER, Convention, and Corporate Communications.
- C. Membership changes:
1. A proposal to change the membership year to May 31st of the year vs. December 31st to coincide with convention. This requires a Bylaw change. A ballot will be enclosed with the November newsletter.
 2. Should we consider activated military members as inactive for dues purposes (\$20 vs. \$55)? ISA Bylaws permit members who are called for military service to take a leave of absence, which drops their dues to \$20.
 3. Should we continue to consider actively employed furloughed members inactive in regard to dues owed (\$20)? The Bylaws require any pilot who works for an airline requiring a valid pilots certificate and medical to be an active member.
 4. Keeping member's qualifying airline, aircraft, position, and domicile in database even if furloughed and with new non-qualifying commuter or charter. This will be kept as written in the Bylaws.
 5. Dues reminder via email. This can be done provided our software has the capabilities.

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Board of Directors Reports

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- D. Recognition of Volunteers:
 - 1. Outstanding volunteers will be nominated by the BOD and presented a Certificate of Appreciation at the convention.
- E. Software Purchases:
 - 1. Software programs need to be inventoried with the idea to identify needed upgrades to enable board members to better accomplish their duties. These programs should be registered to ISA in order to receive product upgrades.

- F. Nov. Board Meeting: Atlanta on Nov. 3rd at 0900. Agenda items due by Oct. 15th.
- G. Feb. Board Meeting: Denver on Feb. 9th at 0900. Agenda items due by Jan. 15th.

III. Meeting Adjournment

The meeting was adjourned at 1525 hrs.

ELECTION TIME FOR ISA+21 BOARD OF DIRECTORS TERM MAY 2004-MAY 2006

Autumn and it is time to watch the leaves turn and a chill is in the air. Our thoughts turn to elections! Yes, it is time for ISA+21 Board of Directors elections! Opportunities abound for those who want to become more involved with this great organization. We would welcome your enthusiasm and your new ideas that you would like to share. We would appreciate your desire and valuable experience.

For those of you who may not be familiar with the process, here is how it works. There are nine board positions including Secretary, Treasurer, Human Performance and Resources, Membership, Education, Convention, Scholarship, Corporate Communications, and Newsletter. The Chairman and Vice-Chairman are nominated by the Board from two existing positions.

Each position is elected for a term of two years and is staggered so that each year four or five positions become available. The positions available for May 2004-May 2006 are Treasurer, Convention, Corporate Communications, Newsletter, Scholarship, and Human Performance and Resources (HUPER).

There are four quarterly Board Meetings held throughout the year at locations designated by the members. These elected positions are open to all active, inactive, and life members. Your greatest qualification is your desire to serve. If you wish to sign up for this adventure please find the application for election on the next page of this newsletter. It will be a truly rewarding experience.

The following ISA positions need replacements effective May 2004:

Treasurer: The Treasurer is an Officer of the Corporation and reports to the BOD. The Treasurer collects and accounts for all income and expenses relating to dues, scholarship, operating expenses, prepares annual budget, quarterly reports, and maintains the accounts of ISA using Quicken software. The Treasurer files the corporate tax return with the IRS and other entities as required.

Corporate Communications: Corporate Communications reports to the BOD; interprets and evaluates the Bylaws, Standing Rules and Operations Manual according to the needs of ISA; provides guidance to the Officers, BOD, and Committee members; coordinates any legal issues; assists in IRS procedures; helps with press and public relations; and coordinates fund-raising activities for the silent auction and scholarship fund.

Newsletter: Reports to the BOD; edits newsletter for accuracy and content; solicits contributions to the newsletter; insures inclusion of required reports; hires and coordinates with outside production assistance for publication; and submits selected articles to the Webmaster for electronic publication.

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Scholarship: Reports to the BOD; assists the Treasurer and board in handling scholarship contributions, investments, and finances; reviews Financial Scholarship applications; sends interview selection letters; coordinates applicant interviews; coordinates selection committee for Financial scholarships and sends notification letters; updates membership on the progress of awardees; keeps a list of scholarships available through other organizations; updates publications containing ISA scholarship information; handles monetary donations from airline or corporate sponsors; and oversees and assists Airline Scholarship.

Convention: Reports to the BOD; informs members about convention plans and activities in a timely manner; schedules agenda/activities/side trips and maintains the schedule at the convention; sets the registration fee; facilitates convention selection sites; keeps temporary convention accounts and reports to the BOD/Treasurer; reviews convention critiques; and provides press releases and documentation for media coverage in coordination with Corporate Communications.

Human Performance & Resources (HUPER): Reports to the BOD; compiles maternity policies from airlines and solicits updates; collects and disseminates research on aero medical, family, pregnancy, and other gender issues; mails congratulation cards to members who have new babies; works with the Membership Chair to track status of members and member identification; and prepares the quarterly report for the newsletter.

ISA+21 APPLICATION TO RUN FOR BOARD OF DIRECTORS

Term: May 2004 - May 2006

Name _____

Airline _____ Position _____

Address _____

City/State/Zip _____

Phone _____

E-mail _____

Fax _____

Write a biography about yourself. Include a statement describing why you would like to be an ISA+21 Board Member and the position you are interested in. Please attach a head and shoulder photograph of yourself to be published along with your biography in the next newsletter. Your signature on this application declares your willingness and eligibility to serve on the Board of Directors of ISA+21 from May 2004 to May 2006. Thank you for your interest.

Date _____

Signature _____

Submit completed application to:
Jessica Stearns, Secretary
27801 Matheson Avenue
Bonita Springs, FL 34135-9019
aviatrixjs@earthlink.net

Application Deadline: February 01, 2004.

Board of Directors Reports

Phoenix in 2004

Hope everyone has been enjoying this summer! Now that fall is settling in its time to talk about the Convention in 2004. Please note that

Convention has been moved a week later this year to **May 18, 19, and 20th**. Phoenix is well on its way to being planned. I spent two days in Phoenix at the Sheraton Wild Horse Pass Resort and Spa in the beginning of June finalizing the itinerary and choosing menus. This is going to be a fabulous gathering.

