



ISA News

International Society of Women Airline Pilots
August 2005 Newsletter



The Stars of our 2005 ISA Scholarship Program: OUR GENEROUS SPONSORS!



Inside this issue:
Board of Directors changes hands!
Reporting on our past ISA Convention in Boston 5/2005
Reporting on the past Women in Aviation Convention 3/2005

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International Society of Women Airline Pilots

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Below is a table of the newsletter deadlines

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

2005

- Sept 1 2007 ISA Convention location proposals due
- Sept 15 ISA BOD Meeting, Orlando
- Dec 1st Scholarship Apps Due
- Dec 2005 ESV Award Nominees Due

2006

- Jan/Feb Ski Days, Denver
- March 23-25 WIA Conference, Nashville
- May 16-18 ISA Conference, Hawaii
- May 31 ISA Dues Due \$

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Corrections to the March Newsletter
Kathy Hansen, Library = ladyav8tr@qwest.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.

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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

Cammy McHenry
CHAIRWOMAN &
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There are changes on the board. I am serving my second year as Convention Chair, but I've gotten the opportunity to also serve as the Chairman of your board. I want to thank you for this chance and I can only hope I can do half the job my predecessor, Tiana Daugherty, did. The new members on the board are Dana Cooper in Corporate Communications, Alica Kubida in Education, Jane Saddler in Membership, and Maggie Badaracco as Secretary. The returning members besides me are Laurie Reeves as Treasurer, Beverly Sinclair in Scholarship, Jane Delisle in HUPER, and Jennifer Neal as Newsletter Editor. As we go forward as your new board I am asking for your input as to how you feel this group of women can make ISA a better organization for you, our profession and the future. Also think about joining the board next year. You can see the positions that will be opening up next spring.

There are also a few people that I'd like to say, "thank you"! The out going board has done a wonderful job. They have streamlined many of the board positions, cut down the number of board meetings necessary a year and lowered the number of newsletters to help with finances. Many of them have served more than their two years to get all of these changes enacted. It makes the job of those of us who come after them much better easier. A thank you goes to Tiana, Mary Ana, Jessica and Danielle. AXA was once again our Gold Level Sponsor for the convention and is offering discount financial services for ISA members. If you find yourself needing a little help trying to figure out future finances give them a call. Thank you, Andy Miller and Susie Baldwin. In rereading old newsletters, and some not so old, I'm reminded how many volunteers it takes to keep ISA going. There are so many behind the scenes activities that make the organization a much better place to belong. Thank you to all the volunteers; please don't stop now.

Don't forget to stay abreast of ISA happenings through the website www.iswap.org. Keep us updated on any email changes you might have so we can keep you updated as last minute things happen. Till next time, stay informed and involved and have a great layovers



A couple notes on the Boston Trip:

** See the Convention Article & Pictures later in this Newsletter!*

- 1) The name of the photographer is Megan Moore (meghan@megpix.com) To access and order copies of the photos she took in Boston go to (www.megpix.com/womenpilots/)
- 2) The babysitter that we used at the convention was Connie Charles. Her email is vacananny@vacananny.com. If someone finds them self in need of a temporary babysitter while in Boston, she does a wonderful job. Her telephone # is 617.817.1552.

Cammy McHenry
CHAIRWOMAN
& Convention



Alicia Kubida (Incoming EDUCATION CHAIR)
(305) 853-0546
(Aljimo@terranova.net)

Greetings from the new Education Chair! I am Alicia Kubida and I fly B757/767 FO for American in MIA. I fly to the Caribbean and South and Central America. I am looking forward to doing my "one thing" for ISA. I have been a member for almost 10 years and went to my first convention in LAS in 1998. I had so much fun and made such wonderful friends. Special thanks goes to Mary Ana Gilbert for all her hard work over the years. We've been friends since we flew together in the USAF, so we expect to have a smooth transition. Thanks to Tiana and the entire BOD for streamlining things so much. This makes it possible for me, and others, to finally serve. We have a great group of women on the BOD this year. I am excited to be working with them. See you in Kona!! Alicia

Mary Ana Gilbert
(Outgoing Vice Chair & Education)
EDUCATION ARTICLE
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This has been a relatively quiet year until the last month when quite a few outstanding issues started to get some attention and direction. Many issues involve establishing a relationship with the 99s. In doing so, we are trying to take advantage of their economies of scale while providing our membership with expanded services and preserving our history.

Past Newsletters – These have been put on CDs thanks to Amy Jayo and Krisan Wismer. They are available for purchase and proceeds go towards the general operating fund. These are historical documents and need to be preserved. We are working with the 99s museum to arrange for them to be put on permanent loan to their museum in Oklahoma City.

Scrapbooks – In the same light, these are an important part of our history. We have the first 20 years in scrapbooks and they are starting to show some wear. The board is looking to transfer these great items to CD (again for future sale to our members). We will also plan to put these on permanent loan to the 99s museum so they can be handled appropriately.

Job Search – Presently, we have only a few job postings forwarded to us at ISA every year. We are again working with the 99s to pass those job openings on to their website, while still maintaining ISA access to that website. Negotiations are still ongoing. Our main concern is adding value while retaining access for our members who need it most – our furloughed members.

In light of these issues, please note we are NOT subjugating ISA to the 99s. We are only trying to take advantage of their full time staff and resources in areas that will better serve our members and preserve our history.

One last note: ISA wants to make sure we recognize the pivotal volunteers that make this organization tick. Several years ago, Maggie Rose spearheaded the production of special ISA wings for our Founding Members, Board Members, and Committee Chairs. If you have served in one of these capacities and have not received one, please let me know.

In conclusion, I want to thank you for letting me serve you these last three years. I'd like to introduce Alicia Kubida as your new Education Chair. Thanks to Alicia for volunteering her time and imagination. I know she'll do a great job.

Best Wishes and Safe Flying
Mary Ana Gilbert
EDUCATION



Laurie Reeves
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**ISA + 21
 TREASURER'S REPORT
 As of Apr. 30, 2005**

ACCOUNT SUMMARY 4/30/05

Bank of America

Checking account	13,654.77	
Investment account	<u>23,148.79</u>	
	36,803.56	<u>36,803.56</u>

(Allotted as follows:)

Scholarship receipts	655.00
Member Assistance Fund	806.00
Convention Fund	14,153.05
Operating Account	21,189.51



AXA Advisors

Scholarship Fund account	<u>196,908.27</u>	<u>196,908.27</u>
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Net Worth

233,711.83

After one year as Treasurer I have seen committee activity streamlined and the budget cut as we learn to deal with rising costs. Two significant improvements could save ISA a considerable part of its annual budget, money that could be put to far better use. 1: Prompt renewals of membership eliminate costly reminder notices being printed and mailed. 2: The merchant account for use



of credit card processing causes ISA to lose between 3-5% on each transaction. If a credit card is still your preferred method of payment, please bring the card with you to convention. Utilizing the machine for electronic authorization reduces the discount and bank fee associated with a Merchant Account. We will authorize your credit card payment at convention for both membership dues and convention registration and try to keep the process as efficient as possible. Those of you unable to attend convention, please, if possible, make payment to ISA by check, if you bank in US dollar. The exchange rate for non-US banking members, however, is still best through use of the credit card. The budget items mentioned comprise of 10% of ISA's total expenditures. Please, PAY BY CHECK; SEND IT EARLY.



