



# ISA News

International Society of Women Airline Pilots

April 2004

## One of Our Own Commands a Wright Flyer

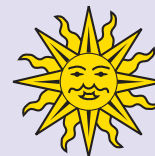


Timothy R. Gaffney

## Connie Tobias Flies for 150 Feet!



**ISA+21 Annual Convention**  
**Phoenix, Arizona**  
**May 17-20, 2004**



## ISA PLANNING CALENDAR

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



### 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.  
\* See changes to scholarship time line in Scholarship board report, this issue.

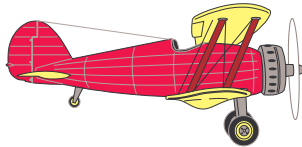
### May 2004

(17) Board of Directors meeting - Phoenix, AZ.  
(17-20) Annual ISA Convention - Sheraton Wild Horse Pass Resort & Spa. Phoenix, Az.



### June 2004

(1) August ISA Newsletter deadline.



### July 2004

(13-17) Dayton Airshow, Dayton, OH.  
(17) Oscar Night of Aviation, Dayton, OH.



## Next Newsletter Deadline June 1st

The International Society of Women Airline Pilots, founded in 1978, has over 403 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.

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**ISA** International Society of  
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## Board of Directors Reports

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### Corporate Communications Chair

by Tiana Daugherty

#### Reflections...

As I began my two-year term in May 2002, the after shocks of 9/11 were just beginning to be felt. We all knew that it would mean changes to our industry, but I don't think anyone knew how much. As our respective airlines began re-evaluating business plans, many of us have been forced to re-evaluate our career goals. This Board has been busy reviewing and evaluating ISA's business practices and goals.

One of the first goals was to reduce the Board members workload and ISA's operating costs. The Newsletter (or shall we say magazine) was one such project. After a change of printers and an unsuccessful attempt using a 3rd party vendor, Krisan put in a Herculean effort learning new software, developing a working relationship with Kinko's and renewed ISA's bulk mail permit with non-profit status. This has resulted in members getting their Newsletters quicker and ISA realizing significant cost savings.

ISA's web page was identified as needing a fresh look. After unsuccessfully searching for an affordable vendor to do the update, Janet Cote volunteered to take on the project. With little prior web design experience, she put in numerous hours to make it happen. The makeover was a success and the Board looks forward to expanding the information and services

available through the website. The Scholarship Committee did an incredible job of adding a section to the web site featuring our Scholarship sponsors and other related information.

Taking advantage of the electronic age doesn't stop with the web page. Sherry Anderson as HUPER Chair is in the process of transferring all the maternity policies from paper to an electronic form for easier reference. Amy Jayo coordinated the transfer of 25 years of ISA Newsletters to a CD. Danielle Cassell, Membership Chair, is working on software purchases at a discount since ISA is a 501(c)(3) non-profit organization. Thanks to prior Board members who had the foresight to apply for 501(c)(3) status. It has not only added value to ISA's Scholarship program, but is saving us money with bulk mail permits, software purchases and more. ISA now has a Library of Congress ISSN#, thanks to Jessica Stearns efforts.

Scholarship is the current program under review. The time frame for claiming financial awards has been reduced from 24 to 12 months. The application time line is being tweaked. To take advantage of the number of members and candidates who attend the Women in Aviation Conferences, we plan to conduct as many interviews as possible during that time. Award announcements would be during ISA's annual Convention. Look for future announcements via the Newsletter and web page as the details are worked out. Just like Jeppesen and Flight Manual revisions, you can expect continued revisions and changes to ISA's operating procedures as future Boards strive to refine and improve ISA with new ideas and technologies.

The most important asset of ISA continues to be its members. As we celebrate the retirements of the first generation of women

airline pilots in our organization, we rejoice in the tenacity of the current generation as they fight for jobs in today's environment.

We acknowledge the generosity of the members who collected over \$8300 toward the Beryl Markham memorial. ISA's Scholarship program since 1988 has assisted 152 future crewmembers with training in excess of \$500,000. (108 financial recipients totaling \$158,400, 10 Flight Engineer certificates and 34 type ratings with an estimated value of \$8000 each.) Not to mention all the other scholarship candidates ISA members have interviewed, inspired, and mentored. Through the 'Tips on Becoming an Airline' booklet, speeches at museums and schools, and the Women in Aviation Conference booth, we continue to encourage others to reach for their goals and sometimes along the way remind ourselves as to why we got into aviation in the first place.

This Board has accomplished several structural and cost-saving adjustments. I am proud and grateful for all the work they, their committees and members have given ISA during my tenure. Each of you has my gratitude. Like a well-cut diamond that is timeless, ISA has many facets and continues to brilliantly shine.

Thank you for two exciting years.





## ISA Newsletter Editor

by Krisan Wismer

Welcome to the April 2004 ISA newsletter! This is my eighth newsletter and my last. My term on the ISA+21 Board ends with the Convention in Phoenix in May. I have to admit it has been a wonderful yet terrifying experience. I could have never done the job without the help of many of you and a very special person, Jeff Marten. I hope he will come to the Phoenix convention so that you can meet him and thank him because without him I don't know if I would have made every issue.

We have had a lot of bumps along the road the past two years with printers and a third party vendor but we survived. I want to thank Amy Jayo and Amy Maddox for giving me all of those great "Crosswinds" puzzles. I want to thank a few special ISA members for their continued support when asked to write articles... Jean Harper, Nancy Lemmon, Keith Johnson, Norah O'Neill, Karen Kahn, Carolyn Reisz, Celine Walker, Jessica Daisy, Julie Clark, Jim Ernst (Cindy's HALP) and especially to M. Vogel... just to mention a few. I also want to thank Amy Jayo for all of her support with ideas and her thorough proof reading... "but I have read that 3 times... how could I have missed that?" Amy didn't miss anything.

When I took over the Newsletter position on the Board in May 2002, the newsletter was the biggest cost item for ISA. I am glad that we have now gotten our printing and mailing costs under control so we will make our

## Board of Directors Reports

budget and have a good start for next year. I want to thank Jessica Stearns and Melissa Brumby for helping to get the paperwork done for our account at Kinko's and for our non-profit status at the post office.

Thanks to Amy Jayo, too, for archiving our 25+ years of ISA newsletters. We will be selling the ISA+21 Newsletter Archive CD in Phoenix at the convention. We hope that you will want to see how much we have changed and how large our group has grown.

I hope one of you will step up and volunteer to be the Newsletter Editor. We do have a how to book now... at least we will by the convention in Phoenix. I enjoyed being a part of this ISA board. I hope that you will read Tiana's report to see what this board has done along with your support to help ISA survive and promote its members and its scholarship program.

I hope you will enjoy this issue and I especially hope to see all of you in Phoenix in May!



## Education

by Mary Ana Gilbert

Education has been busy with requests for speakers and interviews. This is how we address these programs. I contact the sponsor to get more information concerning the program and the requested level of participation of one of our members. I then forward the information via email to members in the local area and ask them to contact the program sponsor directly. I never confirm participation, but allow individual members to commit their time if they so choose.

If you are interested in participating in something in your hometown, please contact me so when I get a request, I can forward it on to you. Many of these programs sound both worthwhile and fun. Thanks in advance to any one who is interested.

Here is an example of one of the requests we have gotten (this one is still available for a volunteer.)

*My name is Lori Hewitt and I am with a non-profit organization called the Alliance of Community Educators. Our mission is to enhance the delivery of school-to-career programs across the Metro Kansas City area. Teachers/ counselors call us and request speakers to come in and share their career experience with students.*

*We work with teachers in different capacities, classroom talks, career fairs, and job shadowing. A career with the airlines has been a popular request and I would love to open this opportunity to your members that see a need to increase awareness of this career.*

*I would love to talk with you about this opportunity. Please give me a call at 913-901-2420.*

*Lori Hewitt  
Development Manager  
Alliance of Community Educators  
7933 Foster  
Overland Park, KS 66204  
913-901-2420*



## Membership

by Danielle Cassell

Great news, ISA's membership has once again surpassed 400 total members. We currently have 403 members representing 19 airlines in 62 countries. I'm sure most of you noticed the last chance note on the front cover as well as a list of our 2003 lost members on the last page of the February newsletter. This was because we still had quite a few members on the list and we wanted to make a last effort to find these ladies. As of February 15th, I'm happy to report that thirteen of these members have since renewed. It is with the addition of these returning members that we have, once again, brought our membership total to above 400 members. Just last August our membership was down to 333 members. Additionally, since the February newsletter the 2004 renewals have also started coming in. Please keep them coming. I don't want to get slammed at Convention. Rather than processing everyone's renewals, I'd like to be having fun with the rest of you.

Also, in my last article I mentioned that our new dues year has been ratified. This means that instead of having to pay your dues on December 31, you now have until May 31. This change was to align the dues year with Convention, when International members have been required to pay in the past. Now, every member is on the same dues schedule. Initially, the Board thought that with this change we might accrue some financial difficulties. To prevent this, we asked for a one time additional dues donation. Initially, the

## Board of Directors Reports

Board recommended an amount, in addition to the standard dues of \$25 for active members or \$10 for inactive members. At this time, however, it looks like our operating budget will be sufficient. Therefore, if you'd like to make an additional donation along with your dues, we can apply it to scholarship, the furlough fund, or operating expenses. As always, any additional amount of donation is appreciated. I'd like to thank those members who made the additional contribution originally requested. Thank you for your generosity!

After Convention, I will begin putting together the annual ISA membership directory. If there are any changes you'd like to make to your information, please let me know when you renew. If you've already done so, you can always email your changes to me at [isa21member@aol.com](mailto:isa21member@aol.com).