Here are some of the highlights to get everyone excited:

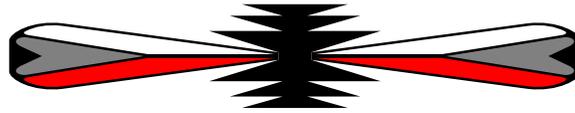
- Tuesday night's cocktail party is a margarita theme party with a southwestern flair.
- For those that enjoy gambling, the casino never closes so the party can continue right into the wee hours of the morning.
- Wednesday's business meeting will be followed by a luncheon to which everyone is invited. The special event at the luncheon is a book signing with Captain Emily Warner. For those of you that are not aware a biography was written about Emily's life including several ISA memories.
- Brian Tomich is organizing a golf tournament for the HALPS and older children during the business meeting.
- One other special note is that pictures will be taken in summer uniform attire. The BOD has decided to forgo the hats and blazers for the hot weather in Arizona. Yah!



- Wednesday night is a good old fashion barbeque followed by a square dance down at the stables so bring your dancing shoes. No previous dancing experience necessary.

- There are several side trips to choose from for Thursday which include a tour of Sedona, a tour to Old Town Scottsdale, jeep tours, rafting trips, hiking trips, the Top Gun flight school, the race car driving school, museums, golfing, horseback riding and spa and that is naming just a few.

Hopefully I have peeked your interest! One of my goals for this convention is to have the highest attendance ever. Since I have had wonderful feedback from everyone that I have talked to I have only one concern with the contract ISA signed with the Sheraton Wild Horse Pass Resort and Spa. The concern is that we have not reserved enough rooms for everyone. We have only 60 rooms guaranteed for



Convention Report

by Donata Hunt

the peak nights at convention. So I am asking for your help so that we can accommodate everyone that would like to attend. If you plan on going to Convention please call the Sheraton Wild Horse Pass Resort and Spa at (602) 225-0100 and book your rooms through the ISA Convention party. The price is \$170/double room/night and \$270/suite/night. If you want to look at the resort online go to www.sheratonwildhorse.com. You are able to cancel the reservation up to 3 days prior to the date so there is no risk at planning ahead. This enables me to look at the numbers and add rooms if necessary. I will be looking at numbers in early December so if you could book by then that would aid in the planning process. Many "thanks" for your cooperation.



As for 2005, I received one formal proposal to have Convention in Boston. Thanks to Lucy Young for putting that together. I am happy to announce that the BOD voted that in so we are off to Bean Town in 2005. I will be posting the guidelines for convention site proposals in the next newsletter so start brainstorming for 2006. I have heard great ideas at Convention but the BOD needs a formal proposal to vote on for a place to be considered.

One last item to think about is the Silent Auction, which raises money for Scholarship. If everyone brings just one item we could have a huge silent auction. If asked, most businesses will donate items to a worthy cause. Just food for thought!

I will have more detailed information about registration and an itinerary in the next newsletter. I hope everyone has a wonderful Holiday Season. I look forward to seeing everyone in May.





Human Performance & Resources Chair

by Sherry Anderson

What great Bike Days we enjoyed in the beautiful Colorado mountains! You should have been there. Thanks to Donata for hosting the board meeting and to Krisan, Cindy, and Donata for providing our gorgeous accommodations. Cindy, Jim, and Katrina threw a marvelous dinner at their house. If you haven't made it to one of these famous dinners with Cindy's margaritas – you missed the best! Cindy and Jim organized our bike ride the day after the board meeting though Vail pass. It was breath taking literally and I still have the bruises to prove it. A million thanks to Cindy and Jim for their more than one thing they give to ISA every year.

New Jobs



Donata Hunt, Convention Chair and furloughed United, will be working for Jet Blue as a technical writer based in New York. Good Luck with the commute NY – DEN.

Beverly Sinclair, furloughed United, starts back to work with her former employer Frontier in September. It was great fun to have Beverly with us for the meeting and I look forward to working with her more in the future.



Upgrades



Two new 747-400 Captains at United Airlines, our rays of sunshine in these turbulent skies. Gail Gorski Captain 747-400 SFO and Carolyn Pasqualino Captain 747-400 ORD. Congrats to these long haul ladies!



Captain Pasqualino

Baby News



Michelle, US Airways, and Michael Baird welcomed baby boy Andrew Michael Baird on July 22, 2003. Prepare for a lot of sleep deprivation and many joyous days to follow. Congratulations.

Christina Redfern-Oliver and husband Marc Oliver, America West, have an 18 month old daughter, Amelia, and are expecting a son in January. Christina and family live in Phoenix and she has graciously offered to help with our May 2004 Phoenix Convention by working the Silent Auction. She is also going to store and organize the items we receive in advance for the Convention. Congrats and thanks for your enthusiastic contribution.

For those of you who wondered why Strike Fongeallaz wasn't in Zurich...please read this...

“Several friends have expressed disappointment that I did not keep them up to date on my situation, so I am emailing everybody. If I have missed any mutual friends, please fill them in. I can write now that the bad parts are over and I am on my happy way to recovery.



Five years ago, I broke my left hip while skiing. I thought it healed. Unfortunately, I interrupted a blood supply to the head of the femur (the ball in the socket) and the bone died. For you medical types, this is avascular necrosis. For you sports types, also known as Bo Jackson's disease.

On April 2, I had a complete hip replacement. The recovery was quite horrible, much worse than anticipated. I was blessed that my longtime friend Cathy came from Colorado to help me through this and to care for me. Cathy stayed two weeks. I then relied on a number of friends here in Park City to help me out.

Ten weeks later, on June 17, I went in for a simple knee scope (left knee). Unfortunately, the surgeon found that the chondyle cartilage, which attaches the other end of the femur to the knee, was "orange

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peeled". The femur was scraped and punctured--micro fracture chondoplasty of the medial chondyle, for the medical types--and I was sent home on crutches.

Unfortunately, I was not prepared for this one and, although not painful, it was very inconvenient to hobble and not be able to carry anything bigger than my daypack. Again, my friends were a godsend. After 4 weeks non-weight bearing and one week of progressive weight bearing, I began walking.

Today, I was given permission to walk! I returned the crutches and am happily hobbling without them!! I have six more weeks of physical therapy before returning to work September 1 (when I will begin 12 weeks of training in Atlanta).

The weather has been gorgeous here in Park City (we have a drought), but temperatures have climbed to the 90s (32°C). Fortunately, I am air conditioned (not common here). I am enjoying my new house. Also, the doctor recommended I no longer drive a clutch. So, I sold my treasured Honda to a friend and bought an Audi. The tiptronic is a clutch less stick. This means I can still shift and not worry about the clutch (confused? research it on the web).

