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ISA News

International Society of Women Airline Pilots
August 2004 Newsletter

August Issue Contains our ...

May 2004

Summer 2004

Feb 2005

...Past ISA Convention

...Present Change of BOD & Committee

...& Future Ski Days ~



FAREWELL outgoing BODs

Treasurer: Melissa Brumby
Convention: Donata Hunt
HUPER: Sherry Anderson
Newsletter: Krisan Wismer

WELCOME new BODs!!

⇒ Laurie Reeves
⇒ Cammy McHenry
⇒ Jane DeLisle
⇒ Jennifer Neal



Pictures from Phoenix, Az- ISA CONVENTION MAY 2004! More pictures & convention reporting inside this Newsletter!

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CALENDAR

July 2004	ISA Roster Mailed
Aug 2004	ISA Newsletter Mailed
Aug 17, 2004	BOD meeting-ORD 9:00am
Dec 10, 2004	ISA Scholarships deadline
Feb 2005	ISA SKI DAYS
Mar 10-12 2005	WAI Convention DFW
May 10-12 2005	ISA Convention BOS

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

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Extra Copies of past/current ISA News, please contact Editor: Jennifer Neal, (415) 235-1258 or Nonrev4funn@aol.com
(Nominal fee applies)

Board of Director Reports

Tiana Daugherty
CHAIR and CORPORATE COMMUNICATIONS
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Thanks to the outgoing Board members for serving with me and making ISA a stronger organization because of their unique talents and wisdom. Blue skies and smooth air to Sherry Anderson, Krisan Wismer, Melissa Brumby, Rebecca Fisher and Donata Hunt. Thanks to those members who have offered to serve this next year.

It has been an exciting two years redefining and adjusting ISA's structure. I look forward to the next year as many of the plans are implemented and refined. The Scholarship program will test out its new timeline in hopes that the Women in Aviation Conference will relieve some of the interview workload. AXA Financial Services was a gold level supporter of our Convention with a generous donation. ISA has entered into a business relationship with AXA financial services as the new manager of our Scholarship Funds. AXA is also offering ISA members a 15% discount on their financial services and a dedicated 800 number. The Board feels non-aviation related companies, endowments and foundations are the direction for future funding. Our proven success in helping women advance in their chosen career path is gaining recognition. Also being a 501(c)(3) corporation allows us to pursue these venues.

After enjoying a fabulous convention that Donata Hunt had the vision to organize, I kept hearing a recurrent theme. Coming together with other women pilots in the setting ISA offers gives the members renewed energy and enthusiasm for who they are, what they have accomplished and an opportunity to just 'enjoy' for a little while in our busy lives. I would like to ask each member this year to help ISA a little in her own way. If you attended the Convention and missed seeing one of your friends from years past, drop her a line and make Boston a rendezvous point next May. If you couldn't make it yourself or have never been, come to Boston and see what all the buzz is about. If you know of someone on furlough who never took the time to become a member, let her know she can join for only \$20, or maybe even sponsor her membership. Once a pilot has met the qualifications for membership, she is eligible to join for life. If you can find the time in your schedule for even one small task, let a Board member know and we will find a job that meets your criteria.

Thanks again for making it exciting and fun to serve as your Chairwoman. Any and all ideas and comments are appreciated. The next Board meeting is August 17 in Chicago. All members are welcome. Until next time-



Tiana Daugherty
CHAIR & CORPORATE COMMUNICATIONS

Mary Ana Gilbert
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Another year has flown by and another fabulous convention has come and gone. For those who attended, thank you for taking the time and energy to make this convention one of the best ever. All the incredible planning and preparation Donata did would have been wasted if you did not show up. For all those who missed it: You missed a *really great* one!!

A few thanks are in order to the ladies who do all the work in the Education Dept. Janet Cote' continues to do an incredible job as the web mistress. Through her diligent work, you all could see pictures of the convention within days of coming home. Julie Derrick continues as our e-postmistress, passing on pertinent, time-sensitive information. And Kathy Hanson continues as our librarian, quickly responding to requests for support materials and videos.

Now for business: Web Links: We are presently discussing and developing an appropriate web link policy that meets our professional goals and provides some benefit for our members. Presently, we limit our links to professional aviation organizations, but now realize we may want to expand this policy. Many businesses would like to be linked to our website and in return, would provide discounts to our members (i.e. travel) or support to our causes (i.e. scholarship donations). We hope to develop a policy that would provide both guidance and protection when determining which links would qualify as beneficial to our organization and our membership.

Speakers Bank/School Programs: The primary goal in the Education department is to provide support, education, and outreach to young women in as many venues possible. We get many requests for speakers and though many get filled by you wonderful volunteers, many still do not. In the near future, we will be speaking with the 99's in hopes of working with them on a mutual link where all our requests will be posted. That way, if one of our members can't speak, they will at least have someone to support the program. Again, we must remember that our main concern is the young women.

Pilot Recruitment: We occasionally get information regarding job opportunities. Though they can be posted on the web, it is difficult to direct this information to those who really want or need these jobs. We are considering a cooperative effort with the Pro-99s so that all these opportunities (and more) are posted in one location. We want these busy women to have access to this information in the most efficient way.

Once again, thanks to everyone who made this past year so successful and special thanks to all those who attended the convention. If you did not make this convention, please consider coming to Boston. You, the members, are what make this organization great.



Mary Ana Gilbert
VICE-CHAIR & EDUCATION

Board of Director Reports

<p>Jessica Stearns SECRETARY BOD Meeting Notes (Edited) (239)498-0438 (aviatrixjs@earthlink.net)</p> <p>Call to Order: Tiana Daugherty The meeting was called to order at 1345. Members present: Tiana Daugherty, Mary Ana Gilbert, Donata Hunt, Danielle Cassell, Sherry Anderson, Beverly Sinclair, and Jessica Stearns. Guests: Laurie Reeves, Strike Fongeallaz, and Felicity Bush.</p> <p>Board of Directors: See www.iswap.org for all reports of BOD and also see the articles of all Board Members this Newsletter issue.</p> <p>Committee Reports: None Unfinished Business:None</p> <p>New Business: The Standing Rule No. 3 requires that the board meet four times per year and that the newsletter be published after each meeting. Due to the time and expense requirements to attend four meeting and publish four newsletters the Board of Directors has resolved that Standing Rule No. 3 be amended to read: “ the Board of Directors shall meet at least three times per year.” The proposal was seconded, discussed, and approved by all board members present (7). Financial proposal: AXA made a presentation to the board concerning the improvement of managing ISA assets while reducing costs. The board has held previous discussions about growing ISA investments in order to have an endowment to fund scholarships with the earnings from the endowment. The board voted to approve AXA as the Investment Manager for ISA Funds upon review and approval of a written contract. AXA has also agreed to give individual ISA members a 15% discount on their investment services. Furlough Fund will be administered per the Ops Manual. International Assistance: A request will be made at the business meeting to assist those international members in need of funds to register, travel, pay for lodging, etc. Job-hunt coordination: The WIA coordinator will now be a committee position reporting to the scholarship chair for the purpose of increasing the broadcasting of opportunities. Links on the ISA website to the Pro ‘99’s network, WIA, and other job sites will be explored and developed. The Education chair will write a policy as to whom, how, and what the benefits to ISA are expected to be. Speaker’s banks: ISA would like to link up with other banks so that better coverage of requests can be accomplished. Ideas, procedures, & possible links will be discussed at the Aug board meeting. Members are encouraged to submit their ideas. Convention site for 2005: Boston, MA, USA has been selected for the next ISA convention. Lucy Young is presently gathering hotel and activities information. Convention sites for 2006: two possible locations have been mentioned, Park City, Utah and Hawaii. Members are encouraged to suggest locations in time to start the planning process. Next BOD Meeting: 8/17 ORD Meeting adjourned 1730. -Jessica Stearns SECRETARY</p>	<p>Beverly Sinclair SCHOLARAHIP (303) 368-7925 (isa21scholarbev@aol.com)</p> <p style="text-align: center;">Scholarship BOD Report</p> <p>Phoenix was Phantastic! (Thanks, Donata!) My HALP, Alan Stewart, was able to attend and we both had a great time! Since I am still new to my board position, getting through the Women in Aviation Conference and my first ISA+21 Convention has been a challenge.</p> <p>Only days before the convention, the Greater Kansas City Charitable Foundation, FedEx, and Westwind all confirmed their sponsorship. UPS, Higher Power, ATP, Inc., Cage Consulting, AIR, Inc. and Aviation Training Center honored their continued support at the WAI Conference. UPS also sent us some can coolers for the registration packages, very important in Phoenix!</p> <p>Terri Donner, UPS Capt., presented us with a check for \$5,000.00 at the business luncheon. Terri also brought with her, one of our newest members, Waynetta Bracher, who has graciously volunteered to help us pair applicants with interviewers. Welcome Waynetta, and thanks for volunteering to help!</p> <p>Phoenix being home for Westwind School of Aeronautics, the director, Mr. Jerry Dilk, joined us for lunch and presented us with a scholarship for a Multi-Engine Rating. Jerry’s school had just suffered its first fatal accident and his message was moving.</p> <p>With most of our continuing sponsors on board, we are now focusing on new funding. Most of the “majors” are struggling financially and our recent donation from the Arkay Foundation has encouraged our expanded interest in seeking educational grants from large corporations. Many large corporations have educational grant monies to donate, “Why not us?”</p> <p>We are currently in contact with the Gates Foundation/Microsoft and Boeing. Any personal contacts that you have at any major corporation, please forward to me at ISA21scholarbev@aol.com.</p> <p>There is one 2002 scholarship and several from 2003 that must be completed by September 2004. I am pleased to report a success story! Donna Miller, member, furloughed from American, received a Type-Rating from PremAir/Alaska in 2003. New Type-Rating in hand she landed a job with Pace Airlines. I am certain there are many success stories out there and one of our goals is to document as many as we can. This goes hand in hand with the pursuit of educational grants, as they require documentation of the success of the program.</p> <p>As a group, we can be proud of our accomplishments. In a mere sixteen years, we have awarded 161 women over \$162,000.00 in Financial Scholarships and 44 Type-Ratings, valued at \$352,000.00 for a GRAND total of \$514,000.00. WOW! Let’s keep up the good work!</p> <p>Deadline of ISA scholarship applications is 10-10-04. These will be awarded at the ISA conference in May.</p> <p>Beverly Sinclair SCHOLARAHIP</p>
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Board of Director Reports