Please help me welcome the following new and returning members. My apologies to Karen Gallisath whom we thought was missing but really wasn't. I hope everyone has a wonderful spring!

### New Members

Alison Deveraux-Naumann  
TWA/American  
furloughed

Erika Arquilla Hlavacek  
Southwest  
B737 FO

Beth Rico  
Frontier  
B737 FO

### Returning Members

Kassandra Cassano  
American Trans Air  
B757 FO

Sue Harrelson  
United  
B777 CAP

Patricia Kessler  
Federal Express  
MD11 CAP

Susan Laun  
America West  
B737 FO

Carole Litten  
US Airways  
B767 FO

Heather Loomis  
United  
B737 CAP

Debra McCormick  
America West  
A320 CAP

Marilyn Orloff  
United  
B767 CAP

Helen Parker  
British Airways  
B737 FO

Julie Tizard  
United  
B737 CAP

Tiffany Tokar-Vlasek  
TWA/American  
MD80 FO furloughed

Lindsey Wild  
United  
B737 FO

Sue Yamamoto  
United  
B767 CAP

### Never Left

Karen Gallisath  
United  
B737 FO furloughed

## Treasurer's Report

by Melissa Brumby



Melissa has no report for this issue of the newsletter.



## Convention Report

by Donata Hunt

# Phoenix in May!

Look forward to Phoenix in the spring! Spa! Golf! Horseback Riding! No time to waste. Register now!

### To register for Convention:

1. Fill out the form in the newsletter and mail it along with a check or a credit card number.
2. Go to the [www.iswap.com](http://www.iswap.com) website and download the form into a word file, fill it out, and email it to ([dhunt@relymail.com](mailto:dhunt@relymail.com)). You must pay by credit card. If you have any questions email me at [donata.hunt@jetblue.com](mailto: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](http://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, spa treatments at the Aji Spa, and tee times for golf through the resort as well.

### Transportation Options:

1. Arizona Destination arranges sedans to pick up guests at a rate of \$40/car one way. Car capacity is 4 people. Register for a car on the Arizona Destination website [www.esignup.homestead.com](http://www.esignup.homestead.com) or call 602-493-7373. Jackie and Adam will coordinate pick up times and put people in cars together to maximize car capacity once they have all the reservations. You can pay for the car at the time of service since more than one family may be sharing a car so the fee can be split.
2. Super Shuttle has vans that run 24/7 and cost \$15 per person. Reservations are not required. There is a Super Shuttle station at the airport by arrivals. For more information go to [www.supershuttle.com](http://www.supershuttle.com).
3. Taxis are also available at a rate of \$40-50 one way.

### To register for Side Trips:

Arizona Destination organizes all the side trips. They are affiliated with the Sheraton. All side trips include transportation to/from the activity, admission fees and equipment that may be required (for example mountain bikes for the mountain biking ride).

Go to [www.esignup.homestead.com](http://www.esignup.homestead.com) to view all the options and to sign up. You must pay by credit card. If you don't have internet access you can register by calling Arizona Destinations at 602-493-7373 and talk to Jackie or Adam. They will also handle any other questions that might arise. You will also be able to sign up for side trips during registration at the convention. In addition, horseback riding, golf, and the spa are available everyday at the Sheraton. Just call the hotel (602-225-0100) to arrange those activities.

### Side Trips:

#### ***Tuesday, May 18***

#### **Aircraft Bone Yard Tour**

**(This is the designated group tour for the day!)**

Price: \$99/person                      Time: 9am - 3pm

Take a guided tour of a fighter museum and enjoy the many planes and items on display. Perfect for the aviation enthusiast! The museum collection has over 250 aircraft occupying 80 acres of land. A morphis simulator, tram tour, and learning center are all part of the experience.

#### **Four-Wheel Drive Excursions**

Price: \$92/person                      Time: 9am - 1pm

With the four-wheel drive jeep you will experience the full range of emotions, from awestruck wonder at the natural beauty of the area to pulse-pounding excitement as your well-experienced driver executes the seemingly impossible. You will climb steep embankments and cross-waterways that appear un-crossable.

*(continued on the next page)*

(continued from page 12)

**Side Trips:**

***Tuesday, May 18***

**The Heard Museum and Desert Botanical Garden**

Price: \$75/person

Time: 9am - 12:30pm

The Heard museum offers an unparalleled opportunity to become immersed in the ambiance of the Southwest, provided by the museum's exquisite surroundings that make each distinctive event a memorable experience. Internationally recognized for its extensive collection of Native American artifacts and contemporary fine art, the Heard Museum offers an unparalleled opportunity to learn about the rich cultural heritage of the prehistoric and present day inhabitants of the desert Southwest. Located in beautiful Papago Park, the garden draws over 100,000 people each year. Founded in 1929 by Dwight B. and Marie Bartlett Heard to house their personal collection of Native American artifacts, the museum today is known for its extensive collection of artifacts, fine art, unique exhibits and innovative programming

The world knows of a place where the essence of the desert's beauty has been arranged and assorted into a custom desert landscape. The Desert Botanical Garden presents thousands of the most colorful, unusual and rare treats from the flora of the Sonoran desert.

***Wednesday, May 19***

**HALPs/Guest Golf Tournament**

**(This is the designated group event for the day!)**

Price: \$75/ 18holes

Time: 6:30am - ?

\$35/18holes for juniors

The activities on Wednesday are geared toward the HALPs and the kids. There are several options to choose from but the planned event for the husbands and guests is the Golf Tournament. Max Austin (Lynn Austin's husband) has graciously offered to organize a Golf Tournament for any guests that are not able to attend the business meeting. The cost for golf is \$75 for 18 holes for adults and \$35 for juniors (17 years old or younger). These prices include cart rental. Tee times start at 0635 am. It is recommended to start early due to the heat. If you are interested in playing golf call Max Austin at (925) 634-6343 to sign up. Max will be arranging all the tee times for the golfers. You are able to sign up at convention but your desired tee time may not be available. You will pay the hotel directly for golf.

**Out of Africa**

**(This is the designated kid's event for the day)**

Price: \$50/person

Time: 9am -12pm

The staff at this wildlife park actually lives with big cats and other wild animals. At Out of Africa the staff swims with tigers, plays with lions, and is even chased by a pack of wolves. Bears even dive into giant pools. There are no rehearsed shows and everything is spontaneous. If you love animals, you'll love Out of Africa.

**Mountain Biking**

Price: \$112/person

Time: 8am - 11am

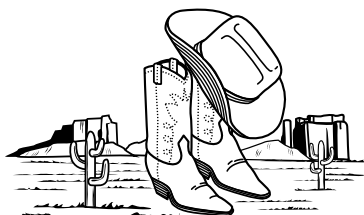
It's part scenic tour, part roller coaster and all fun when your group elects to mountain bike their way across the trails of the Sonoran Desert. Your tour guides add the perfect flourish to the trip with glimpses into the storied history of this grand landscape. The trails are easy to maneuver but challenging and dynamic enough to keep everyone's interest. The scenery is nothing short of spectacular, and will give riders an experience they'll remember for years to come.

**Hummer Tours**

Price: \$135/person

Time: 1pm - 5pm

Take the desert by storm; there is no vehicle on earth like the Hummer. Designed for extreme wartime conditions, it rides like a jeep and is built like a tank. The Hummer's wide wheelbase and variable height allow it to travel where no other vehicle ever could. Ride along steep ridges and sandy washes in this incredible vehicle.



(continued from page 13)

**Side Trips:**

**Wednesday, May 19**

**Hot Air Ballooning**

Price: \$175/person

Time: 5am - ?

Phoenix is one of the best cities in the country for Ballooning. Everyone will enjoy the serenity of a hot air balloon ride as they float peacefully over the beautiful Sonoran Desert while marveling at the spectacular views. Flights are offered daily at sunrise throughout the entire year. Included are roundtrip transfer from most hotels, 1-hour flight, traditional post-flight ceremony, a warm breakfast and presentation of a commemorative first flight certificate.

**Thursday, May 20**

**Sedona City Tour**

**(This is the designated group tour for the day!)**

Price: \$95 /person

Time: 7am - 4 pm

The drive from The Valley of the Sun north to Sedona passes through land of dramatic beauty and contrast. Heading towards the beautiful Verde Valley, the land and the plant life change dramatically. The towering saguaro cactus that covered the hillsides start to disappear and pine, juniper and sycamore trees cover the flat land. Soon there will be a brief stop at Montezuma Castle National Monument, a five-story apartment cliff dwelling built by the Sinagua Indians in 1250. Then on to some of the most spectacular and colorful scenery in the entire southwest, the magnificent Red Rock Country of Sedona.

**Soaring**

Price: \$178 /person

Time: 7am - 11am

When all you hear is the wind and your own breath, you quickly surmise that this is flight like no other. Your soaring plane's flawless aerodynamics allows it to slice through the wind on a graceful, effortless course back to earth. A tow plane brings you into the air, and at the perfect moment, releases you and your pilot for a silent, soothing journey through the bluest of desert skies. At your request, he'll even turn the controls over to you for some gentle banking and sweeping turns. At touchdown, an official logbook and certificate will mark your historic journey.

**Friday, May 21**

**Grand Canyon**

Price: \$525 /person for Airplane Tour

Time: 7am - 7pm

Price: \$150/person for Bus Tour

Aerial Tours - Explore the seventh wonder of the world from the perspective of the privileged few. These incredible aerial tours offer you a rare and coveted view of the Grand Canyon and the landscape that surrounds it. This scenic tour gives you the bird's eye view of the Grand Canyon. Ground tours are equally impressive and readily available throughout the year.