That's the end of the story. I expect a full recovery and will be skiing by December"...Strike

That's all for HUPER! From the Valley of the Sun,
Bye for now,
Sherry

Thank You

Dear Christine and Scholarship Volunteers,

Two years ago on August 31, I passed my SIC checkride to fly the 737 for American Airlines. I was thrilled. I felt that I had finally made it, and that the years flying freight to Mexico and living paycheck to paycheck at the commuters had finally paid off. A month later, I was furloughed. One year ago on the same day, I represented my state and took off for New York as part of "Flight Across America", a very emotional tribute to the victims of 9/11. This year, I thought of the last two years and wondered what this year would hold. I was a little melancholy as I pondered my future in aviation. Then the call came that I had been selected to receive the 737 type rating scholarship. My spirits soared! Suddenly, my prospects in aviation look promising again! I brought out my flight bag from the basement and dusted off my 737 manuals. I can't wait to begin. Once again I have hope!

I am so grateful not just to the pilots that interviewed me, but also to all of the volunteers that took time and sincere effort to make the difficult choices of all of the recipients. I am grateful to ISA+21 members who contributed to the scholarships and to members who approached their airlines to request support. I look forward to the day that I can be a hand up to women climbing the ladder to an airline career. In the meantime, thanks to all of you who are. You are making a difference, and I am more grateful than you know. In this trying time of continuing furloughs and uncertainty, your support and camaraderie is uplifting. Thank you all so very much.

Sincerely,
Donna Miller

Ms Fisher,

I would like to take this opportunity to thank ISA +21 for providing me with what will surely become one of the most memorable events in my career.

Today, I had the privilege of interviewing for an ISA+21 scholarship with Air Canada Captain Rosella Bjornson. ISA+21 gave me an opportunity I never would have imagined. When I applied for a financial scholarship, I had no idea that I might receive an up-close and personal encounter with a significant chapter of Canada's aviation history. It was an honour to spend 2 intimate hours with Canada's first female airline pilot and captain. Until today, Captain Bjornson was only a face in my history texts.

Though it would be truly rewarding to be the selected candidate for the financial scholarship, my experience today was priceless.

With sincere gratitude,
Christine Ostapczuk

ON LIFE AND... REFRIGERATOR DOORS

I am a little afraid to admit it, but one can tell an awful lot about a household by what they have displayed on their refrigerator doors.

Organized or cluttered, pictured, noted or naked, refrigerator doors reflect how our inner selves balance our daily lives.

Most of my friends have a few carefully chosen items on their refrigerator doors. They boast favorite pictures of their family, friends, or pets, cards that have special meaning, sayings that touch the soul. They portray their priorities with not only what they choose to put there, but also with what they choose to keep there over time.

My mother has the most incredible display of pictures I have ever seen. It is one big, beautiful collage, originally organized in groups - one for each child and their family, ones of in-laws, out-laws, or cousins, several for friends and their families. As the years pass, more and more pictures are added to the already overcrowded spaces. To me, her overflowing refrigerator doors reflect her personality perfectly. She is inclusive and endearing, cheerful, loving, and family-oriented. For her, it's all about the people.

One sister has a disgustingly immaculate house where everyone takes off their shoes at the door and paint is touched up monthly. Theirs is a disciplined household with a lovingly controlled environment for their children. They have a carefully and deliberately chosen collection of their children's news articles, school schedules, and family photos on their refrigerator doors. This arrangement mirrors their household - well-organized over-achievers whose priority is focused on love and family.

A friend, Denise, has the immaculate house with a place for everything and everything in its place. Her home is always a showcase and has been featured in multiple magazines. She is incredibly disciplined, owns a high-end clothing shop, has highly accomplished children, and still wears a size 4. She is a woman set in her ways and though quietly and fiercely loyal, is not outwardly affectionate, nor easily acquainted. Not a picture, not a newspaper clipping, not even a friendly reminder for the next doctor's appointment adorns her SUB-ZERO beauties.

And mine? I am embarrassed to say, my fridge is covered on every exposed side with, well, everything. We have our dream house, boat, and airplane, pictures of extended family, dear friends, favorite times, a list of the bills to be paid on each payday (updated with cross outs and notes in the margins), our baby pictures, friends' baby pictures, magnets from around the world, menus from our favorite restaurants, baseball and football schedules, and invitations to special events. It has our favorite sayings, relevant funnies, and the logo from a friend's business, and newspaper clippings of importance, a greeting card of special meaning, and an "I Love You" note from my husband scribbled on a particularly frustrating day.

It is a riotous reflection of our chaotic lives - where priority and necessity meld with dreams and reality. It's a place where reminders of long ago times mix with the most recent events, where old friends stand with new, and babies are next to their more grown-up selves. Except for reminders of events or invitations, things rarely are removed.

I guess it probably does reflect me. I have gone through life steeped in family, both natural and "chosen", collecting friends, experiences, and memories. I look towards goals and dream of different avenues of life, while at the same time rejoicing in where I have been and what I have already accomplished. And, I believe there are no true goodbyes since every encounter, however brief, can mold a portion of my personality or dictate my future actions.

Yep - that mish-mash on the fridge is me.
© M. Vogel August 2003

Note: This is the sixth in a series of articles submitted under the pen name M. Vogel. They will be one woman pilot's view "On Life and ... Whatever"

What Is a Bleriot XI?

It is the world's oldest airplane that can still get airborne. One of our members can actually fly it!

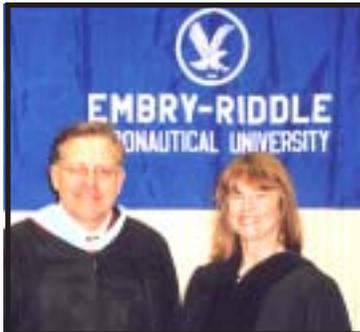
Connie Tobias, as Harriet Quimby, actually flew the Bleriot at the Dayton Air Show July 2003. The 93-year-old monoplane has a wood-frame cockpit and you have to hand-prop the engine to get it started. The 3-cylinder engine spews out a cloud of castor-oil vapor as Connie can attest to as she tried to see through her goggles on takeoff. The more oil in the face, the closer to take-off power. The aircraft weighs 500 pounds and is heavy on the controls according to Connie.



