



ISA News

International Society of Women Airline Pilots
December 2007 Newsletter

ISA SKI DAYS

January 29-31, 2008

Board of Directors Meeting
January 30, 2008

Keystone, Colorado

See all the details on Page 2 and Join Us!



What we do at Board Meetings? Pg. 6



Jenny Beatty inducted into "Forest" Pg. 14



Valerie Scott "Giving Back" Pg. 16

ISA SKI DAYS

January 29-31, 2008

Board of Directors Meeting January 30
Keystone, Colorado

The Colorado Rockies baseball team is headed for the World Series, the aspen trees are changing to their beautiful fall colors, and there is over a foot of snow in the mountains so "all is right with the world"! All we need for perfection is for you to come and join the ISA+21 Board in Keystone, Colorado. This ISA Board is reviving the "every board meeting must include fun" theme, so everyone is invited to come and see them for a great time at the ISA Ski Days in January.

Did you get to Memphis in August and join the fun with the Board? Hot, eh? Here's your chance to cool off and meet the board members and other ISA members and their families and friends. This year the Board meeting will be held at the Gateway Condos, 9:00 am Wednesday, January 30th near the base of River Run at the Keystone Resort.

Don't ski or ride a board? That's no problem! Keystone Resort has snow tubing, snowmobile tours across the Continental Divide, winter fly fishing trips, sleigh rides, and winter horseback riding. You can also ice skate, snowshoe, or cross country ski. No special clothes needed, just warm ones! Just want to recharge, relax, and rejuvenate? The newly remodeled Keystone Lodge Spa is open 7 days a week from 6am-10pm. Get a message, a body wrap, or a facial, or work out in the fitness center. There is even a "Mom and Me" package: 50 minute Chocolate Facial, 25 minute Rose Geranium massage, and 20 minute Lemon Verbena foot refresher for children 14 and under accompanied by an adult. Sounds inviting!

Cindy, Jim, and Katrina Ernst have graciously invited all of us to their new home for our traditional Tex-Mex dinner on Tuesday, January 29th. Wednesday night, we are organizing a unique horse drawn sleigh ride dinner. Draft horses pull sleighs through the Soda Creek Valley to an authentic homestead where a traditional cowboy dinner will be served in "toasty cabins" along with live entertainment. Join the Board members Thursday night in their condo for pizza and party games.

Want more information on the resort and activities? Here are several great websites to check-out:

www.keystone.snow.com

www.seymourlodging.com/keystone.html

www.keystoneresort.com (10% discount w/Promo Code 5KASU)

www.whitemountaintours.net (snowmobile tours)

<http://skicoupons.com/regions.cfm/r/9> (discounts)

Event schedule:

<i>Tues., January 29th After 5:30 pm</i>	<i>Tex-Mex Dinner at Cindy, Jim & Katrina Ernst's home</i>
<i>Wed., January 30th 9:00 am—3:00 pm</i>	<i>Board Of Director's Meeting, Gateway Condos</i>
<i>(time to be determined)</i>	<i>Dinner Sleigh Ride</i>
<i>Thurs., January 31st 6:30 pm</i>	<i>Play Time! Pizza and Games at the ISA Board Condo</i>

For more information please contact:

Krisan Wismer

kaptainkrisan@comcast.net

303-324-5085 (cell)

or her ISA ski helpers:

Carole Litten

carolelitten@yahoo.com

786-271-3204 (cell)

Tracy Leonard

tsleonard@yahoo.com

702-858-1439

*The Sleigh Ride prices currently are \$80 per adult and \$40 for children ages 4-12. Krisan is going to try and get a discount depending on how many want to participate. Please advise her by **January 14th** if you are interested in this unique experience (most unique dining experiences in the Keystone Resort are between \$50 and \$65 without the sleigh ride and the live entertainment). If you need help with lodging or activities, please call or email Krisan by **January 14th**. If you can't reach her, please call or email Carole or Tracy.

*If you would like to FedEx your skis or anything else you might want for Ski Days, Cindy Ernst wants you to know her new address is:

Jim and Cindy Ernst

200 Arnica Lane

Silverthorne, CO 80498

Home Phone: 970-468-0626

Cindy's Cell: 210-241-3921

Jim's Cell: 210-860-5129



Calendar of Events

December 2007

10 ISA News Convention Issue Deadline

Board of Directors

*Chairwoman &
ISA News Editor*

Ann Kieffer
(414) 483-1461 Home
(414) 426-6171 Cell
isanewseditor@iswap.org

*Vice-Chairwoman &
Corporate Communications*

Erin McCoy
isavicechairwoman@iswap.org
isacorporatecommunications@iswap.org

Secretary

Kelly Woods
isasecretary@iswap.org

Treasurer

Laurie Reeves
isatreasurer@iswap.org

Convention

Jill Schilmoeller
isaconvention@iswap.org

Education

Jessica Hatfield
isaeducation@iswap.org

HUPER

Vannakay Hurnevich
(248) 990-5611
isahuper@iswap.org

Membership

Jeannie Dismukes
(603) 938-5294 Fax
(401) 261-4793
isamembership@iswap.org

*Scholarship Co-Chair,
Applications & Awards*

Cheryl Konter
(630) 234-4199
isascholarshipapplication@iswap.org

*Scholarship Co-Chair,
Sponsors & Donations*

Kandy Cassano
(901) 248-4636
isascholarshipdonations@iswap.org

January 2008

15 Deadline for submission of proposals for ISA's 2010 Convention. Go to **page 5** in this issue for guidelines and criteria. For more information, contact Jill at isaconvention@iswap.org.