Respectfully submitted,

**Laurie Reeves
 TREASURER**

INFO WANTED

ALL MANAGEMENT PILOTS: One of our members, Jenny Beatty, is compiling a list of women pilots who have been in management positions with the major or ISA-qualified airlines, past or present. This would include line-qualified women pilots in chief pilot (or assistant, or equivalent), manager, director, and VP positions. She will not be including instructor pilots or line check airmen at this time.

Anyone knowing women pilots in management positions at your airline, please provide name, title, approximate years, and contact info if possible. Please forward the info to Jenny Beatty at Careers@Ninety-Nines.org. Thanks in advance.

“ Our Angels ”

These members donated to the Scholarship Fund above and beyond the yearly dues!
We'd like to honor them here! Thank you ANGELS!

Platinum Angels (\$501-\$1000)

Gold Angels (\$250-\$500)

Angela Sherzer
Keith Johnson Osterbrink



Silver Angels (\$100-\$249)

Janet Cote
Fiorenza DeBernardi
Renita Hermann
Barbara Howell
Denise Mowat
Betty Mullis
Stephanie Padden
Penelope Price
Megann Streeter
Nancy Waylett

Bronze Angels (\$50-\$99)

Maggie Badaracco
Patricia Barrera
Nell Justice
Krisan Wismer



Pewter Angels (\$5-\$49)

Jenny Beatty
Karen Bland
Binka Bone
Carol Cansdale
Janeen Dolf
Wally Funk
Alisa Goss
Amy Jayo
Joy Klopfer
Alicia Kubida
Kathleen Malone
Deborah McEndree
Bobbie McLaughlin
Jerye Motschman
Sue Nielsen
Laurie Reeves
Valerie Scott
La Donna Shea
Laura Smith
Lucy Young

INFO WANTED

ALL MILITARY PILOTS/MOMS: We have been contacted about a book called 'My Mom Flies' that focuses on stories of moms who are or have been military aviators. It will be a coffee table book with approximately 50 women aviators' stories and pictures. The goal for this book is to provide positive, inspiring and encouraging examples of real life women and to preserve their very unique legacy for future generations.

Anyone interested in participating, please contact Linda L. Maloney at maloneyll@hotmail.com

2005 SPONSOR SHOWCASE



The Greater Kansas City Community Foundation administers on behalf of the Grace Harris Philanthropic Foundation Fund and has once again donated \$10,000.00 to the Scholarship Fund.



The UPS Foundation continues to be one of our most loyal sponsors. Captain Shannon Jipsen presented a check for \$5,000 to us at the convention in Boston. UPS has been supporting the program since 1995.
www.ups.com



Many thanks to Keith Johnson, our liaison with FedEx. Since 1996 FedEx has been a sponsor, and this year, they are donating two 727 Type Ratings.
www.fedex.com



We have received \$3,500 from the Arkay Foundation. The foundation's primary focus is to foster an understanding for the need for sustainable environmental and social policies. Welcome aboard!
www.arkayfoundation.org



Higher Power Aviation, Inc. is a FAR Part 142 training facility in Dallas, Texas. Mark Stearns and Joe Poore, co-founders of the company have been contributing to ISA for three years. They will once again provide a 'buy one, get one free' 737 SIC program, valued at \$4,250.00.
www.jetcrew.com



AXA has sponsored the ISA Convention for the last two years and this year, sponsored a \$3,000 Financial Scholarship. Welcome to our newest sponsor and thank you very much.



ATP, Inc. will also contribute one full ATP Rating, including a checkride, valued at \$1,995.00. ATP, Inc. is a nationwide company providing comprehensive high-end training.
www.allatps.com



Phoenix based, Westwind School of Aeronautics, presented ISA with one full Multi-Engine Rating. Many thanks to Jennifer Norris, marketing director, for coordinating the scholarship donation.



Cheryl Cage, owner of Cage Consulting, Inc., has donated two counseling packages to ISA. The first package being a complete interview prep and the second for career counseling. Thank you Cheryl!



Air, Inc. owner, Kit Darby has donated two full subscriptions to their Career Development Program.

Board of Director Reports

Beverly Sinclair
SCHOLARSHIP
(303) 520-7775
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AND THE WINNER IS.....

Scholarship Committee Report by Beverly Sinclair

A whole year and a half later, I have finally had the satisfaction of completing my first full cycle of the Scholarship Program. Selecting the scholarship winners and making the announcement at the convention in Boston was a very satisfying completion to a year where we have so many program changes.

Many thanks go to all of the individuals who made my job so easy. Starting with all the volunteers from the WAI conference (other than a few scheduling issues), our ability to complete seventeen interviews in three days was fantastic. Also thanks to all of the other interviewers who so willingly found the time in their busy schedules to complete the other "on site" interviews.

Krisan Wismer, Celine Walker and I were the selection committee. Thank you ladies for taking the time before our meeting day to thoroughly evaluate the candidates and with such extensive notes, that the actual process went very smooth, even with my laryngitis.

After making the announcements at the business luncheon in Boston the most rewarding part of the process was notifying our winners! The complete list with photos is published in this issue and we had strong competition at all levels. It is uniquely rewarding to share the excitement of this diverse group of women, who have all been nurturing the same young dreams we have all had in the beginning. Over and above the immediate satisfaction, we can be proud to be lending a helping hand to the women who we will be counting on to continue the rich tradition of this organization.

One additional program, spearheaded by outgoing chair, Tiana Daugherty, is the documentation and validation of all that this program has accomplished. The hard numbers are still being researched, but including this year we have granted scholarships totaling over \$549,803.00 (in value, combined financial and donated ratings) to 141 aspiring airline pilots. Of the type rating winners, unofficially, over fifty percent have "made it" to a major airline and an even higher percentage have become ISA +21 members. That is truly what this is all about! Let's keep up the good work.

2006 SCHOLARSHIPS



Hand in hand with the excitement of announcing our winners is making announcements about new sponsors and continued support of our traditional sponsors.

On the new front, in their second year of conference sponsorship, AXA petitioned their achievement foundation to sponsor ISA+21 with a \$3,000.00 financial scholarship. Many thanks to Andy Miller and Susan Baldwin (see photo) for making the proposal and getting the right "connections" to expedite the process to make the announcement at the convention in Boston. Also thanks to Faith Frank and Roz Josephs for helping me to get all of the pieces in place.

As for our traditional sponsors, FedEx notified ISA via Keith Johnson that they will provide our program with two 727 Type Ratings for 2006. As always many thanks to all involved and most notably, Captain Mike Padron, Managing Director of Flight Training, for seeing the value of the program and enjoy being a participant.

The UPS Foundation has once again donated \$5,000.00 on the financial side. Captain Shannon Jipsen made the presentation at the business luncheon in Boston.

On the fundraising subject, I'd like to say, "thank-you" to the convention attendees. Between the silent auction and the raffle, the Scholarship program netted over \$5,200.00; truly amazing from the sixty members that were in attendance.

The committee continues to look for creative ways to stretch the dollars we do have, as well as generate new funding. The grant request venture has not been as productive as we had hoped, but as we explore the foundations, we are certain to find a few that see the value of our program. If you have any suggestions for new avenues for us to pursue, please contact me at isa21scholarbev@aol.com or 303-520-7775.

Beverly Sinclair
SCHOLARSHIP



Scholarship winners are.....



PAULA GAILEY
FEDEX 727 TYPE RATING

Perseverance pays off! Congratulations Paula on winning the FedEx 727 Type Rating. Paula has triumphed over several obstacles to be successful. She is currently a first officer for American Eagle. Paula set her mind to the task at hand, and four short years after receiving her private, she had an ATP and a job at a regional carrier. Personal adversity undermined her confidence, but her success has helped her recover to a confident, spirited and motivated woman. Congratulations, Paula!