Louis Bleriot built the Bleriot and flew it across the English Channel in 37 minutes in 1909. The plane's only dial is an oil-pressure gauge. The preflight includes "twanging" the guy-wires on the wings to make sure that are taut. The frame is made of ash and spruce and covered in Irish linen. The Bleriot mimics a bird with wires and pulleys that twist or "warp" the wing.

"My goggles are long gone ... Caster oil smells bad ... I guarantee I kept my mouth shut! ... and the costume has very an authentic look and aroma now ... Amazing what package sheer joy comes in these days!"

Connie really had an experience flying the Bleriot...oil, wind, bugs, sore muscles, skinned knees, and all!



Commencement Speaker

One of our Charter Members, Captain Jean Harper, (UAL) was the Commencement Speaker for the Embry-Riddle Aeronautical University on June 7, 2003. Jean and Professor Leroy Trusty are pictured here. The Commencement was at the Colorado Springs Campus.

Master CFI Awarded to Captain Karen Kahn (CAL)

The National Association of Flight Instructors (NAFI) announced in July that Karen M Kahn, an aviation career counselor and a resident of Santa Barbara, CA., has been awarded a Master CFI (Certificated Flight Instructor).

To help put this achievement in its proper perspective, there are approximately 81,000 CFIs in the United States. Fewer than 400 of them have achieved that distinction thus far. The last eight national Flight Instructors of the Year were Master CFIs while Karen is one of only 28 California aviation educators who have earned this prestigious "Master" title.

The Master Instructor designation is a national accreditation recognized by the FAA that is earned by a candidate through a rigorous process of continuing education and peer review. Much like a flight instructor's certificate, it must be renewed biennially. This process parallels the continuing education regimen used by other professionals to enhance their knowledge base while increasing their professionalism. Simply put, the Master Instructor designation is a means by which to identify those outstanding aviation educators, those "Teachers of Flight," who have demonstrated an ongoing commitment to excellence, professional growth, and service to the aviation community. Congratulations, Karen!

Memories from 25 years ago...

By Captain Jean Haley Harper (UAL)

Every ISA member over the age of 30 was born in an era when female airline pilots, in the Western hemisphere, were non-existent. The reasons for nearly a half-century of exclusion would sound ludicrous today, and were based primarily on long-standing tradition. Five years after Emily Warner broke the gender barrier in the United States in 1973, Gail Gorski, Debra Powers and I were hired as the first group of female pilot trainees at United Airlines.

Being one of the trailblazers at our company was exhilarating, knowing we were living a small part of aviation history, but it was also unnerving. Minority (I haven't heard that term in awhile!) hiring at United was mandated by an employee class-action lawsuit taken out years before, so the early women pilots bore the brunt of resentment that we were only hired because of our gender. That was a perception we were eager to change, although it wouldn't happen overnight.

New-hire training was stressful enough without the added burden of full-time scrutiny from company officials, astonished stares from line pilots coming back from furlough, colorful comments and curious questions from almost everyone we met...usually when we were dashing to get to a simulator session on time! Some people expected us to wash out, while others rooted for us to make it. I was singled out to take a "manual reversion" strength test in the DC-8 simulator...after three hours of sleep...then received a request from an advertising agency to pose for a bra commercial. (I declined!)

United hired Stan Herman to design our uniform, but his creative ideas (an "Amelia Earhart" cropped jacket, scarf and large-pleat slacks) were deemed too trendy. So we got a tailored version of the basic men's gray uniform, with a white ascot blouse and scaled-down hat.

After we passed our check rides and were assigned to the San Francisco domicile, we were greeted with photo sessions and interviews for television, newspapers and magazines, as well as the occasional request to do product advertisements. Our male co-workers were amused by the constant attention and publicity the Girl Pilots received in the early months of our employment, but the media novelty eventually wore off.

Blending into the pilot ranks, however, took a while longer. We were met with extremes ranging from the "celebrity treatment" to open mistrust and disapproval. It was unsettling, because you never knew which reaction you were going to get...it was never neutral back then. In that first year we were definitely not the norm...and the only way to deal with it was to be professional, patient and keep a ready sense of humor.

As big a change as flying for a major airline was for us, we had to remember that it was an even bigger adjustment for some of the men. After the less-than-equitable treatment I sometimes experienced in general aviation, I must say I was impressed with the fairness demonstrated by the majority of line pilots, even those who weren't so sure this "experiment" was a good idea. Eventually, even some gruffly outspoken, biased old captains changed their minds after flying with "the girls", and became our staunchest supporters.

Even with all the ups and downs of our probationary year, our lifelong career dreams had come true, and we couldn't have been happier or more satisfied. We also looked forward to a time when our peers and the traveling public would regard women pilots as perfectly routine, and that one-day, we too would be senior wide body captains.