29-31 ISA Ski Days. See page 2 in this issue for details.

30 ISA Board of Directors Meeting, 9 am, Gateway Condos, Keystone, CO. For more details, contact Ann Kieffer at isanewseditor@iswap.org.

March 2008

13-15 Women in Aviation Conference, San Diego, CA. ISA members are needed to facilitate scholarship interviews and to work at the ISA booth. To volunteer, or for more information, contact Mary Poplawski at wiaconference@iswap.org.

April 2008

1 "Early-Bird" ISA Convention registration deadline.

May 2008

13-15 30th Annual ISA Convention, Fort Lauderdale, FL, Hyatt Boneventure Convention Center (see **page 8** in this issue). Registration info and more details will be found in the *ISA News Convention* issue due in mailboxes end of January.

June 2008

20-22 International Forest of Friendship Celebration, Atchison, KS. Gather with your Board members as we induct ISA+21, our organization as a whole. For more information visit www.ifof.org. Additional details will follow in the March 2008 *ISA News*.

Can't make the Convention, Ski Days, or Fall board meeting and want to "hang-out" with ISA members for a day or a week-end? Post your special interest events here and invite your fellow ISA members to join you! Submit a brief description along with a web site link (if appropriate) and your contact information to: isanewseditor@iswap.org. Postings may be edited for available space and timeliness.

Committees

Aeromedical
Carole Danis-Litten
isaeromedical@iswap.org

Captain's Club
Mary Ana Gilbert
isacaptainsclub@iswap.org

Fast Track & Airlines Mentoring
Luan Meredith
isafasttrack@iswap.org

*Gender Issues/Peer Support/
CIRP*
Nancy Novaes
isagenderissues@iswap.org

IFALPA Representative
Valerie Scott
isaifalpa@iswap.org

ISA Store
Amy Jayo
isastore@iswap.org

Library
Kathy Hansen
isalibrary@iswap.org

Member Assistance Fund
Linda Wright
isamemberassistfund@iswap.org

Scrapbook
Alicia Kubida
isascrapbook@iswap.org

Web Mailings
Julie Derrick
isawebmail@iswap.org

Webmaster
Janet Cote
webmaster@iswap.org

WAI Conference
Mary Poplawski
wiaconference@iswap.org

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Newsletter Deadlines:
Feb. 1, Jun. 1, and Oct. 1

Annual Dues:
\$55 USD Standard
\$48 USD Electronic

Inactive Membership:
\$20 USD

Non-Member Subscription Rates:
\$20 USD

POSTMASTER: Send address changes to:
International Society of Airline Pilots
c/o Jeannie Dismukes, Membership Chair
97 Circle View Drive
Newbury, NH 03255

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For a Membership Application: www.iswap.org/html/membership_.html



Chairwoman's Hot Topics

By Ann Kieffer

"A rolling stone gathers no moss". I can't think of a better adage to describe ISA's future. I congratulate every member who cast her vote on the proposed Bylaws membership eligibility ballot, who overwhelmingly voted "YES", and who ultimately agreed to keep ISA's "rolling stone" moving forward in our ever changing industry.

So, the question now becomes, how does the Bylaws change affect ISA's future membership? First, let's look at the numbers. According to the FAA's 2006 aviation data statistics, women represent 6% of the total active licensed U.S. pilots (5.6% in 1997 and 5% in 1987). Of those active U.S. pilots who hold an ATP, 5,071 are women, or 3.5% (3,572 or 2.7% in 1997). From ALPA and Air, Inc. data, approximately 60,000 U.S. pilots are employed under FAR Part 121 operations. From the FAA's data, one could infer that 3.5% of the FAR Part 121 airline pilots are women, or approximately 2,100 (this number could be lower or higher as neither ALPA nor Air, Inc. differentiate total numbers between male and female pilots). Going over-seas to the non-U.S. carriers, what is the percentage of women pilots? Although I do not have the answer, it would be reasonable to believe the numbers are considerably less given countries, like Pakistan and India, still have only a small handful of women pilots as active crewmembers.

Looking at the "Big Picture", the number of active women pilots in the U.S. over the last 20 years has changed relatively little statistically. Between 1997 and 2006, we gained an average of 150 women pilots per year earning their ATP certificates. Since it's early beginnings in 1978, ISA's membership grew from 21 to an all time high of just over 600 members in 1999, 2000, and 2001. Unfortunately, we continue to lose more members than gained in each year since 2001, with our current ranks at 283. Will the recent change in ISA's membership eligibility defining a *Career Woman Pilot* (US FAR 121 or ICAO 129 with ATP certificate) in a *Career Aircraft* (gross weight of 65,000 lbs. or 29,500 k or greater) open the floodgates for new members? We certainly have room to grow, even capable of surpassing the 600 mark again given the statistics! Ultimately, the answer to that question is really up to each of our members! Whether you acknowledge the fact or not, every day you put on your airline pilot uniform and perform your pilot duties, you are still a public role model for fu-

ture generations of women pilots. Be proud of and share your aviation accomplishments, because none of it was possible without the ground and barrier breaking women who opened cockpit doors and the skies for all of us, from Harriet Quimby, Bessie Coleman, Amelia Earhart, Nancy Love and the WWII WAFs, Jackie Cochran and the WWII WASPs, Helen Richey, the Mercury 13, and ISA's Founding and Charter members.