GINA LaBELLA
FEDEX 727 TYPE RATING

Congratulations Gina on winning the FedEx 727 Type Rating. Knowing at a young age she was destined to fly, Gina took her first flight lesson at age 14. Now she is quite an accomplished pilot with an impressive resume. Furloughed from American Airlines in 2001 Gina now flies a Caravan for a California winery, as well as being the corporate travel coordinator, but wants to get back to “jets”. With a F/E already on her certificate, the 727 Type Rating will certainly enhance her chances with the hiring carriers. Congratulations, Gina!



ANGELA NAGEL
737 TYPE RATING

Congratulations Angela on winning a Financial Scholarship from Flight Training International for a 737 Type Rating. Angela’s career is straight from the “how to” book. She put herself thru Western Michigan University with a bachelor’s degree in aviation and started flight instructing immediately. When her qualifications warranted, Mesaba Airlines hired her. Currently a Captain on a Saab 340 for Mesaba, she is an excellent candidate for the 737 Type Rating. This can only enhance her chances of being hired by a major airline. Best of luck, Angela.



PENNY LEABO
HIGHER POWER AVIATION SIC PACKAGE AND AIR, INC. PACKAGE

Congratulations Penny on winning the Higher Power Aviation SIC Package and a subscription to Air, Inc. Penny has set a great example of how to succeed in aviation. Paying her way through Embry-Riddle Aeronautical University then continuing to work in aviation and any other field to continue her passion to fly, she then landed her first flight-instructing job in Atlanta. After a year and a half of instructing she was hired as a first officer for Express Jet (dba Continental Express). Now an Embraer 135/145 Captain, she is perfectly positioned for that last step to the majors. Congratulations, Penny!



MELINDA CARTER
HIGHER POWER AVIATION SIC PACKAGE AND AIR, INC. PACKAGE

Melinda’s road to an airline career was a little different. After working as a ramp agent for America West Airlines and a flight attendant for Delta Airlines, Melinda was inspired to take that first step by a couple of Delta women pilots. Continuing to work while accumulating her ratings, the going was slow. Melinda left Delta to work as a CFI, and when her qualifications improved, she was hired by ACA (now Independence Airlines). Currently working there as a RJ Captain, Melinda is in an excellent position to be hired at a major. Good luck and congratulations on the scholarship!

Scholarship winners are.....



MICHELLE BASSANESI

FIorenza deBERNARDI SCHOLARSHIP \$3,200.00 An Australian national who currently calls Rome, Italy home, Michelle Bassanesi is the current Fiorenza deBernardi Scholarship winner and actually attended the Zurich convention with Fiorenza. Michelle is as passionate about her career as she is about helping people with a variety of disabilities learn to fly. Having paid for her own flying up to now, her scholarship will be used for her CFI, most likely to be completed in Florida. We are pleased to be able to give this scholarship to Michelle as she is prepares for the future. What an inspiration for other women!

LAURA CONOVER

NORTH CAROLINA SCHOLARSHIP & CAGE CONSULTING PACKAGE

A recent new hire with Colgan Air, Laura Conover is on her way to her dream of changing sides of the cockpit door. Laura's grandmother was a flight attendant for Varney Airlines (later UAL). Laura also started her aviation career as a United flight attendant. Now after completing her ratings and flight instructing in Virginia, she has been hired by her first airline. Extremely close to achieving her ATP, the ISA North Carolina \$2,000.00 scholarship will help her achieve that goal. The Cage Consulting Package will help her put a polish on the finished product. Good luck, Laura.

CARIN COUNIHAN

FINANCIAL SCHOLARSHIP FOR ATP \$2,500.00

ISA is proud to be able to assist another aspiring airline pilot. Carin Counihan is currently working full-time as a CFI and part-time as an Alaska Airlines flight attendant. With ATP qualifications, she is poised for the next step up the ladder as a commuter airline pilot. As her skill level becomes competitive, she maintains a positive attitude about our volatile industry and remains focused on the tasks at hand.

MICHELLE McCART

WESTWIND SCHOOL OF AERONAUTICS – MULTI ENGINE RATING

Michelle, a hard working single mom, is dedicated to pursuing an airline career. At 36 she fully realizes the challenges that she is facing. Still working as a phlebotomist she is now positioned to start instructing and move ahead to the next level: a commuter airline. Attaining her multi-engine rating, provided by Westwind School of Aeronautics, will allow her to start accumulating multi-engine time towards that goal. Congratulations, Michelle.

SUZANNE SWIM

FINANCIAL SCHOLARSHIP FOR CFI \$2,500.00

Suzanne is the picture of motivation in aviation. Currently working as a glider instructor, she also raises a family, studies for her degree at Embry-Riddle Aeronautical University and works in a bakery to supplement her income. She is extremely focused and completes most of her ground school independently. An observation from her essay talks of the airborne view of the tapestry of life and how "we cannot see the pattern we are threading in each others lives, but from the air it is clear. With this scholarship I hope to provide a substantial thread in someone's journey to the air." WOW!



Board of Director Reports

**THANK YOU from a
ISA +21
727 Boeing Scholarship WINNER**
Scholarship offered through Fed Ex

Late August 2003, the height of thunderstorm season I received a phone call from Christine Hilton. It was the best news in a long time. The loss of my Mother, being deployed six weeks at ground zero World Trade Center, furloughed and hired again, and the Aviation Industry was on the downside. I had won the Fed Ex scholarship. How could any company in this turmoil offer such a fabulous dream? Downsizing, pilot furloughs, Chapter 11 bankruptcy? I was in goose bumps. I wondered after talking to Christine what she thought of me? It didn't matter; I was ecstatic. I received numerous phone calls from Fed Ex pilots: Keith Johnson, Penny Price and a pilot I have yet to meet Cheryl Konter.

***It was the best news
in a long time.***

Cheryl was the other scholarship recipient. We made plans and were headed to Minnesota in January 2004. We talked back and forth as time got closer. Cheryl and I ended up going down separate roads. She took the high road and received her scholarship in the Boeing 727. I was deployed to Iraq for Operation Iraqi Freedom. She kept me posted on all her events. I was happy and excited for her. She now works at Fed Ex. After a year and a few months later, I have completed my training in the fabulous 727. What a great old bird. My training was at Pan Am Academy. I had a great ground instructor Captain Lane Browne, who is a Pan Am original, reorganized into Delta, 14,000 plus hours on 727. The simulator support was a group of guys from Sun Country, all well experienced and versed in 727 instructions. Sun Country has ordered and purchased the 737-800. I hope to hear their call sign when I am flying. Cross our fingers for those guys. This scholarship meant more than a type. It was something I kept as a means to an end in Iraq. I had something to look forward to when I got home. I needed that focus to keep positive.

"Thank You": to the ladies at ISA +21, Fed Ex for giving me a dream, Penny, Keith, June and Val who kept the emails and care packages of positive thoughts, & to Pan Am, for a professional training program.

I will be indebted to you for your kindness, generosity and faithfulness on getting me home safely and inspiring me to reach for my dreams.

Respectfully,
Stacey C. Cetin

Women in Aviation Conference 2005

The 16th Annual International Women in Aviation Conference took place in Dallas, Texas on March 10-12. This year's theme was Achieving Individual and Industry Success through Strategic Alliances.

