



ISANews

International Society of Women Airline Pilots

February 2004

Phoenix Convention



LAST CHANCE

to renew your membership!

See the back inside cover for more details.

ISA PLANNING CALENDAR

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



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.
(13-19) Sun "n" Fun EAA Fly-In, Lakeland, FL.
(15) Board of Directors election ballots due.



May 2004

(17) Board of Directors meeting - Phoenix, AZ.



(17-20) Annual ISA Convention - Sheraton Wild Horse Pass Resort & Spa. Phoenix, Az.



Next Newsletter Deadline February 15th

The International Society of Women Airline Pilots, founded in 1978, has over 385 members from 62 airlines in 19 countries. ISA welcomes as members women flight crew working for FAA Part 121 airlines or non-U.S. equivalent having at least one aircraft with a gross weight of 90,000 lbs/41,000 kg. or more.

ISA News is published four times a year in February, April, August, and November. All material in the ISA News is copyright © 2004, ISA and/or the individual authors as noted. Permission to reprint articles for your airline or other organizations can be obtained by contacting the Editor. The opinions expressed in the articles presented in the ISA News are those of the authors and shall not be construed to represent the policies or opinions of ISA+21. Neither ISA+21, nor the Editor nor the Publisher can accept any responsibility for the correctness or accuracy of the materials printed herein or for any opinions expressed. Opinions of the Editor or contributors do not necessarily represent the position of ISA+21.

Library of Congress Catalog ISSN: 1536-3066

Extra copies of past and current newsletters, contact: Krisan Wismer
ISA News Editor
1261 Northcrest DR
Highlands Ranch, CO 80216 USA
Phone: 303-791-4246
E-mail: kaptainkrisan@aol.com

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

ISA International Society of
Women Airline Pilots
www.iswap.org

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

Board of Directors

Tiana Daugherty

CHAIR AND CORPORATE
COMMUNICATIONS
(925) 516-3600
(TianaD777@aol.com)

Mary Ana Gilbert

VICE-CHAIR AND EDUCATION
(813) 884-8100
(hgilbert@tampabay.rr.com)

Melissa Brumby

TREASURER
(609)239-0130
(mbrumby21@aol.com)

Jessica Stearns

SECRETARY
(239) 498-0438
(aviatrixjs@earthlink.net)

Donata Hunt

CONVENTION
(970) 513-0221
(donata.hunt@jetblue.com)

Danielle Cassell

MEMBERSHIP
(707) 766-6161
(isa21member@aol.com)

Beverly Sinclair

SCHOLARSHIP
(303) 368-7925
(isa21scholarshipbev@aol.com)

Sherry Anderson

HUMAN PERFORMANCE AND
RESOURCES
(480) 592-0168
(isa.sherry@cox.net)

Krisan Wismer

NEWSLETTER EDITOR
(303) 791-4246
(kaptainkrisan@aol.com)

Board of Directors Reports



Corporate Communications Chair

by Tiana Daugherty

As my own airline continues using the 'f' word (furlough) monthly, I am heartened to hear of those furloughed ISA members who have found jobs. Their backgrounds vary from the member with 14+ years of seniority to the one who had just completed new hire indoctrination. They are flying again at Jet Blue and Pace Airlines. You can find them in the cockpits of 747 freight and fractional corporate jet operators. They have taken assistant chief pilot and technical writer positions. All the adjectives used to describe the early aviatrix (talented, resourceful, tenacious, and resilient) are still applicable to today's women pilots. Their stories and determination continue to inspire me.

For almost a year now, members have been generously donating to a 'furlough fund'. Please help us locate our furloughed sister pilots who qualify for ISA membership. We would like to extend a one year free membership to them. Kathy Hansen has offered to spearhead ISA's furlough outreach program (www.ladyav8tr@msn.com).

Although ISA has been served through the years by many members who selflessly gave of their time and talents, this Board has tasked themselves with continuing to improve its governing structure. We continue to try to understand where the workload is the heaviest and reduce the burden through

updated software purchases, timeline adjustments and new vendors. We continue to strengthen the communication channels with our members through the Newsletter, website and direct e-mails.

The Newsletter has seen a dramatic reduction in the time from lay-out to mailing while reducing costs. ISA's webpage (www.iswap.org) deserves a second (maybe even your first) look. Janet Coté was the skilled surgeon in its make-over. To allow dissemination of time critical information through e-mails, please update your e-mail address with Danielle Cassell (www.isa21member@aol.com).

Rebecca Fisher has stepped down as Scholarship Chairwoman. The Board would like to express their appreciation for the time and energy Rebecca has given to the Scholarship program and welcome Beverly Sinclair (www.isa21scholarbev@aol.com) to the position. After an ongoing review of the scholarship process, a resolution was passed in November to adjust its timeline.

The next set of scholarship awards will be delayed from September 2004 until May 2005. The adjustment will allow for the majority of the interview workload to coincide with the Women in Aviation Conference and allow the announcement of the winners to coincide with our yearly Convention. Please look for more details in upcoming Newsletters and our website.

I look forward to seeing everyone in Phoenix for a boot-stomping good time. Until then blue skies and smooth air.



ISA Newsletter Editor

by Krisan Wismer

Welcome to the February 2004 ISA Newsletter! I want to apologize to everyone who tried to complete Amy Maddox's Crosswinds puzzle in the November 2003 newsletter. I mistakenly omitted five clues to the puzzle, clues 99-105 across. Hopefully the "die-hard" crossword puzzle addicts were able to fill in the blanks. I also omitted the Westwind School of Aeronautics logo off the newsletter cover. I did add it to a new cover and reprinted several copies to give to Scholarship and Corporate Communications. I appreciate your patience!

In this newsletter you will read about changes to dues collection under Danielle Cassell's Membership article on page 4 and about the new "extra special volunteer" in the HUPER article by Sherry Anderson on page 6. The additions and corrections for your ISA roster book is on pages 25 and 26.

See the Phoenix Convention May 17th-20th Highlights beginning on page 8.

You can find information about the ISA Ski Days in this newsletter on page 12.

Rebecca Fisher has resigned as Scholarship chair and you can read about ISA's new Scholarship Chair, Beverly Sinclair, on page 5.

Be sure and review the BOD minutes by Jessica Stearns.

(continued on the next page)

(continued from page 3)

There are some interesting articles submitted by the Education Chair, Mary Ana Gilbert, on pages 14-16.

ISA+21 is still hoping to find volunteers to fill the Board positions of Treasurer, Corporate Communications, Convention, Newsletter, and HUPER. Contact any ISA+21 Board member (inside cover of newsletter) or complete and submit the application form on page 15 of the November 2003 newsletter or the application form in this newsletter. The new Board Members will be announced at the Phoenix Convention in May.

For those who saw my Copper Snowflake Condo at the Bike Days, it is available to *rent all year long!* Find "stress relief" at www.coppermountainco.com. We will donate 15% of your rental to the ISA Scholarship.

I hope to see you at the ISA+21 Ski Days in Dillon, CO in February! I want to wish everyone a Happy Valentine's Day! Thanks to all of the members who have contributed articles to the ISA newsletters. Be sure and check out the revised ISA website.



Education
by Mary Ana Gilbert
New Website Volunteer Named

The big news has been obvious on the ISA Website. Janet Coté has once again dedicated countless hours to ISA and continued the redesign that Julie Derrick started this past year. Julie is still volunteering as our email postmistress for those occasional, but time-critical notices.

Board of Directors Reports

Please check out the new web design with its user-friendly navigation. As always, the content is better if we have inputs from our membership, so please forward pictures (include identifying people, places, and dates) that can be used on the website.



Web Master
Janet Coté

Thanks again and visit www.iswap.org often!!

