www.iswap.org

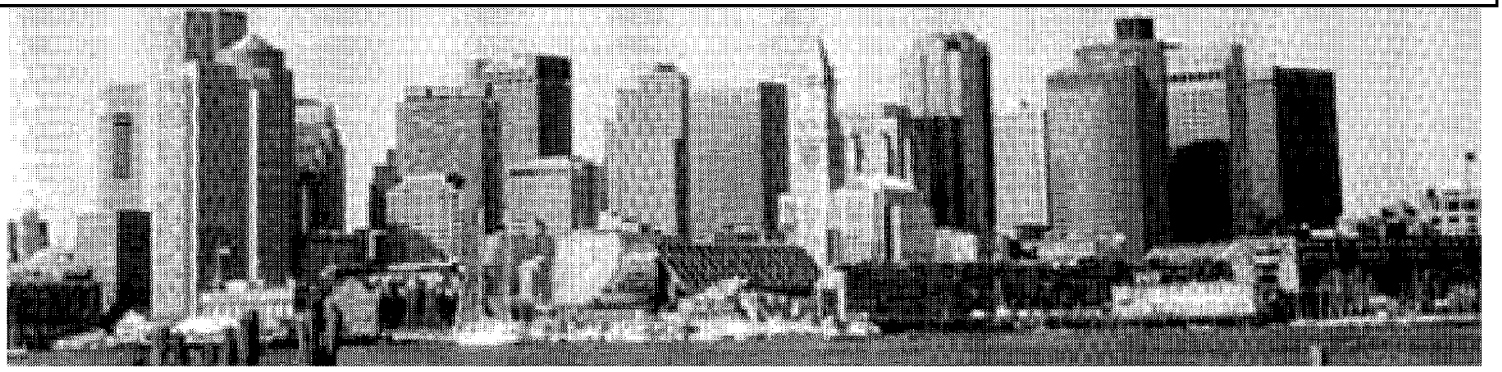
ISA News

International Society of Women Airline Pilots
March 2005 Newsletter

BOSTON

ISA + 21

BOSTON, Ma
Location of our 2005
ISA CONVENTION, MAY 10-12!



Board of Directors
Tiana Daugherty
CHAIR and CORPORATE COMMUNICATIONS
(925) 516-3600
(tianaD777@aol.com)

Mary Ana Gilbert
VICE-CHAIR and EDUCATION
(813) 884-8100 H
(hgilbert@tampabay.rr.com)

Laurie Reeves
TREASURER
(631) 323-3849
(laurie99reeves@aol.com)

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

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

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

Beverly Sinclair
SCHOLARSHIP
(303) 520-7775
(isa21scholarbev@aol.com)

Jane DeLisle
HUMAN PERFORMANCE & RESOURCES
(215) 275-5476
(planejane1@att.net)

Jennifer Neal
NEWSLETTER EDITOR
(415) 235-1258 C
(nonrev4funn@aol.com)

International Society of Women Airline Pilots

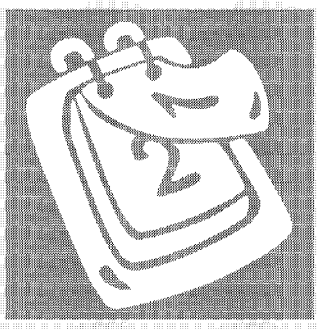
www.iswap.org
2250 E. Tropicana Ave.,
Suite 19-395
Las Vegas, NV 89119-6594 USA

CONVENTIONS

March 10-12, 2005	WAI Convention DFW
May 10-12, 2005	ISA Convention BOS

Below is a table of the new newsletter timetable

BOD Meet	Articles to editor	Newsletter to printing	Newsletter to mail
Jan – (Ski days)	Feb 1st	Mar 1st	Mid Mar
May – (Convention)	Jun 1st	Jul 1st	Mid Jul
Sept – (TBA)	Oct 1st	Nov 1st	Mid Nov



Committees
Amy Jayo
ISA STORE
(720) 851-8626 H
(cptjayo@aol.com)

Janet Cote
WEBMASTER
(916) 933-3964 H
(Janet@cote.org)

Julie Derrick
WEB MAILINGS
(216) 226-6034 H (216) 224-6034 C
(Markandjuliederrick@yahoo.com)

Kathy Hansen
LIBRARY
(480) 469-9299 (602) 791-5722 C
(ladyav8tr@msn.com)

Tracy Leonard
WIA CONFERENCE
(913) 367-9461 H
(Isado1thing@hotmail.com)

Lucy Young
CONVENTION LIAISON
(508) 457-1264 H (617) 501-3155 C
(JuiceYoung@verizon.net)

Corrections to the December Newsletter
Pg 2: cell phone for Beverly Sinclair is changed
Pg 5: 1st paragraph should not be Grave, it's Grace
Pg 11: March Newsletter: New ISA convention form
Pg 11: Side Trip on form is changed-. see new form
Pg 11: e-mail on form is c.j.mchenry_1997@att.net
Pg 19: Captains Club email is c.j.mchenry_1997@att.net

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.

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, the Editor, or the Publisher can accept any responsibility for the correctness or accuracy of the materials printed herein or for any opinions expresses. Opinions of the Editor or contributors do not necessarily represent the position of ISA+21.

Library of Congress Catalog ISSN: 1536-3066

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

Tiana Daugherty
CHAIR and CORPORATE COMMUNICATIONS
(925) 516-3600
(tianaD777@aol.com)

I have had the pleasure of serving on the Board for the past three years. I am proud of all the initiatives that have been implemented. The workload for most of the board positions has been reduced to manageable levels. The web page has been overhauled. The financial bottom line of ISA has strengthened.

I remember the excitement of being hired by a major and thinking my life was set. Now I have watched as others have received their furlough notification and had to begin the job search adventure again. It has not been an easy path, as each one has had to reevaluate her commitment to this career. Is it worth hanging on for a possible recall? Do I want to go through probation again with a different airline? The paycheck may be better in another field. Is it worth trying to stay in aviation?

Even those who have not changed airlines have faced pay reductions, downgrades, relocation and even the tough choice of retiring early. The good news is that our members are beginning to find positions with Jet Blue, Frontier, Federal Express, Net Jets, SkyWest and more. At UAL, there are equipment bids again. The industry hasn't recovered from 9/11 yet, but maybe the steep descent is shallowing.

Back to the members: They remind me that it takes dedication and a special personality to succeed as a pilot not only the first time, but perseverance to succeed a second or third and sometimes a fourth time. Their stories inspire me. Their individual personalities entertain me. Their hard work amazes me. Their friendships are priceless. I am lucky that I found ISA and have gotten to know so many wonderful women pilots.

If you want a chance to get to know your fellow member better, consider an ISA board position. You may ask, 'What kind of crazy woman volunteers to serve on the ISA Board'. Of the 15 people who have served during my tenure, 6 are furloughees, 2 retirees and several others work for companies in bankruptcy. There is always a little friendly banter about if they will even have passes for the next meeting if they are without a job or time off during their probationary year to attend. Even with that, they find a way to make it happen.

Being on the board gives you a great excuse for attending Convention. Take a trip to Denver in January for the board meeting and if you have the time off, stay and enjoy ski days. The September meeting depends on the standing board's needs. They have been a single day in and out event, have been held at a spa in Florida, and have been tied in with biking in Colorado.

If you think you can find a little time for ISA for the next two years, please contact one of the Board members and let your desire be known. Thanks for letting me serve as your Chairman.

Tiana Daugherty
CHAIR & CORPORATE COMMUNICATIONS

Mary Ana Gilbert
VICE-CHAIR and EDUCATION
(813) 884-8100
(hgilbert@tampabay.rr.com)

Board review of education related policies and procedures continue throughout the winter months. The board understands volunteer time is precious and continues to streamline responsibilities wherever it can.

In light of this effort there are a few things that have changed over my tenure and we are now in the process of formalizing these changes.

First, we have long declined requests to use our membership base for research projects, studies, and interviews. We respect the privacy and time constraints of our members and do not want to place further burdens on their already busy lives. However, there are occasional studies to which the board would like to lend support and at their discretion, will pass the information on to our members.

For example, the National Institutes of Health and the Sister Study, which looks at environmental factors in sisters of cancer survivors, recently approached ISA. A notice was put in this newsletter and an article was posted on the website which provides the information on how to join the study if you so choose. We felt this was a worthy cause and one that would particularly apply to us. Join the study at your own discretion. We just wanted to get the information out.

Second, we very occasionally get job information and requests. Our website is not the primary source of that type of information. Therefore, the board felt it was best to pass on all job referrals to an entity that would get the information out to the women who need it in the quickest way possible. We will be working with the Pro-99s to formalize an agreement that provides links between our sites for this purpose.