Once again we had a booth in the exhibit hall. This is our single largest avenue for promoting our scholarship program. In addition, we were able to gain a few new members and renew memberships from current and lost members. On Friday evening we had our annual Scholarship Seminar. This provided an opportunity for applicants to learn more about our scholarship program and meet with our members one on one. An extra special thank you to our members who spoke at this event; I know it is not easy to speak in front of a group of people for most of us.

For the first time this year, we interviewed scholarship applicants at the Women in Aviation Conference. Bev Sinclair did a great job making everything run smoothly and it was a huge success.

This function would not be possible without a huge number of volunteers. I want to thank each and every one of the following people for the time and effort they put forth:

Sandy Anderson Nancy Berra Binka Bone Melissa Brumby Rebecca Conger Dana Cooper Tiana Daugherety Rebecca Fisher Margaret Flynn Bobbi Galarza Becky Howell Shannon Jipsen	Keith Johnson Sharon Maddock Jennifer Neal Carolyn Pasqualino Carolyn Reisz Cindy Rucker Julie Savage Melanie Shaw Katherine Wallace Karen White Krisan Wismer Clarice Young Lucy Young
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See you next March in Nashville, TN.
Tracy Leonard

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

Below is a table of our schedule:

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

Welcome to our August Newsletter! This is the first newsletter I've put together since attending my first ISA+21 conference. Originally, I didn't have the time off to attend it... (didn't bid vacation), but with a lot of "stress" and "helping the crew desk", I was able to get the whole week off to attend the BOD meeting & then start socializing with the ISA members from the beginning. What a joy to be involved with such a great group of people.

The Newsletter for August is pretty much straightforward starting with the BOD reports, including a huge report from scholarship and convention. I'm glad we're all balanced with not only being **SOCIAL** Women Pilots, but **GIVING** something back to help. I'm very proud of our current scholarship chair, Bev Sinclair. She truly wants the best for the girls that won the scholarships. I believe we are doing a great thing in helping those less fortunate. I should know first hand, as I was a ISA type rating scholarship winner myself in 1997. What a 'once in a lifetime' great experience it was!

I look forward to working with the
NEW BOD!

New BOD.....Welcome

- ❖ *Education- Alicia Kubida*
- ❖ *Membership- Jane Saddler*
- ❖ *Secretary- Maggie Bardaracco*
- ❖ *Corp. Comm.- Dana Cooper*

Switching to New BOD positions...

- ❖ *Chairwoman- Cammy McHenry*
- ❖ *Vice Chair- Jane DeLisle*

**Jennifer Neal
NEWSLETTER
EDITOR**



Board of Director Reports

Danielle Cassell (Outgoing Board of Director)
MEMBERSHIP
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Our membership now includes 427 members, from 22 countries, representing 67 airlines. Since our last newsletter, I'm happy to report that we have increased our membership by 27. Five of these ladies are international members. These ladies reside in Cameroon, India, Peru and Russia. Christiana Njeuma is the first Cameroonian female hired by Cameroon Airlines. Alejandra Simons who flies for Lan Peru is currently our only member from Peru. In addition to these new members, we had 9 returning members. Please see all their names here.



Over the past few months, I have been busy processing the 2005 renewals. As of June 1, 2005, we still have quite a few members that have not renewed. Please take a moment to check your records. If you haven't paid, please send your dues in now. Remember, dues are supposed to be paid by May 31 for membership in the following year. The 2005 membership roster will be published in July, and if you haven't paid your dues, your name won't be included.

Recently, I sent a dues reminder email. Many were returned due to bad addresses. Please make sure we have your current email address. Email is a convenient and affordable way for us to get in touch with you. Also, remember to update your mailing address if it changes. Our newsletters are mailed third class and will not be returned because of a bad address.

On May 31, my term as your Membership Chair came to an end. I'm happy to report that Jane Saddler has volunteered to take over for the next two years. The past two years have been very rewarding and I have enjoyed working with each and every one of you. If you have any membership related issues, Jane's email address is isa21membership@comcast.net or look for her contact information in the front of this newsletter. Welcome Jane!

Hope to see everyone at next year's convention on Hawaii!

Danielle Cassell
MEMBERSHIP

Jane Staddler MEMBERSHIP (Incoming Chair)
isa21membership@comcast.net

I am pleased to be your new membership chair. I have been with American Airlines for 14 years and have been looking forward to being on the board for almost as long, but had to wait until the stars were properly aligned. I have taken a voluntary furlough. I have 3 young children and my husband Bruce is a pilot for Alaska Airlines.



When I was on the Allied Pilot's Association membership committee, we went from 8,800 pilots to 13,000! Of course, I can't take credit for that, but I will be a good steward for our membership. I think the benefits of our organization speak for themselves and that we are at a crossroads. If the gains women have achieved in the last century continue, it will be due to activism by those in the industry now. The support we give and receive from each other makes the inclusion worthwhile. At the convention, it is satisfying to welcome new members who have directly benefited from our scholarship program and mentoring. I ask you to talk to your women airline pilot friends and encourage them to join ISA. I have found it to be an impressive group of women, and I am inspired by the accomplishments of our members.

Sincerely, **Jane Saddler**

New Members:

Kelly A. Akulschin
 FedEx Express
 B727 FO

Rebecca Bermann
 US Airways
 Furloughed
 Mid-Atlantic Exp
 EMB170 CAP

Jennifer Bosworth
 United Airlines
 Furloughed

Jessica Gibbins Burnside
 ATA
 Furloughed

Shannon Coursey
 Frontier
 A320 FO

Maureen Cross-Scheall
 FedEx Express
 A300 FO

Jeannie Dismukes
 UPS
 B727 SO

Karen M. Griffith
 JetBlue Airways
 A320 CAP

Sonal Gopujkar
 India Airlines
 A320 FO

Jenna Halsey
 Ryan International
 Furloughed

Vannakay Harvin
 USA3000
 A320 CAP

Dunja Hegeman
 American Airlines
 B757/767 FO

Nadezhda Kuzhelnaya
 Aeroflot
 TU134 FO

Gina LaBella
 American Airlines
 Furloughed

Nadine Leonard
 Alaska Airlines
 B737 FO

Deborah McNail
 Southwest
 B737 FO

Patricia Milke
 Air Wisconsin
 CL65 CAP

Christiana Njeuma
 Cameroon Airlines
 B737 FO

Amrita Pereira
 Air Deccan
 ATR42 FO

Aurore Poley
 United Airlines
 Furloughed
 SkyWest
 CRJ FO

Mary Poplawski
 FedEx Express
 B727 SO

Denise Connell Reynolds
 American Airlines
 MD80 FO

Teresa M. Ryan
 United Airlines
 B737 CAP

Alejandra Simons
 Lan Peru
 A320 FO

Laura Smith
 Southwest
 B737 FO

Clarice Young
 Aloha
 B737 FO

Monika Zajac
 USA3000
 A320 FO

Returning members:

Anne Aldrich
 JetBlue Airways
 A320 FO

Judy Cameron
 Air Canada
 A320 CAP

Mary Lee
 JetBlue Airways
 A320 CAP

Sharon Ortega
 FedEx Express
 A300 FO

Cindy Rucker
 JetBlue Airways
 A320 FO

Kimberly Scott
 Alaska Airlines
 MD80 FO

Catherine Shanahan
 FedEx Express
 L.O.A.

Elizabeth Snowbarger
 Delta Airlines
 B767 FO

Guenn Stevenson
 US Airways
 Furloughed

Haven't paid your dues yet?