"Numbers don't lie." Women continue to be outnumbered in the airline industry by a factor of at least 28-to-1. At my airline, Midwest, we are 40-to-1 (402 pilots), and only three female Captains!! Do we need each other and ISA? You bet we do! This organization isn't just about scholarships and encouraging other women into aviation, it's also about men-

(Continued on page 6)



**Make a Difference
and Do Your "One
Thing" for This
Great Organization**
Time to nominate our future
ISA Board of Directors

**Nominations close February 10, 2008
for the May 2008-2010 board**

We need to fill the following committees:

Treasurer
Membership
Scholarship

If you have questions about any of these committees, please contact the board member on that committee or the secretary. This is an excellent opportunity to make new friends, gain new skills, and have fun. No prior experience is needed although a level of computer expertise is nice. If you are interested, or know someone that is, please submit the name to the secretary via e-mail before **February 10, 2008**.

Kelly Woods

isasecretary@iswap.org



ISA+21 Mission Statement

ISA+21 is a charitable, non-profit organization of career women airline pilots whose purpose is to: Celebrate camaraderie. Support informational exchange and social interaction among its members in a healthy environment. Provide aviation scholarship opportunities for career-seeking women. Inspire future generations of women aviators via educational outreach.

(Continued from page 5)

toring each other. We share experiences, support and encourage each other in our careers, even when they are cut short by medical issues or by the FAA's mandatory retirement age. Have you noticed? Our hangar stories are hilarious and match no other, even if they do include a little male bashing at times!

Next time you are in the airport and see a female pilot from your airline or another airline, don't just pass by with a nod, take a minute to introduce yourself, tell her about ISA, why you joined, and encourage her to join us at our next convention, Ski Days, or other planned event. It only takes one small gesture by all of us to ensure ISA's future.

You never know, that one member you encouraged to join, or re-join ISA today or tomorrow may also be ISA's future President/Chairwoman!

See y'all in Keystone for Ski Days!

Hot!! Memphis & BOD Meeting

A Photo Essay



Whenever ISA members gather, there shall always be a group photo (tall people in the back)!
Back Row (L-R): Cheryl Konter, Kelly Woods, Kandy Cassano, Melissa Brumby, Valerie Scott, Mary Ana Gilbert, Jane DeLisle, Ann Kieffer, Erin McCoy, and Laurie Reeves
Seated (L-R): Jill Schilmoeller, Jessica Hatfield, Tiana Daugherty, and Mary Poplawski.



Never mistake free entertainment (Peabody Ducks at left, bottom right, pre-march mode) for great food (BBQ ribs at Rendezvous), good friends, and another group ISA photo opportunity: (L-R) Erin, Kandy, Melissa, Valerie, Jane, Mary, Laurie, Binka, and Ann. Where's the Beale Street photos, especially ISA's piano plunking Pres.?

Exciting Zoo tours!



Party's not over until you eat at Marlowe's, home of pink Cadillacs and award winning BBQ ribs followed by a tour of Graceland, Elvis' aircraft, and all the glitzy tourist traps. Oops, I meant museums and shops!





Convention Chair

By Jill Schilmoeller

Hello! For those of you I have not met, I am your new Convention Chair. I would like to thank all of you who have put your faith in someone who is NOT Cammy, the "professional planner".

I am really excited for the 30th Anniversary Convention to be held in Ft. Lauderdale, FL at the Hyatt Regency Bonaventure Conference Center and Spa on May 13th-15th of 2008. Aside from the general meetings, silent auction and dinner we are planning an airboat tour for Thursday and for those adventurous souls, Richard Petty Driving Experience on Friday. I look forward to seeing you all there!

The proposed 2009 Convention location is Germany with tentative city locations of Berlin, Mainz, or Cologne under our current partnership with Hyatt. In the event we cannot contract with Hyatt in Germany for 2009, the board will finalize the German city location by the January BOD meeting.

Finally I am seeking proposals for the 2010 Convention. The deadline for submission is **January 15th, 2008**.

I hope to see many of you in May! Until then keep the blue side up!

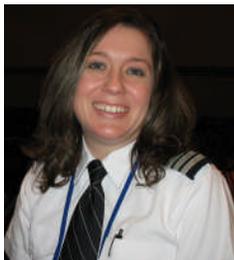
2010 Convention Proposal Criteria

The proposed hotel should be a four or five star. Space is needed for 60 members with classroom setup for the business meeting (this number is based on past attendance). Classroom setup is preferable to theatre seating. Room rates are based on two people sharing a room. Historically the rates are around \$170 per night, with 40 rooms for Tuesday and Wednesday, about 15 rooms for Monday, and about 30 rooms for Thursday if there is a popular side trip. Awards luncheon should be able to accommodate 90 members and guests with a podium setup.