**The Heard Museum and Desert Botanical Garden**

Price: \$75/person

Time: 9:30am - 1:00pm

The Heard museum offers an unparalleled opportunity to become immersed in the ambiance of the Southwest, provided by the museum's exquisite surroundings that make each distinctive event a memorable experience. Internationally recognized for its extensive collection of Native American artifacts and contemporary fine art, the Heard Museum offers an unparalleled opportunity to learn about the rich cultural heritage of the prehistoric and present day inhabitants of the desert Southwest. Located in beautiful Papago Park, the garden draws over 100,000 people each year. Founded in 1929 by Dwight B. and Marie Bartlett Heard to house their personal collection of Native American artifacts, the museum today is known for its extensive collection of artifacts, fine art, unique exhibits and innovative programming.

The world knows of a place where the essence of the desert's beauty has been arranged and assorted into a custom desert landscape. The Desert Botanical Garden presents thousands of the most colorful, unusual and rare treats from the flora of the Sonoran desert.

**Top Gun Aerobatics**

Price: \$140/person

Time: 7am - 8:30 or 10:30 - 12pm

It's up to you and your instructor to loop, roll, spin, and do hammerheads. 1/2 hour of fun and thrills in a Great Lakes ready to roll!

*One note: Some clarification about the children's registration fee: The child registration fee only needs to be paid if the child will be attending and eating at the luncheon and the Wednesday night dinner. Details about the kids' event for Tuesday night during the cocktail party will be given during registration. An event will be planned but the number of children and the age range needs to be determined before an event can be planned that would be appropriate. Currently I do not have any children registered for convention.*



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, Golf, Horseback riding
- 1930 – 2200: BOD Dinner

Tuesday May 18th:

- 1100 – 1700: Convention Registration in Hospitality Suite
- 1100 – 1700: 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
- 0700 – 0800: Breakfast On Your Own/ Open Registration
- 0800 – 1200: Business Meeting in Kavi I Ballroom
- 0930 – 1030: Group Photos Outside on Beehive Patio (business meeting break)
- 1200 – 1245: Speaker: AXA Financial Advisors (Convention Sponsor)
- 1300 – 1500: Luncheon/Captain Club Presentations in Kavi II Ballroom
- 1500 – 1530: Book Signing Presentation by Emily Warner
- 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!
- 0800 – 1700: Sedona Tour (Group Activity)
- 0800 – 1200: Soaring

*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: \_\_\_\_\_ Name: \_\_\_\_\_

MEMBER REGISTRATION FEE:

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

**By April 1st: \$ 145** \_\_\_\_\_

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

**Guests: \$ 145 x ( ) =** \_\_\_\_\_

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

**Children: \$ 45 x ( ) =** \_\_\_\_\_

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

**Total =** \_\_\_\_\_

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: \_\_\_\_\_

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](mailto:dhunt@relymail.com)

(Please title email: "ISA Convention Registration")

## The Question That All Women Need Answered! What Should I Wear at the ISA Convention in Phoenix?

### ***Tuesday Night Cocktail Party***

*Fancy, Fancy, Fancy! The weather should be warm even at night with a slight breeze. The theme for the party is Margarita Magic. This event will be held outside as long as rain is not in the forecast. The attire for the evening is formal wear. Examples are cocktail dresses for the girls and suits for the guys.*

### ***Wednesday Business Meeting***

*The business meeting and the luncheon will be held in a conference room so the heat should not be a concern. Business attire for the meeting and luncheon will be the Pilot Uniform. Since this is a warm destination, **do not wear the uniform blazer or hat.***

### ***Wednesday Night Corral Party***

*This party is going to be held near the equestrian center in the Old Fashion Ghost Town. The attire should have a southwestern flare since we are going to have a square dance after dinner. Cowboy hats, boots, jeans, etc. This is a very casual, fun event. So have fun with it!*

### ***General Guidelines***

*The weather in general is going to be hot this time of year in Phoenix with temperatures ranging from 67-89 degrees. Evening storms are possible which might cool the temperature slightly. For the side trips always think of wearing comfortable, cool clothing and shoes. If you plan on going horseback riding remember to bring jeans, boots, long sleeve shirt, and a hat for protection from the sun. Sunscreen and sunglasses are always a great idea.*

***Please be sure to bring your ISA+21 Name Tags to  
the Phoenix Convention!!!***



## Silent Auction / Raffle



I am in charge of the fund-raising committee (which includes all of you) and I could use a little help. You can solicit the donation, or send me the information and I will make contact.

When you stay at a nice hotel on your travels, find out the name and telephone number of who can authorize a night or two free. When ordering aviation supplies, travel attire, beauty products, etc. ask for a donation or the name of the person who handles such requests. Standing in the checkout line at the grocery store, toss a gift card to Starbucks, Barnes & Noble, etc. into your basket. Anything makes a great 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. To date ISA has assisted 152 women with over \$500,000 in training as they pursue their career goals.

Items can be brought with you to the Convention or shipped ahead of time to Christina Redfern-Oliver. Christina's address is 1392 East Shannon Street. Chandler, AZ 85225. Regardless of how the item arrives, please send me the name of the item (with a description if needed) it's value and whom the donation is from.

Thanks for your help.

Tiana Daugherty



## ISA DONATION SAMPLE LETTER

This is a sample letter for you to use to solicit scholarship donations. If you need more help or guidance on how to approach a prospective donor, contact Tiana Daugherty, ISA Corporate Communication Chair, at [TianaD777@aol.com](mailto:TianaD777@aol.com) or 925-516-3600.

April 1, 2004

ABC Aeronautics, Inc.  
123 Wings Avenue  
Kitty Hawk, NC 12345

Dear Madam:

I am writing to you on behalf of the International Society of Women Airline Pilots (also known as ISA+21). Our organization has almost 500 members from 69 airlines in 22 countries. Its 26<sup>th</sup> annual Convention is in Phoenix, Arizona on May 17-20, 2004. We expect about 150 members, their families and guests to attend.

Two of the highlights of our annual Convention are a silent auction and a raffle. Items for these events are donated by businesses. Proceeds go to our Scholarship Fund. ISA+21 awards scholarships for advanced flight training to women from around the world who aspire to become airline pilots. As a charitable and educational organization under Section 501(c)(3) of the U.S. Internal Revenue code, your donation is tax-deductible under U.S. tax laws. Our U.S. Tax I.D. number is 52-1465669.

I would like the opportunity to introduce your company and its products to my colleagues, their families and friends. Would you be willing to donate\_\_\_\_\_ for our auction and raffle this year? We will gladly display information about your products at our auction and in our registrants' welcome packets at the Convention. As well as, in our quarterly Newsletter that is mailed to all of our members.

If you are able to donate, please send me a letter describing the donation and the estimated retail value. If you have questions, please contact me at 123-456-7890 or at [AliceAileron@birds.com](mailto:AliceAileron@birds.com). More information about our organization is available at our website, [www.iswap.org](http://www.iswap.org). Thank you for your consideration.

Sincerely yours,

Alice Aileron  
ISA+21 Member

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## Board of Directors Reports

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**Scholarship**  
by Beverly Sinclair

Happy New Year to all as we are well into 2004! The ISA board met Feb. 9th and finalized the details of a time line adjustment for our Scholarship program.

Since our scholarship program is gaining more publicity and word of mouth "advertising", the number of applicants has been steadily increasing. With our numbers fairly fixed, we were looking for a way to streamline the interview process. Besides our annual ISA+21 Convention, the second greatest number of members gathering in one place is at the Women in Aviation Conference. Our new time line will allow us to conduct, hopefully, the lion's share of scholarship interviews at the Women in Aviation Conference each year. A second benefit to changing the scholarship process would be to announce the winners at our annual convention!

New scholarship timeline:

December 10	Application Deadline
January-March	Applications reviewed Interviews scheduled/WAI conference rooms available
April	Selections processed
May	Winners notified and announced at ISA+21 Convention

Another benefit of this schedule is not trying to find busy CFIs, who are applicants, during prime flying time, as well as ISA interviewers with summer vacation plans.

I would still like to continue compiling the list of interviewers and will be soliciting your assistance at this year's WAI and ISA+21 conventions.

At the WAI booth this year we will be distributing information and holding a seminar on scholarship application presentation. In other words...how to complete a successful application! Encourage any one you are mentoring to attend the seminar, as we will be looking for attention to detail in the finished product.

Regarding sponsors and donors, we can't thank our existing supporters enough, but are always looking for ways to increase our total scholarship. If you know of a company that we should contact, please e-mail me ([Isa21scholarbev@aol.com](mailto:Isa21scholarbev@aol.com)) with a contact name and phone number. Even small items that we can auction are appreciated.

As always your help will be needed. Please volunteer to interview or solicit donations. I look forward to seeing everyone at the WAI conference in RNO March 11-13 and at the ISA+21 convention in PHX May 17-20!

## Airline Scholarship

by Christine Hilton



I interviewed with America West on February 10th and started class on February 23rd! So guess where I am? PHOENIX, I'll be somewhat out of touch, again!

I attempted to contact all of 2003's airline scholarship winners to confirm the status of their training. Here's what I found out:

**Cheryl Konter**, completed FedEx 727 type-rating a couple weeks ago...loved it.

**Wenyu Fu**, completed 737 type-rating through Pan Am Int'l Flight Academy a couple weeks ago in MIA.

**Stacey Cetin**, 727 type-rating winner from FedEx, last I heard she was deployed to the Gulf to fly helicopters in the National Guard before she could do the training.