Again, these policies and procedures are being put in place to maximize our membership's available information while minimizing our volunteers' time and responsibilities. We want to make these board positions easier to do and easier to fill.

Speaking of filling positions – I will be vacating the education position in May. It is a fun and worthwhile position (hopefully streamlined for maximum efficiency). The board is a great way to do that "one thing" for ISA. Think about it....

Best wishes and I look forward to seeing everyone in Boston!!

Mary Ana Gilbert
VICE-CHAIR & EDUCATION

Jessica Stearns - SECRETARY (by Mary Ana Gilbert) BOD Meeting Notes (239) 498-0438 (aviatrixjs@earthlink.net)

International Society of Women Airline Pilots (ISA+21)
Board of Directors Meeting Minutes
Denver, CO
January 24, 2005

Call to Order: Tiana Daugherty
The meeting was called to order at 0930.

Board Members Present: Tiana Daugherty, Mary Ana Gilbert, Cammy McHenry, Jennifer Neal, Beverly Sinclair.

Member Present: Dana Cooper.

Board of Directors Reports:

Secretary: Jessica Stearns. August meeting minutes were submitted and approved.

Treasurer: Laurie Reeves. As of Jan 24, 2005, ISA has $36,415.27 in Bank of America checking and investment accounts. Scholarship fund in AXA is $195,584.63. Total funds available for 2005 Scholarship awards (collected Jan – Dec 2004) is $15,452.00.

Corporate Communications: Tiana Daugherty. Additions to the Ops Manual continue. The Ops Manuel should be complete and printed with the 2005 roster. The Press Release/Presentation Folders are ready for use at the WAI conference. Please email Tiana with information of donations for silent auction or raffle.

HUPER: Jane DeLisle. Terri Rinehart, one of the original 21 ISA members, retired from Delta Air Lines. See HUPER report for further details.

Education: Mary Ana Gilbert. Information on a study of sisters of cancer survivors and their environments will be available on the website. We will be formalizing an agreement with Pro-99s to link our job information to their site.

Membership: Danielle Cassell. There are 390 current members with approximately 10% of which are international members.

Newsletter: Jennifer Neal. Articles are due the first of the month following each BOD meeting – Oct 1, Feb 1, and Jun 1. Discussed the feasibility of a color front page for the newsletter. Will contact 99s to see if they are interested in archiving our old newsletters.

Convention: Cammy McHenry. Defined bill justification procedures for convention checkout with the hotel. The first registrant for May 2005 ISA Boston convention was Felicity Bush.

Scholarship: Beverly Sinclair. There are 26 applicants for the scholarship program. Funds authorized for awards totals $15,452.00. Other awards include an ATP, Multi-engine rating, and 2 type ratings.

Committee Reports:

WIA Convention: Tracy Leonard. Booth, interview room, and 'give-away' items have all been arranged. Emails were sent out to past volunteers. Badges for daily passes are available for $25/day.

Old Business: None

New Business:
Treasurer:

1. Proposed that ISA seek a volunteer to audit the financial records of all accounts at the end of each Treasurer's term for validation and confirmation of authorized use of funds.
2. Discussed possibility of rolling the International Fund and the Furlough Fund into one fund called the Membership Assistance Fund.
3. Formalized the chain of control procedures to confirm check transfers.

Convention: Written proposals for 2007 convention locations are due in May at the Boston convention.

Scholarship: Set $250,000 for initial target for Scholarship Perpetual Fund.

Chairman Remarks:
BOD Replacements needed for the following positions: Secretary, Corporate Communications, Education, and Membership.

1. **Next Meeting** is on May 9th at 1300. **All** board members (incoming and outgoing) are required to be there.

Meeting Adjourned at 1340.

Mary Ana Gilbert-For Jessica Stearns
SECRETARY

Beverly Sinclair SCHOLARAHIP (303) 520-7775 (isa21scholarbev@aol.com)

Our Scholarship program is in full swing. The number of applications this year is a little less than we had last year but understandable with the state of the industry as well as our timeline changes. The good news is we have strong competition at all levels.

The applications have been evaluated and those properly completed have been forwarded to Waynetta Bracher for interview scheduling. As previously reported we hope to be able to do most of our interviewing at the Women in Aviation Conference (WAIC) in Dallas, TX. Those unable to attend the convention will then be scheduled for interviews in a city close to home.

Upon completion of the interview phase we will convene a selection committee meeting to finalize our evaluation process. Several Denver locals have volunteered to help including Krisan Wismer, Jennifer Neal, and Tracy Leonard. Our scholarship winners will be announced at convention in Boston and be notified by phone the same day. All winners will have a year to complete their training.

On another front, we are currently soliciting contributions from new sponsors. I have a proposal being considered by CAE/Airbus for two Airbus type ratings. If you have any contacts at a local training facility please contact them or pass along a presentation package.

Our board meeting last month was hosted by AXA in Denver. They also hosted a wonderful Wine and Cheese Party in Keystone - many thanks to Andy and Susi! AXA's handling of our account was discussed and we are excited to be moving toward a goal of funds being generated by our perpetual scholarship fund.

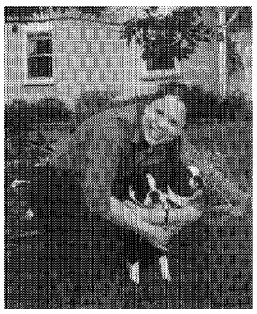
Ski days were also a BIG success - AS ALWAYS! Many thanks to Cindy and Jim Ernst for their continued hospitality. So good to meet new people and do what we all do so well, "socialize". I am looking forward to seeing everyone in BOS and awarding the 2005 scholarships! See you there!

Beverly Sinclair
SCHOLARSHIP

Fed EX scholarship winners are HIRED!

by Keith Johnson

Kandy Cassano:



I am happy to announce that Fed Ex has hired 4 of our former scholarship winners in the past 6 months. Kassandra Cassano, known to her friends as Kandy Cassano, was hired in May 2004. Candy won a United Airlines Scholarship from ISA + 21 in 2002. After completing her B-737 Scholarship Type rating, she left Big Sky Airlines to work for Vanguard Airlines on the MD -80. In her own words, Candy states, "I am convinced that the type rating helped me make the move from very small turbo props to jets. I am still extremely grateful for the opportunity ISA gave me with my scholarship. I know it helped me get to where I am now. Thank you again for everything!"

In September 2004, Christine Hilton began class at Fed Ex. Christine served as the Airline Scholarship chair for ISA + 21 from 2001- 2003. She is furloughed from US Airways, where she was hired in 1999 following her scholarship award from ISA + 21.

Shortly before Christmas, two more scholarship winners received the call from Fed Ex. Cheryl Konter, the 2003 Fed Ex Scholarship winner, received her B-737 Type rating in January, 2004. She was flying for Chautauqua Airlines, based in St. Louis, before she left to begin her training at Fed Ex.

Jill Schilmoeller, interviewed at Fed Ex on the same day as Cheryl Konter. They will both start class together on February 21, 2005. Jill was a captain at Horizon Airlines in Portland, OR prior to her class date at Fed Ex. Jill received a B-737 Type rating from Higher Power Aviation in 2003.

These 4 women represent the perfect affirmation of our scholarship program. They attained the career goal that our scholarships are designed to promote: a position with a major airline. It is very heartwarming to see that our scholarship program can still have a positive impact in today's turbulent airline environment. Congratulations to Candy, Christine, Cheryl and Jill!!

Fed EX scholarship winner goes to IRAQ

by Keith Johnson

On September 1, 2003, Stacy Cetin and Cheryl Konter were awarded the B-727 Type Rating Scholarships sponsored by Federal Express. As their plans unfolded, the training was scheduled at the PanAm training facility in Minneapolis, MN. ISA member, Susan Bailey Schmidt, graciously offered her Minneapolis home to lodge both the scholarship winners during their training. Cheryl Konter accepted the offer and successfully completed her B-727 Type rating in January, 2004.

Stacy Cetin encountered an unexpected detour with the deployment of her National Guard unit to Iraq. She has been stationed in Iraq since January, 2004 with the 185th Aviation Brigade, made up of mostly National Guard units from 32 states. The 185th is based at Balad Air Base in central Iraq, commanded by Col. Bradley MacNealy. Captain Stacy Cetin is an aide to MacNealy.

During her deployment, a group of family and friends of deployed soldiers formed The Family Readiness Group in the USA. They have been gathering donations of backpacks and school supplies for the 185th Task Force to give to Iraqi schoolchildren. But, the shipping cost to transport the school supplies to Iraq was prohibitive.