In selecting a convention site and hotel, value is placed on accessibility of the city, ease of airline transportation to the city and then ground transportation to the hotel. Factors that will make a site more valued are:

- Local airline packages and discounts to the city
- Interesting side trips
- Sponsors to help with convention expenses

The Board is looking for a well-rounded package. If a member would like to propose a city, please gather as much information as possible. Convention dates can be adjusted slightly, with Board approval. Once a city is selected, more detailed information will be available as to requirements or recommendations. The local liaison can use her discretion in consultation with the Convention Chair and the Board to adjust to the local situation.



WIA Conference

By Mary Poplawski

WOMEN IN AVIATION BOOTH VOLUNTEERS NEEDED!!

Women in Aviation is having their 19th Annual Conference, March 13-15, 2008 in San Diego, CA at the Town and Country Resort!! ISA has an exhibit booth so we can show off our organization and our scholarships!! We also do a lot of our interviews for these scholarships at this conference. We need people to help with the booth and with the interviews. If you are interested in helping with the booth or the interviews, please contact me at wiaconference@iswap.org. I will be sending out an e-mail in January asking for people to remember to bid it off and then another reminder again in February. Thanks so much!!



“One IF By Land, Taxi If By Sea”

With 300 Miles of Waterways,
Come To *The Venice of America*

ISA's 30th Annual Convention

Fort Lauderdale, FL

May 12-16, 2008

Once known as the nation's Spring Break Capitol, Ft. Lauderdale has transformed into a sophisticated beach resort with world-class dining, lively arts and entertainment, luxury hotels, and 23 miles of golden sand beaches.

Arrive early or stay late! The Hyatt Regency Bonaventure, a 23-acre retreat, includes the Elizabeth Arden Red Door Lifestyle Spa, three outdoor swimming pools, serene gardens, and nearby activities for tennis, golf, Sawgrass Mills Mall, Port Everglades, and miles of beaches!

Hyatt Regency
Bonaventure Conference Center & Spa
Weston, FL

May 12: Board of Directors Meeting

May 13, 14, 15: 30th Annual ISA Convention

Keynote Speaker (May 14): Wally Funk, Mercury 13

Thursday Tour: Everglades Airboat Tour

May 16: Richard Petty NASCAR Driving Experience

Watch for your ISA Convention Issue
arriving in Mailboxes end of January 2008!



Keynote Speaker: Wally Funk



Treasurer's Report

By Laurie Reeves



The Board of Directors has approved the following budget for the calendar year 2008. There was economy in the Newsletter Committee resulting from Ann Kieffer's improved use of publishing programs as well as from the choice of many members to receive the internet version of the Newsletter. That savings offset increased costs in professional fees and reduced income from falling membership. The Board is counting on members' use of the ISA Store. As always, I remind you to pay for purchases, dues and convention registration, if in US funds, by cash or check.

Respectfully submitted,
Laurie Reeves, Treasurer

ISA BUDGET 2008

INCOME

Membership	\$11,669
ISA Store	<u>650</u>
Total Income	\$12,319

EXPENSES BY COMMITTEE

Administration ¹	\$1,275
Awards - Captain's Club	200
Bank Fees	550
Business Meeting ²	0
Chairwoman	10
Convention	200
Corporate Communications	245
Education	220
Gender Issues	10
Human Performance	160
IFALPA	1,500
ISA Store	750
Library	20
Membership	2,095
Newsletter ³	4,100
Scholarship	550
Secretary	405
Treasurer ⁴	<u>755</u>
Total Expense	\$12,225

INCOME - EXPENSE = + \$94

¹Administration includes Corporate Filing Fees, Liability Insurance, Legal Retainer fee, Postal service, Software.

²Business Meeting is for room rental.

Committee expenses include Business Supplies, Postage, Printing, Shipping, and Telephone.

³Newsletter expenses include Printing, Production, Postage Domestic and International.

⁴Treasurer includes CPA fee for filing tax returns

Not included in the budget numbers:

Convention activities on site are self-supporting

Paid from Scholarship Fund:

Scholarship Awards

WAI Conference attendance

30th Anniversary ISA Scrapbook DVD

This amazing collection of ISA's 30-year history will be available soon. But the project cannot be completed without ISA members' help! Photos from the following conventions are still needed:

2000 Costa Rica	2003 Zurich
2001 Anchorage	2004 Phoenix
2002 New Orleans	2005 Boston

Local news articles, photos, or other activities about ISA members (Ski Days, Bike Days, etc.) are also needed from 2000-2005.

Please send photos and/or articles for the scrapbook DVD to Alicia Kubida by **December 15, 2007**.

Email photos to Alicia at: isascrapbook@iswap.org
Need to snail mail articles, non-digital photos, or a CD loaded with pics? Contact Alicia at above email address for mailing instructions.



Shutterbugs Alicia Kubida (L) and Ann Kieffer (R) capture digital photos at 2007's Park City Convention. *Photos by Jim McHenry*



Human Performance and Resources

By Vannakay Hurnevich

Hello everyone!

I have been working hard to adjust to my new role with ISA. There have been a few bumps, but I think I am getting the hang of it. I really love hearing from everyone and seeing your pictures. Please feel free to e-mail me anytime with important news you would like to share. When you e-mail me, make sure to put a reference to ISA in the subject, so I do not delete it by mistake.