**Lisa Bell**, winner of Higher Power Aviation simulator prep...hired by Mesa Airlines, just completing training with Mesa now (and also a newlywed) and will do the simulator prep within the next couple of months.

**Annie Murray**, winner of Higher Power Aviation SIC course...hired by Mesa Airlines, still in training with Mesa. Hoping to use her scholarship this spring.

**Courtney Hamel**, winner of 737 type-rating from PremAir/Alaska Airlines...unable to contact. Was scheduled for training this December but haven't heard from her...was also expecting baby.

**Donna Miller**, winner of 737 type-rating from PremAir/Alaska has completed her training and received her rating.



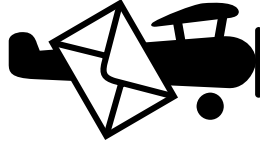
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## Board of Directors Reports

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Feb. 8th, 2004  
Dear ISA + 21,

Four days ago, I walked into the sunset under the Miami sky with a smile as big as the bright sun -- I had just successfully completed my 737 EFIS type rating check ride at Pan Am International Flight Academy. In the past 4 days, I had attempted to write you numerous times, but just could not come up with the right words to express my appreciation for what you all did for me.

Dear Aileen Watkins, without your encouragement, I probably would not have applied for the scholarship. Your enthusiasm is contagious. Leslie Ford and Mary Murphy, thank you for taking your time listening to my stories. Your modesty touched me deeply. Christine Hilton, thank you so much for bringing me the great news and all you did the very last minute to help securing my training date.

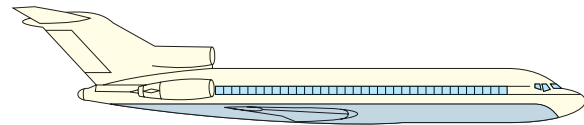
30 years ago, I was in a village without electrics. 15 years ago I landed in Los Angeles without knowing a soul. Five years ago I was too scared to walk into a local flight school to inquire about flying. Today, I have a 737 type rating! It is a milestone for me, personally and professionally. ISA + 21 members from 60 countries around the world help me achieve this milestone. You didn't just give me a scholarship, you uplift my spirit, you help shape my dreams. For now, and for the rest of my life.

I am forever grateful,

Appreciatively,  
Wenyu Fu



This picture (taken at the St Paul, MN Ice Palace) was submitted by ISA member, Susan Bailey-Schmidt. She and her family housed scholarship winner, Cheryl Konter, while she completed the Fed Ex B727 type rating. Susan and her family had a great time with Cheryl. She will be a great future asset to ISA!



Our Phoenix convention is just weeks away! I can't wait to see you here in the Valley of the Sun!

In the meantime, if you are aware of any changes to maternity or leave policies at your airline since September 11, 2001, please send them to me. Unfortunately, it appears we may have lost ground on some of these concessionary contracts that have been forced upon our industry. I am in the process of updating my files and would appreciate your help. Now for the better news...

### New Graduate



Congratulations to Leisa Dupuy, A320/321 F/O with Ryan International, graduated Summa Cum Laude with Master of Public Administration from Drake University in December 2003.



### Human Performance & Resources Chair

by Sherry Anderson

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## New Baby

Christina Redfern and Marc Oliver, both America West flight officers, welcomed Holden Thomas Oliver on January 2, 2004, at 3:36 am. He weighed 8lbs 7oz. and was 21 inches long. We look forward to seeing the newest golfer at the Phoenix convention in May.



## New Jobs

Amy Jayo, furloughed United, has just completed training with Mesa and once again will be based in Denver.

Kassandra Cassano, formerly Vanguard, was hired with American Trans Air on September 22, 2003. She is a B757 F/O, MDW.

Christine Hilton, furloughed US Airways, Asst. Chief Pilot Chautauqua Airlines and ISA Airline Scholarship has been hired with America West Airlines. Now we really expect to see Christine in Phoenix at the convention.

## Upgrades

Louise Gilroy, Aer Lingus Dublin, Ireland, has upgraded to Captain on the BAE 146.

Seeing all the achievements of these woman plus all the women who continually land on their feet regardless of their circumstances truly inspires me. Congratulations to all of you.

My boots are shined and ready so here's hoping I'll see you soon, until then...Happy Trails to You!



## Secretary Report

by Jessica Stearns

Board of Directors Meeting  
Minutes  
Denver, CO  
February 9th, 2004

### I. Board of Directors Reports

- A. Chair Report – Tiana Daugherty
  - 1. Opening Statement: Members were welcomed to the DoubleTree meeting room arranged by Tiana Daugherty.
  - 2. Members present: Tiana Daugherty, Donata Hunt, Krisan Wismer, Danielle Cassell, Sherry Anderson, Melissa Brumby, Beverly Sinclair, and Jessica Stearns.
  - 3. Minutes of the previous meeting were reviewed, corrected, and approved.
- B. Corporate Communications – Tiana Daugherty
  - 1. Silent auction, raffle updates. Advertisers will receive requests to donate items for auction.

- 2. Donor solicitation packet. Newly developed sponsor request packets were reviewed and will be sent to potential donors.
- 3. Informational business cards. A new card with the ISA logo and corporate web address will be printed in time for the WIA convention in Reno, NV. Any existing ones will also be used.

### C. Treasurer – Melissa Brumby

- 1. The final budget draft was passed out, reviewed, and approved by the board. The budget is based on 380 active members and 70 inactive members for a total income of \$18,458. Expenses are estimated at \$15,035 for a net of \$3,423.
- 2. The Paine Webber account fee is 1.5% of our assets. Donata Hunt has arranged for AXA Financial Services to review the ISA accounts with the goal of lowering management fees and increasing yield.
- 3. Kinko's will be used for large printing jobs such as the newsletter. The membership roster will be put out for bid each year. These jobs are billed directly to ISA. Other copy costs are a part of each board members normal budgeted expense.

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4. Laurie Reeves has applied for the Treasurer board position. Melissa Brumby has consented though her position runs until 2005 because of her new job and time constraints.
- D. Membership – Danielle Cassell
1. Newest Member: Erika Arguilla Hlavace, Southwest Airlines FO.
  2. Honorary Members: ISA presently has 5; they are Dr. Jacque Boyd, Sylvia Paoli, Wally Funk, Susie Darcy, and the Ninety Nines Archives.
  3. Dues Reminder Postcard: the dues reminder postcard will be mailed in March since there was a reminder published in the February newsletter.
- E. Education – Mary Ana Gilbert
1. No report.
- F. HUPER – Sherry Anderson
1. Christina Redfern-Oliver gave birth to a baby boy.
- G. Convention – Donata Hunt
1. To date 103 rooms have been reserved (240 is the guarantee). Reserve your room ASAP as this is turning out to be a very popular resort. Children under two years old are free.
  2. Max Austin has volunteered to be the golf tour coordinator.
  3. The AXA Financial Advisers company is very impressed with ISA and may be a potential sponsor for the Phoenix convention.
  4. Jet Blue Airlines may provide some sponsorship, but many others are needed.
  5. Transportation from the airport to the resort is being worked on with local commercial companies.
- H. Scholarship – Beverly Sinclair
1. Tiana and Melissa will send the scholarship forms and materials that they have on hand to Bev.
  2. Scholarship sponsors will be notified of the time line change for this year.
  3. One recipient from last year had the deadline extended.
  4. The scholarship chair will create a process to verify details of scholarships offered by sponsors. We need to know what is promised for each awarded scholarship.
  5. Scholarship interviewers will attempt to do a majority of interviews of scholarship applicants each year at the Women in Aviation conference.
6. Winners will be announced at the ISA+21 convention and bios published in the newsletter.
  7. At WIA in Reno this year a seminar on how to apply for an ISA scholarship will be given.
- I. Newsletter – Krisan Wismer
1. The cost of printing and mailing the February newsletter was \$1097.00.
  2. A discussion was held concerning posting more information on the website and only publishing three newsletters per year. No decision was made at this time.
  3. The ISA archives on CD will be for sale at the Phoenix convention.
  4. Deadline for the February newsletter is the 15th of February.
- J. Secretary – Jessica Stearns
1. Updated listing in the Encyclopedia of Associations.
  2. The Corporate Charter has been renewed (Jan 27th, 2004).
  3. Open Board Positions: Newsletter, Convention, Corporate Communications, and HUPER.
  4. Open Committee Positions: ISA Store and Scrapbook.
  5. A copy of ISA's IRS 501(c)(3) will be provided to each board member for official use.
- II. Committee Reports**  
None this meeting.
- III. Unfinished Business**  
None from the last meeting.
- IV. New Business**
- A. BOD replacements for 2004: Newsletter, Treasurer, Scholarship, etc.
1. Scholarship: Beverly Sinclair will continue in this position for a full term.
  2. HUPER: Jane Delisle is submitting her application.
  3. Treasurer: Laurie Reeves has submitted an application for Treasurer.
- B. Scholarship timetable adjustment. The BOD approved the following timeline:
1. Dec 10th Application deadline.
  2. Mid Feb – Mar 31st for interviews
  3. April selection of winners
  4. Awards at the May ISA+21 convention.
- V. Meeting Adjournment**  
The Meeting was adjourned at 1210 pm.



## On Life and ... The Hand Written Note

My friend Estelle is a true artist of the hand written note. Many times, I watched her by the pool on layovers, pen and postcard in hand; her long, elegant fingers, writing magical, informative, witty, and provocative missives. I no longer fly with her but as a grand consolation; I am now a lucky recipient of her enticingly delicious recounts.