Federal Express and another organization, Operation Iraqi Children, OIC, organized by actor, Gary Sinise and author, Lauren Hillenbrand and others, stepped in to help deliver the school supplies to Iraq. Fed Ex donated cargo space to OIC to transport the school kits to Kuwait. Col. MacNealy of the 185th Task Force realized that his pilots could help by providing unused space on their aircraft to transport the school supplies from Kuwait to Balad Air Base. Missions from Balad cover all areas of Iraq. Col. MacNealy ensured that any flight leaving Balad with any empty space was filled with school supplies to distribute to Iraqi schoolchildren. Captain Stacy Cetin is among the many pilots who have donated their time to make the project a success. Since October, 2004, she has coordinated the logistics of shipping over 100 pallets of supplies. All the deliveries to the schools are done by the soldiers on their own time, on a voluntary basis.

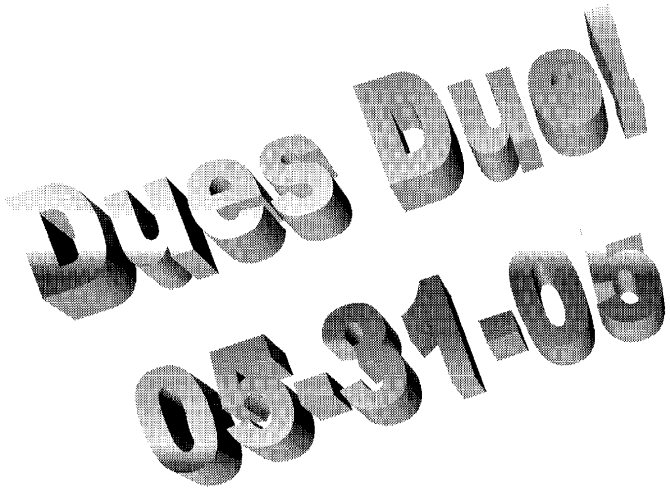
June Viviano, an MD-11 captain at Fed Ex, organizes monthly networking luncheons in Memphis, TN for members of the local aviation community to meet and exchange news and ideas. During several of these luncheons, June has collected donations of school supplies to send to Stacy in Iraq. Captain Stacy Cetin is scheduled to return to the USA from Iraq in March, 2005 and hopes to attend the Women in Aviation conference in Dallas, TX. Her B-727 Type Rating scholarship is on hold for her, awaiting her return to the States.

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

As spring approaches, so does a new ISA year. Included in this newsletter is a renewal form. When you come across it, please take the time to fill it out and send it in. In April, I will mail out renewal reminder cards, so if you pay now, you'll help us save on postage. In case you missed it, membership dues are now required to be paid by May 31 of each year. ISA's fiscal year runs from June 1 through May 31. On June 1, I will purge the database of members that haven't paid their 2005 dues. Those members will not be included in the 2005 membership directory. I plan to have the directory to you this July.

As I mentioned in the last newsletter, my term as your membership chair ends in May. If you are interested in the position or would like more information, please give me a call or send an email to isa21member@aol.com. The term is for two years and requires a couple of hours a week. My time on the board has been very rewarding; I've really enjoyed working with all of you.

ISA's membership now includes 392 members from 64 airlines in 20 countries. I'm happy to report that since our December newsletter, we have acquired ten new members and have had eleven former members return. Their names are listed below. Welcome ladies!



New Members:

Dana Sidwa Cooper
Ryan International
A320 CAP

Debbie Crawford
Frontier Airlines
A319 FO

Ingrid Croteau
FedEx Express
B727 SO

Adrianne Farrar
UPS
B727 SO

Sandra Hawkins
Independence Air
DO328 CAP

Stacy Horn
FedEx Express
B727 SO

Dawn Miller
Southwest Airlines
B737 FO

Jane E. Morris
United Airlines
B777 CAP

Helen Prentice
Cathay Pacific Airways
A330/340 FO

Jill Schilmoeller
FedEx Express
B727 SO

Returning Members:

Sandra Anderson
Northwest Airlines
B747 CAP

Julie Chapleau
Champion Air
Retired

Linda Friedman
Continental Airlines
Furloughed

Rebecca Gifford
Delta Airlines
MD88 FO

Mari Halme
Finnair
A320 CAP

Brandi Harvey
FedEx Express
A300/310 FO

Anne Scheel Larsen
United Airlines
Furloughed

Anne Mitchell
United Airlines
B767 FO

Valerie Scott
United Airlines
B747 FO

Kitty Sue Smith
Northwest Airlines
DC10 SO

Jeanene Urban
FedEx Express
B727 CAP

Danielle Cassell
MEMBERSHIP

ISA Membership Application/Renewal Form

Membership* USD $55 Contribution ❑ New Member ❑ Renewal

Name _____
Address _____
City, State, Zip, Country _____
Telephone _____ Cell Number _____
E-mail Address _____
Airline _____ Domicile _____
Position/Equipment _____ Date of Hire _____

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

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

Certificates and Ratings Held: _____

Background: ❑ Military ❑ Civilian

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

Children? Names and ages _____
Spouse/Partner name _____
How/from whom did you hear about ISA? _____

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+21 Membership Chair
2012 Timberline Lane
Petaluma, CA 94954 USA

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

Jennifer Neal
NEWSLETTER EDITOR
(415) 235-1258
(nonrev4funn@aol.com)

Hello and welcome to the Feb/March Newsletter! At the last BOD Meeting we had some discussion on specific dates of the BOD meetings, when to submit articles, when newsletter goes to publishing, & the mailing date.

Below is a table of the new schedule:

BOD Meet	Articles to editor	Newsletter to printing	Newsletter to mail
Jan – (Ski days)	Feb 1st	Mar 1st	Mid Mar
May – (Convention)	Jun 1st	Jul 1st	Mid Jul
Sept – (TBA)	Oct 1st	Nov 1st	Mid Nov

Remember, if articles are submitted after the due date, then you run the risk of the article not being in the following newsletter… Of course, I can rarely get all the articles together and organized that same day they are due, but really try to meet the deadlines. (Sometimes, late articles are most welcome because of formatting issues - but as always, articles after deadline are not guaranteed to be published that newsletter!!)

Thanks to all who continue to submit articles for the "things of interest" section These types of articles really do give insights as to what our members do day in and day out that show they are continuously involved in some aspect of this ever changing aviation industry. There is a full range of articles submitted… everything from Ms. Connie Tobias re enacting first female aviators, daily 'unmanned' flight decks, and many fun activities of skiing, hiking, and of course, many conventions and gathering that promote more of ourselves: female airplane drivers.

One easy way to promote females at the major airline level is to be involved in little aviation activities. To be seen and envied by a little girl visiting the cockpit, answering questions of passengers as they board the aircraft, always being polite to people who aren't necessarily as familiar with the current situation… that females do fly planes too. These little gestures, that we do in our every day lives, help to educate others without little effort. (It still amazes me that people are still in shock/awe/amazement of our jobs as airline pilots.) What % of this amazement is due to the job itself? Men do get some stares too, right? What % of the amazement is because of the physical appearance of the individual person? What % is because we look young, old, grumpy, fun? And, what % is because we're female?

I am involved in NAASF. NAASF stands for North American Airlines Ski Federation and I inserted information from the NAASF website in the 'things of interest' section.

All the airlines have a race team in which employees' race with snowboards down a Snowboarding Course or skis down a Slalom and/or Giant Slalom Course. The times that are kept are both for friendly team airline competition and for individual employee competition.

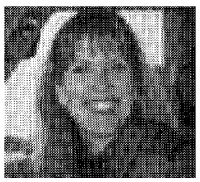
When I was employed at United, I raced on their team for 4 years. First time racing was my first year at United: winter of 1999/2000. Since my UAL furlough 7/1/2003, SkyWest Airlines employed me. SkyWest started their team in 2003. I help with the SkyWest racer bib numbers and try to get the rules to those new racers that haven't raced before.

I see very few female airline pilots at these events. Sometimes taking a different path with personal hobbies, as well as our professional lives, can be very fulfilling. If you love skiing, maybe this could be the thing for you! Check it out! Otherwise, we all know the airline industry is in turmoil at this time, so I say, find what you love to do and just do it!

Jennifer Neal
NEWSLETTER EDITOR

Jane DeLisle
HUMAN PERFORMANCE and RESOURCES
(215) 275-5476
(planejane1@att.net)

Hi everyone! Greetings from the HUPER department!



Jane DeLisle
HUMAN PERFORMANCE & RESOURCES

A thank you from a special ISA volunteer:

Dear ISA Members,

I was so shocked and surprised when I opened a package from Sherry Anderson, HUPER Chair, in early June 2004, containing a plaque and a certificate for being an "Extra Special Volunteer" this was sent to me, in absentia, at the convention in Phoenix last May. I'm sorry I was unable to attend the convention to receive this award. I was attending a graduation ceremony for my grandson on the same day as the business meeting. Although, I have always preferred to be a behind-the-scenes kind of volunteer, I am very appreciative of your kind recognition. It is an honor to receive this award and I appreciate the nomination. I am so proud to be a member of ISA + 21 for the past 25 years! I feel like we have been very successful in accomplishing our mission of helping other women become airline pilots, as many of our past scholarship winners will attest. But, the best part of ISA, for me, is the many friendships I have developed along the journey. This award actually belongs to all of you, because you have all given your time and efforts, throughout the years, to contribute to this great organization. Thanks for the memories!