As October begins, the chill is already in the air. Before you know it, you will be busy doing your winter exam. How long is our hold over time? As the holidays approach and our schedules go nuts, remember to enjoy what matters most, your family and friends! Have a great fall, and I hope to see you all at Ski Days. Fly safe.

been recalled back to American Airlines based out of BOS on the MD80. As Jeannie says, "life is working out for us."



Upgrades & Transitions

Christina Alba upgraded with JetBlue Airlines on the A320 December 2, 2005.

Kathy Grant upgraded with Continental Airlines on the 757/767.

Jeannie Dismukes started MD-11 training in September with UPS.



Retirements

Sandy Wiederkehr (formally Donnelly) retired from FedEx on December 20, 2006. **Sandy was one of the first 21 of ISA.** Sandy is truly enjoying retirement, it "is so way far better than imagined!" She is now living in Trucklee, CA.

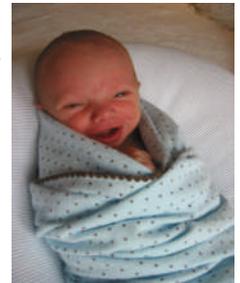
Claudia Simpson-Jones retired from Alaska Airlines as an instructor on September 1, 2007.

Will Dismukes (husband of Jeannie) retired from the U.S. Air Force Reserves after 21 years of service on August 31, 2007. Jeannie was honored with a Certificate of Appreciation from the Air Force for supporting Will's service. Pictured are Lieutenant Colonel Barrett Broussard with Jeannie and her husband Senior Staff Sergeant Will Dismukes. Will has also



Babies

Tiffany Ann McNamara (formally Campbell) and her husband Brad became new parents on May 23, 2007 with the birth of Brogan Miller McNamara, he was 7lbs 5 oz. Tiffany says "parenthood is a whole new experience and we are loving it." Tiffany is a 757/767 FO for Continental, based out of Newark.



Congratulations all of you on your newest accomplishments!

Update Your Personal/Professional Information

Tell Us About:

New Baby? New Husband? Family News? Achievements?
Airline Job? Type Rating? Upgrade?
Transition? Retirement?

Download the HUPER form online!

<http://www.iswap.org/ISAHUPERForm.pdf>

Or email the info to: isahuper@iswap.org



Membership Report

By Jeannie Dismukes

We have established two new positions to assist the Membership Chair in her duties. So now we can officially call it a "committee"! **Deb McEndree** will be the ISA Postal contact for us and will send/receive all the traditional snail mail. **Michelle Booth** will be our data entry & record keeper handling the electronic inputs plus tracking. Please give them a HUGE thank you for volunteering to help.

The Membership Chair will still be your primary contact for updates & questions about your membership. The email address is isamembership@iswap.org.

Membership bills will be mailed in January 2008. Please wait until you get the bill and then return your payment to the return address listed for accurate tracking of your payment. We greatly encourage check or money orders payments because any Visa/MasterCard payment costs ISA a fee to process.

If you have not heard of our outreach program it is designed to recruit new membership by providing ISA+21 contacts from various airlines and regions. These volunteers help explain the benefits of joining ISA and how to apply. The broader this network the more success will have. Of course

new membership is vital to sustainability of this organization. I would like to thank the following members for becoming Outreach Volunteers:

Carolyn Pasqualino UAL/ROD
Keith Johnson FDX/MEM
Serena Townsend DAL/ATL
Becky Howell SWA/HOU
Ann Kieffer YX/MKE

If you want to join this effort please contact me!

Finally I would like to inform you I will be stepping down as Membership Chair at the end of my 2 year term in May 08. It has been fun and very exciting to serve you during my tenure and I think we have made some important improvements this term. For those of you who are interested in serving on the board here is your chance! With the new committee structure in place I believe the Chair duty is very manageable and I encourage everyone to consider it. If you have questions please contact me at 401-261-4793.



Take Your Camera to Work!

The Membership Committee is working on a new ISA+21 Brochure, and we need your help and contributions! We are especially looking for photos, so how about taking your camera to work with you on your next trip and see what you can come up with? Here are guidelines and suggestions:

Please make sure submissions are done high resolution. On an email attachment, the file size for one photo will usually be about 1 MB or higher for sufficient resolution.

We want some variety, so great staging includes: ISA member sticking her head out the window of an airplane. ISA member(s) standing in front of or sitting in an aircraft engine. Even better, if we've got someone flying something big like the B-777, an ISA member standing in the aircraft engine. The benefit of all of these suggestions, versus in-the-cockpit photos, is that they use outside natural lighting instead of flash, which tends to be cheerier and more flattering. Without sunglasses on is normally preferred, although better to have them on versus being squinty.

We would love recent photos of any of the ISA+21 Charter members. We'd also like photos of new members under the

new eligibility criteria, as we need to advertise this change to prospective members. Since we are an international organization, from the non-U.S. members great staging might be a shot that shows the name of the airline clearly in the photo (so maybe taken with the aircraft tail in the background).

The most important objective is to capture the spirit of a successful woman airline pilot. You've worked hard, now we need you to be an ISA model, both role and photo model!