The next newsletter will contain those who are **LOST MEMBERS!**

Renew today!

Board of Director Reports

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

Boston was an absolutely wonderful convention - Possibly one of the best conventions that I have attended!

Cammy McHenry, thank you for all of your hard work in making the convention flow flawlessly.

The side trip was an absolute highlight, as was the dinner cruise in the Boston Harbor.

Lucy Young, thank you for all of your help and planning! You ran around tirelessly getting our tax-exempt status, we all (especially Treasurer Laurie Reeves) thank you for that!!

I can't wait until Cammy plans another fantastic convention in Kona-Hawaii May 2006!!!!



EXTRA SPECIAL VOLUNTEERS

At the luncheon we passed out 2 Extra Special Volunteer awards (ESV): The recipients are two gals that have been nominated by a member. Both Karen & June were presented with a certificate and airplane clock, as well as being honored by all members!

Karen Bland was nominated by Judy Lee. Judy wrote this regarding Karen:

"The person I think, most deserving of this award, is Captain Karen Bland. I have known Karen for 26 years here at United. I have watched her raise two outstanding children and "give back" to the UA pilot group by becoming an integral part of our employment department. Since I have flown with many of the pilots Karen has "hired", I can personally testify to her excellent judgment. Karen has been a true friend to those of us who have known her for years as well as the new ladies on the block. She has housed numerous scholarship winners at her home in Denver along with giving emotional support, tutoring and career counseling. No single person has done as much for ISA, in my opinion, as Karen. Please understand that I am not undermining all the work so many of our members do, but given the longevity, I think Karen has gone above and beyond the call of volunteerism for many years."

June Viviano was nominated by Keith Johnson. Some of her nomination is as follows:

"I would like to nominate June Viviano for a 2005 Extra Special Volunteer award. June has spent many years mentoring aspiring women pilots and grooming them for airline interviews. She hosts monthly networking luncheons in Memphis, TN for women at all levels of aviation to meet and discuss news and ideas. Some of the luncheons offer interview preparation for Fed Ex applicants who have an upcoming interview. Many of the applicants are former ISA Scholarship winners. She hosts a congratulatory dinner every time a new woman pilot is hired at Fed Ex to help her meet some of her new co-workers.

June maintains an active file of resumes from women all over America, who are trying to get an interview at Fed Ex. She mentors them and helps them prepare for an interview. She works with several high schools in the Memphis area, supplying aviation speakers on Career Days. She works with the Children's Museum in Memphis, when they offer special aviation-related programs for children. "

RETIREEES:



ISA original member Retirees:

1. Terri Rinehart (globe & certificate were presented)
Delta Airlines-January 1, 2005 B-767/757
2. Valerie Walker Cottle (globe & certificate were presented)
Delta Airlines- B-767/757.

Retirees (certificate was presented):

1. Diana Raymond: UAL November 1, 2004 Capt. B-737
2. Beth Ann Raphael: UAL March, 17, 2004 Capt. B-747-400
3. Kati Reagor: Delta January 1, 2005 Capt. B-737-800
4. Cyd Fougner: Delta February 1, 2005 Capt B-767/757
5. Laurie Reeves: UAL March 1, 2003
6. Jessica Stearns: Continental May 29, 2000 Capt. B-737

OTHER MEMBER NEWS:

Becky Howell (Southwest Airlines) has recently earned her Doctoral Degree. The degree title is Doctor of Naturopathy (aka: a naturopath). Her exceptionally brief description is "using weeds, seeds, and minerals before drugs to solve problems."

Becky tells us, "many times we can resolve or prevent problems by using simple means rather than complex ones. I liken this to using sledge-hammers (Rx meds) when tap hammers (herbs and a good diet) will do."

The degree program was a lot of fun. My bachelor's is from the University of Houston in Pharmacy ('76), my master's is from Texas A&M in Industrial Education, Safety Education ('83). The part of pharmacy school that I found particularly interesting was pharmacognosy (aka: weeds & seeds) and is where pharmaceutical development originated, herbal medicines which by then had been proven to be successful, but not as routinely predictable as manufactured chemicals."

BABY NEWS:

Eliska Wysocki Schneider (United Airlines 767/757 First Officer) had a baby boy January 3, 2005. He weighed in at 11 lbs. Baby and Mom are both doing great.



UPGRADES/TRANSITIONS:

Stayce Harris became Commander of the 459th Air Fueling Wing at Andrews AFB beginning May 15 Way to go Stayce!!!



Jane DeLisle
HUMAN PERFORMANCE & RESOURCES
(Incoming VICE CHAIR)

I now have a new address and phone number. We are in the process of moving back up North-North FL that is, when the JetBlue Training Department moves into its' own facility at the MCO airport on June 7th. My address is now:
2390 Ocean Shore Blvd. Unit 305,
Ormond by the Sea, FL 32176

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 (@ Mailing Address: 2390 Ocean Shore Blvd., Ormond By The Sea, FL 32176) or (@ Email: PlaneJane1@att.net)

Board of Director Reports

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



International Society of Women Airline Pilots (ISA+21) Minutes - Annual Business Meeting Omni Parker House, Boston, MA- 5-11-05

Opening Statement – Tiana Daugherty
Introduction of members: 59 were present including 3 founder, 3 first time, and 4 ISA scholarship winners.
Two Sergeant at Arms Volunteers were appointed.
Review & approval of the minutes of 5-19-04.
Two minor corrections were made.

Board of Directors Reports

TREASURER'S REPORT: See Laurie Reeves Treasurer Report this Newsletter

MEMBERSHIP'S REPORT: See Danielle Cassell's Membership Report this Newsletter.

EDUCATION: See Mary Ana Gilbert's Education Report this Newsletter. Alicia Kubida will be the new Education Chair. ISA and the Ninety-Nines are working to preserve ISA history. Original issues of the ISA News will be archived at the Ninety-Nines Museum. An ISSN for the ISA News CD has been obtained from the Library of Congress.

A volunteer is needed to record the ISA Scrapbooks to CD. The scrapbooks will be then transferred to the Ninety-Nines Museum (on loan). ISA members are urged to take advantage of the Pro 99's website for both job search and support.

CONVENTION: Also see Cammy McHenry's Convention Report this Newsletter. The 2006 convention will be held at the Hilton Waikoloa Village, Kohala Coast/Big Island of Hawaii from May 16 thru 18. To assist with transportation members may go to the website: nonrev.net. An optional four-day cruise after the convention is being planned.

HUMAN RESOURCES – Jane Delisle, also see the HUPER report this Newsletter. There are two ESV awards for '05, and they will be awarded at the luncheon. The deadline for nominations is the Jan BOD meeting. The maternity policies from Southwest Airlines are requested.

NEWSLETTER: also see Jennifer Neal's Newsletter Editor Report this Newsletter - Deadlines for newsletter articles will be posted on the website calendar page as well as in every Newsletter. When Photo's are submitted, please, if you can, include names and an informational paragraph. Tracy Leonard's mother is assisting in the editing chores; her help is appreciated!

CORPORATE COMMUNICATIONS: Tiana Daugherty A media package is being developed for ISA donations, i.e., the BOSE headset donation worth \$600.00. The Silent Auction raised \$4000.00 for scholarship. The new Operations Manual has been completed and is being distributed. Dana Cooper will be the new Corp. Comm. Chair.