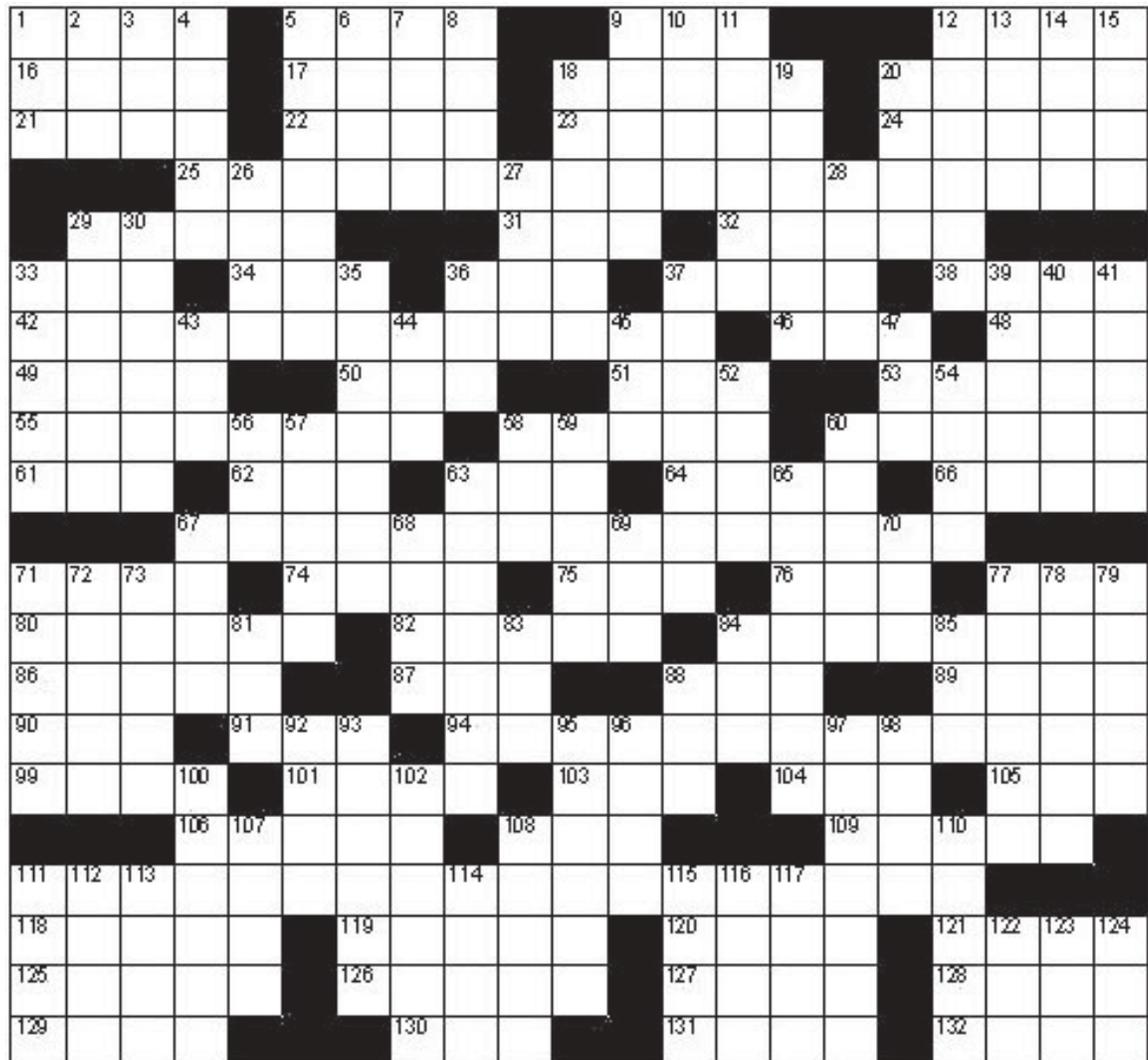


Gail Gorski, Debra Powers, and Jean Haley



CROSSWINDS

by Captain Amy Maddox



ACROSS

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| 1 Tusk | 42 Mining shares... | 82 German painter | 126 Cut |
| 5 Domino or Waller | 46 Tolkien creation | 84 Chorus | 127 ___ J. Pakula |
| 9 It may be strapless | 48 Winglike part | 86 Playground feature | 128 Dash |
| 12 Request an encore | 49 Opera solo | 87 Actress Susan | 129 Baseball's Sammy |
| 16 Finished | 50 Charged atom | 88 Flicka's food | 130 Pigpen |
| 17 Rock's Quiet - | 51 Jet engine | 89 Wan | 131 Tardy |
| 18 Jimmy and James | 53 Propelled a shell | 90 Chinese export | 132 Barber's cry? |
| 20 Snapshot | 55 First name in art | 91 Mouth piece? | |
| 21 Mediterranean seaport | 58 Hitching post? | 94 Cutlery shares... | |
| 22 Actress Paquin | 60 Fleet | 106 Polish coin | |
| 23 Scope | 61 Understanding | 108 One ___ million | |
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| 25 Escalator stocks... | 63 Lincoln | 111 Barbell stocks... | |
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| 31 Denial | 66 List entry | 119 Cold sound | |
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| 36 Dandy dude? | 75 Daniel ___ Lewis | | |
| 37 "I could ___ horse!" | 76 Diving bird | | |
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(DOWN clues continued on the next page)

CROSSWINDS (continued)

DOWN

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| 1 Murk | 37 Understanding | 79 Accepts authority |
| 2 Palindromic name | 39 Metal measure | 81 "Aladdin" frame |
| 3 Pince-__ | 40 ___ la Cite | 83 Group of pheasants |
| 4 Singer Slick | 41 Lady of the house | 84 Omission |
| 5 Desperate | 43 Fled | 85 EMT's skill |
| 6 "___ No Sunshine" (71 hit) | 44 Razz | 88 Color |
| 7 Author Morrison | 45 Grain | 92 "___ Fire" ('85 hit) |
| 8 Ollie's pal | 47 Craggy hill | 93 Turkish titles |
| 9 Like some eyes | 52 ___ Major | 95 "Guys and Dolls" author |
| 10 Talk wildly | 54 In the thick of | 96 Coup d'___ |
| 11 With 69 Down, fluffy feline | 56 Gorilla | 97 Cleanliness |
| 12 Flu symptom | 57 Stallone role | 98 "Unto us ___ is given" |
| 13 Valhalla villian | 58 ___ Dhabi | 100 Order of business |
| 14 "___ o'clock scholar" | 59 ___ a hand (aids) | 102 People from Prague |
| 15 Corn bread | 60 Quarrel | 107 Harass |
| 18 Stargazed | 63 Poppin's portrayer | 108 Tower material? |
| 19 Calm | 65 Chemist | 110 Utah city |
| 20 Gait | 67 Actor Wallace | 111 Tiers |
| 26 Aware of | 68 Enraged | 112 Mixed bag |
| 27 Organization | 69 See 11 Down | 113 Maglie and Mineo |
| 28 Writer Hunter | 70 Supplement | 114 "Cat on ___ Tin Roof" |
| 29 Posh party | 71 "Beau ___" ('39 film) | 115 Genuine |
| 30 Elixir | 72 Cove | 116 Auel heroine |
| 33 Teacher's aid | 73 Jones of the Stones | 117 Mild oath |
| 35 Logging-camp feature | 77 Slip by | 122 Beer |
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| | | 124 Explosive |

ISA+21 Ski Days

February 9th-February 12th 2004

Keystone Resort, Dillon, Colorado

Do your "one thing" for ISA this year and join us for the annual ISA Ski Days! You can be a part of this fun-loving group of women pilot-skiers. All you have to do is contact Cindy Shonk, Donata Hunt, or Krisan Wismer for details. If you are a beginner or an extreme skier we would love to have you all come. We will be having the Board Meeting on Monday February 9th followed by dinner at Cindy's, then up to the slopes we go (Feb. 10, 11, and 12). We hope to see you for the ISA+21 Ski Days, for more information contact:

Cindy Shonk
93 Cooper Drive
Dillon, CO 80435
(970) 468-0626
CindyShonk@pobox.com
(Husband - Jim)



Krisan Wismer
1261 Northcrest Drive
Highlands Ranch, CO 80126
(303) 791-4246
kaptainkrisan@aol.com

Donata Hunt
P.O. Box 4224
Dillon, CO 80435
(970) 513-0221
donatahunt@aol.com

Bike Days 2003 Report

Bike Days began with a Board meeting at Donata Hunt's home followed by dinner at Cindy Ernst's. As always (be it bike or ski days), the dinner conversation was a highlight. As the "drinks" were consumed the conversation took on new color and direction. The discussion by 9 pilots on what the next day's activity should consist of resulted in 9 ideas. However, in the end they all agreed on biking down Vail Pass.