Thank you for voting for the Bylaw change affecting Membership. Please see the details in Danielle's Membership article in this issue.



Treasurer's Report

by Melissa Brumby



Current Account Balances:

(as of October 31, 2003)

<u>Bank of America</u>	
Business Checking (General Acct.):	\$12,735
*Money Fund:	<u>\$31,277</u>
	\$44,012

Paine Webber

Cash Fund:	\$ 7,773
Investments:	<u>\$162,226</u>
(investment value Oct 31st, 2003)	\$169,999

Total ISA Assets: \$214,111



Membership

by Danielle Cassell

Happy New Year! I hope everyone had a safe and happy holiday season. Speaking of the new year, I'd like to inform you that the proposal to change the membership year has been ratified. **Dues must now be paid by May 31** for the following year. The ISA membership year will now begin June 1 and end May 31. As I mentioned in the November newsletter, the Board submitted this proposal to align the membership year with Convention. Now, if a member has not yet paid by Convention she can do so then. We expect some financial difficulties as a result of the change. In order to prevent this, I'd like to request that you make a donation to help us through this transitional period.

The Board has recommended \$25 for active, or \$10 for inactive members. Dues are still \$55 for active and \$20 for inactive members. Although it isn't necessary to pay dues until May 31, 2004, please feel free to send yours in early, along with the donation. Look for the renewal form in this newsletter or you can check out our updated website and download it from there. Again, this extra amount is not required, but we would appreciate the help since we still have an organization to run and a newsletter to publish. If you elect not to pay at this time, I will send out reminder cards in February or you may pay at this year's convention in Phoenix, Arizona. If you haven't already heard, Donata has outdone herself this year. The Convention sounds like it

(continued on the next page)

(continued from page 4)

will be a lot of fun, so please try and attend.

In this newsletter you will find an insert to add to your 2003 Membership Directory. It includes new members, returning members and membership changes. In the past we have included this insert in most newsletters but often they were too small to justify the cost of printing. Beginning now, we will include it in the February newsletter only. Just a reminder, this is private information for members only. Be sure to remove the insert from your newsletter prior to passing it on to a friend or tossing it out.

Since the November newsletter we have gained three new and five returning members to our organization. With the addition of our newest member [Kristie Weber] we have also added a new airline and country. We now have 385 members from 62 airlines in 19 countries.

New Members

Jane Butcher
United Airlines B737 FO
DOH 2-21-00 furloughed 1-15-03

Gail Luster Frazee
United Airlines A320 Instructor
United Airlines

Kristie Weber
Qantas B747 SO
DOH 12-4-00

Returning Members

Heidi DeKoster
Alaska Airlines B737 FO

Claudia Mattig
Swissair A320/330 FO
DOH 9-13-93

Nancy Novaes
Continental B737 CAP
DOH 8-19-85

Christina Redfern-Oliver
America West A320 FO
DOH 4-1-96

Carolyn Williams
UPS B757/767 CAP
DOH 10-31-88

Board of Directors Reports



Scholarship
by Beverly Sinclair

Hello Everyone!

I am pleased to be able to get in a quick word as this newsletter goes to press. I am the new Scholarship Chair...so new at the position that I need a little time to get my feet wet before making a report.

I joined ISA just in time to go to the 2002 Convention in New Orleans. I had such a wonderful time that I made a commitment to myself to become an "active ISA member". After being furloughed from United Airlines in January, finances were too tight to go to Zurich. I did, however, sit in on the last BOD meeting in August at the Bike Days and feel comfortable that we have a strong group that can work together well for the benefit of the organization.

I was able to interview one of our local scholarship candidates and feel that my best efforts would be in this area. Having been a scholarship recipient (from the 99's) I know the value of the Scholarship program. It was a very decided turning point in my career. I am also optimistic that I will be able to encourage other Frontier pilots to join (or renew) ISA+21, as I would love to share my ISA experience with others.

Hope to see everyone at Ski Days and look forward to working with all of you!

(*Editor's Note: Rebecca Fisher rendered her resignation to the ISA Board just before the August 2003 Board Meeting prior to completing her term. Rebecca advised the Board that she would stay on until we could find a

replacement. Beverly Sinclair has graciously volunteered to take over the Scholarship board position and begins her tenure at this time. Bev flies the A320 at Frontier and is anxious to begin working with the rest of the Scholarship Committee, Christine Hilton and Susi Fischbacher. Please help us welcome Bev on board!)



Airline Scholarship

by Christine
Hilton

The two FedEx 727 type-rating winners, Cheryl Konter and

Stacey Cetin, will begin training early in 2004, as will Wenyu Fu, the winner of a 737 type-rating from Pan Am International Flight Academy. In addition to her excitement about the impending training, Wenyu also reports that she just got married in September and moved to MSP in October.

Donna Miller, the recipient of one of the Alaska Airlines/PremAir 737 type-ratings, is currently in training in Seattle. And Courtney Hamel, the other Alaska/PremAir type-rating winner (and mother to be) began training on December 8. Best of luck to all the scholarship winners!

Alaska Airlines





EXTRA SPECIAL VOLUNTEER

Human Performance & Resources Chair by Sherry Anderson

Greetings. We are looking for a few good women! Actually we are looking for a few outstanding women to recognize. In August, the Board voted to recognize some of our ESV (extra special volunteers) at the May convention each year. The genesis being that our organization survives and flourishes by the help of members who do way more than their 'one' thing for ISA each year. The Board wants to do more than a simple thank you to these women, so we are looking for your input.

If you would like to nominate someone as an ESV, please send me their name along with a brief statement why you feel they deserve this special recognition. The only qualification is these women cannot be a current board member or committee person as we expect these people to be putting in the hard work. We want to honor the women without titles who give so much to ISA. Please send me your nominations ASAP, and yes it is possible to have multiple winners! Based on your recommendations, we will choose the winners at the February 9th Board meeting and announce the awards at the May 2004 Convention in Phoenix. So this is your opportunity, please speak up, and let us know who you think deserves this extra special recognition. The deadline for your recommendations will be February 7th 2004.

You can send me your ESV recommendations to my email address at isa.sherry@cox.net or mail them to me at Sherry Anderson, 3914 E. Bronco Trail, Phoenix, AZ 85044.

New Jobs

Jane Delisle was furloughed after 14 years with US Airways. Good News! Jane started flying for Jet Blue in June as a F/O on the A320. Congratulations and Happy Contrails!

New Equipment

Angela Allen, Federal Express, has upgraded to Captain MD-11.

Looking forward to seeing all of you in Phoenix this May and thank you for participating!



Secretary Report by Jessica Stearns

Board of Directors Meeting Minutes Atlanta, GA November 3rd, 2003

I. Board of Directors Reports

A. Chair Report

- 1. Opening Statement: Members were welcomed to the Delta Airlines facility arranged by Mary Ana Gilbert.
2. Members present: Tiana Daugherty, Danielle Cassell, Sherry Anderson, Mary Ana Gilbert, Jessica Stearns, and ISA member Binka Bone.
3. Minutes of the previous meeting were reviewed, corrected, and approved.

B. Corporate Communications – Tiana Daugherty

- 1. To assist in a better understanding of the Standing Rules, resolutions that have been passed but only listed in the minutes will be extracted and made a part of the Standing Rules section of the ISA Manual. Maggie Rose and Tiana Daugherty will do this rewrite.

- 2. Tiana is in the process of writing a public relations package to solicit corporate contributions. A power point presentation will also be developed. The presentation will be put on a CD. Since 1994, 29 Type Ratings, 10 FE ratings, and 2 ATP scholarships have been awarded. A volunteer is needed to assist with this.