Laurie Reeves
TREASURER
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Transition enters into all aspects of my first report as Treas. I am new to this office and still accumulating records and SOP as the newsletter deadline arrives therefore a summary report will be provided. Melissa is transitioning to a new employer, new airplane and routes and is embarking on IOE as I write. We will meet in July and complete the change of signatures on bank accounts after Melissa has made the deposits from the convention proceeds. You can see that even the accounts are in transition. So, too, is the Scholarship Fund as we have voted to accept the services of new Financial Consultants from AXA Advisors, LLC.

Melissa reports the June 1 balances:

Bank of America

Business Checking	
(General Acct.)	29,380
Money Fund	<u>39,937</u>
Total	69,317

Paine Webber

Cash Fund	1,512
Investments	<u>170,210</u>
Investment value	
Jun. 1, 2004	171,722

Total ISA funds 241,039

As for the convention proceeds I am happy to report that you have sent a total of \$7,565 to the various accounts. The breakdown was sent for deposit as follows: Registration \$2,250, Dues \$830, Furlough Fund \$20, International Fund \$436, Raffle \$1,117, Scholarship Contributions \$115 and Silent Auction \$2,797. If you were unable to attend the Phoenix meeting you missed a lively Silent Auction with many new items so popular that they may be seen later in the ISA store. There were boxes of items for a raffle that seemed to go on

forever and many members took home several prizes. Those activities and resulting income are owed to the ladies who collected items all year long, boxed them up, delivered or shipped to PHX for storage, and also to you ladies who brought your wallets and credit cards and used them for purchases. The banker thanks you all for your various contributions, and reminds you that this continues each year. Stay on the alert for items to squirrel away for BOS convention. It is this very activity that furthers the programs ISA members have been developing and expanding for 26 years.

Some of the contributions made by members are for member benefit. If you are a member on furlough or a non-US member who would attend convention if financial assistance were available, please contact a Board member to find out how ISA may be able to help you. Ask now so you'll be ready for the Boston convention.

At the Board meeting, which preceded convention activities, a presentation was made by AXA Advisors, LLC.

Andy Miller and Susan Baldwin, from the Western Division Denver office, introduced the benefits of their company's programs to ISA's financial position. We have operating accounts and also investment accounts. They proposed to assist us in understanding how we can better generate assets for funding scholarships by establishing a frequent review of our financial position and offer strategies aligned with the current investment market. It was the Board's opinion that our investments had stagnated and that we were in need of a fresh approach. AXA offered many reasons to choose them, including a discount for their services. After carefully reviewing and discussing the materials presented, the Board enthusiastically accepted the AXA agreement. It seemed a Win Win situation and I, for one, look forward to increasing the assets of the Scholarship Fund. AXA was a sponsor of our Phoenix event and offered an informational program at the Wednesday luncheon. It was titled "Smart Women Finish Rich", a timely topic for us during this period of industry upheaval and uncertain pensions. I have already retired, so it was late advise with regard to accumulating assets for the future, but

there is also good advice about managing what you have to make the best use of it. You will be hearing and reading more about the AXA folks as the year continues.

Please contact me with any ISA financial questions or suggestions. As I begin my term of service to ISA, I look forward to transitioning with you. I have moved from the flight deck to a lounge chair while many of you are busy changing jobs or planes. Regardless, we must strive to keep in touch with ISA and each other. It is our history to share our common interests and in joining together we enjoy greater strength.



Laurie Reeves
TREASURER

Board of Director Reports

Danielle Cassell MEMBERSHIP

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It's hard to believe that Fall is just around the corner. This newsletter marks the beginning of my second year as your membership chair. As it has been rewarding, I am looking forward to yet another year. This previous May, I attended my first ISA convention. I really enjoyed getting to know those in attendance. It was nice to be able to put faces to some of the names that I have worked with.

The biggest change over this past year was the change to the membership year. Dues are to be paid by May 31 for membership in the following year. That said, we still have quite a few members that did not renew their membership for 2004. Look for the Lost Members list in this newsletter and help us locate these members. Following the convention, our total membership had reached 436 members, from 64 airlines in 20 countries. However, after the dues deadline of May 31, we still had 90 members that did not pay their dues. As a result, our membership has now been reduced to 346 total members.

By now, you should be in possession of your 2004 Membership Roster. If you did not receive your copy, or you have changes, please email me isa21member@aol.com. I'd like to thank Tiana Daugherty for all her work on the roster. She is responsible for the layout; I just provide the membership data. If you are in need of a binder for your roster, please visit the ISA Store. You can access it through our website, www.iswap.org. While you are there, please take a look at all the other items that Amy Jayo has available for you to purchase. Remember all proceeds go to scholarship.

This past year we pursued new members in a number of ways. ISA once again had a booth manned by Tracy Leonard and her recruits at the Women In Aviation International Conference. They were successful in recruiting 10 new members and renewing 3 previous members. Individual members often recruited, or in the case of Krisan Wismer, even sponsored new members. This summer, I mailed out postcards from previous members dating back to 2000. Additionally, this May we even had three new members join at our very own convention in Phoenix. I know many of you are busy and can not take the time to chair a board position or volunteer for a committee, but you can still do your "one thing" for ISA. I'd like to challenge you ladies to do your "one thing" for ISA this Fall, recruit just one new member!

Please remember to let me know if you have an address change. Our newsletters are mailed third class postage to save on costs and as a result they are not forwarded. We lose track of you and it's also a waste of paper. So do your part in saving paper and remember to update your address or any other changes you may have. Just go to our website and you will find a link right on our homepage.

Finally, I am happy to announce our newest ISA members.

We have gained 18 new members along with 16 returning members this quarter. Please help me in welcoming them.