SCHOLARSHIP: also see the Scholarship Report by Beverly Sinclair in this Newsletter. The scholarship timeline alignment with WIAI is a great improvement. At the WIAI Convention, 17 of 23 candidates were interviewed. The quality of the applicants was very high. A very big thank you to Tracy Leonard for doing the ISA booth at WIAI. ISA Scholarship has bought one B737 Type Rating for '05. UPS has awarded ISA \$5000.00 for '06. The check will be presented at the luncheon.

Standing Committee Reports

Gender Issues: Nancy Novaes
ALPA has finally asked for input from the woman's point of view concerning sexual harassment, parenting issues, and pilot assistance. Members are asked to submit stories to be included in future presentations.

IFALPA: Liz Jennings Clark
Liz attended the meeting in S. Africa April 8-12. Europe has experienced faster airline growth vs. the US. Issues of Alliance Airlines and employee relations, runway incursions, open-skies agreements, and establishing pilot liaison with airport operations were discussed. Liz also requests \$200.00 for the IFALPA conference fee. The BOD will act on this matter.

Member Assistance Fund: Linda Wright
The jar was passed to collect funds to assist members with convention registration fees or other purposes established by the Operations Manual.

Unfinished Business

None

New Business

2007 convention sites: Members are requested to consider possible locations. HI for '06 is considered an International location.
Board of Directors Election
Outgoing Directors – Tiana Daugherty, Danielle Cassell, Mary Ana Gilbert, and Jessica Stearns
Incoming Directors – Dana Cooper, Corp. Comm.; Alicia Kubida, Ed; Maggie Rose Badaracco, Secy; and Jane Saddler, Membership.
Membership Issues
Members are encouraged to work with the board and standing committee's concerning issues that affect our membership. We are here to support each other and assist women in realizing their goals in aviation.

Announcements

All ISA members are invited to attend the 6th Forum of the Russian Club of Women – Aeronauts (Aviatriss) to celebrate the 60th anniversary of the end of WW II, Sept. 9-11, 2005. The three-day conference will include aviation seminars, a large cultural program, museum visits, theater, and sightseeing trips. Contact Halide Makagonova at 011-7- (095) 651-15-79; email: makagonova@gcnet.ru or Valentina Kotlyar, 011-7-(095) 182-05-24; email: aviatress@yandex.ru. Registration is \$150, Hotel (Sgl/dbl) 70-90; Theaters & museums \$50; Visa, \$50-70; 2 meals/day \$60; Transportation \$40. All prices in US dollars. The luncheon and photo session will be in the Rooftop Ballroom above the 14th floor.

Awards Presentations

Three ISA plaques, two ESV awards, Retirement awards, and other recognitions will be done after the luncheon.

Meeting Adjournment

The meeting was adjourned at 1135.

Minutes respectfully submitted,
Capt. Jessica Stearns,
SECRETARY



Board of Director Reports

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

The 2005 convention is behind us; I think I can say all had a good time. At least I haven't gotten any critique sheets that say otherwise, yet. So for those of you who couldn't make, it let me give you a quick rundown on how everything went.

Monday was the board meeting, which was quick and productive. There were even some members who dropped in and joined us for the meeting.

Registration started Tuesday morning and we got to meet and greet old and new friends. There were some real problems for people trying to get to Boston, some of whom had even bought tickets. Nothing like going by air! But people made it in one way or another, some even arriving late into the cocktail party, which was held Tuesday evening; we were all looking very sharp.

Wednesday was a full day. We had a business meeting where lots of things were gone over, and a talk by AXA, our Gold Sponsor for the convention. Then it was off to a fantastic photo shoot and a wonderful luncheon. We had a few hours off and then took trolleys to a Boston Harbor cruise. We had a great dinner, dancing and fun. After the cruise we had to say good-bye to some of our friends that we only get to see once a year, but for those who had the time, Thursday was filled with a day of sight seeing on Cape Ann and visiting. Like all conventions it did come to an end for everyone, and we said our good byes to all and headed home.

For my part I can't say thank you enough to Lucy Young. She was there every time I asked for something either fulfilling my requests or coming up with a better idea. She never complained even when I just called her to vent sometimes. This convention would not have been the success it was without her tireless help and ideas. I would also like to thank the weather. We had weather that was nothing short of miraculous. The weather channel was showing segments on how bad the weather was in the Northeast prior to the convention. For ISA, it was perfect. I would also like to thank everyone who was able to attend. I know our schedules are not as flexible as they used to be and it takes more of an effort to make the conventions now. So thank you for making the effort and making Boston a successful convention. We had 60 members and 23 guests. Thanks to all of you for attending.

I am open for proposals for the 2007 convention. I have one proposal for Park City, Utah. There is a convention proposal guideline packet; so if you're interested in making a proposal, get in touch with me and I'll send you the information. I do need all proposals by September 1, 2005.

Lastly get ready for the 2006 convention. Notice the dates. It will be a week later next year. The hotel couldn't accommodate us the second week so it will be May 16-18, 2006. It will be at the Hilton Waikoloa Village, Hawaii. It's on the big island. So be on the lookout in the next newsletter for the big details on our next convention. Till then, get out your grass skirt, practice your hula and get ready for another fun filled convention. Till then Aloha. Cammy

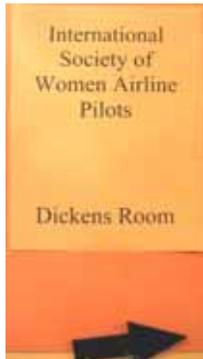
PICTURES ON THE FOLLOWING PAGES OUTLINE OUR WONDERFUL TIME IN BOSTON... INCLUDING

Board of Directors Meeting 05/10
Registration & Set up for Silent Auction 05/11
Free Day (Tourist Stuff) 05/11
Silent Auction & Cocktail Party 05/11
Business Meeting 05/12
AXA Presentation 05/12
Luncheon 05/12
Tourist Stuff
Dinner Cruise in Boston Harbor 05/12
Bus Tour up North to Salem, Gloucester, Marblehead, etc. 05/13

Things of Interest

05/11/2005

ISA Boston Convention Started with Set up & Registration Duties!



Things of Interest



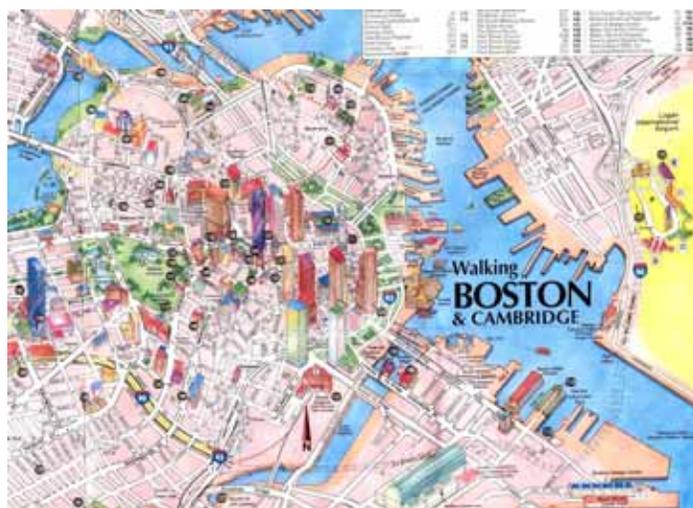
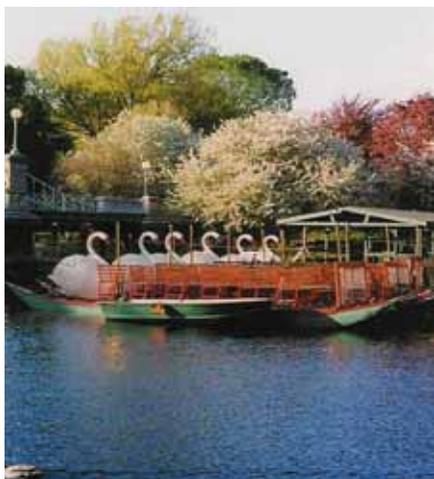
**Girls gotta
EAT !**



05/11/2005 AFTERNOON ON OWN, SHALL WE "TOUR"?