Help, as the only male attendee (Cindy's husband), I beg all of you to consider bringing along your other half, boy friend, past husband, anyone who qualifies as a male - it's lonely being the only male in attendance and even worse not being a pilot. I'm not sure their war stories held an ounce of truth i.e., wing walking on a 737, looping a 757, checking the oil by walking out on the wing of a 777 at 40,000 feet and these were the stories told in the first 30 minutes. After a few glasses of wine and cans of beer, the stories even got better!!!



Mary Ana and Tiana
celebrate a Bike Days
birthday!

The next day everyone met at the bike shop in Frisco to be outfitted for the bike ride. We put the bikes in a trailer and I drove them up to the top of Vail Pass. After unloading the bikes I headed back down the mountain at 70 MPH. Talk about "mountain women or animals", as I drove by Copper I swear I saw Donata in the Copper parking lot waving as I went by - what a biker!!!

Since I didn't bike down with the ladies I can only report what I heard. And that was there was only one minor accident descending the mountain. I understand Sherry Anderson did a *split - S* on her bike. Fortunately, her landing currency was up to date and other than hurting her pride, we know of no other injuries - at least none showed!!!

A stop at Krisan's condo in Copper was a highlight seeing how the rich and famous live. Then it was off to the Mexican Restaurant in Frisco. It was interesting to note, that there were no stray dogs or cats within 500 feet of the restaurant.

After lunch the strong or weak in mind continued biking thru Frisco, around Lake Dillon and on to Cindy's house, which is close to Keystone.

That evening those who didn't depart during the afternoon met at Donata's for some great hamburgers. Those remaining departed the next day back to the grind of everyday living.

All in all it was a fun time. Please consider joining us in February for Ski Days. Bring the family or loved ones. Even if you don't ski, you can sled, ice skate, or just enjoy a few days off with ISA members who always enjoy having a good time!! Hope to see you in February.

Reported by Jim Ernst, the lonely male attendee!!



(Top L to R) Jessica, Danielle, Sherry, Tiana
(Bottom L to R) Mary Ana, Cindy & Katrina, Bev,
Krisan, Donata



MY VERY BIG ADVENTURE!!

by Captain Keith Johnson (FedEx)

On Sunday evening, July 13, I received a desperate e-mail from Valerie Thal-Slocum sent to several Memphis area ISA members. She was seeking a replacement second interviewer for a scholarship interview that was scheduled for the following day. The original interviewer was unable to make it. My first reaction was to dismiss it with the thought that I was way too busy to make plans on such short notice. However, my second thought was to consider the whole package and realize that some things are too good to pass up and this was one of them!

Valerie picked me up at the Olive Branch airport, a short drive from my home, in her exquisite 1954 Cessna 195. Val and her husband, Jim, have beautifully restored this classic beauty for which they once received an award for "Best Restoration" at the Lakeland Air show in Florida. They live east of Memphis on 100 acres of land, complete with their own airstrip and hanger.



Val and I then flew to Benton County airport in Tennessee to meet with Sheila Mabbit, the scholarship applicant. Sheila flew there in a rented Cessna 152, because it was a halfway point for everyone.



We all sat down in the break room at the local FBO and talked for a while. Sheila is an American Airlines flight attendant, who is working on her pilot ratings. We were blessed with a perfect VFR day, which allowed for great flying and good photos! I was so delighted to have the opportunity to fly in such a wonderful vintage aircraft. It was a memorable occasion and well worth the trouble of "clearing the calendar"! My thanks to Val for a great day!

SCHOLARSHIP DONATION

By Captain Keith Johnson (FedEx)

On August 6th ISA+21 received a check from the MidSouth Air Show Foundation for \$618.92 to donate to our Scholarship Fund. This money was earned by the labors of 12 ISA volunteers who sold ice cream at the MidSouth Air Show on May 31st and June 1st. Our thanks again to Doug Carwile, Jared Clayton, Keith Johnson, Bobbie McLaughlin, Betty Mullis, Bill Mullis, Teresa Reed, Angie Smith, Mike Smith, June Viviano, Melanie Zentgraf and Deb Ziebart for their efforts!

Umbrella Food Services is the vendor for all the concession stands at the air show. Volunteers from local area charitable organizations staff the concession stands and a portion of the proceeds is donated to the organizations represented by the volunteers. Umbrella Food Services supplies concessions for air shows throughout the United States and Canada. This can be an excellent way for ISA+21 to raise money for our Scholarship Fund, with the added benefit of great entertainment while you are working! Please contact Keith Johnson (662-429-7972 or email twotwotango@earthlink.net) if you are interested in organizing a group of volunteers in your area for a future air show.

Editors Note: For more details about Scholarship Donations please see article in August 2003 ISA newsletter on page 49.

Who Is Fiorenza de Bernardi?

By Captain Patricia Leon Tomich (Alaska)

A native of Rome, Fiorenza has five decades of accomplishments in aviation. A record setter, pioneer and tireless advocate for women's opportunities in aviation, she has made an indelible mark on our industry. Born May 22, 1928 in Florence, for which she is named, she learned to fly in 1951. She entered air races in Italy and other European countries in 1953.



In her prestigious career, Fiorenza has flown the Twin Otter, Queen Air, Yak-40, and DC-8 aircraft all over the world for various airline and charter companies. She received her glider pilot certificate in the 60's and was the first woman in Italy to earn a Glacier Pilot Certificate. She joined the Ninety-Nines in 1956.