New Members:

Barbara Anderson
United Airlines
B777 FO

Lucinda De La Cruz Aspden
JetBlue Airways
A320 FO

Waynetta Bracher
UPS
DC8 SO

Pamela R. Ellis-Farmer
FedEx Express
B727 SO

Cathy Garrick
United Parcel Service
MD11 FO

Suzanne Gatto
USA3000 Airlines
A320 FO

Jo Halverson
United Airlines
B737 FO furloughed

Jessica Hatfield
US Airways
B737 FO furloughed

Cathy Jacobs
Delta Airlines
MD80 FO

Terri Mayeur
United Parcel Service
B767 CAP

Erin McCoy
Midwest Airlines
DC9 FO furloughed

Jennifer Peri
Delta Airlines
B727 SO furloughed

Monica Sjursen
Aloha Airlines
B737 FO

Lynn Steer
United Airlines
A320 FO

Valerie Sutinen
United Airlines
B727 FO furloughed

Katherine Wallace
Pace Airlines
B737 FO

Kelly Woods
USA3000 Airlines
A320 CAP

Carol Wooley
Southwest
B737 CAP

Returning Members:

Catherine Beirne
US Airways
MD80 FO

Elaine Berryman
Delta Airlines
B767 FO

Cyndhi Berwyn
FedEx Express
A300/310 CAP

Karen Bland
United Airlines
B767 CAP

Amy Clark
Federal Express
DC10 FO

Tami Halloran
United Airlines
B737 CAP

Cyndy Hubbard
FedEx Express
MD11 FO

Kathleen Hurst
United Airlines
B737 CAP

Vanessa Jago
Air Wisconsin Airlines
CRJ FO

Katina Malliarakis
United Airlines
B777 FO ORD

Susan Maule
US Airways
B767 FO

Lore Probst
United Airlines
B777 FO

Barbara Price
Northwest Airlines
A330 CAP

Susan Schmid
C.T.A.
Retired

Anne Simpson
Northwest Airlines
B747 CAP

Nancy Waylett
US Airways
B737 CAP retired



**Danielle Cassell
MEMBERSHIP**

Board of Director Reports

Jennifer Neal
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As I edit, revise, re-do, and play with this Newsletter, I am constantly humbled! Computers have a mind of their own and mine doesn't seem to want to communicate.... We have a love-hate relationship. It's step sister (my laptop), has a better outlook on life. It's more cheerful and generally happy when you feed it a proper diet. It's getting more exercise than it's used to, and I can see muscle building on it daily!

I'm happy to have taken on the position of Newsletter Editor! I'm was on reserve in June with SkyWest Airlines and thankfully I didn't fly much. This is allowed me to focus on the Newsletter, more so than I would have normally.

Thank you to all who have helped me with this first Newsletter. Krisan especially has helped. I know it was a complete undertaking just to transfer the materials and information to me. I know you had helpers, including Amy Jayo! Thanks Amy! I'm thanking, in advance, those who will help proof read, compile, print, and ship. This is quite a job for one person! (Krisan: how the heck did you do it all alone?)

I have been given some information that our Newsletter will be sent 3 times per year instead of 4. I'm assuming this one, "AUGUST", will be out in the beginning of that month. Then the next one will be mailed around DECEMBER. (That means articles to me by mid September.) This date will be finalized later and communicated to all via email!

I'm sorry to have missed the convention. I was only off 2 days that week and was unable to attend. I feel like I was there because I have read all the fantastic articles and looked at all the wonderful pictures. Looks like I missed quite a party.

Please feel free to give me advice on any Newsletters in the future! I'm brand spanking new at this and could sure use some input. I'm just now learning about things like book folds, the difference between 'continuous' and 'next-page' column breaks, and fonts! Isn't Microsoft WORD just wonderful?

I originally joined ISA in 2000 just shortly after I was hired with United Airlines. I had previously won a ISA Type Rating Scholarship and received my B 737 type rating in 1998. My simulator partner was Beverly Sinclair. She was also training because she won a type rating scholarship from the 99's. It's wonderful how she's our scholarship chairwoman now!! I was furloughed in July 2003 and hired by SkyWest Airlines September 2003. I'm planning to move to Denver just prior to the fall and should be there to enjoy some great weather, skiing, and hiking!

Thanks again for giving me the opportunity to do the newsletter and I'm looking forward to meeting face to face all the people that I've been in contact with via email and phone!

Jennifer Neal
NEWSLETTER
EDITOR



Farewell from Krisan:

I want to introduce you to Jennifer Neal. She is your new ISA+21 Newsletter Editor and Board Member. Jenn graciously volunteered to take the position in May after the Phoenix convention. Jenn's a previous scholarship winner! She is based in Fresno, CA and will be moving to Denver this September. I know with all of your help, Jenn will continue to bring you all the great news about ISA and our industry. Please help her out by giving her articles and pictures!

Annette Worthington has volunteered to help Jenn by getting the newsletter to Kinko's for printing and she will also handle the mailing of the newsletters. Thanks bunches, Annette. Annette is an Airbus Captain for United Airlines and is based in Denver. This will mean we can continue with the Littleton Post Office and not have to reapply somewhere else.

I want to thank both Jenn and Annette for stepping up and doing their "ONE BIG THING" for ISA+21. I hope all of you will help them both continue to participate in this great group of women pilots. Thanks again for all of your support!

Krisan Wismer

Jane DeLisle
HUMAN PERFORMANCE and
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Hi! My name is Jane DeLisle. I will be trying to fill the shoes of Sherry Anderson who just recently completed her term as HUPER. Thank you Sherry for all of your hard work and dedication, and especially for teaching me the ropes of this position. I appreciate all of your organization!

First let me introduce myself, and tell you why I wanted to get more of an active involvement in ISA.

I have been flying for 25 years beginning first in high school, graduating from Embry-Riddle and flight instructing, flying charter, and then flying a Falcon and Sabreliner for a corporation in CT.

I became an ISA member 15 years ago when I was first hired at Piedmont Airlines/USAir in early 1989. After being furloughed from USAir last year, I was fortunate to get hired by JetBlue as a First Officer on the Airbus 320. I had always been a fairly active member in ISA going to many conventions, ski days, and helping out on a few scholarship interviews, but was always waiting for a lull in my schedule to find adequate time to volunteer to be a board member.

After this past year of being furloughed, getting back into the job market, updating FOURTEEN years in my log book, updating my resume, learning a new airplane (I'd been a Boeing Girl for over 12 years!!) at a new airline combined with a move to FL and then my HUSBAND leaving USAir after 18 years to come over to JetBlue with me, I have realized that there is no lull in my schedule in the foreseeable future!!!!

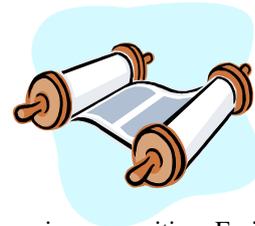
I was given such great support, both emotional and career-wise, from several girlfriends that I have made through ISA during my years of being a member. Melissa Monahan giving me information on the WIA funding, Krisan Wismer and Cindy Shonk telling me that I need to get to ISA Ski Days to see everyone, and Tracy Leonard sharing her room during ground school so I could attend the AIR Inc seminar! It was then that I decided that the time is NOW for me to do "MY One Thing" for our wonderful organization. ➔

Board of Director Reports

Now for HUPER news!

Upgrades or Transitions

None



Charter Member Retirees

Three more Charter Members retired recently; two were able to attend the convention and receive recognition. Emily Warner, our first Charter Member retiree, presented Lynn Rhoades and Claudia Simpson Jones with a plaque honoring their dedication and involvement in ISA.

Unfortunately, Julie Clark was unable to attend the convention this year due to a scheduling conflict for promoting her book.



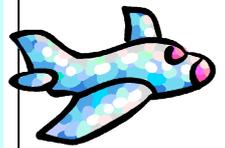
As our best and thank them endlessly for their dedication and involvement in ISA. Thank you!!

Baby News

Congratulations and Best Wishes to all 4 Families!!



Heath (United) & Michael Sheehan welcomed Wendi Magrann Sheehan into their home on December 8, 2003



Patty and Bryan Tomich (both Alaska) are pleased to present their first, Rosalinda Mae Leon Tomich. She was born March 14, 2004 at 2:27 am, 9 lbs. 7 oz.

Christina Redfern-Oliver(America West) and Marc Oliver proudly announce the birth of their son Holden Thomas Oliver on January 2, 2004 8lb, 7 oz.

Thank you Christina for letting us store much of the ISA raffle & silent auction items at your home!!!!