The Freedom Trail



Boston National Historical Park
BUNKER HILL



Things of Interest

**05/11/2005
EVENING OF
COCKTAIL PARTY
&
SILENT AUCTION**





Things of Interest

**05/11/2005
EVENING OF
COCKTAIL PARTY
&
SILENT AUCTION
(cont.)**



**05/12/2005
ISA BUSINESS MEETING & AXA PRESENTATION!**





Things of Interest
05/12/2005
**TROLLEY RIDE
TO A WONDERFUL
BOSTON
DINNER CRUISE**



Things of Interest
 05/13/2005
TOUR BUS SIDE TRIP !



WITCH
 DUNGEON MUSEUM
 AWARD WINNING
 LIVE RE-ENACTMENT
 OF WITCH TRIALS
 "WITCH DUNGEON MUSEUM
 IS THE BEST SHOW IN SALEM.
 PRESENTATION IS MOST
 SUBSTANTIVE AND INTERESTING."
ENTERTAINMENT WEEKLY
LIFETIME MAGAZINE
 WINNER OF BOSTON BEST GUIDE
 "Crème de la Crème Award" FOR
 OUTSTANDING PERFORMANCE
 OPEN
 7 DAYS A WEEK
 10AM TO 5PM



MY BOSTON EXPERIENCE

Words written by Cindy Shonk Ernst's Husband, Jim Ernst

BOSTON 2005

What do you have when you cross the Parker House, John F. Kennedy, Malcom X, Ho Chi Minh, Boston Cream Pie, Freedom Trail, U.S.S. Constitution, Spirit of Boston, Salem, Paul Revere, Lobster, Boston Common and ISA, you have one hell of a great 2005 ISA Convention.

The Parker House celebrated its 150th Anniversary as America's Longest Continuously Operating Hotel (1855-2005). John F. Kennedy wined and dined at the hotel plus made several speeches. Malcom X was a bus boy. Ho Chi Minh was a pastry chef. Boston Cream Pie was created in the ovens of the Parker and is the official Massachusetts state dessert. The Freedom Trail that leads to Boston's historical sites is outside the front door. The U.S.S. Constitution was on the Thursday bus tour that included Salem. The Spirit of Boston ship provided a great evening of wining, dining and dancing. Paul Revere is buried a block from the hotel. Lobster was enjoyed by many for only \$13.00. The Boston Common was two blocks away - the HALPS and children enjoyed the Swan Boat Ride, flowers, playground and seeing where the Cheer's Bar was located.

The cocktail party was first class. Maybe too first class as our Visa bill reflected a lot of bidding for auction items - must have been the wine but who cares - the money all goes to a worthwhile cause. Now if we could only find the items we brought home. The guys were all sad when Beverly Sinclair's husband outbid them for a wrap. Some thought it was to wear over a shirt, the guys thought it would look pretty good as is. Evidentially Bev's husband did too as the two of them were seen leaving with a smile and didn't show up for another 12 hours!!

Lunch and the awards handed out at the Wednesday luncheon were outstanding. It's nice to see the organization recognizing those who contribute their time ensuring the organization is well run. As in the past, Tianna Daugherty and husband ensured the children were well taken care of. The pizza party and bag of toys were a hit. Of course, finding that someone left a piece of cold pizza in the bottom of your bed at 1:00am can sure take you by surprise.

Cammy McHenry did a superb job putting the convention together and, she's putting next year's together too - in Hawaii. This is one no one should miss.

All in all, if hotels get 5 star ratings, the convention deserves a 10!!
Thanks to all who participated in making this a first class event.

HALPS Jim Ernst

Things of Interest

IFALPA Conference

The 60th IFALPA Conference took place in Cape Town with over 350 delegates from more than 50 member associations registered. The Air Line Pilot's Association of South Africa (ALPA-SA) hosted the event. The most important in the IFALPA calendar was 23 hours of Plenary, Committee and Seminar sessions spread over five days and delegates, outlining and agreeing on the Federation's Program of Work for the coming 12 months. The Conference opened with an Airport Liaison Representative (ALR) Seminar. The ALR program, now in its second year, aims to produce a number of pilots trained as liaison representatives to be the voice of pilots at International airports and forward any comments to the Aerodrome and Ground Environment Committee of IFALPA. Pre-Conference activities also included the IFALPA global alliances meeting with representation from Association of Star Alliance Pilots, One World Cockpit Crew Coalition, Skyteam Pilots Alliance and TUI Pilots Group.

The conference also approved a far-reaching plan for restructuring IFALPA itself. Delegates heard from the Presidential Working Group on Restructuring (PWG), which was tasked with reviewing the current IFALPA governing structure and developing an improved version. This new structure would enable the Federation to better represent the various regions, react more readily to industry events, and allow the regions to adapt their structures to reflect local conditions. The two year study called for the present Board to be replaced by a Board of 10 Executive Officers which will consist of the President, the Deputy President and three Executive Vice Presidents, who will be elected by all Member Associations, and five Executive Vice Presidents (Region) who will be elected within each of the five regions to directly represent their respective region. There will be a three year phased introduction with the first full board of Executive Officers elected in 2006. IFALPA President Captain Dennis Dolan (of USALPA) said: "I believe that this restructuring will give the Federation a more regionally balanced and enlightened structure from which to address the myriad of issues facing pilots in the years ahead."

Another important development during Conference was the acceptance of the China Air Line Pilot Association as a member of the Federation. Asia in general and China in particular are huge growth areas and it is vital that their professional pilots are included and represented in the Federation.

Other interesting topics were the Saturday's "sell out" Runway Incursions Seminar where several IFALPA experts talked about the scale of the increasing danger from runway incursions as well as possible solutions for countering the threat. On a less positive note a subdued Plenary Session heard from Captain Evan Cullen of Irish ALPA speaking on behalf of the Ryanair European Pilots Association (REPA) who have taken up arms in support of Ryanair pilots based across Europe. Captain Cullen was at pains to point out that the tactics employed by Michael O'Leary (pay for your own simulator and medical checks, no water or food on board) are "not an isolated case for others to worry about" but rather "strategies that are being watched by others and may become your problem tomorrow".

During the Saturday evening dinner, the customary awards ceremony took place. The Polaris Awards are presented for exceptional airmanship, heroism or a combination of both. 2005's awards were notable for not only the number of awards but also because of an unprecedented DOUBLE award to F/O Kristian Markus Andresen: one Exceptional Airmanship Award and an Exceptional Airmanship and Heroism Award. A deranged passenger using an axe injured F/O Andresen in an attack. He was lucky to escape fatal injury and was able to recover his Dornier 228 from a spiral dive while the Captain fought the attacker. F/O Andresen also operated a flight struck by lightning that seriously damaged the aircraft including melting the elevator links and rendering the aircraft barely steerable in gusty wind conditions. Although the aircraft was written off after a difficult landing, all passengers and crew escaped without injury. Another Polaris Award for Exceptional Airmanship was made to the crew of the DHL airbus struck by a missile while climbing out of Baghdad airport. Standing ovations and goose bumps were the order of the day.