B. Treasurer – Melissa Brumby

- 1. Due to IOE, the financial report will follow.
2. All board/committee members are requested to submit an inventory of ISA property they have in their possession.
3. Kinko's will be used to print the newsletter, rosters, and large volume printing jobs.
4. Signature cards: the treasurer will determine how many signatures are required and when they will be accomplished.
5. All board members are requested to submit the '04 budgets ASAP.
6. Convention expense: The actual cost for Zurich was \$1707 vs. \$3000.

C. Membership – Danielle Cassell

- 1. Total 381
2. Countries 19
3. Airlines 62
4. Non-US Members 37 (10%)
5. Newest member: Kristie Weber, Qantas B-747-400 SO

(continued on the next page)

Board of Directors Reports

(continued from page 6)

6. Airlines with Most ISA members:
 - i. United 85
 - ii. American 45
 - iii. US Airways 35
 - iv. Northwest 33
 - v. FedEx 32
- D. Education – Mary Ana Gilbert
 1. A letter of thanks to Janet Coté and Julie Derrick will be sent thanking them for their valuable ISA contribution.
 2. Board and Committee chairs should request ISA wings for new members from Mary Ana.
- E. HUPER – Sherry Anderson
 1. The various airline maternity policies complied by ISA will be put on a CD in PDF format. Air Canada has requested ISA assistance concerning maternity policies.
- F. Convention – Donata Hunt
 1. Tiana will meet with potential convention sponsors.
 2. Christina Redfern-Oliver has volunteered to store ISA convention shipments at her home, 1392 E. Shannon St., Chandler, AZ 85225.
- G. Scholarship – Rebecca Fisher
 1. Financial: \$158,401.00 awarded to date to 108 winners (this excludes other scholarships).
 2. Status: 2001 – All paid, except Carol Lundgren who was extended to Sept 2004. 2002 – Three remaining unpaid. One will likely decline as she has obtained her rating, but I have not personally heard from her yet. 2003 – Amrita Periera completed her ATR training program successfully and is in Bombay beginning her new job. Her family has expressed their gratitude for our assistance, as has Amrita. Elizabeth Starke and Sheila Mabbitt completed their training in Sept. Seven recipients remain to be paid.
 3. Airline Issue with Alaska and Premair: Both Alaska and Premair had a change of guard and initially denied they would not proceed with the scholarship. Both Christine and Susi have been working to assure our agreement stays in place. Alaska and Premair have since agreed to supply the training, but will not cover the cost of training supplies and want our winners to pay \$750.00 each. We don't think it's right since we presented the scholarships as all-inclusive, then changed the terms on the applicants. We don't think the applicant should have to come up with the funds at the last minute. Financial need is a criterion for selection. For three applicants, an additional \$2250.00 is needed.
- H. Newsletter – Krisan Wismer
 1. December 1st is the deadline for the February issue. Please send information pertaining to convention, WIA, member updates, ISA calendar events, Captain's Club, etc.
 2. The bulk mail permit will be renewed after each convention. The permit is on file at the Littleton, CO. post office.
 3. An ISA account has been set up at Kinko's for printing the newsletter, ISA roster, and other large jobs, which will be billed directly to ISA.
 4. The cost of the last newsletter was reduced by \$558.44 by using Kinko's, the bulk mail permit, and the FedEx discount. The total cost for 460 newsletters (32 pages) and the voting cards, plus 12 color issues for sponsor packets was \$1438.94.

- I. Committee Reports
 1. ISA Store: we need a volunteer to replace Carol Cansdale. Will someone please jump into that seat?
 - J. Unfinished Business
 1. Volunteer(s) of the year.
 - i. HUPER will accept nominations for selection.
 - ii. Those selected should be members other than Board/Committee members.
 - iii. The BOD will choose those selected in Feb.
 - iv. The award will consist of a certificate and set of ISA wings and will usually be awarded at the convention.
- ### II. New Business
- A. Membership
 1. Newsletter to be sent to members whose lapse has been one year or less. Approved.
 2. Renewal cards sent to the entire membership database (active and past). A mass card mailing will be done in Feb. followed by a March membership drive.
 3. Membership will not be added to the Kinko's account for printing renewal reminders and rosters.
 4. Badges: should we continue making them? Badges will be stopped. New members will be issued a card with their member number.
 5. Software: Microsoft Office XP Professional 2000. Purchase was approved and is to be licensed to ISA. Library will keep record of ISA software.
 - B. Web Site:
 1. The page on how to give donations to ISA will be added. Binka Bone will rewrite it and coordinate with Janet Coté.
 2. It was clarified that the web site is part of the Education Chair.
 - C. Library
 1. The new name will be Media Specialist and be a part of the Corporate Communications Chair.
 2. This position will be redefined as to what will be added, revised, or retained.
 - D. Pilot Employment
 1. ISA has been receiving requests from employers interested in hiring women and have asked for ISA assistance.
 2. To get the word out to ISA members in a timely manner, a mass emailing will be used and positions posted to the web site.
 3. The Corporate Communication Chair will coordinate this activity.
 - E. ISSN
 1. The ISA news ISSN (1536-3066) issued by the Library of Congress will be placed on the ISA News masthead.
 - F. WAI Funding
 1. Funding was approved for 2004.
 2. The coordinator will be Tracy Leonard.
 3. The ISA Banner will be updated to include the logos of current corporate sponsors.
 - G. BOD replacements for 2004
 1. Replacements are needed for Newsletter, Convention, HUPER, Corporate Communications, and Scholarship.

III. Meeting Adjournment

The meeting was adjourned at 1220 hours. The next meeting will be held in conjunction with ISA Ski Days.

Phoenix 2004

May 17th - 20th



Ladies, start polishing those cowboy boots! You are in for a hoot'n howler'n good time. I am so excited for this Convention and you should be too! It has been two years in the planning and I hope you enjoy what we have put together for the 26th Annual Convention.

My main focus is to have as many members attend as possible. Several details of this convention will hopefully facilitate this focus. Please let me explain.

First of all, the location is key. It is a sunny, warm destination that is easily accessible domestically as well as internationally. Transportation to and from the Sheraton Wild

Horse Pass Resort and Spa is extremely easy with the shuttle serviced provided for a nominal fee. The resort is located just 11 miles southeast of the Phoenix Airport. Phoenix is a wonderful place to visit with so much to offer in the way of activities from horseback riding to whitewater rafting to great aviation museums. With the mountains as a backdrop to great sunsets over the desert it is a magnificently beautiful destination.

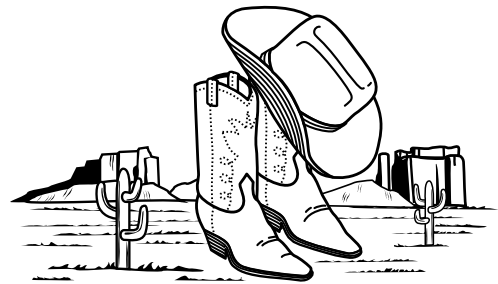
Secondly, the Sheraton has been extremely flexible with ISA in allowing us to cancel room reservations up to 72 hours prior to the convention. Most people should know their schedule by three days prior to Convention. So if you even think you can attend please book your room now so that I can determine if we need to reserve additional rooms. We only guarantee the Sheraton a small number of rooms so that ISA doesn't have to pay for rooms we don't use if attendance is low. We do not want to run out of rooms though. It is a wonderful resort that will sell out by May. The price of \$170/night may seem expensive but compared to the \$349/night rate on the internet this is a great price. The Sheraton will reserve us more rooms but we have to let them know as early as possible. So please help ISA out and book your hotel rooms ASAP by calling the Sheraton directly at (602) 225-0100. We want all the members to enjoy the luxuries at the convention rates.