At 2007's Park City Convention: (L-R): Deb McEndree (United), Nell Justice (UPS), Ann Kieffer (Midwest), Jeannie Dismukes (UPS), and Jennifer Palmer (American).
Photo By Jim McHenry



Education Report

By Jessica Hatfield

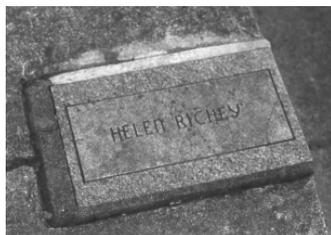
In my opinion, my first Board of Director's meeting was a huge success. Kandy Cassano graciously invited us into her home. The party the night before was a wonderful Spanish theme. My personal favorites were the fresh figs accompanied with prosciutto ham, mmmmm. That and the Sangria!

The next day we got to work early and quickly. Ann runs a tight ship! Here is the business from the Education Chair:

It was proposed that we create a steering committee to decide the need, and feasibility of creating a fresh and new ISA+21 video. If so, what should be included and what would be the purpose; history, education, recruitment for membership, or simply the friendship and love of flying that we all share. If you are interested in joining a discussion group (and great excuse to get together and have lunch!), please contact me at isaeducation@iswap.org.

Alicia Kubida has almost completed the scrapbook DVDs. These collections of memories and photos will be a great asset and joy to all of the members; past, present and future. They will be available for sale at the 2008 Convention in Fort Lauderdale, or you may pre-pay for your Scrapbook DVD as part of the convention registration form. The cost is only \$10 and all proceeds will go to the video project.

It was agreed by the board that we should start the process of nominating ISA+21, as an organization, into The International Friendship of Forest located in Atchison, Kansas. If you are not familiar, "The Forest" is a living, growing memorial honoring the men, women, and organizations who have, or still are, contributing to the world history of aviation and aerospace (www.ifof.org). The Forest was a gift to America in 1976 on her 200th birthday from the City of Atchison (Amelia Earhart's birthplace), The Ninety-Nines, and the University of Kansas Forestry Extension. Each state is represented by a native tree and inductees are memorialized near their own state tree. Embedded in the concrete walk, called Memory Lane, are granite plaques engraved with the names of more than 1,200 honorees, including Amelia Earhart, Charles Lindbergh, Jeana Yeager, the Wright Brothers, Leonardo Da Vinci, Sally Ride, Chuck Yeager, Col. Eileen M. Collins, numerous WASPs (Women Air Force Service Pilots), Harriet Quimby, Helen Richey, and several ISA members over the years. Look for more information in the March 2008 newsletter; plan to join your ISA Board of Directors in June 2008 as ISA+21 is inducted into The International



Forest of Friendship and memorialized by the tree of Nevada.

We found a need to archive many years of ISA+21 documentation, newsletters and historical antidotes. If any ISA member's are interested in organizing, documenting and archiving this important piece of living history, they should contact me at isaeducation@iswap.org. The possible video, scrapbook DVD and archive projects are all inter-connected. Creating an appropriate venue for all ISA members' access to this information is a one time project well worth investing a little time in. This is your opportunity to give back and create something new.

Janet Coté has been the most amazing wizard of our new Member's Only website. If you haven't spent time there, I recommend it. We have some great resources there with many new aspects being created anew by Janet. The BOD meeting discussed some additions to the Member's Only portion of the web site which included: Operations Manual, Scholarship Manual, Treasurer's Report, archived newsletters, early ISA correspondence, calendar, pictures and membership. If there is something that you would like to be added, send me an e-mail and I will get it to Janet.

Finally, Janet has created new iswap.org e-mail addresses for all of the board and committee members. Here's how they work: when an e-mail is sent to an iswap.org address as posted on ISA's website, it is automatically forwarded through our web server and delivered to a designated e-mail address the board or committee member has placed "on file" with Janet. Since this has been done, a remarkable decline has occurred in spam and other junk mail sent by marketers or other individuals using e-mail based internet search engines. Ultimately, maintaining iswap.org e-mail addresses for ISA board and committee members further protects our personal privacy. Kudos to Janet!!!

WANTED!

Committee Members:

- ISA Video team
- Liaison to Forest of Friendship
- ISA Archives team
- ISA Scrapbook team

Contact Jessica at:
isaeducation@iswap.org



Scholarship Report

By Cheryl Konter & Kandy Cassano

Here is the latest update from the Scholarship Committee. We gave out eight scholarships for 2007, and two winners have already completed training. We expect the other winners to complete training soon, well before the May 2008 deadline.

Kristina Huffman, a recipient of one of the Higher Power B-737 type ratings, completed her training in July of this year.

Michelle Bassanessi was the recipient of \$4000.00 for her CFII. She traveled from her home in Italy this July, and completed her training in the US.

The Scholarship Committee would like to thank everyone for all their help! We had great volunteers for the scholarship interviews at the WIA conference. We also appreciate everyone's support with donations and the silent auction. Please keep the auction and raffle in mind when you are out and about shopping and traveling. Gift certificates from businesses are always a big hit! And items donated do not need to be aviation related. All donations are tax deductible.

After extensive review and input from many ISA members, and Board approval, we have made several important changes to our Scholarship Program beginning in 2008. Please take note!!