This was, as you may remember, my last Conference as your IFALPA representative; but luckily, during the Boston convention, ISA member Valerie Scott volunteered to attend in the future. I intend to make a presentation at the September Board meeting to request that funding be at least partially reinstated for this post. Since Sept 11th I have covered all expenses where previously an \$800 allowance was given each year. I believe that our attendance at IFALPA is one of the few things that give ISA credence as a professional international group. We cannot expect a member to pay all expenses out of pocket (Registration is currently \$200 (after a discount awarded us by IFALPA with regard to our educational/charitable status otherwise it was \$350) and hotel often \$150+ a night for five nights). It does seem ironic that when I stepped down as Convention chair there was something like \$10,000 left over in the convention (i.e. party) fund but it was generally decided that the IFALPA observers stipend had to be reduced to zero and no funds could possibly be transferred from general running fund or the convention overflow or anywhere else. I feel that if we want to have more than just a social club we need to put our money where our mouth is – so to speak!

Anyway I'll get down off my soapbox and would like to say it has (regardless of financial ups and downs) been an honor and a pleasure to represent this group at IFALPA for the last ten years. I have learned so much and been able to pick the brains of many amazing colleagues. I wish Valerie all the best and hope to see you all in Hawaii next year!

Regards
Liz Jennings Clark

IYE Program Director

2005 Airline Industry Youth Exchange Program

The International Youth Exchange Program for Families of Airline Employees (IYE) is currently accepting applications for world-wide, two week exchanges for airline employee family members.

Youth, ages 14 - 19 years of age are matched with youth their own age. Each youth hosts in their home for a time period of two weeks. The youth are together at both homes.

Coordinated by a retired airline employee, IYE has facilitated over 700 exchanges for airline youth since it began in 1994.

Costs for the exchange: - an airline pass, spending money, & application fee of \$225 (refundable if no match is found)

For an application form or more information please email:

[Camille Wheeler at: cwhee23773@aol.com](mailto:cwhee23773@aol.com)

Captains Club

We now have another class of new captains. Our 2005 Captains' Club was officially inducted in Boston where **Emily Warner** presented the members who could attend with their plaques. It was a sunny day in the Rooftop Ballroom of the Boston Omni Parker House where we had the pleasure of being able to welcome the following members in the club.

- Barbara Andersen, United Airlines, A320, October 2, 2004**
- Melissa Brumby, Kalitta Air, B747, July 7, 2004**
- Jean Combs, Delta Air Lines, B737, February 8 2005**
- Karen Griffith, JetBlue Airline, A320, April 8, 2004**
- Irene Koki Mutungi, Kenya Airways, B737, November 9, 2004**
- Carol Wooley, Southwest Airlines, B737, October 15, 1998**

Also in attendance at the convention was **Shannon Jipsen** who received her plaque in 2003 but had it officially presented to her at the Boston convention in front of her family and friends. So remember if you have never joined or would like to have your plaque officially presented to you at a future convention you are always welcome. All it takes is for you to have been a Captain with a qualifying airline at some point in your career there. So I'm calling all captains to come on down and join now. Cammy McHenry

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)

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A Road Map for the Long-Distance Job Search

Finding a job in the city where you live is hard enough; trying to find a job hundreds or even thousands of miles away can be even tougher. Not only are you fighting against the job market in a city you don't know, you're also dealing with three big challenges:

Challenge #1: Lack of a business network in the new city

Whether you realize it or not, many job openings are filled before they even become public knowledge. This hidden job market consists of business and professional contacts who may let you know of job openings in their area or even offer you a referral. But how do you break into the hidden job market in a long-distance job search?

Solution: A career coach can help you identify potential networking opportunities—even in a long-distance job search. By developing and using a networking strategy, you will be able to make meaningful contacts in your chosen city. And knowing someone in the right company or industry can make the difference between wanting the job and getting the job.

Challenge #2: Reluctance of employers to choose outside talent

When an employer can choose among many qualified candidates who are already local, why should he choose you? Outside talent actually represents a greater risk to employers for a number of reasons. Reimbursing relocation costs and ensuring a good fit for the employee in both the job and the region can be costly. And what if the employee moves, then doesn't like the area? How do you get an employer to take a chance on you?

Solution: A professional resume can help showcase how you are actually adding value for the employer above and beyond the local candidates. A professionally written resume will:

- Demonstrate your superior industry knowledge
- Highlight your strong transferable skills
- Show proof of value through accomplishments with real bottom-line results

Investing in the services of a resume writer will help you craft a targeted marketing message that gets you noticed as a top candidate by employers, no matter how many local people apply.

Challenge #3: Long-distance interviews

There are a lot of downsides to long-distance interviews, both for you and for your potential employer. Someone has to pay the cost of travel. You have to maintain confidentiality without arousing your current employer's suspicions as you take time off for the interview. And the time involved is much different than just taking a long lunch. Is it worth it for you to use up your valuable personal leave for a gamble that might not pay off?

Solution: There are many interview strategies that can actually help you maintain the confidentiality of your job search and use the travel/interview time to maximum efficiency. Hiring a career coach to tailor these strategies to your particular job search situation can make your job search shorter and more effective. With the guidance of a career coach, you can minimize your risk while improving your job search skills.

While no one enjoys embarking on a long-distance job search, there are many ways to make it easier on yourself. Investing in career coaching sessions and a professional resume can make your job search easier by providing you with a road map to get you exactly where you want to be. With this valuable tool in your back pocket, you'll travel the career roads with ease, no matter which city or job you choose. And that type of guidance is always worthwhile.

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Deborah Walker, CCMC  
Resume Writer ~ Career Coach

To see resume samples and read more job-search tips visit [www.AlphaAdvantage.com](http://www.AlphaAdvantage.com)

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# Family Finances

Susan G. Baldwin, CFP®  
and  
Andrew D. Miller  
*Financial Consultants*



*Financial planning is not something just "guys" need to look at. It is important that everyone in the family has a clear picture of the family's finances. Life is often full of unexpected challenges. According to the Administration on Aging, in 2001, 60% of women over 65 were unmarried — 41% due to widowhood.*

**Myth: My husband takes care of the finances so I don't have to.**

The truth is it may be easier for a woman with the many demands of a family and often a career to let her husband handle the family's finances, but if something happens to him and he is no longer able to perform the financial functions, what happens? If a woman has not participated in dealing with the family's financial situation she may not even know how much money is in the bank, where the important papers are kept or how much the family owes. Not having the right information could have costly implications for everyone concerned.

Know the basics about your family's finances. It's important for both the husband and wife to be involved in the finances. Each should know the nature of all the accounts, the amount of debt that is being carried and the family's monthly expenses. It is helpful to create a laundry list of accounts, assets and insurance policies that can be referenced if the need arises.

Even if the husband takes the lead on paying the bills and keeping an eye on the accounts, maintaining an active interest in the family finances will give a woman the knowledge she needs in case of an emergency. Additionally, following a financial plan will help in managing the family's money wisely — an important contribution in helping the family meet its financial goals.

*If you would like to discuss how to assess your family's financial planning approach, please feel free to call us at our office at: (303) 881-0300 (Susan Baldwin) or (720) 946-4369 (Andy Miller).*

*The AXA Advisors office is conveniently located at:*

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## **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 Jane Saddler ( @ 4818 NE 86<sup>th</sup> Street, Seattle, WA 98115 ) or ( @ [isa21membership@comcast.net](mailto:isa21membership@comcast.net) )

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