Third, the registration fee is all-inclusive. The \$145 covers all of the events except the individual activities on Thursday.

Fourth, I have planned activities for the kids so that they get to know each other as well. We are hoping the kid's party during the Margarita Cocktail Party will be a huge success (see the tentative itinerary)! All children are welcome and encouraged to attend the Wednesday night Square Dance dinner at the Koli Equestrian Center. Other babysitting activities are also available through the hotel. Ask about these services when you reserve your room.

Fifth, this is the 1st year for a Golf Tournament for the HALPS and teenagers during the business meeting. No ladies, you cannot skip the business meeting to go golfing. ISA members are not allowed in the tournament per BOD rules.

Sixth, we need to make this a year of aviation milestones. By attaining a convention attendance record we would start the ball rolling in turning the aviation industry around. More importantly we would perpetuate growth in ISA and rekindle friendships that have faded just a little over these hectic times. I am anxious to meet lost members that I have only heard stories about as I am a relatively new member and to visit with friends I have missed throughout the year. I have just given six fantastic reasons to visit Phoenix in May. Let's make history!!!

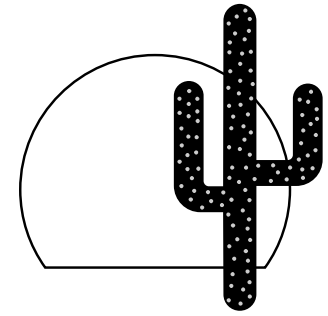


(continued on the next page)

Board of Directors Reports

(continued from page 8)

This year we did not hire a convention planner to handle registration. This will drastically reduce the cost of the convention. We have the next best thing...my mother! She has graciously volunteered to handle Registration prior to and during Convention. She is an expert! She has run registration at major cycling events for several hundred people. She is helping me out since I am currently furloughed by UAL and live in Denver but work in New York. With my busy schedule she will handle Registration much more efficiently than I would be able to living between two places.



So if you have questions about Registration feel free to call her at (724) 845-8364. She is fully briefed about the Phoenix Convention Registration. She will forward any unanswered questions to me. Her contact information is on the Registration Form on page 11. I was named after her so it is not a typo...we have the same name. Hopefully that is not too confusing.



To register for Convention:

- Fill out the form in the newsletter and mail it along with a check or a credit card number.
- Go to the www.iswap.com website and download the form into a word file, file it out, and email it to (dhunt@relymail.com). You must pay by credit card.
- If you have any questions e-mail me at donata.hunt@jetblue.com.

To book rooms at the Sheraton Wild Horse Pass Resort and Spa you have to call the Sheraton directly at (602) 225-0100. You can view the resort on the internet at www.WildHorsePassResort.com. Let them know you are booking rooms for the ISA Convention. You might have to tell them the International Society of Women Airline Pilots Convention if they don't recognize ISA. Don't forget to book babysitting services through them as well as spa treatments at the Aji Spa and tee times for golf.



To register for Side Trips:

Arizona Destinations organizes all the side trips. They are affiliated with the Sheraton.

- Go to the designated ISA website www.esignup.homestead.com to view all the options and to sign up. You must pay by credit card.
- The April newsletter will contain details and the forms needed. The forms can then be sent directly to *Arizona Destinations* attention Jackie. Send a check or a credit card number.
- If you have any questions call *Arizona Destinations* at (602) 493-7373 and ask for Jackie or Adam.

I hope to see everyone in Phoenix! 2004 is going to be awesome!

Wishing everyone a wonderful and prosperous 2004!

26th ANNUAL ISA CONVENTION
SHERATON WILD HORSE PASS RESORT AND SPA
PHOENIX, ARIZONIA
MAY 17TH – 20TH, 2004



Monday May 17th (optional day for members):

- 1200 – 1600: BOD Meeting Pool Side (All members are welcome to attend!)
- 1600 – 1800: Spa Treatments at the Aji Spa
- 1930 – 2200: BOD Dinner

Tuesday May 18th:

- 1100 – 1700: Convention Registration in Hospitality Suite
- 1100 – 2200: Silent Auction in Hospitality Suite
- 1800 – 2200: Margarita Cocktail Party (Adults Only) on Akimel Lawn
- 1800 – 2200: Kid's Party (Babysitting Service)
- 2200 - ? : Casino is Open

Wednesday May 19th:

- 0700 – 1300: Golf Tournament for HALPs at Whirlwind Golf Club
- 0700 – 1300: Other Activities for HALPs/ Teenagers
- 0800 – 0900: Breakfast On Your Own/ Open Registration
- 0900 – 1200: Business Meeting in Kavi I Ballroom
- 1200 – 1300: Group Photos Outside on Beehive Patio
- 1300 – 1500: Luncheon/ Captain Club Presentations in Kavi II Ballroom
- 1500 – 1530: Book Signing Presentation by Emily Warner
- 1530 – 1630: Speaker: AXA Financial Advisors (Convention Sponsor)
- 1830 – 1900: Wagon Rides to Koli Equestrian Center for Dinner
- 1900 – 2000: Western Dinner
- 2000 – 2200: Old Fashioned Square Dance

Thursday May 20th:

- The possibilities are endless! (Just to name a few)
- 0800 – 1600: Grand Canyon Tour (Group Activity)
- 0800 – 1600: Sedona and Oak Creek Canyon Tour (Group Activity)
- 0800 – 1600: Verde Canyon Railroad (Group Activity)

NOTE: The above times and activities are subject to change.





CONVENTION REGISTRATION FORM
26TH ANNUAL ISA CONVENTION
MAY 17th – 20th, 2004
SHERATON WILD HORSE PASS RESORT AND SPA
PHOENIX, AZ

LAST NAME: _____ FIRST NAME: _____

ADDRESS: _____

COUNTRY: _____

PHONE #: _____ FAX #: _____

EMAIL ADDRESS: _____

AIRLINE: _____

AIRCRAFT/POSITION: _____

GUESTS ATTENDING: (Indicate age of children)

Name: _____

Name: _____

Name: _____

Name: _____

Name: _____

MEMBER REGISTRATION FEE:

(Inclusive: Cocktail Party, Luncheon, Wednesday Night Dinner)

By April 1st: \$ 145 _____

After April 1st: \$ 165 _____

GUEST FEES: (Please indicate number of guests and children)

Guests: \$ 145 x () = _____

(Inclusive: Cocktail Party, Luncheon, Wednesday Night Dinner)

Children: \$ 60 x () = _____

(Includes: Kid's Party, Luncheon, and Wednesday Night Dinner)

Total = _____

FURLOUGH FUND DONATIONS:

Registration Fee: _____

Name of Furlougee (optional): _____

Monetary Donation: _____

Airline Buddy Passes: _____

Send Registration Form to:

Donata Hunt

ISA Convention Registration

197 Air Shaft Road, Apollo, PA 15613 USA

724-845-8364 (Registration)

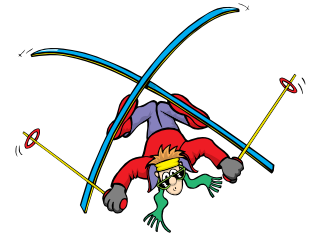
412-596-1720 (Convention Chairman)

or email completed form from the ISA website to: dhunt@relymail.com

(Please title email: "ISA Convention Registration")

ISA+21 Ski Days February 9th-February 12th 2004 Keystone Resort, Dillon, Colorado

Thirty-five female pilots along with 2 significant others, 10 husbands and 12 children had a blast at the 2004 ISA Ski Days! Yes, that's correct, at the 2004 ISA Ski Days!