She was the first woman airline pilot in Italy, and one of the first four women airline pilots in Europe, when Aeralpi hired her in 1967 to fly the Twin Otter. She became the first woman airline Captain in Italy in 1969. Ironically, Aeralpi was hired by Alitalia to operate some of their flights, but Alitalia would not hire any woman pilots. So when Aeralpi went bankrupt her male colleagues were hired by Alitalia, but Fiorenza was not. She trained in Russia on the Yak-40 for Airterrena and flew this aircraft as a charter and demonstration pilot all over the world. During one season Airterrena worked in association with Olympic Airways in Greece, where Fiorenza was based in Athens. Afterwards Fiorenza flew the DC-8 for AERAL, another cargo and charter company. She has amassed over 7000 flight hours, and worked as a professional pilot for 18 years until severe injuries suffered in an automobile accident necessitated her retirement in 1985.

Since that fateful day, she has continued her staunch advocacy for women's advancement in aviation. She founded and was President of API...Associazione Italiana Donne Pilota, the Italian Woman Pilots Association. This organization is now called ADA... Associazione Donne Aria since its members now include women skydivers. She was President of FPE...European Women Pilots Federation. She is the Editor for Pink Line...a Gallery of European Woman Pilots, a compilation of all the pioneering women pilots in Europe.

Fiorenza joined ISA+21 in 1985. The ISA Merit Scholarship was named for her as an accolade for her numerous contributions in aviation. This scholarship is awarded annually to a commercial pilot applicant striving to further their career. Fiorenza spearheaded the 11th annual meeting of ISA+21, held May 11th-13th, 1988 in Rome. Tremendous media coverage resulted from this convention and Alitalia soon after announced the hiring of their first female pilot, Antonella Celletti. They now have 16 women pilots and Antonella is an Airbus 320 Captain.

Honored by the Forest of Friendship with a walkway marker, she followed in the footsteps of her father Col. Mario de Bernardi who was also inducted into the Forest of Friendship. Mario de Bernardi was one of the most renowned aviators of his time. He was an experimental test pilot, pioneer, and took part in World War I serving with the Baracca Squadron. He won the Schneider Cup in 1926 and the High Acrobatics Competition in Cleveland in 1931. In 1927 he became the first aviator to exceed 500 km/h. In 1939 he tested the first Jet plane, the Campini Caproni. All of his accomplishments brought Italy worldwide respect and pride. Its no wonder Fiorenza has been so successful; she had an incredible role model.



Fiorenza and her father.

So who is Fiorenza de Bernardi? She is a trailblazer, and aviation pioneer, a remarkable woman. Aren't we lucky to have someone so important in aviation history with us that we call our friend?

The Layoff Survival Kit

by John Rossheim

This article offers general information on legal and financial matters relating to employment. For specific information relating to your situation, please consult an attorney, financial planner or appropriate government agency.

Now that you've lost your job, you need to hurry up and find a new one, right? Wrong. You've got to buck up and tie up loose ends with your ex-employer in order to secure your finances and insure your health. Add these items to your to-do list for your first week out of work.

Salary and Accrued Vacation Time

Hopefully, as you walked out the door with that box full of personal possessions, your boss slipped a check in your pocket that covered your salary through the last day, pay for unused vacation and so on. But what can you do if your former employer can't -- or won't -- pay you in full?

Who's Got Your W-2?

When your defunct employer disappears from the face of the earth, who creates your W-2 report of wage income? Maybe no one. If you haven't received the form by mid-February, contact the IRS to request a substitute W-2. You will be asked to produce your final paycheck of the tax year.

First, be sure you and your ex are on the same page regarding what you are owed. Contact the human resources director and synchronize your records. Then call your state labor board and make sure you understand what the law mandates. Some states require that the employer pay you in full on your last day of work while others give the employer some slack. Similarly, some states mandate payment for unused vested vacation time, others may not.

If your ex-employer initially refuses to comply with the law, "you can use state enforcement agencies to sue an employer," according to Paul Gregory, special employment council with the law firm Greenberg Peden in Houston. If instead you hire your own lawyer, those bills could easily exceed the amount of your claim, Gregory says.

What if government agencies are of no help? "Worst-case scenario, you'll have to chase your money in bankruptcy court," Gregory says. Just be aware that this is a long haul, and companies may often have few assets that can be liquidated to pay off creditors.

Health Coverage

Don't fool yourself: You risk disaster if you allow health insurance to lapse between jobs even if it's only for a few weeks. The federal COBRA law, which gives you access to your ex-employer's group insurance plan after you leave the company, may be the best insurance bridge. Alas, there are major catches. You must pay the premiums, and the insurance will evaporate if your ex-employer goes out of business or drops its group health coverage.

So you may be forced to buy private insurance, which could offer inferior coverage. When you receive an offer for your next job, "bargain with the new employer to start your insurance" and waive the standard waiting period, advises Meena Patel, former human resources director and associate general council for Goinvest.com Inc. of Santa Monica, California; the company filed for Chapter 11 bankruptcy in late 2000.

Unemployment Benefits

As an employee, you've earned the benefit of having your employer pay unemployment insurance premiums. This is no time for misplaced pride: When you file for unemployment payments, you're making an insurance claim, not asking for a handout.

"People should apply quickly," says Gregory. There may or may not be a waiting period in your state; call the unemployment office immediately to find out how and when to file a claim in your state. Also find out whether any severance payment you receive will disqualify you from collecting unemployment. If you do collect, the payments may only replace a small portion of your salary, but they're still worth the trouble of the paperwork.

Stock Options

If you're leaving a business that's in trouble, chances are your company stock and options aren't worth nearly what they were six months or a year ago. But that's no excuse for avoiding the task of managing of these complex financial instruments; there's just too much money at stake.

"Speaking to colleagues isn't always the best source of information," says Scott Price, principal of Scott B. Price & Co. of San Francisco, a tax advisor. For one thing, different people in the organization may find themselves in different situations with respect to option strike prices, tax liabilities and so on. Also, after you've left the company, additional rules come into play. For example, in most cases, former employees have just 90 days from their termination day to exercise their options, according to Price.

Although many people who have accumulated options at Internet companies "have the opportunity to make a lot of money," they can stumble, Price says. Take our advice and spend a few bucks on a financial advisor well versed in the intricacies of employee stock options. Options may not make you worth your weight in gold, but they could turn out to be the silver lining in the cloud that's hanging over your career.