Sincerely,
Keith Johnson

Retirees

ISA would like to keep a roster of any members that have retired, either recently or not so recently. Please email me your name, airline(s) that you flew for, and retirement date. Retirees will be recognized at the convention each May. We'll list the Retirees in the following newsletter.

Baby News

Michelle McClellan (American F/O) had a baby girl on October 21,2004. Her name is Katherine Lynn and weighed in at 8lbs, 4 oz and 21 inches long. Big brother Matthew is especially proud of his little sister. Michelle is currently on leave of absence until May 1st.

Brandi Harvey (FedEx F/O) and husband Dale announce the birth of their first child, a daughter, Olivia Rae. She was born on January 14, 2005 @ 6lb, 12 oz, and 20.5 inches. Mom and baby are doing great after a few complications were discovered during pregnancy.

Celine Walker (United Furloughee) & husband Matt (UAL F/O) had a little girl. Her name is Jolie Brooke and she was born December 19, 2004 and weighed: 6 lb. 12 oz. Because of my furlough, I'm a proud stay-at-home Mom!

Celine Walker & Jolie

Upgrades or Transitions

Laura Forsyth (Furloughed USAir) has completed training and flying the line for JetBlue as an A320 F/O based in JFK. (HUPPER chair note: I was able to do some of Laura's training in MIA! What fun!)

Aileen Watkins (Atlas Air) has been hired there on 06/28/04!
"I was hired by Atlas Air on the B747-400, based in London, England (Stansted - STN), FO"

Marriage News

Maggie Rose (USAir 767 International Capt- PHL) married Fred Badaracco(also USAir) New Years Day January 1, 2005 on a dinner cruise boat off of Hutchinson Island, FL. She is now Maggie Badaracco and they recently moved fulltime to their home in Palm City, FL. Congratulations Maggie!

Congratulations and Best Wishes

ATTN: ALL ISA MEMBERS: TELL US ABOUT YOUR NEW BABY? HUSBAND? TYPE RATING? AIRLINE JOB? ACHIEVEMENTS? RETIREMENT? 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)

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

BOSTON 2005

SEE YOU THERE

If you're like me, you're barely thinking about May. So start thinking now, because a good time is planned for all who attend the Boston ISA Convention in May. First things first, weather. It's near and dear to every pilot's heart. I can almost promise you any kind you like in May in Boston. When I went to tour the hotels last year, I wore short sleeves and it was beautiful sunshine. Ten days later I came through on a trip and thought I was going to freeze on a preflight walk around with a uniform jacket and coat on; so be prepared for anything. The only events scheduled for outside the hotel are the evening dinner cruise and the all day side trip. I can pretty well promise you very cool evenings in May in Massachusetts. The other outside event is a very casual day. I recommend layers so you are prepared for anything.

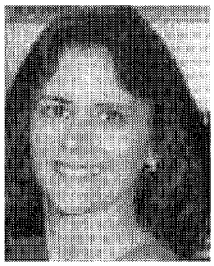
There are a number of ways to get to the hotel. The easiest, and most expensive ride is a taxi cab. Taxis are plentiful and should cost about $25.00. But if you get caught in traffic, and Boston's got some amazing traffic tie-ups, the price can go up. The next way to get to the hotel is the Boston Hotel Shuttle. The price is $10 to $12 per person, depending on load. The shuttle does hit a lot of hotels and our hotel may not be the first stop. If this is the way you have chosen to come, ask at the airport information desk where to catch the shuttle. The least expensive way to get to the hotel is the subway, the MBTA, known to Bostonians as "the T". It is America's oldest underground transit system; luckily it doesn't look like it. Take a free bus shuttle to the transit stop. It's a blue and white bus with Subway on the sign on the front. I was told it's the #22 from terminal B and the #33 from all other terminals. Only the blue transit line serves the airport. Take it inbound to the city to the State Street stop. State Street is the closest stop to the hotel with an elevator, so you won't have to lug your bags up a congested set of steps. When you come out of the stop go "up" Washington (I was told that means against the traffic) to School Street. Turn right on School, and go "up" to the Omni, which is at the end of the street. If you choose to come this way as you cross the bridge for the inbound train to Boston, make sure you notice the large portraits of Nancy Love and Amelia Earhart that welcome the women pilots of today to the city of Boston. The Subway is $1.50 per person, one way.

The hotel is The Omni Parker House, 60 School Street, Boston, Ma. To make your reservation call: (800) THE-OMNI or (617) 227-8600, make sure you tell them you are with the International Society of Women Airline Pilots. Once again there are two types of rooms. For $159.00, you get a nice large deluxe room with two double beds or one king or queen-sized bed and work desk. For $129.00 you get a cute tiny little European room with a double bed and work area. The rates will be offered three days prior to three days after the meeting dates subject to availability at the time of the reservation. The cut off date for reservations is Tuesday, April 26. But please, please, please make your hotel and convention registrations before that.

Events are fun and varied. It starts on Monday with a Board of Directors meeting starting at 1pm in the registration room. Come on down. It's always good to see what your organization is up to. General registration starts at 9:00 Tuesday morning, where we will also have a photographer for the new pictorial directory. Tuesday evening is the cocktail party for the adults and kid's party for the, you guessed it, kids. Adults should be in formal attire but kids can be very casual. Wednesday morning will be the business meeting, in uniform. There will be no guests or children allowed at the business meeting. After the meeting it will be the group photo followed by lunch. A free afternoon will end with a river dinner cruise. The Spirit of Boston, our ship for Wednesday evening dinner, recommends business casual attire. It doesn't make a big difference to ISA, just as long as you're there. Then Thursday is a tour of historical Cape Ann, with Salem and Gloucester and a tour of Boston and all its wonderful history. Wear very casual clothes; layers are recommended so you're prepared for any weather. We'll leave the hotel at 9 AM and return about 6 or 7. We hope to end in an area of wonderful restaurants to top off a great day with some more time for visiting. It seems we can never get enough visiting in.

Kids during the cocktail party will have a party of their own. They will have a baby-sitter and will be in a room very close to the cocktail party. They will have dinner provided and goodie bags for each child with stuff to keep them entertained for the evening and even back in their hotel room later. Best of all parents can enjoy the party, knowing their kids are nearby.

Boston has so much to offer, I can't even begin to cover it all. It has excellent culinary hotspots and an abundance of attractions and sights, historical buildings, parks and cemeteries that are national landmarks. The city's architectural treasures include lovely brownstones, cobblestone streets and gas lamps in many neighborhoods. Boston streets are not easy to navigate in a car. They are believed to follow cow paths trodden in the 17th century. Fortunately, Boston may be the most walkable city in the US. We are in the heart of it all and we can follow those same paths on foot, kind-of like the cows, and see all the wonderful sights. The Freedom Trail is right across the street from our hotel for walking the city or walk to Boston Common, or Faneuil Hall or Quincy Market. Plus sights and attractions are also easily accessible by the T. So take the T to Harvard Yard or MIT or the Aquarium or the Avenue of the Arts. There is so much, come and enjoy it all.



The registration is in the Newsletter, so sign up now. Once again, early is good. Registration is $180.00 but if you register before April 1st it will only cost $160.00. If you cancel before April 1st, there will be a full refund. Cancel during April and the refund amount will be $130.00. After May 1st, there will be no refunds. So start thinking about May now, make your reservations with the hotel and ISA and we'll see you in Boston in May.