Many attended the Board Meeting on Monday followed by a chili dinner at Cindy's. Everyone was asked to bring one bowl of chili to be shared by the group. And, wouldn't you know it, Pam M and Kathy G spilled chili on their laps while flying into Denver. Not to be outdone, Kathy Malone dropped her bowl on the floor of her rental car resulting in one heck of a mess and smell. Have you ever had chili between the toes? Connie T. forgot to put beans and meat in her chili - just colored water. However, everyone said the crackers were outstanding. Keith was the first to fall off a bar stool followed by Sherman Anderson. The children enjoyed the evening as much as their parents. Following dinner the group determined what they were going to do the next three days and evenings. Although some had to depart Thursday morning, others stayed through the weekend.



Tuesday, Wednesday and Thursday were ski days for those that so desired. Powder ten inches deep fell each evening. Everyone that skied had a great time. Kids not only skied but also did a lot of sledding. The children's ski school was the best - skiing, eating and playing. Tuesday evening dinner was held at the top of Keystone Mountain where everyone enjoyed fondue. Wednesday night was a sleigh ride followed by dinner. Many met Thursday evening for a pizza party. And, of course, those sharing a condo stayed up nightly sharing war stories, latest relationships, family doings, etc.

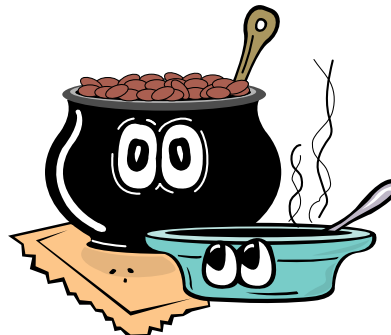
If it sounds like the group had a great time...well... you're not too late to enjoy what others will be enjoying come February 9 -12, 2004 as the 2004 Ski Days have not occurred yet! Those attending Ski Days 2004 plus many other activities will enjoy some of the activities mentioned above, with the exception of everyone bringing a bowl of chili. Yes, you, your family, your significant other can be a part of this fun-loving group of women pilot-skiers. All you have to do is contact Cindy Shonk (Ernst), Krisan Wismer or Donata Hunt for details or watch for more news on the ISA Web Site: www.iswap.org. The group will determine Monday evening following a chili dinner at Cindy's where we ski, when, how long, where we eat, etc.



The above article was contributed by (HALP) Jim Ernst.

For more information contact:

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



Donata Hunt
P.O. Box 4224
Dillon, CO 80435
(970) 513-0221
donata.hunt@jetblue.com

P.S. We will furnish the chili!

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



15th Annual Women in Aviation Conference

by Tracy Leonard

Why should I volunteer to work ISA's booth at the Women in Aviation Conference in Reno Nevada?

Five Altruistic Reasons for Volunteering

1. You get to do your "one thing" for ISA+21.
2. You get to promote ISA+21 to airline pilots that are not yet members.
3. You get to promote our scholarship program.
4. If you are a past scholarship winner, it is a meaningful way to "pay back" ISA.
5. You get to share your aviation knowledge with a lot of great people and have fun!!

Five Selfish Reasons for Volunteering

1. If you are furloughed, you can hand out resumes to all of the airline companies in the exhibit hall. (Go to www.wai.org to see who will be attending)
2. This fabulous event will get you so excited and motivated; you will remember why you first wanted to pursue a career in aviation.
3. You get free snacks and water while you work.
4. If you volunteer early enough you can stay for free in the room provided by ISA.
5. You get to share your aviation knowledge with a lot of great people and have fun!!



If you are interested in volunteering to work at the ISA+21 booth, simply call or email me once you know your schedule for March.

Tracy Leonard
Isado1thing@hotmail.com
(please note the new email address)
913/367-9461 home
702/858-1439 cell

Top 10 Interview Bloopers... and How to Avoid Them

We've all heard stories of job candidates who looked great on paper but who were absolute disasters in person. With fewer and fewer interview opportunities available in this competitive market, it's essential to make the best possible first impression. You can learn from the mistakes of others and avoid the top 10 worst interview blunders.

Poor handshake

The three-second handshake that starts the interview is your first opportunity to create a great impression. But all too often an interview is blown right from the start by an ineffective handshake. Once you've delivered a poor handshake, it's nearly impossible to recover your efforts to build rapport. Here are some examples:

- * The Limp Hand: Gives the impression of disinterest or weakness.
- * The Tips of the Fingers: Shows lack of ability to engage.
- * The Arm Pump: Sincerity is questionable, much like an over-aggressive salesman.



Even if you're a seasoned professional, don't assume you have avoided these pitfalls. Your handshake may be telling more about you than you know. Ask for honest critiques from several friends who aren't afraid to tell you the truth.



Talking too much

In my recruiting days, I abhorred over-talkative candidates. So did most of my client employers. Over-talking takes several forms:

- * Taking too long to answer direct questions. The impression: This candidate just can't get to the point.
- * Nervous talkers. The impression: This candidate is covering up something or is outright lying.

To avoid either of these forms, practice answering questions in a direct manner. Avoid nervous talking by preparing for your interview with role-play.

Saying negative things about your current or past employers/managers. The fastest way to talk your self out of a new job is to say negative things. Even if your last boss was Attila the Hun, never, never state your ill feelings about him/her. No matter how reasonable your complaints, YOU will come out the loser if you show that you disrespect your boss. When faced with the challenge of talking about former employers, make sure you are prepared with a positive spin on your experiences.

Showing up late or too early

The first lesson in job-search etiquette is to show up on time for interviews. A lot of job seekers don't realize, however, that showing up too early often creates a poor first impression as well. Arriving more than ten minutes early for an interview is a dead giveaway that the job seeker has too much time on their hands, much like the last one picked for the softball team. Don't diminish your candidate desirability by appearing desperate. Act as if your time were as valuable as theirs. Always arrive on time, but never more than ten minutes early.

Treating the receptionist rudely

Since the first person you meet on an interview is usually a receptionist, this is also the first impression you'll make. Don't mistake low rank for low input. Often, that receptionist's job is to usher you into your interview. The receptionist has the power to pave your way positively or negatively before you even set eyes on the interviewer.

(continued on the next page)

(continued from page 14)

Asking about benefits, vacation time or salary

What if a car salesman asked to see your credit report before allowing you to test drive the cars? That would be ridiculous and you'd walk away in disgust. The effect is about the same when a job seeker asks about benefits or other employee perks during the first interview. Wait until you've won the employer over before beginning that discussion.

Not preparing for the interview

Nothing communicates disinterest like a candidate who hasn't bothered to do pre-interview research. On the flip side, the quickest way to a good impression is to demonstrate your interest with a few well thought out questions that reflect your knowledge of their organization.

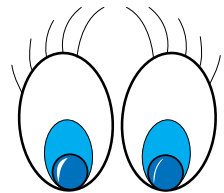
Verbal ticks

An ill-at-ease candidate seldom makes a good impression. The first signs of nervousness are verbal ticks. We all have them from time to time-umm, like, you know. Ignore the butterflies in your stomach and put up a front of calm confidence by avoiding verbal ticks.

One of the best ways to reduce or eliminate them is through role-play. Practice sharing your best success stories ahead of time, and you'll feel more relaxed during the real interview.

Not enough/Too much eye contact

Either situation can create a negative effect: Avoid eye contact and you'll seem shifty or untruthful; offer too much eye contact, and you'll wear the interviewer out. If you sometimes have trouble with eye-contact balance, work this out ahead of time in an interview practice session with a friend.



Failure to match communication styles

It's almost impossible to make a good first impression if you can't communicate effectively with an interviewer. But you can easily change that situation by mirroring the way the interviewer treats you. For instance:

- * If the interviewer seems all business, don't attempt to loosen him/her up with a joke or story. Be succinct and businesslike.
- * If the interviewer is personable, try discussing his/her interests. Often the items on display in the office can be a clue.
- * If asked a direct question, answer directly. Then follow up by asking if more information is needed.