Helen Erskine (UAL) proudly announces the birth of her twins: Christina Sophie 4lbs, 10 oz. Magnus Alexander 5lbs, 7 oz Double Blessings were born on March 20, 2004



Board of Director Reports

4 Extra Special Volunteer (ESV) AWARDS!

Last fall we solicited from you nominees for the ESV award. The criterion was any member you thought had contributed over and above to our organization. The only caveat being that this person could not be a board member or committee person. We truly wanted to recognize the "behind the scenes" volunteer. At the February board meeting we voted on our nominees and chose four outstanding women as our First Annual ESV award winners for 2004. We presented these four award winners with a gift to show our appreciation.



ESV Deborah McEndree:

For many years Deborah has quietly and diligently supported ISA Scholarship Fund through the items that she collects for the silent auction. Her donations have included airplane quilts, models, airline t-shirts, CDs and much more. Our thanks to Deb for thinking about ISA all year long & collecting the goodies that we all enjoy a chance at winning!!!

ESV Cindy Shonk:

As a long-time ISA member and constant supporter, Cindy Shonk is the Queen of Hospitality!! Cindy is always organizing events at her home. Cindy has organized ISA ski days at her home for more than TEN years! She maintains an ISA email list that keeps everyone informed on the next social gathering. She has organized housing for the Ski Days and even houses people up in her spare room. Her Tex-Mex dinner and margaritas are legendary. Cindy has hosted our board meeting and Bike Days at her home. She is the glue that keeps us together and binds her friendship while we have fun playing and sharing with each other. She is Miss Organization that is always calm, cool and collected! How does she do it?!

ESV Keith Johnson:

Keith Johnson served as our airline scholarship head for many years, but since turning over those reigns she has continued to work hard for ISA. Those who know Keith know that she never lets an opportunity go by to solicit a donation for ISA's scholarship fund. She talks ISA everywhere and to everyone. Last May she set up a booth and solicited volunteers for an ice cream stand at the MidSouth air show and then donated the proceeds to our scholarship fund. She steps up to the plate when the Scholarship Chairman breaks her ankle and is stuck in Alaska in the middle of interview season. Keith saves our day by helping others to organize the remaining interviews along with other volunteers. She is always one to donate articles to the newsletter and has even gotten us discounts at Space Camp. Way to go Keith!! This award is for you!

ESV Amy Jayo:

Amy Jayo is the newest member to ISA out of all of our ESV awards. Amy has done so much in such a short time! She should serve as an inspiration to our newest members to get involved sooner! Amy has worked at the ISA scholarship booth at the Women in Aviation Conference and has interviewed scholarship applicants. In May 2003, Amy volunteered to help with the ISA newsletter. She contributed article ideas and created newsletter covers and themes. She took it upon herself to organize the newsletters of the past 24 years. She painstakingly went through each issue and filed it in chronological order and then archived them all. This is a huge undertaking! She then shopped for the best options and got the project completed and published on CD. She donated the funds to the ISA General Fund and the CD will remain for future sales in the ISA store, which coincidentally Amy has taken over from Carol Cansdale! Thank you Amy!!



**Jane DeLisle
HUMAN PERFORMANCE & RESOURCES**

ATTN: ALL ISA MEMBERS: TELL US ABOUT YOUR NEW BABY? HUSBAND? TYPE RATING? AIRLINE JOB? ACHIEVEMENTS? UPGRADE? FAMILY NEWS?

Name: _____ Email _____ Phone #: _____
(include family & married names)

Address: _____

Airline _____ Position: _____ Equipment _____ Country _____

New NEWS: _____

(continue to another sheet if more space is needed!) _____

Send to (Jane DeLisle @ 3901 S. Ocean Drive #9Y, Hollywood, FL 33019) or @(Email:PlaneJane1@att.net)

Board of Director Reports

Cammy McHenry
CONVENTION
(513) 777-6554 H & Fax
(c.j.mchenry_1997@att.net)

Pictures from our Convention 2004!

On to Convention 2005:

To those of you who don't know me I'm Cammy McHenry. I may be going out on medical soon because I think I'm certifiably crazy. I've been an ISA member since 1986 and attended my first convention in Memphis, TN in 1987. I've attended 15 conventions, served on the board in 1991 and 1992. I was the silent auction person from 1993 to 1998 and then in 1999 I found my one thing for ISA I wanted to do for the rest of my days when I became the Captains' Club chair. Then I went to the Phoenix convention, lost my mind, signed back onto the board and I'm now convention chairperson for 2005 and 2006.

Since I just took over as convention chairperson, I don't have much to tell you. Lucy Young has done a lot of the preliminary work for the 2005 convention which will be held May 10-12 in Boston, Mass. It's an easy city to fly into and a great city to get around in on foot. We are working out the final details now and everything will be in the next newsletter. Plan now to attend and I'm looking forward to seeing you next year in Boston.

We are also taking bids for the 2006 convention. The proposals have to be in the board members hands by the August 17th meeting. We have one proposal for Hawaii but if you have another idea let us know.

You'll be hearing more from me soon. There's lots going on with ISA and the convention is the best place to hear about it and catch up with old friends. Hope to see you in Boston May 10-12, 2005. Thanks,



Cammy McHenry
CONVENTION
(2005 & 2006)



Reporting on our Past ISA CONVENTION- PHOENIX, AZ, May 2004

**REPORTING ON OUR PAST
ISA CONVENTION MAY 2004
PHOENIX, AZ
HIGHLIGHTS & INSIGHTS**



Jean Harper & Emily Warner



*3 First ISA Presidents @ Phoenix Convention 2004
(L-R) Jean Harper '80-'82, Claudia Jones '78-'80, Karen Kahn '82-'84*

View the Professional Photos from Convention Online:

www.SuperHeroPro.com

*Once online click on "Online Photos" & then on ISA logo.
You can order photos on line for up to 3 months*

Reporting on our Past ISA CONVENTION- PHOENIX, AZ, May 2004

Phoenix Convention Convention Chairman Report

BY DONATA HUNT- outgoing convention chair

Phoenix 2004! What a wonderful time! The weather was perfect, the company was exquisite and the memories are priceless. As the convention chairman I would like to thank everyone that made the trek to Phoenix. I sincerely hope that everyone enjoyed themselves.

Monday's Board of Directors meeting officially kicked off the event. The BOD enjoyed lunch in the Kosin Restaurant at the resort as a group. The Executive Chef came by the table after lunch to personally welcome ISA to the Sheraton. What a personable individual. Due to that visit, the women decided to have the BOD dinner with family and friends at the same restaurant that night. There was a great deal of wine consumed and a great deal of reminiscing that occurred.

Tuesday started with registration in the Community Board Room which ended up being a gathering room to find friends. I would like to thank my mother and Laurie Reeves for smoothly running the entire registration process this year. Thanks! Carol Candsdale opened the ISA store. Mary Bradon, Strike and a few other volunteers handled raffle ticket sales which was very successful this year. Throughout the day a constant stream of members flowed through this room providing a buzz until it was time to get dressed for the cocktail party.

The cocktail party was held outside under a crystal clear sky on the Grand Lawn. The atmosphere was elegant with just a touch of rustic flare. The hors d'oeuvres included lobster popsicles and pork tenderloin just to name a few. The night started with a note of welcome and an introduction of AXA Advisors Susan Baldwin and Andrew Miller. Susie and Andy were responsible for the convention sponsorship that was provided by AXA Financial Group. The silent auction was a huge success as the evening progressed and the wine kept flowing. Once again Tiana and the membership put together a wonderful selection of items to raise money. Over all I think all the members had an incredible time just visiting.

This year the kids that attended the convention had their own party on Tuesday night. ISA arranged for babysitters for the kids in the Community Board Room (aka Hospitality Suite). Dinner was provided as well as games and goodie bags.

Wednesday is always the busiest day of our convention and this year was no exception. The Business meeting started at 0800 and was efficiently run by our fearless leader Tiana who ended the meeting at 1045. The group then paraded outside for a group photo that was shot by professional photographer "Flash" Gordon Murray. Gordon was truly a flash as he finished the group shot in about 25 minutes and was completely done taking smaller group shots and individual shots in about 45 minutes total. Everyone was provided with an 8x10 group photo that evening at the Western Dinner.

During the business meeting some of the HALPS went golfing, attended a tour of an experimental helicopter factory, enjoyed mountain biking and relaxed by the pool.

Following the photos, AXA advisors Susan Baldwin and Andrew Miller presented "Smart Women Finish Rich". This was a fun-filled but educational hour on what we as women should think about to insure financial success throughout our careers. They talked about the "Latte Factor" and handed out little kits for everyone's flight bag which contained a tablet, earplugs, a calculator, etc. Husbands and family members attended the presentation as well.