I'll never forget the first real letter I received. It was from my mother, written for me to read during a young women's church retreat in my early teens. It was a beautifully expressed, heartfelt welcome to womanhood. I was amazed that something could have such a deep and lasting impact when conveyed by the permanency and personal connection of the hand written word. I still cherish that precious letter.

As a child, my mother would insist we write thank you notes for every gift and occasion. I remember being daunted by that big expanse of white paper with so few words to say: "Dear Grandmother, Thank you for the umbrella. Love, M." Even buoyed by Mother's encouraging, "It's the thought that counts," it never seemed to get any easier.

Years ago, the letter was the only true means of a lengthy visit. At 3 cents a postcard and 7 cents a letter, written communication was affordable. The telephone, with its inconvenient party line and high cost, was a luxury. In our home, Mother limited long distance phone calls with an egg timer and the charges were deducted from our allowances. The letter, therefore, remained the primary means of communication and for me, an excruciatingly, painful one.

That changed out of necessity when I left to start my career. Far away from friends and family, I would sit and write as if I was conversing with them. Those letters were ill-organized, flighty things that jumped between subjects and lacked a coherent timeline. Even so, my parents devoured every word and over time, my proficiency improved dramatically.

Nowadays, everything is done electronically. Cell phones with thousands of minutes and unlimited emails are quick, easy, and vastly impersonal. With the advent of caller ID, many friends have replaced even the basic courtesies of "Hello, this is." with "What". Emails are sent without salutations or signatures and instant messaging puts expediency over spelling and grammar.

We seem to have forgotten that our communication is a public display of our selves. It can show our respect for others with courteous responses. It can show our patience (or lack thereof) in the thoughtfulness and thoroughness of our replies. Communication has become cheap, quick, and often, downright rude.

So this last Christmas, I decided to write letters - long, newsy, rambling letters to four friends I hold dear, but rarely see or speak with. It was luxurious. There seemed to be something indulgent about sitting down to beautiful paper and pen. The tree was twinkling, the holiday music soothing, and a pot of tea steamed by my side. It felt like I was with each person, intimately sharing the ambience, the season, and my life.

I was free to carry on a one-way conversation and know that through this personal media, I could send my touch with my words. I did, of course, miss the opportunity for each woman's feedback, insight, or balance that I normally would get through quicker, electronic means. But, for once, it was nice to just pour out my heart and know it would be received with care and kindness and without immediate judgment. Self-serving and indulgent, I know. But it really was delightful.

But length is not necessarily the significant issue. Sometimes just a short, quick note is all that is required, but it's made personal by the fact it is handwritten.

After a particularly tragic family loss, we were gifted with a remarkable quantity of cards and notes. Each one had the ability to soothe a small portion of my conscience and comfort a part of my breaking heart. Each meant so much to me for the time and personal involvement expended to console my family.

One note I shall never forget. It was written by an elderly woman whom I did not know. The once, beautiful penmanship, slightly palsied and I guessed rather painful, was written on unlined notepaper and sealed in a small standard envelope. On that seemingly vast expanse of white were the simple, but most profound words, infinitely enhanced by the obvious effort it cost her to write them. It read: "Dear All, I am so sorry about Kevin. My prayers, Mrs. B."

I now believe in this electronic age, "It's not just the thought, but the effort, that counts."

M. Vogel © 2004

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



## Connie Tobias



### Takes to the Air in a 1903 Wright Flyer

By Patricia Crigler

“Let’s do it again,” shouted Connie as the 1903 Wright Flyer replica she was piloting came to a stop on the frozen field in Dayton, Ohio, January 7, 2004. The crowd was cheering, and you could almost see the wide smile under Connie’s protective helmet.

Connie Tobias had done it – made history as the first woman to maintain controlled, sustained flight in a 1903 Wright Flyer original replica.

“There was a steady headwind and the air was cold and dense – perfect flying weather,” said Connie. “After a walk-around, I very carefully mounted the aeroplane from the front, sliding around the wires and hoisting myself up with one foot on a rib, holding onto an upright,” she said. “I finally got situated face-down with my hips in the cradle that operates the wing warping. One hand rested on a rib, the other on the wooden stick that controls the forward elevator. I felt like I was doing a push up.”



Image © 2004 Ty Greenlees

Before the engine was started, one of the volunteers tripped over a tail section wire, breaking a slender piece of wood into three pieces. The call went out for “duck tape.” “Wilbur and Orville actually used a Victorian version of today’s multi-use tape,” said Connie. “It was waxed linen twine.” Nick Engler, director of the Wright Brothers Aeroplane Co., which built this replica of Wilbur and Orville Wright’s first powered aeroplane, quickly spliced the wood together and taped it.

While the repair was being made, Connie stayed in her prone position. One of the volunteers stood in front of her to block the wind, while another put a blanket over her. “I felt very privileged to be a part of their team,” said Connie.

The 16 horsepower engine, connected with bicycle chains to its counter-rotating, hand-carved wooden propellers, was started. The two men holding the Flyer’s linen-covered wings began running, balancing the aeroplane on the wooden launch rail. They let go quickly. It was quite evident that only about 60 feet of the 120-foot wooden rail was needed to launch into flight.

“The wings billowed with air and the aeroplane fairly leapt into flight,” said Connie. “It felt right and had a grace of its own. I realized then that this aeroplane didn’t need to be pushed, just guided. I had complete three axis control.”

Her first thought, as she kept her eyes on the horizon, was a child-like awe that she was really flying a 1903 Wright Flyer. “And I instantly realized that I was a whole lot higher than I intended to be,” she said.

“The aeroplane came alive as it lifted up and the wings almost inflated,” said Blair Conrad, director of Dayton Airport, a spectator. “I had never seen it get to that point before.”

The flight of 150 feet lasted a little more than eleven seconds at an altitude of eight feet, before Connie brought the Flyer in for a soft, smooth landing and shut down the engine. The small crowd cheered as camera shutters clicked and Blair threw his hat in the air.

“Connie knew what had to be done,” said Nick. “She brought the right wing up and had a flare upon landing. You could see that she had 100 percent control.”

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Connie was quick to point out the excellent work Nick's team did building and maintaining the Wright Flyer. She explained that the pilot does not taxi this aeroplane into position, all of its more than 600 pounds must be carried into position. "This exceptional team was good at heavy lifting," smiled Connie.

The Flyer has the FAA designation N193WF. A plaque denotes, in 2 inch letters, that it is an "experimental" aircraft. Underneath, in smaller letters are the words, "really, really experimental," which was added by Nick's team. The FAA also stipulated three rules for the aeroplane: no aerobatics; the pilot must takeoff and land at the same airport; and the pilot must be strapped in. Connie wore a restraining harness much like the one she wears hang gliding. It was attached to the aeroplane's strut fittings.

Connie, a captain and heavy jet pilot for US Airways, trained for this history-making flight by hours of hang gliding on the dunes just south of Kitty Hawk, North Carolina. "You begin to feel a rhythm as you listen to the glider and become one with it," she said. With a background in engineering and her 29 years as a pilot, Connie has flown tail draggers and antique fabric-covered aircraft, including an original, restored 1909 Bleriot. "My experience in hang gliding and in flying those old aeroplanes enabled me to get the feel of the 1903 more easily. I also visualized this flight in my mind many times," she said.

"This aircraft is very primitive and different," said Nick. I chose Connie to pilot it because she understands the science, the art, and most of all, she has the passion. Connie is a kindred spirit." Interestingly, Nick noted that Connie came to the same conclusion that the Wright brothers did – that the aeroplane was maneuverable, even though the pitch is unstable. "Connie knew what to do," he said.

At this writing, Connie has flown the 1903 Wright Flyer four times. "Without as much wind and still at 1000 feet above sea level, my last three flights were shorter in duration and a bit more entertaining," Connie said in a rather matter-of-fact tone, but with a sly grin that spoke volumes.

Both Connie and the Wright Flyer have Dayton, Ohio in common. Connie was born and lived there for more than 26 years. After earning her private pilot's certificate, she attended Ohio University at Athens, earning degrees in aviation and studying engineering. This Flyer was built in Dayton, home of the Wright brothers. Under Nick's direction, school children from Dayton and other cities in Ohio and North Carolina, built the ribs for this aeroplane. The children's names are signed on the ribs. Connie believes she flew on the giant shoulders of the Wright brothers and on the wings of school children.

Connie has many entries in her log book, including almost 19,000 hours in more than 60 kinds of aircraft. However, the one she's most proud of is her eleven seconds of history-making flight in the 1903 Wright Flyer. "I do not know how to explain the awe and humility of actually flying a 1903 Wright Flyer," Connie said reflectively.

Connie Tobias can never be a Wright brother, but she can now be dubbed an unofficial Wright sister.

*Patricia Crigler was a reporter for the US Airways News, now retired. She enjoys writing about aeroplanes and the people who fly them. In her next life, Patricia plans to be an aerobatic pilot in a little red biplane.*

## RENEWAL NOTICE

Please don't forget 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](mailto:isa21member@aol.com) or log on to the web site--[www.iswap.org](http://www.iswap.org).

## AS PILOTS, “WE CAN CHECK OUT ANY TIME WE WANT, BUT WE CAN NEVER REALLY LEAVE!”

By Capt Julie Clark (NWA retired)

As originally quoted from the lyrics of the rock group of “yesteryear”, the Eagles, “...You can check out any time you like, but you can never leave...” I begin a new era of my great aviation career. On 25 November 2003 I officially retired after 27 years as an airline pilot for Northwest Airlines. What a great career it was, and what a great ride!