Cammy McHenry, CONVENTION (2005 & 2006)

Convention Registration Form

27th ANNUAL ISA CONVENTION

May 10th-12th, 2004

Omni Parker House

Boston, MA

LAST NAME: _____ FIRST NAME: _____
ADDRESS: _____
_____
COUNTRY: _____
PHONE#: _____ FAX#: _____
E-MAIL ADDRESS: _____
AIRLINE: _____
AIRCRAFT/POSITION: _____ First Convention? (Check one)Yes_____ No____
GUESTS ATTENDING: (indicate age of children)
Name: _____ Name: _____
Name: _____ Name: _____
MEMBER REGISTRATION FEE:
(Inclusive: Cocktail Party, Luncheon, Wednesday Night Dinner)
By April 1st: $160 _____
After April 1st: $180 _____

GUEST FEES: (Please indicate number of guests and children)
Guests: $160 (or $180) x (#) =_____
(Inclusive: Cocktail Party, Luncheon, Wednesday Night Dinner)
Children: $160 x (#) =_____
(Includes Kid's Party, Luncheon, and Wednesday Night Dinner)
SIDE TRIP $38 x (#) = _____
CONVENTION TOTAL =_____

Would you like a Vegetarian Meal at the Luncheon? _____How Many? _____
FURLOUGH FUND DONATIONS:
Registration Fee: _____
Name of Furloughee (optional):_____
Monetary Donation: _____
Airline Buddy Passes: _____ Donations Total =_____

Please make checks in US funds to "ISA" (preferred method)
Or you may use Visa or MasterCard (Circle which if using credit card)
Name on card_____ Card Number_____
Card Expiration date: _____ Signature _____

Send Registration Form to:
Cammy McHenry
ISA Convention Registration
5498 Falcon Lane, West Chester, OH 45069-1000
PH/FAX 513.777.6554
Email: c.j.mchenry_1997@att.net
(Email is not secure)

The International Society of Women Airline Pilots Supports the Sister Study

We've all been touched by breast cancer. Whether we've personally experienced the disease or have a relative, friend or co-worker who's dealt with the challenge head on – breast cancer can be devastating. In the midst of the uncertainty, it's reassuring to know there's hope on the horizon. In an effort to find the causes of breast cancer, the **Sister Study** is seeking the help of the International Society of Women Airline Pilots.

The Sister Study is a nationwide research study, conducted by the National Institute of Environmental Health Sciences, to learn how our environment and genes affect our chances of getting breast cancer. The study needs 50,000 women whose sister had breast cancer to help find the causes of the disease. Sisters of women with breast cancer have about twice the risk of developing breast cancer themselves — but why? The Sister Study research team is working hard to find the answer.

Is breast cancer caused by something women come in contact with at work, at home, in their communities or in the personal products they use? That's what the Sister Study is trying to answer and working women, in organizations, such as the International Society of Women Airline Pilots can play an important role in this landmark breast cancer study.

Women between ages 35 and 74 are eligible if their sister had breast cancer, but they have never had breast cancer themselves.

The Sister Study has made participation as convenient as possible to ensure women feel comfortable, and it doesn't interfere with their work schedules. "At the beginning, women will answer some over-the-phone and written surveys and provide blood, urine, household dust and toenail samples," said Dr. Dale Sandler, principal investigator of the Sister Study. "After that for about 10 years, we'll touch base once a year to learn about changes to their address, health or environment." She added, "The Sister Study does not require participants to take any medicine, undergo any medical treatments, or make any changes to their habits, diet or daily life."

The Sister Study empowers sisters to help fight breast cancer now so that future generations of daughters, granddaughters and nieces may not have to face the disease.

How can a member of the International Society of Women Airline Pilots help? You can join the Sister Study or simply spread the word to other women about the study. Joining the Sister Study and obtaining information is easy. Just visit www.sisterstudy.org or call the hotline from 9 am to 9 pm ET, toll-free at 1-877-4-SISTER.

Woman by woman....Sister by sister...We can make a difference!

Mary Ana Gilbert

Laurie Reeves
TREASURER
(631)323-3849
(laurie99reeves@aol.com)

Account Summary 12/31/04

Bank of America

Checking account	5,171.10
Investment account	31,244.17
	36,415.27
Allotted as follows:	
Scholarship receipts	11,868.05
Furlough Fund	190.00
International Fund	516.00
Convention Fund	4,669.05
Operating	19,172.17
	36,415.27

AXA Advisors

Scholarship Fund account **19,5584.63**

(History: Feb 170,000, Aug 171,722, Dec 180,494. With transfer From 2nd half '04, fund will be 207,452.)

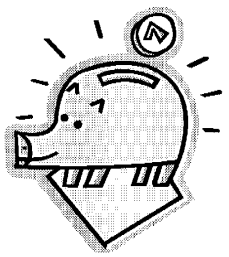
Net Worth **23,1999.90**

We have made significant gains in the core fund for the scholarship account and are evaluating a policy that may set a final goal for the value of that account so that income could then be directed to scholarship awards.

Each year the biggest membership fundraisers for scholarship are the Silent Auction and the Raffle. Please set aside items to donate for those projects and alert Beverly Sinclair what is coming and how you will get it to Boston in advance of convention. It is time consuming to prepare lists and signs for these projects so get the donations submitted early.

We are always happy to receive donations for the Membership Assistance Fund, which helps those on furlough and those non-US members who may need a financial boost in order to attend the annual meeting. You may contribute funds, buddy passes, hotel accommodations. Help wherever you can. Advise Linda Wright whether you are giving or need to receive.

Laurie Reeves
TREASURER



Three Things Every Recruiter Looks for in a Resume

Category: career and job-search tips

If you are in the middle of a job search, recruiters can be either your friends or your foe. They make the choice to keep you out of the hiring process or to introduce you to corporate hiring decision makers. The quality of your resume is a key factor in determining how recruiters will treat you in the job market.

There are three things every recruiter looks for in a resume:

1. Focus
2. Core competencies or transferable skills
3. Accomplishments

If your resume lacks any of these crucial elements, then you are probably not capturing the attention you deserve, and you are missing out on important interview opportunities.

1. Focus

Since recruiters' time is at a premium, they must know your career focus within seconds of opening your resume. If your career focus isn't clearly stated, you can't assume the reader will take the time to search through your resume for clues. Most recruiters consider Career Objectives Statements worthless if they contain no real information about the specific position you are looking for and the industry expertise you offer. The best objective statements are concise and to the point.

2. Core competencies or transferable skills

Once a recruiter understands your focus, he/she will want to know if you have the required core competencies or transferable skills to accomplish the job. A thorough research of employer job descriptions will help you identify the core competencies your resume must feature.

You'll capture and hold recruiter attention by including only those core competencies relating specifically to your focus. Be careful not to muddy up your personal marketing message by including extraneous skills. If you remember the all important rule of relevancy, you'll go a long way toward keeping the reader's attention on your key skills.

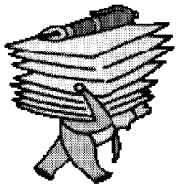
3. Accomplishments

Once your resume has made it through the initial screening for focus and skills, the recruiter will want to know how you stack up against other candidates. Remember, with record-high resume response to job openings, recruiters need good, solid reasons to recommend you for consideration over the mountain of other candidates. Clear and concisely stated accomplishments are the best way to distinguish yourself from your competition.

Whether the recruiter works for one corporation or represents many corporate clients as a third-party recruiting consultant, he or she must be able to give valid reasons for promoting you as a viable candidate. You can make their job infinitely easier by including the information they need and bring your resume to the top of the candidate pile. When your resume sells itself, you gain advantage points, and make the recruiter look good as well.

For optimum impact, write accomplishments that illustrate the strength of your core competencies, transferable skills and focus. An accomplishment is only valuable to your resume if it promotes the skills your target employers are looking for. Remember the rule of relevancy as you craft each of your accomplishment statements.

In today's extremely competitive job market, employers rely heavily on recruiters to screen out the crowd of applicants. Allow them to present you as one of their best candidates by letting your resume present your best abilities.



Deborah Walker, CCMC

Resume Writer ~ Career Coach

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

Email: Deb@AlphaAdvantage.com

DAYTON OHIO
DECEMBER 17, 2004

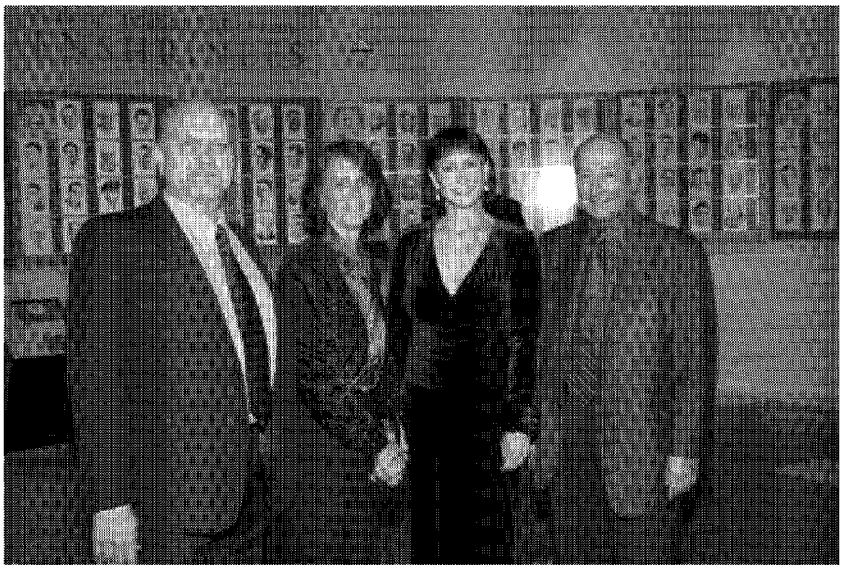
ISA Member Captain Connie J. Tobias Honored on the 101st Anniversary of Powered Flight

Captain Connie J. Tobias was honored by the Aviation Trail Inc. at the 101st Anniversary of Powered Flight Celebration at the National Museum of the United States Air Force, Dayton, Ohio on December 17, 2004. Connie was awarded a Certificate of Recognition from the National Aeronautic Association (NAA) of the Federation Aeronautique Internationale. The recognition was for "her generous support to the American aviation community by re-enacting the past and teaching future aviators the humble beginnings of flight".