The luncheon immediately followed in the room next door. Lunch included a wild farm greens salad with candied walnuts and bleu cheese crumbles; and a roasted breast of chicken with kalamata olives, spinach, fire roasted peppers and feta cheese over wild mushroom risotto. A chocolate taco with chocolate mocha mousse drizzled with wild berry sauce finished the meal with a touch of sweetness. During the luncheon the raffle prizes were distributed. I think just about everyone that bought raffle tickets won something. Cammy McHenry and Emily Warner presented the Captain Club Awards. Sherry Anderson initiated the Special Volunteer Award inducting three new members into the program. Outgoing Board of Director members were recognized as well. With the publication of her book, Emily Warner was gracious enough to do a book signing at the end of the luncheon.

There were a few hours to relax before the Western Dinner. Most members enjoyed the pool, the water slide, and the heat. The dinner was kicked off by a horse drawn wagon ride through the desert to the Equestrian Center which was about a mile from the resort. Some of us were lucky enough to see a few wild coyotes wandering by the trail. Upon arriving at the rustic western facility a BBQ dinner was served with a DJ playing music in the background. "Flash" Gordon attended as well recording the event capturing many great candidate shots of the group. Pictures from the entire convention can be purchased from Gordon via the website SuperHeroPro.com. It is very easy to order pictures - just click on (online photos) and then the (ISA) logo and follow the prompts to order. An absolutely gorgeous sunset highlighted the mountains off in the distance as the square dance caller had the majority of the group doosy- dooing. I was so happy to see that so many people liked to dance! The kids had a wonderful time running around playing together in the grassy lawn and dancing as well.

The convention came to a close with a continental breakfast provided by the AXA advisors, Susie and Andy, Thursday morning. Most people headed home after that but a few stayed in the area and explored Sedona.

My goal as I planned this convention was to focus on the members and to regain a sense of comradery amongst the group. I truly hope that I accomplished my goal. With all the industry and life changes that have occurred over the last few years ISA as provided a sense of hope and friendship for me. For that I want to thank all the members that are great friends and the members that will one day be great friends. The Convention Chairmanship has been a great deal of work but also an enormous amount of fun! Thanks for 2 great years! Now I would like to introduce the new convention chairman for Boston in 2005 and ? in 2006. Most of you already know her as the person responsible for Captains Club. Cammy McHenry - Thank you for volunteering for taking over this great task. You will do an awesome job! –

Donata Hunt
Convention Chair
(2004)



Reporting on our Past ISA CONVENTION- PHOENIX, AZ, May 2004



Reporting on our Past ISA CONVENTION- PHOENIX, AZ, May 2004

BY JANE STADLER

The evening at the oasis in the desert was a unique experience. Amidst the mesquite and the coyotes was a grassy lawn with scenic, but incongruous waterfalls. The barbeque was preceded by socializing and enjoying the parade of western wear that members had rustled from their closets. The children were happily exploring until we were advised that deadly and poisonous denizens of the desert could be found among the rock piles! The height of the evening was the square dance instruction. The instructor was bedeviled by the inequity of the ratio of men to women, but we knew who was to lead and who was to follow! He did manage to get the neophytes doing a pretty competent rendition of dosy do. Some diehards headed for the casino and it was reported that one even won enough to pay the convention expenses. It was another fun night at a convention and a reminder why we come: because they are so much fun.

The Thursday side trip was officially cancelled due to lack of participation, so Strike Fongeallaz, Mary Bardon, and Eva Brock and I took a whirlwind tour of Sedona, Oak Creek Canyon and the Montezuma Castle. We enjoyed spectacular views of the red hoodoos from Sedona and the Chapel of the Holy Cross. I don't think we experienced the "positive energy" reputed to be had from the rocks, but we did get good vibes from the delectable Southwest cuisine at the Javalina Cantina in Sedona! It fortified us to make the trip up the canyon to about 7000' where the heat of the desert faded into a welcome cool breeze. We managed to make it to Montezuma's Castle, which is an interesting cliff dwelling from the 14th century. We got there just as they stopped charging admission; a pilot's dream! Strike's Grande Prix skills got us back to PHX in time for our flights home. We look forward to the adventures to be had touring the BOS area next May. - Jane



Reporting on our Past ISA CONVENTION- PHOENIX, AZ, May 2004

BY: LYNN RIPPLEMEYER

Thank-You for Being the Gift

I wanted to give my niece/godchild, Whitney, something special for her college graduation gift. Believing experiences and memories to be far more precious than “stuff”, I had been giving her the gift of travel via buddy passes ever since she was old enough to enjoy them, but wanted something different for this special milestone in her life.

The ISA convention occurring in PHX, where she attended college at ASU provided the perfect opportunity for a post-finals and graduation get-away and some much-needed R and R. Since a friend and x-roommate of hers worked at the Wild Horse Resort, I thought she'd have someone to hang out with while I was at the convention's activities. During our drive from the airport to the resort, she filled me in on her latest activities (graduating as a dance major and receiving special recognition for her community service with a rehab program for prostitutes). We talked of her plans for the future and she mentioned that she was “into people's stories these days”. At the cocktail party that evening, as I was enjoying catching up with “old” friends and meeting new attendees, I realized how much I was enjoying everyone's stories and left to extend an invitation to Whitney to join us. She had a wonderful evening hearing the great histories that make up the ISA ladies' journeys and said she'd prefer joining us again the next day at the luncheon and the dinner/square dance. At the end of the evening she shared with me what she had found – “They each have a different story of how they did it, but they all had a dream of what they wanted to do and they made it come true somehow. It's awesome knowing that.” She had the opportunity to meet Emily, who inspired and encouraged me, and my cohorts in the dawning days of female airline pilots – and listened to others who thanked me for being there for them – and to those into the next generation of mentoring whom they inspired. (Thanks for making me more than just "Aunt Lynn" for a few days).

She had mentioned her mentors before, and saw in us an example of how it's passed on. The next day she was filled with new ideas of what she could do with her future – everything from expanded community service programs to traveling the world working as a masseuse at ritzy resorts and spas to who knows? – and most importantly, the belief that whatever she wanted to do, she could. I couldn't think of a better graduation gift to give my godchild – so thank-you to all of you for being The Gift, and as she said, “What a neat bunch of beautiful ladies!” - Lynn



Reporting on our Past ISA CONVENTION- PHOENIX, AZ, May 2004



Reporting on our Past ISA CONVENTION- PHOENIX, AZ, May 2004

BY LINDA WRIGHT

Hi, I'm Linda Wright and I am reporting on financially helping our International members attend our ISA annual convention. I rose my hand at the Phoenix convention to add some input on the use of the over \$400.00 collected in a hat for our international members. Now I am running this international fund!

Every year I have put reservations on my credit card, paid for dues and registration for my friends. Some years it's easier than others. As most of you agree, our international members are important or you wouldn't have graciously donated money. I remember a few years ago I tried to get some help on registration fees. Even though there was an international fund there was no way to get money out or to repay members who fronted money in hopes of repayment. This year I wasn't able to take any of the cash to repay a couple of members as the money was sent to the treasurer to be held for the international fund. OK, are things sounding familiar? I hope to break this chain and make it easier for international members to attend our conventions. Staring now would you please e mail me at wtoddlinda@aol.com if you request repayment. There is no guarantee that you will get repaid as I'm not sure how much money is even in there. Also when the money is gone it is gone unless members want to send a check and mark it for use in the international fund. If you paid the way for an international member this year and don't need repayment, think of your investment as helping these members. My goal is to get enough money in the fund so that we can advertise to our international members that there will be help on fees if they really need it to attend the convention. I'd appreciate any suggestions you members might have to help set this fund up.-Linda



BY KRISAN WISMER

Wasn't the convention in Phoenix fun? I wasn't able to get any time at the Spa while I attended the convention. But, luckily, I won a great 2 night stay at the Sheraton Wild Horse Resort and Spa from the Silent Auction. I can't wait to go back and spend some lazy time there and "do the spa thing". Thanks for doing such a great job on the convention this year Donata! Please thank your Mom and Dad for us, too. For those of you who couldn't make it this year I am sure you will enjoy all of the convention articles and pictures in this issue of the ISA newsletter.- Krisan