I guess it would be safe to say that it was last Spring when I decided I had reached a pinnacle in my life, that I felt I needed to slow down a bit. (Maybe it was my Dad—the late Captain Ernie Clark, tapping me on the shoulder and telling me—“hey, it’s time to stop burning the candle at both ends!”) For the last 25 years, I have juggled two full-time careers (both great ones, I might add!); one as an airline captain for Northwest Airlines (commuting from California to Minnesota for my trips for the last 20 years!) and the other as a full-time air show performer, performing in my Mopar-sponsored T-34 all over North America, Bermuda and Mexico (ferrying my own airplane from show site to show site). I feel so fortunate to still continue that great sponsorship support of Mopar Parts of DaimlerChrysler. However, the demands of my time and to fulfill that sponsorship take a lot of priority. Hence...the decision to retire a few years early from my life-long “dream career” as an airline Captain came to reality.



It all started with the planning of my final Northwest flight. I decided that retiring in the fall would be the best time for me to arrange to have my closest friends and family fly with me on my final NWA flight, and the weather in Minnesota would still be somewhat predictable! I also was told by a close friend who retired from a career with the California Highway Patrol that some sort of “closure” to a long-time career required some sort of celebration! Hence...a party to be had! The invitations were mailed out in mid to late summer so that folks could plan their travel, etc. I decided a celebration at my California airpark residence would work the best, following my final flight a few days earlier.

For my final flight, I planned to fly my Airbus A320 from Minneapolis (MSP) to Sacramento (SMF). That flight arrived around noon on the day before my last flight, and then the following morning I was able to take nine of my dear friends and family on the last segment, SMF-MSP. Somehow Air Traffic Control (ATC) was given the inside “scoop” that this was to be my last flight, and on my trip to SMF from MSP the day prior, I was allowed to circle Cameron Airpark (my home) with a full load of passengers at 3000’ agl while my First Officer (F/O) narrated what we were “doing” up front. (For those T-34 folks who have met my “Minnesota Mom” Gladys over the years, she flew the trip out and back with me, with a few others who accompanied her, so she was in the back that morning loving the attention of explaining what was going on!)

The next morning was an early departure at 0635 so all of us stayed downtown Sacramento at my layover hotel to help with the early “get up” that some were not used to! My very dear friend, Gayle Shurtz (who had been my roommate 36 years ago in New York as a fellow TWA Hostess), was a working Flight Attendant (F/A) on the flight and a Northwest F/A the past 25 years. Because she is currently based in San Francisco and had never flown an NWA trip with me, she flew the trip as a “working dead head” Flight Attendant—basically for free--so that she could be on my last flight! (She remembers the day I first soloed in 1969, when we were roommates as F/As flying for TWA out of SFO!) She was a great deal of help taking care of all my “non revs”!

My taxi out of SMF was most memorable due to the efforts of the great station folks at SMF who have gotten to know me over the past 20 years of commuting out of SMF to MSP for my trips. I had arranged for a videographer friend of mine to tape my last taxi out and take off, and the folks at SMF arranged all the security clearances so that he was able to ride on the pushback tug as we pushed back. The big surprise to me then was the Air Rescue Fire Fighters (ARFF) of SMF who had pre-arranged for a “water salute” as I taxied out for the last time! What an emotional thrill that was as we taxied through the arch of water as

*(continued on the next page)*

## Things of Interest

(continued from page 17)



ATC said “Northwest 396, taxi to the runway of your choice”. The take off ended up being just as exciting and thrilling as the moment we were switched over to “Norcal Departure” the controller gave us “direct Redwood Falls (RWF)” which meant to us no departure procedure or intermediate waypoints that I had programmed into the Airbus computer! The controller then continued with quite a “litany” of information wishing me all the best in my retirement, etc. and then he continued on by thanking me for all the years of entertainment I had contributed in my “warbirds at air shows across the country.” To say the least, I was overwhelmed, and at that point my F/O said, “You better answer that transmission!”

The trip to MSP went very uneventfully and I had a completely full flight. My F/As had handed out pre-printed handouts to all the passengers as they boarded the flight, so all were aware of the significance of the trip. The weather was so beautiful that I also did another 360 degree turn over Mt. Rushmore that we could see clearly from 35,000 feet.

Upon landing in MSP, I lucked out and “squeaked it on” (trying to impress my two sisters who had never flown with me). We then taxied to the gate, and despite all the security hassles these days with passengers only allowed in the gate area, my flight was met by the Chief Pilot, Capt. Rick Toscano, many of our check-in ladies and office secretaries, and about 30+ of my fellow pilots! Once again I was overwhelmed! The day ended with my neighbors at my airpark residence in Minnesota (Sky Harbor Airpark) throwing a wonderful party “open house” for all NWA folks and neighbors. It culminated in a fireworks display that night right on the grass strip!! If I had to do it all over again, I wouldn’t change a thing!!

In closing, I would like to make some last “reflections” about my career. Some of the things I will certainly not miss will be the ungodly early wake up calls, the massive revisions that come with keeping our flight bags up-to-date, the annual “continuing qualification” check rides, and, of course, the on-going commute to work that I had to endure 24 out of nearly 28 years.

The joys of the job will, of course, be the actual flying (although now-a-days an airline pilot of a modern airliner has become more of an electronic systems manager), the ever-lasting sunsets as you chase the horizon time clock, the beautiful Northern Lights, and the real memories that will remain with me are the wonderful people who left such lasting impressions on me, I will miss them the most!



Pictured L to R: Judy, Gladys, Sharon, Allan, Julie, Iris.

My thoughts on being a Captain for the last 20 years of my career: In actuality, the word “Captain” is really not so much a job description as it is a set of character attributes. Some of these attributes you are born with, but most are formed from the number of years of close observation of those that I once sat to the right of in the cockpit of an airliner. A good Captain is part marriage counselor, minister, tactical negotiator, and sometimes “financial” expert. Actually the truth is the “title” involves making financially and operationally different decisions, very vital at times, using a wealth of accumulated experience and operational judgment based on sometimes little hard information. I will miss the challenge of all that, but not necessarily the harsh weather decisions that went along with a lot of those “challenges”.

One final thing I’d like to “promote” is the release of my biography, “Nothing Stood in Her Way, Captain Julie Clark”, currently being printed and due to be officially released 11 March 2004 at the Women in Aviation Conference in Reno, Nevada. The author, Ann Lewis Cooper, and I will be initially promoting the book at the conference. The retail cost of the book will be \$24.95 and will be available initially from Women in Aviation International, the publisher. It will also be listed on [www.amazon.com](http://www.amazon.com) and [www.barnesandnoble.com](http://www.barnesandnoble.com), with orders to go to WAI. Links to my website [www.americanaerobatics.com](http://www.americanaerobatics.com) will be available as well as future aviation gift outlets, etc.

I look forward now to a little more “free time”, flying my beloved Mentor T-34 “Free Spirit” and Trojan T-28 “Top Banana”.



## Press Release

Tara Engle  
National Aviation Hall of Fame  
Dayton, Ohio



### **Two Pioneering Female Pilots Join The Ranks Of National Aviation Hall of Fame Enshrinees**

DAYTON -- Although most early pilots were male, aviation has never been the exclusive province of “those daring young men and their flying machines.” Since the dawn of manned, powered flight women, too, have etched their names across the sky, seeking adventure, achievement and the unique perspectives of height and speed.

The National Aviation Hall of Fame’s “class of 2004” includes two such daring women, whose aviation exploits occurred at opposite ends of the 20th Century. **Harriet Quimby**, America’s first licensed female pilot and **Patty Wagstaff**, national champion and record setter, will join aviation legends Anne Morrow Lindbergh, Jackie Cochran, Louise Thaden and others as the newest female enshrinees in the National Aviation Hall of Fame (NAHF).

Harriet Quimby was born 1875, probably in Michigan. As a journalist and photographer, her passion for aviation ignited when she covered an air meet at a New York race track. She convinced her editor to foot the bill for flying lessons in exchange for a written account of the experience. She enrolled at Long Island’s Moisant Aviation School and earned her pilot’s certificate from the Federation Aeronautique Internationale on August 1, 1911, making her the first American woman pilot. With a journalist’s flair for the dramatic and newsworthy, Harriet embarked on a career as an air racer and demonstration pilot. Her pioneering achievements include becoming the first woman pilot to fly the English Channel solo in April of 1912, before tragically dying during an air meet later that same year.

Patty Wagstaff was born into an Air Force family in St. Louis, Missouri, in 1951, eventually settling in Japan. From there she continued her cross-cultural academic career in Southeast Asia, Europe and Australia before moving to Alaska where she learned to fly in 1979. Wagstaff eagerly went on to earn numerous flight and instructor ratings. When she set her sites on competing in aerobatics, she did nothing half-way. After earning a spot on the U.S. Aerobic Team in 1985, Wagstaff became the first woman to win the title of U.S. National Aerobic Champion in 1991. She then proceeded to hold on to the title for the next two years in a row. An inspirational role model and aviation ambassador, her standard-setting aerial performances annually thrill millions of air show spectators worldwide.

“Women have been helping to set the pace and carry the standard in aviation since its earliest days,” said NAHF Executive Director Mike Jackson. “They’ve shared the risk and they’ve savored the victories. They certainly deserve an equal share of credit for the amazing leaps in technology and innovation that came with each aerospace advancement. Harriet Quimby and Patty Wagstaff may have flown at opposite ends of the 20th Century but they shared a common vision and passion, one that is uniquely American and completely inspiring. We are honored to add them to our roll call of enshrinees.”

Quimby and Wagstaff will be honored at the NAHF’s 43rd annual enshrinement ceremony on Saturday, July 17, 2004, in Dayton, Ohio. The star-studded event, known nationally as the “Oscar Night of Aviation” will also feature the induction of former Apollo astronaut and nuclear energy expert Bill Anders and pioneering flight test engineer and pilot, the late Jack L. Ridley.