When you allow the interviewer to set the tone of conversation, this can vastly improve your chances of making a favorable impression. You can put the interviewer at ease-and make yourself seem more like them-by mirroring their communication style.

Just as a strong resume wins you an opportunity to interview, strong interview skills will win you consideration for the job. You already know that you won't earn an interview unless your resume sets you apart as a candidate of choice. Likewise, you should know that polishing your interview skills could mean the difference between getting the job offer-and being a runner-up.

Start your job search with a resume that creates a stellar first impression, and then back those facts up with your extraordinary interview skills. You will have made yourself a better candidate by avoiding these ten interview pitfalls. And no one will have to talk about you as the candidate who "almost" got the job.

Deborah Walker, CCMC

Resume Writer ~ Career Coach

For more in-depth information on resumes, job-search strategy and interview skills, check out the article archive at my website: www.AlphaAdvantage.com

Email: Deb@AlphaAdvantage.com

Toll-free phone: 888-828-0814

(Editor's Note: The above article was submitted by Mary Ana Gilbert, ISA Education Chair.)

Are You a Job Search Hermit?

If you're experiencing an extended job search, chances are you've been through several hills and valleys: days of optimism followed by days of discouragement.

One symptom of this job search discouragement is the tendency to avoid other people. This is what I call the "hermit" phase, where proactive search efforts are set aside in favor of hunkering down in front of the computer, spending fruitless hours going through online job sites. As dull as this activity is, it at least it prevents the job seeker from hearing rejection.

The problem is that avoiding people only prolongs the period of discouragement. The longer one remains in "hermit" mode, the longer the job search drags on-and the downward cycle continues.

The fact is, the more people you interact with, the more you'll hear about positions in the "hidden" job market. Everyone, whether employed or unemployed, is connected to some form of information grapevine. The more people you meet with during the week, the better your chances of learning about positions that haven't even hit the job boards or classified ads yet. The shortest route to any hiring manager's door is through the recommendation of others.

Think back over the last couple weeks. If you've had less than six opportunities to mix with people outside of your home, it's probably time to force yourself into networking situations.

If you're stuck on where to start getting out again, your local newspaper is a good place to start looking. Most likely, your paper's business section publishes business events or professional workshops on a daily or weekly basis. Scour these listings to identify which events could most likely put you eye-to-eye with good networking sources.

If you're not yet connected with a professional association, this is a great time to search out active, local groups where you'll meet people who can introduce you to influential hiring managers. Look for associations whose leaders are well connected with your target industry.

For casual, low-stress networking, health clubs or fitness centers are a great way to meet potential networking contacts. Chances are you could use the exercise anyway! Choose early morning or late evening times for your workout, when you're most likely to meet employed members. A game of handball could lead to a discussion on upcoming job opportunities.

If you attend a church, synagogue or house of worship, this would be a great time to get involved with your organization's activities. Working alongside your fellow members will not only lift your spirits as you participate in worthwhile activities, but you'll also build trusting friendships with those eager to pass along helpful job leads.

Another great network-building source is volunteer work. Whatever your personal or professional passions are, there are nonprofit organizations that would value your knowledge, expertise and ambition. If you approach volunteer opportunities with a "serve first" attitude, you will naturally attract individuals willing to help further your career ambitions as well.

If you make it part of your job-search priorities to stay connected with people on a regular basis, you'll find the days of discouragement are fewer while the potential career opportunities multiply.

Deborah Walker, CCMC
Resume Writer ~ Career Coach
You'll find more of Ms. Walker's career and job-search articles at
www.AlphaAdvantage.com
Email her at Deb@AlphaAdvantage.com
Phone: 888-828-0814

(Editor's Note: The above article was submitted by Mary Ana Gilbert, ISA Education Chair.)

Things of Interest



Captain Emily Howell Warner has many aviation firsts. Among them, she was the first woman to be admitted as an active member of the Air Line Pilots Association. ALPA honored Emily this year by inviting her to be a part of the closing ceremonies at the 49th annual ALPA Air Safety Forum, held in our nation's capital in August. This is an especially noteworthy year, as it also marks the 100th anniversary year since the Wright brothers flew at Kitty Hawk. She was hosted at the forum's Awards Dinner by United Airlines. Also attending the dinner was Captain Mary McMillan (UAL), ALPA's representative on the Event Review Committee for United's Flight Safety Awareness Program.

United Airlines' Captain Carolyn Pasqualino and First Officer Pam Coverick flew together in November from ORD-IAD, IAD-LHR, LHR-IAD, IAD-ORD. Two women in the cockpit -- Hot Pink NOTAMS?



ISA members attend the "Women in Flight" program at the New England Air Museum in Windsor Locks, Connecticut.

Jean Harper, a 1975 Aviation graduate of the University of North Dakota, United Airlines Captain and ISA charter member, was honored on September 24, 2003, with the Sioux Award. It is the highest honor given to a UND alumnus for career achievement, public service, volunteer work for the University, and dedication to family.

Past awardees have included ballonist Maxie Anderson, Senator Quentin Burdick and Lawrence Welk. Jean is the first graduate from the John D. Odegard School of Aerospace Sciences to receive the Sioux Award.



WHAT HAPPENS WHEN YOUR DREAM... CHANGES?

By Beverly Sinclair, ISA Scholarship Chair



Sixteen years ago I had my mid life crisis. My friends thought I was crazy to leave a lucrative career, managing a large retail interior design company, to flight instruct. "She's lost her marbles!" But they all knew I had a dream! The picture of me in that dream was crystal clear! The only certainty was that I wanted to fly.

As the story unfolded I found myself drawn to the airline world. Flight instructing led to the first commuter job, then to a bigger commuter. Up the ladder, F/O to Captain to Check Airman, then a scholarship from the 99's for a Type Rating at United. WOW!

With the ink still wet on my new rating, I proudly marched into Frontier's main office in Denver and asked to speak to the Chief Pilot. To my extreme surprise he appeared about ten minutes later and visited with me. Now this will not happen these days, I am certain. Two weeks later I was back for an interview!

A whirlwind month and I was a new hire at my first airline, flying a Boeing 737 for a promising young airline. I was certain my dream had come true. But then came the test!

US Airways had been hiring all of my friends from the commuter days and this was the Big Time! How could I pass up their offer? Off to new hire school again.

Six months later, while I was commuting to reserve in Washington DC, United offered me my third interview (persistent) and a job. Being a Denver resident for over thirty years with no plans of moving, I couldn't resist.

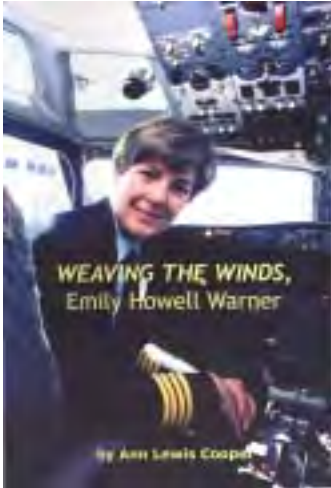
Three years later, amidst the familiar turmoil, I was furloughed. Was this a nightmare? Enjoying some travel and time off, I reflected on that dream. What had happened? It hadn't happened just to me, it was happening to everyone I knew. Great time for some soul searching.

About that time Frontier launched their new advertising campaign *A Whole Different Animal*. I knew that Frontier was really a hometown airline. Here was a place I could relate. With a gracious rehire policy they saw fit to offer me a job, again. I couldn't be happier! I passed my checkride as an Airbus 319 F/O the day before my fiftieth birthday and plan to spend my last ten years as *A Whole Different Animal*, living my dream!