Reporting on our Past ISA CONVENTION- PHOENIX, AZ, May 2004

BY JIM ERNST

Wow, what a convention. Not only was the hotel first class but the entire convention. Early upon our arrival we had trouble finding places in the hotel. We turned to hotel staff to assist. We are used to receiving directions. Not this time. In each case the staff insisted on showing us - guess they thought we were from Missouri. Prior to the cocktail party we took our daughter to the children's gathering. Not only did she receive a goodie bag full of fun things, she got pizza and an evening of playing indoors and outdoors. When we picked her up at 11:00pm or 1:00am our time back home (not bad for a 3 year old), she and the other children were having a blast. What a cocktail party. Not only was there plenty of food, but great choices. It was fun seeing and talking to old friends along with meeting new ones. The party was first class. Many HALPS and kids spent quality time at the pools. I think the adults had as much fun as the children. The awards luncheon on Wednesday was superb. Whoever gathered the goodies to be won did a great job. Everyone was a winner. And, the awards recognized many contributors who have made the club what it is today. Allowing children to attend turned out to be a life saver for Jeff (Krisan's close friend). Jeff was able to talk our three year old out of her lunch of fries and chicken fingers and she wound up with his plate. Her favorite foods are fries and chicken fingers. Oh well. How could you beat a luncheon like this? Well, you can at least equal it and that's what happened at the evening BBQ. The setting was nice and the food good. However, nothing topped seeing professional pilots letting their hair down on the dance floor - go girl, go!! A film of the dancing would be perfect to show just prior to the safety briefings on flights. It could be titled, getting to know your pilot!! Another highlight was getting to meet and talk with Captain Emily Warner. If you haven't read her book "Weaving the Winds" I highly recommend it.

From one husbands perspective this was one hell of a fine convention. I take my hat off to all involved. Well done.

-Jim- HALP of Cindy Shonk and Katrina Ernst



*Special Thanks
To our Convention Sponsor*

AXA FINANCIAL GROUP

**AXA ADVISORS
SUSAN BALDWIN AND ANDREW MILLER
YOU'RE THE BEST!**

AXA Financial Group donated \$10,000 toward the success of the Phoenix Convention!!!

IFALPA Annual Conference Report

Impressive and inspiring are two of the words that come to mind each time I attend an IFALPA conference. At the same time it is also an experience that makes you realize how relative your problems are – there is always a group whose problems dwarf any you may have. Once again some 250 delegates and observers were present with probably 150 accompanying family members. The five day meeting handled changes in policy proposed by the 11 standing committees of IFALPA. Many of these changes become ICAO policy and affect our everyday life as professional pilots. Just imagine that some 200 agenda items were dealt with resulting in 60 official policy changes – a bit more intense than our ISA business meeting!

Through the years IFALPA has been instrumental in implementing many aspects of aviation that we now take for granted; approach lighting for instance or standardized aerodrome signage: And it was only in the 1990's that it was universally accepted to account for wet runway conditions during takeoff – due in part to IFALPA pressure. In more recent times IFALPA is a founding member of the Global Aviation Security Action Group (GASAG) which deals with issues arising from 9/11.

IFALPA also concerns itself with “critically deficient airspace” prompting authorities to remedy insufficiencies in navigational aids and communications. Black stars are “awarded” to those airports regarded by the aviation community as critically deficient. Such an award has in the past prompted the upgrade of facilities in various countries.

Other hot topics this year were fatigue risk management and as ever – the state of the industry. Fatigue Risk Management is seen by some as the way of the future – In broad lines it concerns adjusting duty time limits according to the type of operation. Obviously crop dusting or business jet charter would put different demands on a pilot/operation than long haul scheduled flights. The idea is that new FT/DT limitations should be tailored to each situation to obtain the best fit – maintaining a safe operation while allowing operators to get as much as they safely can from their crew.

Then the state of the industry – I could fill another page! In short - improving but not yet at 1999 levels. LCC's (Low cost carriers) are growing and making profits but not many others are. Traditional full service carriers are trying to cut costs and compete but are finding it hard going. The privileges and salaries of major airline pilots are under fire. Are these privileges things of the past? Will the LCC's win the battle? Only time will tell. Cargo is also a growing market – good news for our FedEx and UPS members.

To those of you who know me - a personal message – I have been seconded to EasyJet – Transavia hasn't had enough work the last 10 months - so I've been seconded. I am enjoying the change so far and looking forward to hearing from any ISA members who pass through LGSS (London Stansted). My flat is just 10 minutes away. All ISA members welcome.

Since 9/11 ISA has been unable to finance the IFALPA representative. I have self financed as my “one thing” for ISA. However this will be my last year. I intend to attend the 2005 annual conference but am giving advance warning that it will be my last. I would also like to put a desperate call out for members to donate to an IFALPA fund – just send any donations through the board – show your support to one of the few activities of ISA that bears witness to the International and professional nature of ISA. If we want our society to be more than the social association it started off as 26 years ago, we need to maintain our presence at international professional gatherings.

I have made my contributions these last few years but if anyone is to follow they will need at least some contribution from ISA. Do what you can. Thanks in advance.

Liz Jennings Clark (HYPERLINK <mailto:lizjc@tiscali.nl>)

WIA Conference Committee Report

Last March (2004), ISA+21 once again had a booth in the exhibit hall at the Women in Aviation Conference in Reno, NV. We spent our time advertising our scholarship program, soliciting new members, renewing memberships of current and lost members, and mentoring women who aspire to be airline pilots. We were hugely successful on all accounts.

The second evening of the event we held our annual Scholarship Seminar. This gives prospective scholarship applicants an opportunity to learn the nuances of our scholarship program and increase their chances of being a successful candidate. We were very lucky to have the following former scholarship winners talk about their ISA scholarship experience:

Airline Winners:

Cheryl Konter - FedEx 727 Eng.

Donna Miller - B737 Type Rating

Financial Winners:

Kristin Holby - CFII/MEI

Sheila Mabbit - Fiorenza de Bernardi CFII/MEI

It takes many volunteers to enable ISA to successfully participate at the Woman in Aviation Conference. Thank you to each and every one of you who make this three day event possible.

Volunteered

Terri Bartolero	Jenn Neal
Danielle Cassell	Tara Pratz
Tiana Daugherty	Terry Rinehart
Margaret Flynn	Debbie Ross
Strike Fongeallaz	Bev Sinclair
Jessica Hatfield	Angie Smith
Donna Miller	Elizabeth Swain
Denise Mowat	Aileen Watkins
Jenn Muellner	Lucy Young

Volunteered to help but unable to attend:

Kerry Daley	Tracy Nix
Rebecca Fisher	Bonny Simi
Shannon Jipsen	

The WIA Conference provides a great excuse for a large number of us to get together and visit. Everyone works very hard but we have so much fun doing it that it doesn't seem like work. I hope to see everyone next March (2005) in fabulous downtown Dallas, TX.



Tracy Leonard

99's Professional Pilot Leadership Initiative

We would still like to welcome more mentors into the Professional Pilot Leadership Initiative. If you need more information on the program, go to <http://www.ninety-nines.org/careers/mentoring.html>

If you have achieved your career goals as a professional pilot, you are a perfect candidate to be a mentor (we call them "Navigators") for the PPLI. We are not just looking for women who have gone the airline career path. You could be retired from the profession, we want your involvement. We are interested if you are: a bush pilot, flying a government position, a military pilot, from outside of the US, a designated examiner, a flight instructor, a corporate pilot, a mother and a career pilot, etc. If you are interested in being a mentor, please email a request to me for a "Navigator Only" application.

For those interested in participating in the next session of the PPLI, the preferred method of applying is:

1. You email a request to me for an application.
2. I email you back the application as an attachment so you can fill it out online.
3. You email the completed application back to me.

Requests for applications must be received by JUNE 20th. Applications must be returned by JUNE 30th.

To enter the program, you must be a 99. If you are not currently a 99s member, please join by calling 1-800-994-1929 or clicking on <http://www.ninety-nines.org/join.html>.

If you are not yet a member and are interested in this next session, please get your 99s application submitted as soon as possible so headquarters can process your paperwork. Thank you!

Captain Laura Smith
99s PPLI Program Leader
Mentoring@Ninety-Nines.org

Resume Posting vs. Resume Distribution-Do YOU Know the Difference?