- No one may win more than two Financial Awards in any 5 year period. However, it is possible to win two Financial Awards, and also an Airline Award in the same time period.
- Only one Airline Award is allowed in a lifetime.
- Applicants may apply as many times as they wish. We feel that there is no need to restrict someone for applying- keep trying if you haven't won!
- ISA Members are NO LONGER eligible to apply. We feel that our Program is to assist women in becoming airline pilots. If you are an ISA Member, you have already "made" it to the top level in your career. We still have the ISA Member Assistance Program to help members that may need help after medical or furlough issues.
- To apply for a Financial Award for an ATP, applicants must have 1400TT and the ATP written complete.
- Airline Awards may be revoked at the discretion of the Scholarship Chair, in the event that the winner upgrades at her airline to a comparable aircraft to her awarded scholarship.

- Awards are for flight training only. This may include ground instruction, flight instruction, aircraft rental, and may or may not include examiner fees or written tests. No funds are to be used for travel, housing, books, or other supplies.

We have also updated the Scholarship Manual, and the Scholarship Selection Committee Chairman Manual. These will be available on the Members Only section of the ISA website soon. By early next year, the web site will also have a section on Interview Guidelines for all of you that assist us interviewing our Scholarship Applicants. This will include a downloadable version of the assessment form. We hope that having everything available online will help everyone to prepare in advance, and make the interviewing experience less stressful.

Every scholarship applicant sends in three copies of their application. This is so each person doing an interview has their own copy to review before and after the interview, plus a "master" copy for the Scholarship Chair. In the past, once the ISA member conducting the interview was finished with the assessment form, the application copies were thrown away. We ask that now you return ALL APPLICATIONS back to the Scholarship Chair with your assessment forms. This will allow us to send each of the three Scholarship Selection Committee Members copies of all applications in advance of the committee meeting. Thank you in advance for helping us with this, and keeping copy costs down.

We value your input! Please feel free to email us ideas that you have for the Scholarship Manual and Guidelines. In the past, a lot of the information was passed along by word of mouth and previous experience. If we missed something, please let us know. We hope that our updates outline in writing the duties and responsibilities of the Chair, and will ease transitions when the reins are passed in the future.

Speaking of the future..... Would you like to be our next Scholarship Chair? The job may be done by one person, or split between several in any way seen fit. Some ideas are Chair/Assistant, Airline/Financial, or Sponsors and Donations/Applications and Awards. Please let us know if you are interested, and we will be glad to tell you about the job! The new Chair position would start in May 2008 after the ISA convention.



ISA Members' Spotlight



By Laura Smith and Ann Kieffer

Karen Kahn (Continental B757/767) was recently recognized by the National Association of Flight Instructors (NAFI) as she renewed her Master CFI accreditation. Karen has held this professional accreditation continuously since 2003. Between Captain duties for Continental Airlines, she is also an independent CFI at Santa Barbara Municipal Airport (SBA), works as an aviation author and consultant www.AviationCareerCounseling.com, and is a FAASTeam representative with the FAA's Van Nuys FSDO.



Of the approximately 91,000 CFIs in the United States, fewer than 600 have achieved the NAFI Master CFI distinction thus far. Karen is one of only 43 California aviation educators to earn this prestigious "Master" title. In the words of FAA Administrator Marion Blakey, "The flight instructor is where the rubber meets the runway. The Master Instructor accreditation singles out the best that the right seat has to offer."

Karen's first flight occurred in November 1968 when her boyfriend, also a pilot, took her to the local airport and she "forked over \$5" for an intro ride. Seems like that ride took root, and before long, Karen was working for a local FBO as dispatcher, secretary, and bookkeeper, even flying a C-182 for a local newscaster. Karen earned her CFI in August 1973 and has kept it current ever since. According to a theory held by many CFI's in the industry, Karen states, "I figured if I let it

lapse, THEN I'd need it. So far it has worked". Karen began instructing at Sierra Academy, where she was hired just three weeks after earning her ticket, and "didn't know how to teach anyone to fly!" After 800 hours dual given, she moved to Tulsa for a weekend ground instructor job, and 2-months later started her own school, Accelerated Pilot Training, when the company she worked for went bankrupt. Eight months later, Karen moved back to California, "since all the business was on the West Coast". Hired by Continental Airlines in 1977, Karen continued to mentor and be a role model for future pilots. In 1989, she started her own firm, Aviation Career Counseling, and has since provided her services to over 500 pilots. According to Karen, earning the NAFI Master CFI is rewarding because, "it's nice to get recognition for things other than just giving dual instruction. The designation rewards efforts as an Educator, Creator of Media, Service to the Community and Participant. You get continuing education credits for any aviation activities, and I urge other ISA members to look in to it."

Karen is a Charter Member and Past President of ISA as well as a member of the 99s. In her spare time, she enjoys walking, bike riding, travel, and speaking to groups, young and old, about aviation. How does she do it all? "A notebook computer as my constant companion, a good Blackberry Pearl cell phone, understanding friends, lots of planning, and a bit of organization. I think the key is that we MAKE time for the things that are important to us."

Congratulations Karen!

Additional information on the NAFI Master CFI program is available at: www.NAFIMasters.org/ and www.NAFInet.org

International Forest of Friendship Celebration

Congratulations to ISA member, **Jenny Beatty**, who was inducted into the "Forest" June 16, 2007 in Atchison, Kansas. Jenny was recognized for her work in developing and implementing the 99s Pro Pilot network along with her aviation career successes. Jenny's parents were present to cheer her on along with ISA members Tracy Leonard, Laura Smith, and Ann Kieffer.