The award was presented to Connie by E. Blair Conrad, Director of Aviation, Dayton International Airport and the 2004 Aviation Trial Blazer of the year recipient.

Connie was also recognized for her pioneering flight in the original replica of the 1903 Wright Flyer in Dayton, Ohio on January 7, 2004. Connie is the first woman to successfully fly the 1903 Wright Flyer replica.

Connie was not only the honoree, but also the keynote speaker for the celebration. Connie gave a stirring presentation on "Putting Wings on Dreams" and the importance preserving the legacy and heritage of the Wright Brothers and the development of practical flight in Dayton, Ohio. Connie's perspective was from her fulfillment of her dreams and her efforts to give something back by educating and motivating others about the preservation of aviation heritage. Connie's presentation was in the form of "story telling" which had the audience's full attention as she walked among the seated guests as she spoke. Her performance was met with a standing ovation and accolades that included "Nothing short of brilliant.." by aviation author Ann Cooper and "Mesmerizing" by Cee John of the National Aviation Hall of Fame. Zoe Dell Nutter, pioneer woman in aviation, philanthropist and National Aviation Hall of Fame Founder commented of Connie,"a real aviator and a real woman".



The Aviation Trail Celebration of the 101st Anniversary of Powered Flight and Wright Family Christmas Dinner was held in the museum's Modern Flight Gallery Hangar highlighted by the red glow of cockpit lighting of the many exotic and historic aircraft surrounding the guest seating area. Prior to Connie's presentation, the entire United States Air Force Band of Flight with their version of "White Christmas" entertained the guests. During the evening, the National Aviation Hall of Fame Board of Trustees announced the enshrined class of 2005, which includes two women aviators. Notable attendees of the 250 aviation enthusiasts at the dinner gala included Wright family members: Marion Wright, Stephen Wright and Amanda Wright Lane, the grand nephew and niece of the Wright Brothers, and the Commander Air Force Material Command, WPAFB General Gregory S. Martin USAF.

Connie continues her involvement with Wright Brothers Aeroplane Company of Dayton, Ohio in an effort to preserve the Wright Brothers legacy in the development of practical flight. Connie is working with the Wright Brothers Aeroplane Company as the final assembly takes place on the 1905 Wright Flyer III she will fly this spring.

Connie was also recognized for continuing historical re-enactments of the pioneer aviator Harriet Quimby at museums, air shows, schools, universities and corporate venues to educate young people and motivate adults to follow their dreams and achieve excellence. Connie uses these opportunities to create interest in the Harriet Quimby Scholarship she established at the Ohio University in 2001. More than a dozen scholarships have been awarded over the past three years to dedicated young people following their dreams in aviation.

Reports on our past FEB 2005

ISA SKI DAYS

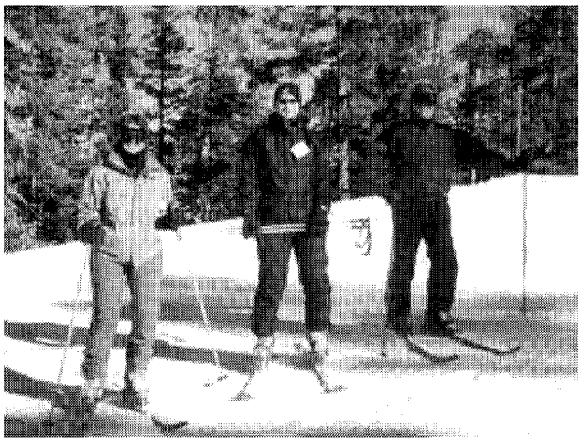
27 ISA members, spouses, friends and one child had a great time at this year's ISA Ski Week. WOW! It was a great week!

The events began Monday night with a wine tasting at the Keystone Cross Country Center. AXA Advisors furnished the wines, cheeses, and hors d'oeuvres. AXA is one of ISA's sponsors. Cindy Ernst provided some delicious hot hors d'oeuvres as well. Another highlight of the evening was meeting new friends and spending time with old friends. In a word, the evening was superb.

AXA furnished five different wines from some of their French wineries for us to taste. Susan Baldwin and Andy Miller brought along some friends from AXA and some excellent wine experts who enriched our knowledge about each of the wines including the history of each one. As always, we appreciate their support and enjoy seeing them.

Tuesday was a fun filled day of skiing. Everyone met at the top of Keystone Mountain and participants were divided into various skiing groups: those who point their skis downhill all the way and those who ski at a relaxed and slower pace. The ski weather all week felt like spring skiing rather than January skiing. Sunny days that required sun screen, with temperatures in the upper 30's. Snow conditions were terrific.

Tuesday afternoon, by 5:00pm, you could smell the burning of the blender as Cindy Ernst ground away making several pitchers of margaritas. After skiing was done for the day, everyone gathered at Cindy's for the annual Tex-Mex dinner. Bev Sinclair and her husband, Alan, along with Sandy Hawkins (one of ISA's newest members) brought several dishes, while others brought a variety of chips, dips, and drinks. Matthew, (Tracy Leonard's friend), took charge of the kitchen assisting others while making several of his own Mexican dishes. The dinner was outstanding, as everyone brought enough food to feed a small army. Again, the highlight of the evening was the socializing.



Wednesday's skiing along with dinner at Sandy Hawkins Condo was 'First Class'. A few stayed to ski on Thursday before they headed back to the routine of flying the friendly skies.

The following quotes pretty well sum up 2005 ISA Ski Week:

"I had a great time at the ISA ski days; I can't wait till next year to attend again"! (Tracy Leonard).

"After years of ski days, I finally made it & I realized what I've been missing!
It was great fun and I hope to come to lots more in the future." (Cammy McHenry).

Jane DeLisle we missed you. Sorry you could not get on the airplane.
Jessica Stearns we hope you are feeling better.
Amy Jayo we hope that 101-degree temperature cooled off!
Sherry Anderson we hope Samantha is better.
We hope to see all of you in BOSTON!

The next major ISA social event is scheduled for May 2005 in Boston. If you haven't been to an ISA Convention, you won't want to miss this one. More details are contained in this newsletter.
Krisan Wismer and Jim Earnst

Financial Strategies for Major Life Events

By Susan G. Baldwin
AXA Financial Advisor

YOUR FUTURE. YOUR WAY.™

The last time you want to think about finances is when you're in the middle of a major life event. Whether it's marriage, having a child, or going through a divorce or death that is when you are totally caught up in the overwhelming detail of the situation. Yet, that is also the time when you need to think about the financial consequences.

Whether you manage your own finances or have a financial professional to assist you, certain major life events call for a re-examination of your financial strategy. Here are some of those events.

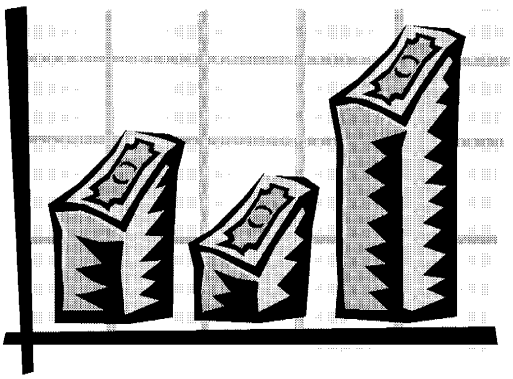
Marriage

When you marry, especially if you and your husband already have your own careers, you have to make some decisions about your financial futures. Many working spouses keep separate checking accounts for day-to-day expenses, sharing the major costs (like mortgage payments) on an equitable basis. But most married couples invest for the future together. Saving for children's college education, retirement, a second home, or other long-term goals requires planning and agreement on the best investment tactics. You and your spouse should determine how much you need to save, what your investment options are, and how best to reach your goals, with the help of a financial professional, if necessary.

Having Children

When children enter your life—whether through birth, adoption or step-parenthood—many of your priorities will change. Having children means setting new priorities—for example, how much to save for your child's education vs. how much to save for your own retirement.

A financial professional can be particularly helpful at this time. She or he can help you by making sure you have adequate life insurance to support your children until they are able to support themselves; suggest methods of addressing your children's college education expenses; work with your attorney and/or tax advisor to help you establish and fund an estate plan that minimizes taxes and makes sure your property is distributed in the way you desire—for example, if you wish to have your estate go to your children by a first marriage rather than to your spouse.