As for you other furloughees, I know Frontier will be continuing to hire well into 2004. They are currently updating the website to accept applications online (www.flyfrontier.com) late summer and will be at the Women in Aviation Conference. It is a wonderful place to work, hope to see you there.

RENEWAL NOTICE

If you forgot to renew your yearly ISA membership, contact Danielle Cassell, ISA Membership Chair, 2012 Timberline Lane, Petaluma, CA 94954 or e-mail her at isa21member@aol.com or log on to the web site--www.iswap.org.



Book Signing Party For Emily Warner

Hosted by ISA member Sherry Harriman on November 11, 2003. Many ISA members and close friends of Emily attended this event.



Marion Bullington, Emily Warner, Gail Frazee, and Sherry Harriman



Janna Shea and Amy Maddox



Betsy Benton



Cindy Allen, Krisan Wismer, and Emily Warner

ON LIFE AND... "SLEEPING AROUND"

Yep, I sleep around. But I'm not talking about the number of beds I've occupied with different partners; I'm just talking about the number of beds - period!

Those of us who fly for a living, also travel for a living, and consequently, "sleep around" for a living.

Nowadays, certain hotels are finally emphasizing what I believe is the most important feature in any room - the bed. Since I fly domestic, most of my layovers should really be called "leanovers." Bad beds make these short stays excruciatingly long nights as I toss and turn to find a spot without a coil or lump. Give me a firm, soft-topped mattress with big pillows and a European style duvet and I'm a happy girl.

I also like having friends that put effort into great guest bedrooms. One friend's husband, prior to heading off to fly, repainted the guest room, flopped the mattress, and put flowers on the nightstand so I would have a fresh room when I arrived for a one night stay. And it's hard to compete with another girlfriend's bed that is affectionately nicknamed "the womb." I love it when I'm invited to these dream oases.

It seems a mark of maturity to ensure guests are comfortable and cozy. It takes awareness and a concerted effort to replace the ancient bed inherited from your parents' bedroom when you left for college. Years ago, one girlfriend gently taught me this after she and her husband endured our guest ("hell") bed during an extended stay. She gleefully helped take it to the dump when we replaced it.

Of course, some beds are memorable for completely different reasons.

Early in my career, I flew in Far East Asia. One night, when we diverted to our alternate in a small Korean city, there were no hotel rooms available. And I mean NONE. The captain slyly looked at me and promised warm beds. I guarantee his was warmer than mine since I was awoken in the middle of the night to three women pounding on my door insisting "You no work here, Missy!" Despite the interruption, the futon on the heated floor and the silk coverlet were simply divine.

While based in Boston, our charter company provided a three- bedroom apartment as a crash pad for all the pilots. On one particularly full night, I was sleeping in the bunk -room when we were all awakened by loud shouting and cursing. It was the lead flight engineer in a deep sleep giving an oral exam to some poor soul who didn't know the answers. Another flight engineer, Bo and I ran for a beer and a notepad. We didn't get much sleep, but we aced recurrent that year.

So after some rough calculations, I figure that I've slept in about five thousand different "beds." There were canopy beds, sleigh beds, four- poster beds, and bunks. There were sleeping bags, blowup beds (that kept deflating), couch cushions, and cots. There were lumpy beds, puffy beds, rocky beds, and mere concrete. And as a kid, there were tree houses, haystacks, pony stalls, and the back of the family Volkswagen bus.

But there is still only one bed that is absolutely, positively perfect. It's a basic, firm mattress with a shorn sheepskin topper from New Zealand. It has 330 count Egyptian cotton sheets and a light, summer weight feather blanket. Topped with a taupe matlesse coverlet and matching, black corded shams, and anchored with a striped bed skirt, it is clean and simple.

Exotic? - definitely not. Elegant? - not really. Fashionable? - not at all.

It's just mine.

© M. Vogel, November 2003

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

Memories from 25 years ago...

By Captain Jean Haley Harper (UAL)



Captain Julie Clark Retirement Party



Captain Julie Clark

ISA Charter member Julie Clark (NWA) celebrated her early retirement at a gala party at her home in Cameron Park, California, on October 15th, 2003. ISA members in attendance were Gail Gorski (UAL) and Jean Harper (UAL) and Denise Mowat (NWA), as well as HALP-ers Bob Rinehart with son Justin, and John Mowat.



Jean H., Denise M., and Gail G.

Guests who flew or drove in were treated to the sight of airplanes in every driveway of an otherwise normal-looking suburban neighborhood, with streets that doubled as taxiways, all leading to a runway hidden from the homes by a row of trees. Julie's T-34 and T-28 air show airplanes were parked outside next to her open hangar, which housed ample refreshments and a museum-like display of memorabilia from her remarkable flying career.

About 150 friends and industry representatives enjoyed her "open mike" stories, in which she told of her beginnings in aviation back when female professional pilots were definitely not the norm.

A touching presentation was made by one of her longtime friends, an air traffic controller who worked Nor Cal Departure on her final flight. Tipped off in advance by mutual friends, he read a tribute to her over the frequency when her flight checked on, which stunned and delighted her. The tape, played for all in attendance, was a gift for her. Representatives of Mopar, her air show sponsor, and Northwest Airlines also made presentations. The festivities wrapped up with a good-natured "roast," proving that Julie is as good a sport as she is a pilot.

Julie Clark's flying career spanned 36 years (to date), in which she served as a pilot with Golden West Airlines, Hughes Airwest, Republic and Northwest Airlines. Julie plans to continue performing in air shows, but says she will miss flying Captain on the Airbus for Northwest--just not the commute!

A poem to Captain Julie Clark by C. J. Freeland

Over 35 years in her airline career and the airways were never the same. She brought style, she brought class, she broke the ceiling of glass and proved a woman could captain airplanes.

For Miss Julie Clark flying is not just a lark. It's her life, her soul and her trade. From one flight with her dad she knew she was had. And the rest is the history she's made.

She had a good time in that old DC-9, Over 12,000 hours she'd astound, Flying 21 years she sang the praises and cheers of flying that old workhorse around.

Twin Otter and Fairchild, Convair and the *Bus*, so many aircraft she's flown. But she's saying goodbye to the Northwest skies and taking her last *Bus* trip home.

With her retirement in mind, she set the date, place, and time and is inviting all those she holds dear. So join in the fun of the celebration and reminisce as we drink wine and beer.

She is sure to go far, still flying high for Mopar, after saying goodbye to Northwest. With the sky as her venue Julie 's sure to continue, doing the thing she loves best.

Julie's stayed tried and true to the Red, White, and Blue. And forever we know she will say, that there's no place on earth like the country we serve GOD BLESS THE U.S.A.!

Remember To Renew

ANNUAL MEMBERSHIP CONTRIBUTION TIME

It's time to renew our annual ISA membership for the year 2004. Minimum* dues are \$55 USD for "active" members, and \$20 USD for "inactive" members (those on medical leave [NOT maternity leave], furlough or retired). Additional contributions to ISA scholarship are appreciated and are tax deductible for US members. Please send or e-mail your credit card number, amount, and expiration date (MasterCard or VISA only), or mail your US check (payable to "ISA"), directly to my home address, which is listed below. Please include any changes in address, phone numbers, e-mail, family, domicile, equipment status, etc. You can use the form in the cut-out section of this newsletter titled, "Moving? Change of Address/Phone? E-mail?" or the ISA Membership Application/Renewal Form on the following page. Please don't forget.

Danielle Cassell
ISA Membership Chair
2012 Timberline Lane
Petaluma, CA 94954 USA
email: isa21member@aol.com
fax: 707-766-6171

*Please see my article in this newsletter concerning 2004 dues.