Advance reservations to the enshrinement ceremony can be placed by calling (937) 256-0944 ext. 10. Seats are \$125 per person. The NAHF is a non-profit 501(c)(3) organization, thus \$75 of each seat purchased is tax deductible as allowed by law. For more information visit the NAHF website at [www.nationalaviation.org](http://www.nationalaviation.org) or call (937) 256-0944 ext 16. (Refer to Connie Tobias’s note on next page.)

The National Aviation Hall of Fame’s 13,000 square foot Learning Center opened to the public in January of 2003, featuring six galleries that trace the exciting history of flight through the people that made it happen. A variety of interactive displays highlight many of the achievements of the 178 enshrinees honored to date. The site is also home to the Harry B. Combs Research Center, dedicated to preserving tens of thousands of images and documents tracing the enshrinees’ life stories. Located adjacent to the USAF Museum in Dayton, Ohio, admission to the NAHF is free. A 501(c)(3) non-profit organization, the NAHF is supported primarily through memberships and the contributions of individuals and corporations.

## “Oscar Night of Aviation”

By Connie Tobias  
ISA Member

Harriet Quimby and Patty Wagstaff will become members of the National Aviation Hall of Fame this year.

The event will be held 17 July 2004 in Dayton, OH. It is an evening gown/black tie event, that will be a lot of fun and has an audience of heroes and heroines. I think its time that the stellar women of the International Society of Women Airline Pilots come out and party.

I will be giving a speech at this event in front of 500 attendees including many of aviation’s heroes, heroines, and legends. Having some of our ISA members and HALPs applauding wildly for these two stellar women Harriet and Patty will give me the confidence I need to complete my presentation. Please see the Press Release with some of the details for the evening on the previous page.

The event will coincide with the Dayton Air Show that will feature Women in Aviation this year! See the ISA calendar in the newsletter and on the ISA web page for more details.

**17 July 2004...Be There...Dayton, Ohio...**

*Editors Note: Connie was instrumental in getting Harriet Quimby nominated and selected. She has spent over a year promoting her at different air shows and events. Let’s go and support Connie and these two women aviators.*



## ISA SKI DAYS 2004

By Jim Ernst  
(An Awesome ISA HALP)

What can I say other than superb! Ski Days began Monday evening with dinner at Cindy, Jim, and Katrina’s home in Dillon, Colorado.

Guests began arriving around 5:00 pm and the margaritas began to flow. Chips, dips, and other finger foods wetted everyone's appetites until all had gathered and dinner was served. Jeff (Krisan's very close friend) furnished home made chili that really hit the spot. Cindy furnished a Mexican chicken casserole. Dinner was followed with warm cider spiked with schnapps and coffee with coffee melts. Bill (Donna's very close friend) not only furnished the spiced cider but also personally made the coffee melts - they were great.

Although the group was a little smaller than past years the excitement, enthusiasm, and conversation matched or exceeded previous years. The conversations covered layoffs, hires, changing companies, old boy friends, new boy friends, divorces and Jim's stealth, sleek lawn tractor and his deicing problems when run in the winter. Flying and airplanes, for the most part, were not part of the conversation.

Skiing at Copper and Keystone occupied the days to follow. All in all, this was another of a long line of great ISA Ski Days. For those who couldn't attend, we'll have Bike Days next August and Ski Days in February 2005. In the meantime, we hope to see each of you at the Phoenix Convention in May!





## Looking for the Pony

By Donna Miller  
ISA Member

*Furlough*, n. Longest word in the English language...if you're a pilot.

I was furloughed from American Airlines just two days after completing IOE. My new career was over almost before it began. Furlough. The word just knocked the wind out of me, and there I was in the "Windy City," no job, a little money in my rainy day fund, and no prospects. So with nowhere else to go, I loaded up all my worldly possessions in my war-weary Subaru, a veteran of freight-hauling days, a stint with an express carrier, and now my short-lived airline career, and headed west on I-80 to Denver and my parents house. To have such great prospects and hopes, the realization of having to move in with my parents was devastating. The economy was just starting its long downward spiral, and nobody seemed to want pilots. My mother always says, "With all this manure, there's got to be a pony in here somewhere."

But I wasn't in the mood to look for that pony, at least not yet. The thought of landing back at the bottom of the employment food chain was depressing, and October was settling around the city like a wet blanket. I needed an escape. The realization slowly dawned on me that if the company was going to force me to take an unpaid vacation, then that's what I should do. But as Jimmy Buffet says, "I've gotta go where it's warm."

A few days later I mumbled a few words to my parents about a pony and an immersion Spanish course, and headed out non-rev (thanks to Bev Sinclair at United), to Costa Rica and Flamingo Beach. I turned out to be the envy of my classmates being the only student with an open ticket. I stayed a while after graduation to fly around the country side in a new friend's Cessna 210, landing on remote gravel strips, spotting the rare quetzal, dodging nuts thrown from howler monkeys, and spending time at a tropical "eco" lodge in the southwest part of the country. No way I could have done this with a "real" job. I could see the pony in the distance.



When I returned to the States, I was invited to fly an air rally sponsored by the 99s in Frankfurt, Germany. I hadn't been to Germany since I worked there for Jeppesen, before the Berlin Wall came down. How strange it was to land in Berlin, a prospect that only a few years before involved Soviet guards and their nasty weapons specifically designed to ruin an aviator's day.

I had a hard time ending this vacation. When I returned to Denver and my parents spare bedroom, the "Flight Across America" project was just gathering steam. I put my name in the hat to be Colorado's representative, and to my surprise, I was selected. So it was off to fund-raising, visiting local elementary schools, organizing events, and eventually taking off from Centennial Airport in south Denver, headed for the East Coast. The trip was an emotionally charged event, flying one of 51 planes in the Honor Flight down the Hudson River, circling Ground Zero, and paying tribute to the victims of September 11th, 2001. I returned to Denver a different person.

Having spent almost a year away from employment, my funds were now depleted, and it was time to seriously contemplate work. The universe conspired with me, and I landed a job with a charter and air ambulance company, flying several flavors of the Learjet. The pay is less than I could earn at McDonalds, but I doubt if there are any burger flippers having as much fun as I am. Thanks to ISA +21 I earned a 737 type rating, and have applications into scores of carriers. I'm trying hard to land a job with airlines we used to call the "minors," but now seem a pretty "major" opportunity.



So I often see my pony, romping ghostlike through pastures in the early morning. I'm confident of the day we can ride off into the sunset. I know I was fortunate in that I didn't have any major obligations or debts, but I still think if you aren't enjoying furlough, you're not doing it right.

*Furlough*, n. Great opportunity; not a prison sentence.





## BERYL MARKHAM MEMORIAL UPDATE

By Susan Gillett (UPS)

The project to make a statue of Beryl Markham and install it in a place near the site of her landing in Nova Scotia was first proposed to ISA by an American artist named Stephanie May. She presented the idea to us in 1998, and we started raising funds for the project in 1999. Once we receive a matching gift from the UPS Foundation, we will have raised about \$8,000.

Stephanie May sculpted a life-size clay model of Beryl that will be turned into a granite-like statue using modern epoxy based materials. The statue will form part of an exhibit on the life and accomplishments of Beryl at the Louisbourg Marine Interpretive Center in Louisbourg, Nova Scotia. The funds we raised will be donated to the museum in two installments this spring. Work on the storyboard for the exhibit will start this spring and work on the statue will start soon thereafter. The estimated cost for both the storyboard and the statue is about \$7,000 (US).



In early September 2003 I was saddened to learn that Stephanie May died peacefully and unexpectedly at her home in Margaree Harbour on August 23 at the age of 76. She is survived by her husband of 55 years, John May, two children and two grandchildren. Stephanie was born in New York in 1927. As a young woman she competed in figure skating. She was active in the civil rights and peace movements in the 1950's and 1960's and became a founding member with Norman Cousins of the Committee for a Sane Nuclear Policy. Her work for anti-war candidates earned her a place on Richard Nixon's now infamous "enemies list." After living for many years in Connecticut, she and her husband moved to Canada in 1973. They operated a shop and restaurant for many years on the Cabot Trail in Nova Scotia.

I am sorry that Stephanie did not live to see her clay model (see photo above) transformed into stone and become part of a permanent exhibit, but it is my hope that her husband and other members of her family will be able to attend the opening of the exhibit. Accompanying this article are photos of the front page of The Louisbourg Exchange, of an aerial view of Louisbourg, and a photo of John and Stephanie May.

If you would like more information about the project, please contact me at [smgillett@gilletts.net](mailto:smgillett@gilletts.net) or call me at 410-685-3367.



Deborah Walker, CCMC  
Resume Writer ~ Career Coach

## YOUR NEW YEAR'S RESUME CHECKUP

Like millions of people coast to coast, you may have resolved to start 2004 with renewed job-search enthusiasm. If it has been a while since you brushed up your old resume, you'll want to begin your job search with a New Year's resume check up.

These five questions will help you focus your resume for even better results in the New Year.

### **1. Has your career objective changed since your last job search?**

More specifically, are you attempting to change your industry or profession? If so, your resume requires a new marketing message based on your transferable skills. This will help potential employers see you outside of the context of your current industry or profession.

Remember, a resume is more than just an historical document; it is the print ad of your job-search campaign. For peak effectiveness, your resume should be based on the buying motives of your new target audience. Communicating your transferable skills is an excellent way to tap into employer buying motives.