The electronic age has revolutionized the way job seekers and employers meet. The marvels of online automation take the volume of resume traffic to levels unimagined only a few years ago. With services to job seekers expanding continually, it's important to understand the different options available to increase the exposure of your resume to potential employers and recruiters.

Two such services are Resume Posting and Resume Distribution. Do you know the difference between them? Let me explain:

1. Resume Posting

This is a service where job seekers post their resumes to a job board for paid subscriber employers and recruiters to find. This is a passive approach in that the employer or recruiter must find you within the resume database. They usually find you by calling up resumes via key words. The chances of their finding you depend greatly on your including all the appropriate key words in your resume.

This service is normally free to job seekers, and used only by those employers and recruiters who have paid a substantial fee to access the resumes. Years ago, when Monster and other similar job search boards were fairly new, I was a headhunter (rather than a resume writer as I am now). It cost me thousands of dollars just to look at resumes posted on one job board. So you can imagine what it must cost today! My point is, when you post your resume to an online resume posting service, not every employer or recruiter will find you, only those with the huge recruiting budgets. And that leaves out a good part of your target market.

2. Resume Distribution

This is actually opposite of a posting service. With a resume distribution, the job seeker has access to a select database of well-qualified employers and/or recruiters to email his/her resume to. This service does cost the job seeker a fee, usually anywhere from \$45 to several hundred. The advantages of a resume distribution over a posting are:

It is a proactive strategy. You don't have to wait to be found.

You have more control over who receives your resume.

You can control how many employers/recruiters you contact-several hundred or several thousand-all at once.

It is very quick and efficient. You submit your resume once and reach your entire targeted audience of employers and/or recruiters.

The quality of the service depends on the quality of the database of employers/recruiters the service maintains. Make sure the distribution service allows you to target the employers who receive your resume. At a minimum, you should be able to query the employer/recruiter database by industry, job function and geographic region. If the service offers no targeting capabilities, your resume may be sent out indiscriminately to employers and recruiters who do not match your employment criteria.

Let me caution you, for optimum resume distribution or posting effectiveness you'll want to make sure your resume is in tip-top shape. If you are not currently getting the response rate from your resume that you'd like, using a resume distribution service will only be marginally helpful, as it will merely be distributing a sub-standard resume to a larger group of people.

Both services resume posting and resume distribution, are valuable strategies for your job search. Don't be turned off by the fact that one is free and the other you must pay for. The money spent on a good quality resume distribution will repay you over and over again with valuable job leads and introductions to influential recruiters.

Deborah Walker, CCMC, Resume Writer ~ Career Coach

Reach thousands of recruiters at www.AlphaAdvantage.com

Find resume tips in the article archive at www.AlphaAdvantage.com



Captains' Club

We have 7 new members to be included in the Captains' Club for 2004.

Candace Barnett	Jetblue Airline	A320	May 16, 2003
Jan Demko	UPS	B-757	Apr 1, 1999
Cyd Dolliver Fougner	Delta Air Lines	B-757/767	Jan 8, 2004
Adrienne Grechman	Alaska Airlines	B-737	Jun 11, 2003
Sydney Hale	Northwest Airlines	A320	Dec 31, 1999
Sara Wastvedt	Federal Express	DC-10	Dec 31, 1997
Elena Wrana	Iberia	A320	Jun 7, 2003

Congratulations to all our NEW inductees:
We wish you blue skies & no mechanicals!
Cammy McHenry

(please see the form on the last pg if you'd like to join!)



ISA 2004 Convention
Captains Club Photo
Phoenix, AZ

(L-R) Barbara Pryce, Judy Lee, Emily Warner, Sid Hale, Cyd Fougner



\$\$\$\$\$

FUNDRAISING

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International Fund. Furlough Fund. Scholarship Angels. Raffle. Silent Auction.

What do these different columns on ISA's spread sheet have in common? They all reflect how giving we are as a group with our time, enthusiasm and hard earned dollars to help other women achieve and maintain their dreams. During the last year I have read, heard and entered into conversations about how successful women in business don't reach out enough to help other women succeed. Well I'm here to tell you that the women of ISA 'get it'. We know what it takes to attain our professional goal and we constantly look for ways to help others make it. The Silent Auction and Raffle during the Convention raised \$4000 for the Scholarship Program. Even though most of our members have faced downgrades, salary cuts and even job losses, enough extra monies were donated during the year to assist furlough members with dues and even cover the Convention registration fees for our furloughed members in attendance. In recognition of the extra expenses incurred by the international members who made the journey to Phoenix, the hat was passed during the business meeting. We are a generous group of professional women with our financial resources and emotional support to those women striving to achieve their dreams of becoming a professional pilot, to the ones who are at crossroads due to downsizing and more. Thanks to each of you for helping to keep the flame of hope alive. Tiana

Things of Interest

Names submitted by Laurie Reeves, Treasurer
Our ANGELS are those who donated to the Scholarship Fund:
From each of us on the ISA Board of Directors and from the volunteers with the Scholarship Program, we say, "Thank you for your support and generosity."



POEM to the all Scholarship Angels:

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

"Our Angels"

Platinum Angels (\$501-\$1000)

Gold Angels (\$250-\$550)

Angela Allen
Julie Clark
Pam Mitchell
Penny Campbell Price

Silver Angels (\$100-\$249)

Lori Adams
Kathy Hansen
Jean Harper
Barbara Howell
Keith Johnson
Nell Justice
Sue Nielsen
Terry Rinehart
MegAnn Streeter

Bronze Angels (\$50-\$99)

Jan Dolf
Christine Hilton
Betty Mullis
Laura Smith
Jessica Stearns
Shelly Trefes

Pewter Angels (\$5-\$49)

Cindy Allen
Jenny Beatty
Tanya Cunningham
Ginger Cutter
Nancy Fooks
M. W. Funk
Paula Grubben
Maria Ziadie Haddad
Sherry Harriman
Renita Herrmann

Joanne Hickman
Alicia Kubida
Linda Larson
Tracy Leonard
Deborah McEndree
Cammy McHenry
Bobbie Wonderly
McLaughlin
Jerye Motschman
Stephanie Padden
Jennifer Palmer
Laurie Reeves
Lynn Rippelmeyer
Merav Schwartz
LaDonna Shea
Suzanne Skeeters
Brenda Tirshfield
Dianne Wade
Aileen Watkins
Eileen Weingram
Dorothy Westby
Corinne Woodcock
Lucy Young



Things of Interest

Lost Members

By now, everyone should know that membership fees are now due on May 31 for membership in the following year. Unfortunately, 92 members did not pay their dues by that date and were transferred to our non current database. Those members that did not pay their 2004 dues are listed below. Please take a look at the following list and see if you recognize anyone on it. If you do, please give them a call, send them an email or drop them a note and let them know their dues are due. If you see your name on the list, you still owe your 2004 dues. The Board of Directors agreed to send you a complimentary newsletter. We want you know that you are important to our organization and we don't want to loose you. Please take a moment and send in your dues! If you are currently flying for a qualifying carrier your dues are \$55. If you are furloughed, retired, on a leave of absence, medical or military leave your dues are \$20. — Danielle Cassell, Membership



de Bernardi	Fiorenza	Aeralpi
Ramanenka	Liubov	Aeroflot
Cameron	Judy	Air Canada
Robison	Glenys	Air Canada
Gubb	Carolyn	Air New Zealand
Meredith	Luan	Air Wisconsin
Lloyd-Jones	Michelle	Airtran
Cullinane	Karen	Alaska
Scott	Kimberly	Alaska
Barnett	Carolee	American
Bartolero	Terri	American
Daley	Kerry	American
DeRam	Karen	American
Fisher	Rebecca	American
Gibson	Lou Anne	American
Janke	Athena	American
Jones	Rachel	American
Malkey	Renee C.	American
Mauro	Lisa	American
Robison	Kelli	American
Wadl	Petra Sabine Eva	Austrian Airlines
Chapleau	Julie	Champion Air
Bigham Helms	Michelle	Delta
Gifford	Rebecca	Delta
Jeter	Julie	Delta
Mathews	Jan H.	Delta
Moore	Stacy	Delta
Nix	Tracey V.	Delta
Stephens	Sandra	Delta
Walker	Joy	Delta
Kuglin	Vernice	FedEx Express
Laurie	Sheri	FedEx Express
Mahoney-Littell	Kim	FedEx Express
Michiels	Jenny Coleman	FedEx Express
Wade	Viki	FedEx Express