Divorce

Divorce is an emotionally chaotic time, but it shouldn't leave you with financial regrets. You or your financial professional will want to consider these and other issues:

• payment of bills for joint assets (car, mortgage payments, etc.)

• tax implications of dividing marital property

• protecting yourself from any possible bankruptcy of your spouse

• protecting your assets from your former partner's liabilities, including business or tax liabilities

• college funding for your children, including setting up an educational trust

• equitable division of retirement plans and reinvestment of proceeds to avoid tax liabilities

• renaming beneficiaries of your and your former partner's life insurance policies and revisiting your estate plan

Death of a spouse

One of the most important functions of a financial strategy is preparing for the event of one partner's death. Insurance, estate planning and many other issues should be discussed and understood by both parties so that either is prepared to carry on alone. Still, the death of a spouse, no matter how prepared you may be, is overwhelming. Your financial professional can help you in many ways, including:

• making sure you receive all the life insurance benefits you are entitled to

• assisting you on transferring ownership of investment accounts

• re-examining your investment portfolio in light of your new situation

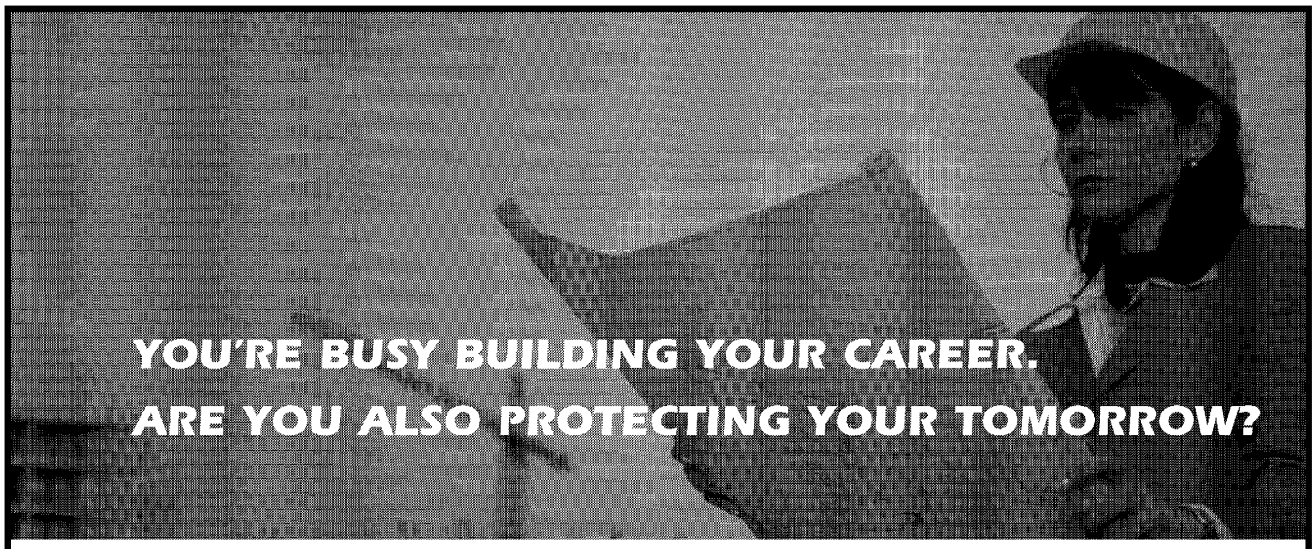
• helping you determine how best to withdraw funds from your spouse's retirement plans

• funding a new estate plan

If you are currently in the middle of one of these major life changes, you should think about your financial strategy now. But don't wait until change occurs—make sure you are prepared for your financial future.

AXA Advisors and AXA Network do not provide legal or tax advice. Please seek assistance from an attorney and/or tax advisor based on your individual situation.

Susan G. Baldwin, CFP and Andrew 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) –



Financial Planning for Professionals

As an ISA member, you can receive an AXA Advisors fee-based financial plan at a rate not available to the general public.

An integrated, written financial plan is one of the most important tools you can use to work towards the future you want. At AXA Advisors, LLC, we start by comparing your current financial assets to your short-, medium- and long-term goals. We can then work together to develop customized financial strategies to help meet your needs.

Since we understand the demands on your time, your AXA Advisors financial professional can work around your schedule. And when you have a coordinated, updated financial plan, it's one more thing to check off your "To Do" list.

AXA Advisors offers a variety of planning levels to meet a wide range of needs. Your plan may include:

- Cash Flow Analysis
- Asset Allocation
- Estate Planning
- College Funding
- Retirement Planning
- Wealth Preservation Strategies
- Wealth Distribution Strategies

AXA Advisors is a subsidiary of AXA Financial, Inc. — a family of companies helping individuals and businesses build their financial futures.

For more information about AXA Advisors, please call (877) 502-2656.
Mention that you're an ISA member when you call.

Susan G. Baldwin, CFP®
Financial Consultant
AXA Advisors, LLC
1675 Broadway, 17th Floor
Denver, CO 80202
Tel. (303) 881-0300
Fax (303) 933-3233
susan.baldwin@axa-advisors.com

Andrew Miller
Vice President, Western Division
AXA Advisors, LLC
1675 Broadway, 17th Floor
Denver, CO 80202
Tel. (720) 946-4369
Fax (303) 893-8912
andrew.miller@axa-advisors.com
www.andrewmiller.biz

AXA FINANCIAL PROTECTION

Be Life Confident

www.AXAonline.com

The named individuals offer securities and investment advisory services through AXA Advisors, LLC, 1290 Avenue of the Americas, NY, NY 10104, (212) 314-4600 (member SIPC). GE-28789 (4/04)

Here is a photo of a Fed Ex B-727 flight deck 3 women pilots all ISA + 21 members!

Jeanene Urban- CAPT
Kelly Marcotte Akulschin- F/O
Kandy Cassano - S/O.

E-MAIL FROM JEANENE URBAN
Hi Ladies,
I thought you might like to see the best 727 crew I have ever flown with. This was a trip over Thanksgiving, and we got a ramp check the next morning departing MCI. This photo was taken by one of the two FAA inspectors that did the check. When they opened the cockpit door and saw the 3 of us sitting there, it was hilarious!! They didn't get much done but check our license and medical, then out came the cameras by BOTH of them. I sent the photos to Jack Lewis and Dusty Swanson in Standards. It generated a lot of funny emails back and forth. I don't know if FedEx has had a 3-crew cockpit of all females before, but we had a blast and thought we did a much better job than a bunch of guys. Merry Christmas to all of you and hope everyone gets to be home. Jeanene

E-MAIL from KEITH JOHNSON to KELLY AKULSCHIN
Dear Kelly, Jeanene Urban sent me the photo that was taken by the FAA on a ramp check at MCI over Thanksgiving. It sounded like a very funny event for all concerned. I forwarded the photo to the ISA + 21 newsletter editor, for inclusion in the next newsletter. In case you are not familiar with ISA + 21, it is a group of women airline pilots from all over the world, who are dedicated to helping other aspiring women pilots achieve their career goals. One of the ways we achieve this is through the ISA Scholarship program. We award annual scholarships for everything from CFI, Multiengine ratings, ATP to Type Ratings, such as B-737. All this is done in an effort to help more women become airline pilots. We are hosting a booth at the Women in Aviation conference in DFW on March 10 - 12, to promote our Scholarship program to potential applicants.

I was wondering if you would be interested in joining ISA + 21. The other 2-crew members in the photo, Jeanene Urban and Kandy Cassano, are both ISA members. Kandy is one of our former scholarship winners. The annual dues for ISA + 21 are $55.00, a portion of which goes into the Scholarship fund. Even if you are not interested in actively participating in the group, your dues would help to fund the scholarships and you can just sit back and read the newsletters. If you are interested in participating in some of our activities, you can work at the ISA booth at the WIA conference or conduct a scholarship interview of one of our scholarship applicants, for example. Your degree of participation is up to you. Please let me know if would be interested in joining us and I will forward you a membership application. We would love to include you in our group and you will receive the newsletter with your picture in it! Sincerely, Keith Johnson, Airbus Captain

E-MAIL from KELLY AKULSCHIN to KEITH JOHNSON: I will say hi for you. What a small world. Emily Warner and my mom got their private pilots licenses together years ago and have been good friends ever since. I remember seeing "auntie Emily's" uniform in the Smithsonian when I was 7 and it was the first time it hit me how much she'd accomplished. She is a great person. Thanks again for your help, Kelly

E-MAIL from KEITH to KELLY: I know Emily Warner. ISA + 21 holds an annual event called 'ISA Ski Days' every Winter. One year, it was held in Winter Park and we all stayed with Emily Warner in Granby. She's a great person! I'll send you an application to ISA+21! The next time you see Emily, tell her I said Hello! Keith

E-MAIL from KELLY to KEITH Yes please forward me an application. I have been meaning to join for a while, and keep getting side tracked. A good friend of the family and a mentor for me, Emily Warner, is always asking and then I forget. I appreciate your email. Thank you, Kelly

Thanks to Jeanene Urban who forwarded the picture! What teamwork!