International Society of Women Airline Pilots

...is PEOPLE AND ACTIVITIES

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

...is HISTORY

In 1978, twenty-one women pilots from ten U.S. airlines met in Las Vegas to share common interests. Today, ISA+21 numbers 450 members worldwide from 65 airlines and 18 countries.

...is A PLACE TO MEET FRIENDS

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

...is EDUCATION

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

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

...is SCHOLARSHIP

ISA has established scholarships for women pilots who have demonstrated their commitment to careers as airline pilots. Awards are used for advanced pilot ratings and type ratings. In addition, funds allowing, the Fiorenza DeBernardi Merit Award and the Holly Mullins Memorial Scholarship will aid those pilots who have not yet attained their professional pilot ratings. Tax-deductible contributions may be made to "ISA+21". Please send to: 2250 E. Tropicana Avenue, Suite 19-395, Las Vegas, NV 89119-6594 USA, Attn: Treasurer.

...is ENTERTAINMENT

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

...is FOR YOU

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



International Society of Women Airline Pilots

ISA Membership Application/Renewal Form

Membership *USD \$55 Contribution

New Member

Renewal

Name _____

Address _____

City, State, Zip, Country _____

Telephone _____ Fax Number _____

E-mail _____

Airline information:

Position/Equipment _____ Domicile/Date of Hire _____

*If you are currently on leave, retired, or furloughed, you may be eligible for Inactive Membership (USD \$20 contribution), which will entitle you to full participation at a reduced rate. Please indicate this information below.

Previous airlines/position/equipment flown (please include employment dates): _____

Certificates and rating(s) held: _____

Background: Military Civilian

Do you have any other skills, talents, or interests you may be willing to share with ISA? (e.g., writing, public speaking, fundraising?) _____

Children? Names and ages: _____

Spouse/partner name: _____

How/from whom did you hear about ISA? _____

Do you wish to be included in an ISA-approved mailing list of products and services?

Yes No

By your signature on this membership application/renewal, you agree that all photographs, reproductions, articles, software, and other properties and information submitted by you to ISA have not been previously copyrighted and henceforth become the property of ISA unless otherwise agreed upon in writing.

Signature _____ Date _____

Please make check or money order in US funds to "ISA".

All members may also use VISA or MasterCard

Name on card: _____ Card number: _____

Card expiration date: _____ Signature: _____

Mail to: Danielle Cassell, ISA Membership Chair
2012 Timberline Lane
Petaluma, CA 94954 USA
email: isa21member@aol.com
fax: 707-766-6171

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

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

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

Name _____ Email _____

Address _____

City, State, Zip, Country _____

Phone _____ Fax _____

Send to: Danielle Cassell, 2012 Timberline Lane, Petaluma, CA 94954 USA Fax: 707-766-6171 E-mail: isa21member@aol.com

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

Name _____ Phone _____ Email _____
(include both family and married names)

Address/City/State/Zip/Country _____

Airline _____ Position _____ Equipment _____ Country _____

New News _____

(continue on separate sheet of paper as required)

Send to: Sherry Anderson, 3914 E. Bronco Trail, Phoenix, AZ 85044 USA Email: isa.sherry@cox.net

CALLING ALL CAPTAINS!!

For inclusion in the ISA+21 Captain's Club

Name _____ Email _____

Address/City/State/Zip/Country _____

Airline _____ Position _____ Equipment _____ Country _____

Date First Signed Release* _____ Aircraft Type _____

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

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

ISA News Article Submission Information

All members are encouraged to submit articles for the newsletter. The deadline for each issue is 45 days prior to the mailing date. Articles that are not time-sensitive may be held for future issues.

ELECTRONIC FORMATS

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

EMAIL:

Krisan Wismer, Editor
kaptainkrisan@aol.com
303-791-4246 home

SURFACE MAIL:

Krisan Wismer, Editor
1261 Northcrest DR
Highlands Ranch, Co 80126, USA.

Unless written instructions to the contrary are received by ISA from the author, all submissions become the property of ISA and may be reproduced and disseminated at the sole discretion of ISA.

Photographs MAY be trimmed for spacing. Please identify the people and event on the back of each photo. After publication, photos will be forwarded to the Scrapbook Chair unless your request for return is noted on the back of the photo.

WANTED:

Your Renewal Dues

If your name is listed below, ISA Membership has not received your membership renewal dues.
THIS WILL BE YOUR LAST ISA NEWSLETTER!

Albright, Wendy
Anderson, Sandra
Anderson, Nicole
Armbruster, Theresa
Atwood, Carmela
Aylen, Caroline
Barnett, Karen
Barry, Sarah
Bass, Kelly
Beirne, Catherine F.
Bell, Mary
Berwyn, Cyndhi
Bland, Karen
Bost, Kimberly
Brown, Kelly
Bruce, Margaret M.
Bustle, Kathryn
Cassano, Kassandra
Chovanec, Andrea
Clement, Jane
Costa-Krämer, Loreto
Cox Comenho, Kalina
Cronin, Faela
Dabbs, Dana
Deeble, Christine
Deira, Astrid
Dettinger, Jennifer
Dever, Jodi
Diaz, Tone
Dora, Trina Jarish
Dupuy, Leisa
Falandes, Anne
Ferguson, Cidney
Flanagan, Jeanne
Frick, Tisha
Friedman, Linda
Gallisath, Karen
Gentry, Kristy
Girardin Haesler, Brigitte
Gray, Stephanie

Green, Barbara
Grohs, Christina
Grskvich, Susan
Guidoboni, Cheryl
Halloran, Tami
Hankins, Arlene
Harrelson, Sue
Harvey, Debbie
Harvey, Brandi Bertrand
Hayes, Alicia
Himic, Amy
Hinshaw, Kim
Hostetter, Prudence Durand
Hotinger, Melinda
Hurst Tracy, Kathleen
Jago, Vanessa
Jeffries, Kelly
Jennings, Heather
Johns, Gail
Johnson, Michelle
Julien, Kathleen
Kessler, Patricia
Kinkin, Audrey
Knepper, Debra
Koon, Marilyn
Lappier, Mary Anne
Larsson, Britt-Marie
Laun, Susan M.
Law, Nancy
Lee, Carolyn
Litten, Carole
Loomis, Heather
Malliarakis, Katina
Marchbanks, Karen
Maricle, Alicia
McCormick, Debra
McDonald, Denise
Meade, Mary M. B.
Miles, Michelle O.
Mitchell, Anne

Morkholm Bjerke, Camilla
Morris, Lorraine
Morrison, Linda
Muehlbauer, Carrie
Musy, Gabrielle
Newbold, Joellyn
Oberndorf, Heidi
Orloff, Marilyn
Parker, Helen
Pavletic, Dolores
Petersen, Kathleen Powell
Peterson, Nancy
Probst, Lore
Rafferty, Jennifer
Richardson, Lainey
Rode, Jeanette
Rossier, Lori
Rucker, Cindy
Ruth, Karen R.
Sartnurak, Linda
Schmid, Susan
Schumy, Elaine S.
Shea, Janna L.
Simpson, Anne
Smith, Karen
Stanford, Roberta
Stockmeier, Lynda J.
Taylor, Stefana J.
Taylor, Angie
Thompson, Ellen
Tizard, Julie
Tokar-Vlasek, Tiffany
Tzvetkova, Valentina
Vegega, Ana
Vinokurova, Natalia
Walter, Nancy
Wilder, Sharon
Wilson-Barnes, Sandy
Yamamoto, Sue
Zarlingo, Muriel
Zweber, Janet

**Contact Membership Chair, Danielle Cassell
(see page 18).**

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.



**International Society of
Women Airline Pilots**

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

NON PROFIT
U.S. Postage
PAID
Permit No. 555
Littleton, CO