Deshmukh	Capt. Saudamini Joelle	Indian Airlines
Ben-Peretz		Israil
Lee	Mary	JetBlue
Simi	Bonny	JetBlue
Dykmar	Anne	KLM
Dotson	Tamara	Northwest
Goss	Alisa	Northwest
Kokenge	Trina	Northwest
Nicholson	Jennifer	Northwest
Palmquist	Kim	Northwest
Reidemar-Sutherland	Helena	Northwest
Smith	Kitty Sue	Northwest
Taylor	Lori	Northwest
Muellner	Jennifer	Polar Air Cargo
Weber	Kristie	Qantas
Solper	Nikki Welch	Sky Trek International
Biggers	Shawn K.	Southwest
Favre	Luce	Swiss
Ashley-Nye	Johanna	TWA
Sikes	Alicia	TWA
Bell	Lisa	United
Benton	Betsy	United
Bowman	Renee Burger	United
Butcher	Jane	United
Carter	Michelle	United
Cox	Laura	United
Crawford	Sharon	United
Dombrowsky	Irma	United
Harrigan	Kathleen	United
Kaeder-Carpenter	Deborah	United
Klopfner	Joy L.	United
Luster Frazee	Gail	United
McMillan	Mary	United
Peasley	Lisa	United
Rockwell	Pat	United
Scott	Valerie	United
Shavers	Debbie	United
Smith	Katie	United
Szakach	Jennifer	United
Thomas	Lesle N	United
Timmons	Carol	United
Tinkl	Evelyne	United
Coe	Diane W.	UPS
Doig	Christina	UPS
Dye	Rosemary	UPS
Haass	Amy	UPS
Koehnen	Kristin	UPS
Williams	Carolyn	UPS
Argir	Laura	US Airways
Harrington	Terese	US Airways
Harris	Caryl	US Airways
McCarthy-Meyer	Laurie	US Airways
Takacs	Laura	US Airways
Wooley	Adrienne	US Airways

Things of Interest

Are Women's Financial Needs Different?

Are women's financial needs really different from men's? Both men and women should understand how to create financial strategy that will help them reach personal goals. And both men and women rely on the same tools and techniques that make up the basics of financial planning.

What is often different are the attitudes and experiences men and women may bring to investing. Here are some of the key differences.

1. Traditionally, women haven't had as much experience managing money. Until about 30 years ago, most married women did not work outside the home. And, as a rule, they didn't get involved in the family's financial decisions, either. Many women – even those with their own incomes – were raised to expect that the men in their lives would take care of investing.

But things have changed. Whether or not a woman has her own income, she needs to know how her family's money is invested. That's because most women will have to manage money on their own at some point in their lives.

2. Women's family obligations usually come first. Studies show that men consistently put more away for retirement at a younger age than do women.¹ Why? Many working wives have smaller salaries than their husbands, so there's not as much to put away. For many women, especially those with children, there are just more pressing priorities, like the kids' dental work or buying a home.

If you have family obligations, especially if you're the only breadwinner, you have to weigh your obligations against your needs. Of course, you want to put money away for your children's education—but you also need to plan for your own retirement. Setting priorities is a key element of financial success.

3. Women live longer, so their money has to last longer. Even though women, on average, live 5.5 years longer than men², the average woman actually accumulates less money for retirement than the average man. Why?

- Women are less likely than men to have pensions, according to the Employee Benefits Research Institute. More women work part-time or for service and retail businesses that don't offer such plans. Less than half of working women participate in a pension plan.

- Women earn less.³ So, even if a woman puts the same percentage of her salary away for retirement as a male colleague, the dollar amount is lower.

- Fewer years in the workforce. Taking time out to have children means fewer years to build up retirement funds in a 401(k) or other plan. It also may mean lower social security payments when she retires.

Susan G. Baldwin, CFP and Andrew D. Miller offer securities through AXA Advisors, LLC (member NASD, SIPC) 1290 Avenue of the Americas, New York, NY 212-314-4600 and offers annuity and insurance products through an insurance brokerage affiliate, AXA Network, LLC and its subsidiaries.

GE21622 (10/03)(Exp. 10/05) – *This compliance number must appear after the by-line of this article.*

¹ Source: Annual Retirement Confidence Survey by American Savings Educational Council and Employee Benefits Research Institute, 2002.

² Life expectancy at birth is 74.4 years for men and 79.8 years for women, according to the National Center for Health Statistics, 2003.

³ In 2003, full-time working women earned an average of 76% of the salary of men, according to the Women's Institute for a Secure Retirement. (www.wiser.heinz.org, updated August, 2003).

AXA Financial AD...this page...(PDF format).....

Things of Interest

Change Address?

Change Phone #?

Change Email?

Please let us know right away so we'll know how to get a hold of you!

Name: _____ NEW Email: _____

NEW Address: _____ Country: _____

NEW Phone (H)(C)(Fax): _____

Send to (Danielle Cassell, 2012 @Timberline Lane, Petaluma, CA 94954 USA) or @(Fax707-766-6171) or @(Email: isa21member@aol.com)

CAPTAINS CLUB

For inclusion in the ISA+21 Captain's Club

Name: _____ Email: _____

Address: _____ Country: _____

Airline _____ Position: _____ Equipment: _____ Country: _____

Date First Signed Release*: _____ Type Aircraft: _____

(*after initial operating experience, OK to solo, or whatever your company calls it)

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

ISA STORE ORDER FORM

CHECK OUT WEB SIGHT FOR PICTURES AND DESCRIPTIONS OF ITEMS!
WWW.ISWAP.ORG

Name: _____ Phone: _____

Date: _____ Address: _____ Country: _____

ITEM	PRICE	X QTY #	TOTAL
Decals (blue & gray on glossy white, 2.5") Free shipping!	1.00		\$ _____
Eight Function Knife	10.00		\$ _____
Highlighter Pen	2.00		\$ _____
Identification Lanyard	8.00		\$ _____
Key Ring	2.00		\$ _____
Lapel Pin (gold logo on black background)	4.00		\$ _____
Luggage Tag	3.00 or 2/5.00		\$ _____
Membership Roster Binder	6.00		\$ _____
Notepads	2.00		\$ _____
Penlight w/Safety Whistle	6.00		\$ _____
Thermal Travelers Mug	10.00		\$ _____
Video (history of women airline pilots) Free Shipping!	23.00		\$ _____
Buzz Pen	6.00		\$ _____
ISA Logo POLO Shirt (limited sizes, call for availability)			\$ _____
ISA Logo T-Shirt (M, L, XL)			\$ _____

SUBTOTAL= \$ _____

Shipping Costs: based on Sub-total order amount (\$1.00 to \$20.00)= + \$4.50
(\$21.00 +)= + \$7.50 \$ + S&H

Make checks payable to "ISA" & send to Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424 USA TOTAL= \$ _____

ISA Store has a new manager! Amy Jayo will be taking over from Carol soon. The changeover will take a couple of weeks, so until the next newsletter send orders to Carol. A great big 'thank you' to all of you who have patronized the ISA Store in the past!

Things of Interest

ISA SKI DAYS

FEB 2005

Keystone & Copper Ski Areas Colorado Feb. 7th - 10th....or Feb 14-17th. Please give me some input. (Presidents day is Feb 21, 2005.) Not much changes at the ISA Annual Ski Days. It always starts out on Monday with skiing, a Tex-Mex dinner party and margaritas at Cindy (Shonk) Ernst's. At this party, we set ski times, meeting places for ski breaks and lunches, and plan the coming evening's activities. Most ISA skiers that come with family members usually make their own arrangements through Keystone Ski Area. Early Feb. is low ski season, and ski condo rate is somewhat reasonable. Those that want to share a condo, Cindy and or Krisan usually make arrangements. We can also help arrange car pooling from DIA, or door to door hourly Van transportation. As always, family members, and friends are welcome. And even if you're not a skier, there are plenty great activities. In years past, we have enjoyed, as a group: ice skating, dinner sleigh rides, cross country skiing, snow tubes on the big hill, and naturally, shopping. But, mostly we enjoy having the chance to build lasting friendships. This is a small group, some years 12 women, other year's 35 ISA members. If you're interested, let us know and more information will be forthcoming in the next newsletter. Cindy (Shonk) Ernst & Krisan Wismer



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Women Airline Pilots
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Things of Interest