Thanks to Keith Johnson who recruited another ISA+21 member. Way to go Keith!

NAASF... what is it?

NAASF is why I missed the 2005 ISA ski DAYS… I was racing for SkyWest Airlines. SkyWest Airlines won the "small airline division" award in the 2004-ski-season and this year we're again, going to give it our best shot. The picture to the right is of 2 United Airlines flight attendants and myself. I am in the middle. This picture was taken after one of our races and we still have our bib numbers on. What fun!-

Jennifer Neal (UAL Furloughee, SkyWest RJ F/O)

Members of the SkyWest Ski Team, from left to right - Bryan Henry (FO DEN), Jennifer Neal (FO FAT), Lou Mauro (FO SLC), and Kristin Ahlstedt (FO PSP)

SkyWest Ski Team Takes First Place!

BY COLBY GATLIN
TUS CRJ FO

The SkyWest Airlines Ski Team took first place and won the Division II Cup in its first year of competition. This year SkyWest joined the North American Airline Ski and Snowboard Federation (NAASF). Founded in 1977, NAASF is a nonprofit organization chartered to promote skiing and ski racing among all airline employees. More than 20 airlines are represented each year.

NAASF skiers converge on a different ski area for one week each month from January through April, with 500 to as many as 1,300 airline employees, spouses and guests at each ski week. Each airline enters teams to compete in advanced "A" races, basic "B" races and snowboard races. The "A" races are generally more difficult and competitive; "B" races are on a separate hill and provide the fun with a little less challenge. At each level, racers compete in both slalom and giant slalom races. There is also a snowboarding race. Individual and team points accumulate for each of the three races.

Ski week includes several social events, including welcome gatherings, hot tub parties and theme-oriented parties. Themes for the 2003 season included a 50's and 60's sock hop, the roaring 20's and a pajama party.

This year, SkyWest competed in three events in Snowbird, Utah, Winter Park, Colorado and Sun Valley, Idaho. Next year's events will be held at Telluride and Steamboat, Colorado and Sun Valley, Idaho. The international event will be in Levi, Finland, where SkyWest employees will compete against teams from all over the world. Come out and join us for the 2005 season. To join or for more information, please visit our web site at www.skiskywest.com or www.naasf.com.

(Taken from Naasf.com Website):

The **North American Airlines Ski Federation** (NAASF) will commence its 27'Th season this year. NAASF was founded in 1977 as a nonprofit organization to promote skiing and ski racing among all airline employees. Over 20 airlines are represented each year. NAASF skiers converge on a different ski area for one week each month, from January through April, with 500 and as many as 1,300 airline employees, spouses and guests at each ski week. Despite the woe of our ailing airline industry attendance remains stable and has recently enjoyed in attendance over several hundred skiers. New airline ski clubs and teams are forming and the long-standing major airline ski clubs' memberships with NAASF remain stable.

North American ski resorts bid eighteen months in advance to host a NAASF Ski Week.

In 2005, NAASF will visit **Telluride, Co, Steamboat, Co,** and **Sun Valley, Id.** In 2006, NAASF will visit **Jackson Hole, Wy, North Star, Ca** and **Snowmass, Co.**

In addition in 2005, many NAASF members will attend the 2005 IASF ski week above the artic circle in *Levi, Finland* like many did at *Mt. Alyeska, Alaska, U.S.A.* last March (2004). You should think about attending the IASF ski week in *Schladming, Austria* the following year (2006); so come out to your airline ski club now so you can be part of NAASF. Airline ski teams/clubs, as well as individuals, are awarded points for certified slalom and giant slalom races. Each airline enters teams which will compete in advanced 'A' races, basic 'B' races, and Snowboard 'S/B' races. The "A" races are similar to those run by FIS or USSA Master's level racers. The "B" races are held on a separate hill, a little less challenging and more like a USSA Junior's Race. There is a master's age category at the "A" and "B" levels. Also, there is a newcomer's race for those who would like to "run the gates" but are new to skiing. If you're a newcomer, don't be shy, come out to recreation ski or try your hand at ski racing; The NAASF Webmaster did four years ago. You can find the love your looking for through skiing and at the same time meet a dedicated group of great airline people who love to ski, converse, party and laugh. Say goodbye to doom and gloom forever. You will feel alive- so let's party. It's for certain you'll make a new friend and any dollars that you spend at our ski parties go toward sponsoring a young adult skier (check out the NAASF Foundation page). At the very least, the people of NAASF will forever alter your life's path. So, follow your heart and take a chance with me. It's not all about wealth and riches; you will certainly laugh a lot, either in conversation or observation; For example, the great theme night costume parties are a great source of entertainment. Hence, these conversations often lead to other great adventures with others in our federation, such as trips to the Mexico, Greece or Hawaii. Snowboard races at each week also count toward the final team points. Trophies are awarded weekly, with cumulative points deciding the overall champions and best teams, who are all announced at the final Ski Week. Some folks do not even race. They just come to cheer on their teammates and enjoy the mountain sports most people just dream about. Employees from all facets of the airline industry are represented. It is a natural setting, relaxed climate for friendly competition and grand camaraderie. Ski week formats include the racing, welcome parties, picnics on the hill, après-ski gatherings, F*U*N races and sponsored events. The evening events are often "theme" oriented parties. It is easy to see that NAASF Ski Weeks have popularized skiing among airline personnel. The growth in numbers of participants over the years has been overwhelming, exceeding expectations.

Along with our own fun, there has been a growing concern and awareness for the needs of U.S. ski racing programs, with promotion of ski racing in mind, the NAASF Foundation was formed to award scholarships and grants to promising young ski racers, all based on financial need, age and racing level. This money is generated from guest fees, silent auctions, raffles of equipment, and ski week packages for two, etc., all generously donated from our wonderful sponsors, host resorts and town shops, at each event. This has been a very rewarding venture on behalf of NAASF and its skiers, as a means to return a little back to the sport we enjoy. Our foundation was able to raise $11,000 for the last season in financial assistance. It was a great help to these aspiring young racers.

Edited from the NAASF website @ NAASF.com

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: c.j.mchenry_1997@att.net)

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 Amy Jayo, 20533 E. Regency Way, Parker, CO 80138 USA		TOTAL=	$_____

In this March 2005 Issue:	*Page #:*
Board of Directors & Committees who's who?	*2*
Calendar of Events	*2*
Corrections to the last Newsletter	*2*

Board of Directors, REPORTS	*Submitted by:*	*Page #:*
Chairwoman & Corporate Comm.	*Tiana Daugherty*	*3*
Vice Chair & Education Report	*Mary Ana Gilbert*	*3*
Secretary: BOD meeting notes	*Jessica Stearns*	*4*
Scholarship Report	*Beverly Sinclair*	*4*
Scholarship Recipients Update	*Keith Johnson*	*5*
Membership Report	*Danielle Cassell*	*6*
Membership FORM	*FORM*	*7*
Newsletter Editor	*Jennifer Neal*	*8*
Human Performance & Resources	*Jane DeLisle*	*8*
Extra Special Volunteer Thanks Us	*Keith Johnson*	*8*
Baby News	*Jane DeLisle*	*9*
Upgrades & Transitions	*Jane DeLisle*	*9*
Marriage News	*Jane DeLisle*	*9*
FORM: new events in your life?	*FORM*	*9*
ISA Convention Report	*Cammy McHenry*	*10*
Convention Registration FORM	*Cammy McHenry*	*11*
Breast Cancer Research Article	*Mary Ana Gilbert*	*12*
Treasurer's Report	*Laurie Reeves*	*12*

Things of Interest	*Submitted by:*	*Page #:*
Resume information article	*Deborah Walker*	*13*
Connie Tobias's honors	*Cammy McHenry*	*14*
Ski Days report	*Krisan Wismer*	*16*
Ski Days photos	*Debbie & Aileen*	*17*
Financial Advice from AXA	*Susan Baldwin*	*18*
AXA Advertisement	*Andy Miller*	*19*
Fed Ex ALL Female Flight Crew	*Keith Johnson*	*21*
Ski Races & Airline Competition	*Jennifer Neal*	*22*
Change address / email FORM	*FORM*	*23*
Captains Club FORM	*FORM*	*23*
ISA STORE Order FORM	*FORM*	*23*

Renew your ISA membership MAY 2005

International Society of
Women Airline Pilots
2250 E. Tropicana Ave, Suite 19-395
Las Vegas, NV 89119-6594

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