If your concerns haven't been addressed here, perusing the Web is a great resource. One place to start is mycounsel.com.



Night Before Christmas -ala Aviation Style

Twas the night before Christmas, and out on the ramp, Not an airplane was stirring, not even a Champ. The aircraft were fastened to tiedowns with care, In hopes that come morning, they all would be there.

The fuel trucks were nestled, all snug in their spots, With gusts from two-forty at 39 knots. I slumped at the fuel desk, now finally caught up, And settled down comfortably, resting my butt.

When the radio lit up with noise and with chatter, I turned up the scanner to see what was the matter. A voice clearly heard over static and snow, Called for clearance to land at the airport below.

He barked his transmission so lively and quick, I'd have sworn that the call sign he used was "St. Nick". I ran to the panel to turn up the lights, The better to welcome this magical flight.

He called his position, no room for denial, "St. Nicholas One, turnin' left onto final." And what to my wondering eyes should appear, But a Rutan-built sleigh, with eight Rotax Reindeer!

With vectors to final, down the glideslope he came, As he passed all fixes, he called them by name: "Now Ringo! Now Tolga! Now Trini and Bacun! On Comet! On Cupid!" What pills was he takin'?

While controllers were sittin', and scratchin' their head, They phoned to my office, and I heard it with dread, The message they left was both urgent and dour: "When Santa pulls in, have him please call the tower."

He landed like silk, with the sled runners sparking, Then I heard "Left at Charlie," and "Taxi to parking." He slowed to a taxi, turned off of three-oh And stopped on the ramp with a "Ho, ho-ho-ho..."

He stepped out of the sleigh, but before he could talk, I ran out to meet him with my best set of chocks. His red helmet and goggles were covered with frost And his beard was all blackened from Reindeer exhaust.

His breath smelled like peppermint, gone slightly stale, And he puffed on a pipe, but he didn't inhale. His cheeks were all rosy and jiggled like jelly, His boots were as black as a cropduster's belly.

He was chubby and plump, in his suit of bright red, And he asked me to "fill it, with hundred low-lead." He came dashing in from the snow-covered pump, I knew he was anxious for drainin' the sump.

I spoke not a word, but went straight to my work, And I filled up the sleigh, but I spilled like a jerk. He came out of the restroom, and sighed in relief, Then he picked up a phone for a Flight Service brief.

And I thought as he silently scribed in his log, These reindeer could land in an eighth-mile fog. He completed his pre-flight, from the front to the rear, Then he put on his headset, and I heard him yell, "Clear!"

And laying a finger on his push-to-talk, He called up the tower for clearance and squawk. "Take taxiway Charlie, the southbound direction, Turn right three-two-zero at pilot's discretion"

He sped down the runway, the best of the best, "Your traffic's a Grumman, inbound from the west." Then I heard him proclaim, as he climbed thru the night, "Merry Christmas to all! I have traffic in sight."

THE ISA STORE

The ISA Store by Carol Cansdale



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

www.iswap.org

Attention ISA members:

After many devoted hours to the ISA store, Carol has determined it's time to pass on the torch. She is looking for one of you to do your "one thing" for ISA. If interested in this position, please contact Carol at 952-906-2833.

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. \$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.

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. \$27.00

Membership Binder

\$6.00 ea.



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.

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.

ID 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.

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 Lapel Pins



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

ISA Video

This 15 minute video features a short-cut version of the history of women airline pilots and features many of our members as well as photos and footage from years gone by. It is ideal for showing to student groups or at job fairs. Buy one to use next time you are called to talk at your child's classroom or buy one to donate to your local library. \$23.00.

"Buzz" Pen



ISA "Buzz" Pens - You'll want one of these and one for your fellow pilots. Powered by two watch batteries, these light up red and illuminate your writing surface at night. Don't fumble for that cockpit reading light again, just whip out your buzz pen! Only \$6.00.

ISA Logo T-shirt



Just your basic T-Shirt, but you'll love the feel of these 100% Combed spun cotton shirts. The shirt is tastefully imprinted with the ISA logo in royal blue. Available in M, L, and X-L and reasonably priced at \$15.00.

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 \$5.00.

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.

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

HELP WANTED!

Are you looking for a good volunteer opportunity, but don't have the time to serve on the executive board? Then we have the job for you! The ISA Store is looking for a new manager. Briefly the duties are:

1. Bringing the ISA Store to our conventions and manning the store for 3-5 hours during registration and one other 3-hour period of your choice. This usually involves shipping about 3 boxes prior to arrival.
2. Ordering new merchandise as needed, which is usually every year or two.
3. Sending in quarterly expense reports to the Treasurer.
4. Taking orders for ISA merchandise by mail throughout the year and shipping the orders. I've been averaging 1-2 orders per month.
5. Periodically communicating with the ISA Executive Board via email especially prior to the newsletter publication.

You'll need a small closet or storage space for the existing merchandise. I will ship the contents of the store to your house and also include a training manual with all kinds of information from previous years. A personal home computer is helpful to make address labels and keep inventory.

Does this sound like a volunteer opportunity you would enjoy? Here's your chance to give back to ISA and help raise money for our general operating fund. More information? You can email me at: carolcansdale@cs.com or give me a call at 952-906-2833. I'll be waiting to hear from you!

Carol Cansdale
ISA Store Manager

ISA Store Order Form

Name _____ Phone _____
 Date _____ E-mail _____
 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")Free shipping	\$1.00	_____		\$ _____
Eight Function Knife	\$10.00	_____		\$ _____
Highlighter Pen	\$2.00	_____		\$ _____
Identification Lanyard	\$8.00	_____		\$ _____
Key Ring	\$2.00	_____		\$ _____
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	_____		\$ _____
Thermal Travelers Mug	\$10.00	_____		\$ _____
Video (history of women airline pilots) Free shipping!	\$23.00	_____		\$ _____
Buzz Pen	\$6.00	_____		\$ _____
ISA Clothing:				
ISA Logo Polo Shirt (white or navy,S or M only. Sorry, no L or XL)	\$27.00	_____	_____	\$ _____
ISA Logo T-Shirt (M)	\$15.00	_____	_____	\$ _____

Shipping Cost:
 Based on Sub-total order amount:

- Up to \$20.00, add \$5.00.
- \$20.01 and over, add \$8.00.

	SUB-TOTAL	\$ _____
+	SHIPPING	\$ _____
	TOTAL	\$ _____

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