### **2. Does your current resume reflect your professional growth-or are still using the same resume format that got you your first job out of college?**

As you grow professionally, you'll need a resume that reflects your level of professionalism. The more sophisticated "hybrid" format allows you to showcase your best accomplishments based on the strategic "selling points" of your career.

### **3. Does your resume feature accomplishments from top to bottom?**

The best way to capture employer's attention and create a strong first impression is with measurable accomplishments. Accomplishments are most significant when they demonstrate your contribution to an employer's bottom line. If your resume focuses more on what you did than on how well you did it, it's time to rewrite those "features" into "benefits."

### **4. Was your last job search prior to 2001?**

That may seem like an odd question, but if this is your first entrance into the job market since before 2001, you're in for a shock. The job market of the late '90s was fantastically in favor of job seekers; resumes were less important in attracting employer attention. Today's job market, however, is fiercely competitive, and a polished, professional resume is critical to winning an employer's notice. If your last job search was a "walk in the park," look objectively at your resume. Does it have what it takes to compete against an avalanche of candidate responses or will it likely get lost at the bottom of the resume pile?

### **5. Most important-are you getting responses from your resume?**

Here's the real proof. Your resume has only one job: to get you interviews. If that isn't happening, don't just blame the job market-improve your message. Think of your job search as a professional marketing campaign in a saturated market. The tougher the competition, the more vitally important it is to have a resume with a strong marketing message that sets you above the crowd.

## Don't Sabotage Your Job Search with False Assumptions

Most job seekers understand that the job market has changed radically over the last few years. Sadly, however, many still hold to job-search assumptions that do not apply to our current market conditions. If you believe any of the following five statements, you could be dragging your job search out longer than necessary. Cut your job search time by knowing the truth about the job market and learning how to combat these assumptions.

### 1. "My last job search was a snap. I'm sure this time won't be any different."

Chances are, your last job search was in the mid to late 1990's when the job market favored job seekers. Even up to 2001, jobseekers (and even employers) lived under a rosy glow of unrealistic optimism. In the last few years, however, most job seekers have noticed a drastic drop in the market demand for their career skills. Persons who were once courted by recruiters and headhunters from top firms wonder why they are no longer receiving calls with enticing opportunities. For many job seekers, frustration and lack of confidence have replaced optimism.

Action: The job seeker of 2004 will avoid discouragement by developing a strategic action plan that involves a high degree of proactive and systematic effort.

### 2. "Employers and recruiters take the time to read entire resumes."

This couldn't be farther from the truth. The reality is if the best information isn't in the top four to five inches of your resume, it's doubtful anyone will notice. Try this out for yourself. Open up your current resume on your computer. Do you see the entire first page? Probably not. Most likely when your resume is opened, the reader will see the top four to five inches. You must sell the reader in those first few inches or he/she is not going to bother scrolling down to read more. With the volume of resumes that employers and recruiters receive, who has the time to hunt out the good material on a resume?

Action: If your current resume isn't making the best use of the top four to five inches, consider using a hybrid format that will allow you to place your best assets up on top where you'll be noticed and called.

### 3. "I don't want to limit my potential job opportunities, so I'll write one resume to apply for all kinds of jobs."

I learned early in my recruiting days that employers turn down perfectly qualified candidates because the resume's focus is too general. A one-size-fits-all resume gives the impression that the job seeker is uncertain of his career goal. An employer once told me that if a candidate is interested in two completely different positions, he must not be very good at either.

Action: The most effective resumes leave no doubt as to the job seeker's career objective. If you have more than one career objective, you need more than one resume.

### 4. "I'm not going to bother with cover letters. No one really reads them anyway."

The truth is the quality of your cover letter often will determine whether your resume gets read at all. The worst offense, however, is to send a cover letter that sounds as "cookie-cutter" as junk mail.

Your cover letters will create a stronger first impression if you remember the buying motives of each of these major categories of recipients:

- Executive decision makers are most interested in your ability to help them achieve their corporate bottom-line objectives.
- HR screeners look for the best qualifications match.
- Third-party recruiters need strong selling points to help present you to corporate clients.

Action: If you keep in mind the buying motives of your cover letter recipient, you'll win their attention more often than not.

*(continued on the next page)*

*(continued from page 20)*

### **5. "If I can just get my foot in the door, my interview skills will get me an offer."**

That may have been true back when you had less interview competition. But today, employers have the advantage of choosing from the best talent available, because so much of the best talent IS available. Since you'll probably be interviewing against candidates at least as strong as yourself, you'll need to distinguish yourself through superior interview preparation.

Action: Remember that the best way to prepare for an interview is to think of an interview in three parts:

- Ask questions to uncover the interviewer's hidden buying motives.
- Answer questions based on the interviewer's buying motives.
- Ask closing questions to win the job offer.

Once you are free of false assumptions, you're less likely to fall victim to many of the disappointments, frustrations and anxieties associated with an extended job search.

Deborah Walker, CCMC  
Resume Writer ~ Career Coach  
www.AlphaAdvantage.com  
Email: Deb@AlphaAdvantage.com  
Toll-free phone: 888-828-0814

*Editor's Note: The previous two articles were submitted by Mary Ana Gilbert, Education Chair.*

### **PERSONALS :**

**Seeking a "Shopaholic"!** The ISA Store needs a new proprietor to oversee its current inventory and search out new items that would be a perfect addition to any ISA members' household or flight bag. Workload would highest around the annual Convention. Contact Carol Cansdale. (carolcansdale@cs.com)

**Scrapbooking... Creative Memories... Historical preservationist.** Enjoy ISA's rich history and help preserve it for future generations. The ISA Scrapbooks are looking for a new curator/creator. Contact Ginger Cutter. (gmcutter@coastside.net)

**Organizer...Party girl.** Do you enjoy creating the perfect party for 150 of your friends? Convention Chairwoman is the position for you. A how to guide provided with the job. Boston is calling your name in 2005 with a local coordinator already in place. Contact Donata Hunt. (donata.hunt@jetblue.com)

**Fundraiser... Communications... Corporate Communications.** Lets you dabble in several areas. A great chance to be part of the Board of Directors and help shape ISA's future. No prior experience necessary. Contact Tiana Daugherty. (TianaD777@aol.com)

**Convention Attendees.** Want to help aspiring aviatrix reach their career goals? Consider volunteering to help sell raffle tickets or assisting with the Silent Auction, proceeds go to the ISA Scholarship Fund. Contact Tiana Daugherty. (TianaD777@aol.com) Would you like the opportunity to get to know more of your fellow members face to face? On-site Convention Registration and Hospitality room are calling your name. Contact Donata Hunt. (donata.hunt@jetblue.com)

Whether you're a person who likes major commitments (a Board position) or a less demanding relationship (a committee chair or member) or just one of those who looks for that "one thing" (ISA Convention or Women in Aviation booth volunteer), ISA can help you make that perfect connection. Please let a Board member know about your desires and your talents!



# 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 \_\_\_\_\_ Cell Number \_\_\_\_\_

E-mail \_\_\_\_\_ Fax Number \_\_\_\_\_

Airline information:

Airline \_\_\_\_\_ Date of Hire \_\_\_\_\_

Position/Equipment \_\_\_\_\_ Domicile \_\_\_\_\_

\*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? \_\_\_\_\_

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:

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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.



**The ISA Store**  
by Carol Cansdale

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

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

**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.

**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.

**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.

**"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 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.

**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 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 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

**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 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.

**Membership Binder**

\$6.00 ea.



**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.

**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.

**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.

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](mailto:carolcansdale@cs.com); phone: 952-906-2833.

## Furloughs as of January, 2004

### Total Number of Pilot Furloughed

<b>Majors</b>		<b>Nationals</b>	
Airborne Express	32	Air Wisconsin	0
America West	0	Atlas Air	60
American Airlines/TWA	2214	Champion Air	20
American Trans Air	0	Gemini Air Cargo	23
Continental Airlines	639	Kitty Hawk Air Cargo	100
Delta Air Lines	1060	Midwest Express Airlines	115
Northwest Airlines	923	Ryan Int'l Airlines	0
United Airlines	2172	Polar Air Cargo	0
US Airways	1879	Sun Country Airlines	167
<b>TOTAL</b>	<b>8919</b>	USA Jet	0
		<b>TOTAL</b>	<b>485</b>

It looks like 2004 is getting off to a great start for airline pilot hiring. Not since November 2002 have carriers reported hiring numbers this high. The national carriers lead the way by hiring 266 pilots in January. The Jet Operator and Non-jet Operator divisions hired 111 and 98 respectfully. The Majors are hiring once again, taking on 67 additional pilots last month. For the most part, the furlough numbers continued to decline, dropping 2.45% from 9,905 on furlough in December to 9668 last month. The National sector rose slightly, up 7.27%, from 578 to 620. The Non-jet Operators reported only 43 pilots on furlough and pilots within the Major sector fell 2.85% from 9,105 to 8,919. Airlines reporting to AIR, Inc. forecast approximately 4,300 new pilot jobs in the next 12 months and there's not doubt the hiring numbers in January support this! AIR, Inc. forecasts between 6,500 – 7,000 new pilots jobs for 2004!

Numbers furnished by Air, Inc. [www.jet-jobs.com](http://www.jet-jobs.com)

## EDITORS NOTE:

Look in the April Newsletter for more details about the Phoenix Convention May 17th thru the 20th, 2004. Be sure to renew your ISA membership for 2004 - 2005. Check out the Personals, Connie Tobias and her Wright Flyer experience, Donna Miller's furlough story, and Captain Clark's retirement article. Hope to see all of you in Phoenix!



### International Society of Women Airline Pilots

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