Left Photo: (L-R) Jenny Beatty, Jenny's Mom, and Kingfisher Airlines honoree Capt. Archana Kapoor.

Right Photo: (L-R) Laura Smith, Jenny Beatty, Ann Kieffer, and Tracy Leonard.



Wings Of Women Conference

By Mary Poplawski

On July 20th, 2007 I participated in the Wings of Women Conference (WOW) in Dayton Ohio. This event is hosted by the National Aviation Hall of Fame. Women aviators are invited participate as speakers and mentors to over 65 young high school girls interested in aviation.

We started out the morning with a lite breakfast and got a chance to meet the young ladies. Some of the girls were starting that fall at the high school I graduated from 20 years ago. Connie Tobias, a USAir Airbus Captain, performed her act as Harriett Quimby. Connie does a fabulous job with this act and adds in modern interests to keep the young kids active in her performance.

Next the young ladies and mentors went to the Hall of Fame for a look at their displays and headed to the Hope Hotel where the speakers would be talking. Nadine Nagel a WASP pilot spoke to the whole group of girls and then each of the girls split into groups of 10 to hear from the Mentors they wanted to listen to. Everyone broke for a formal lunch with Col. Colleen Ryan, a female Commander of the 88th Air Base Wing, as the keynote speaker. After lunch, the girls went to their second sessions to again listen to their Mentors talk.

I spoke to two groups of girls in the afternoon about my career and the road I took to becoming a FedEx pilot. I showed them each of the airplanes I have flown along the way, how you can tell I am a pilot, and what position I fly. It was fun to watch the girls when I showed them a picture of me in front of my Airbus 300 and how big it is compared to how short I am. Hopefully I showed them you can be anything you dream to be. It was a fun day with so many young ladies committed to going into aviation.

The next night the Mentors were given tickets to go to the National Aviation Hall of Fame's Enshrinement Ceremony.

This was a neat event for me since Fred Smith, the owner of FedEx, was one of the Enshrinees along with Sally Ride, Evelyn Bryan Johnson, and Steve Fossett. They introduced the Mentors, who had worked the previous day, and described the program and its goals. Afterwards I met Fred Smith, Steve Fossett, FAA Administer Marion Blakey and many others. Such an accomplished group of people!

The Wings of Women Conference is part of NAHF's commitment toward inspiring the next generation of innovators, entrepreneurs, scientists, engineers, pilots, astronauts and dreamers by providing mentors in those fields in which women continue to be under represented. They hope to make this an annual event held during the month of July in Dayton, Ohio. If you are interested in being a WOW Conference Mentor, please visit their website at nationalaviation.blade6.donet.com, or e-mail **Sharon Murner**, Education Coordinator, at smurner@nationalaviation.org.



ISA+21 Members as WOW Mentors: Emily Howell Warner (middle row, second from left), Connie Tobias (back row, far right), and Mary Poplawski (front row, second from right) *Photos by Bill Richard*



Giving Back

By Valerie Scott

In late 2004, I was flying a trip to Sydney, Australia as a 747 first officer for United. One of my flying partners that evening was another Los Angeles based first officer, Willie Daniels II. I quickly discovered we both lived in Colorado, less than 15 miles apart. During the course of the evening, I learned that Willie had wanted to be an astronaut since he was seven years old. During college he became a commercial pilot, but when he tried to apply as an astronaut in 1977 he found out he had the wrong degree. Still wanting to be involved in aviation, he hired on at United in 1978 as a flight attendant, while continuing to pursue his flight hours on the side. In 1981 ALPA was involved in a study with American Society of Aerospace Pilots, to determine the feasibility of airline pilots flying the space shuttle, so he was still hopeful of his dream. Unfortunately, the Challenger disaster in 1986 brought that study to an end. By 1987 he was hired as a pilot at United.

Willie never lost his interest in aerospace, and through contacts at Ames research center and NASA, knew the shortage that we face in coming years to fill about 58,000 jobs per year in aerospace. With that in mind, and with the help of other pilots, educators and business people, in 2000 he incorporated and formed a non-profit organization named **Shades Of Blue**. Their goal is to provide young people with the educational opportunities, training, and employment assistance needed to pursue careers in aviation and aerospace. Additionally they assist educators with the development of curricula that will that will prepare students for careers in those industries. They identify and track students from K-college, while providing the tools and resources needed to help accomplish their goals.

As part for his program, he often has requests to provide speakers at various career presentations. During the course of our flight that evening, he asked if I would be willing to participate in an upcoming event which had requested a female pilot. I viewed it as a great opportunity to be able to share my love of flying, and to possibly inspire a future generation of girls to pursue aviation as a career. Since then I have participated in several events, including a retreat for young women in science and technology, and a reoccurring event entitled Girls Exploring Science, Engineering & Technology. At one event I was part of an industry panel

which included a Captain from the US Air Force, a mechanical engineer with Lockheed Martin, a Recruiting Officer for the Army ROTC, a CEO and entrepreneur on new technology, to name a few. We interacted with the girls, trying to provide a glimpse into our working day, discussing our career paths, and answering their questions.

Other events I participated in allowed for us to do some hands on instruction on the principles of flight, by building balsa wood gliders with each group of girls. Needless to say, I found each of the events to be rewarding beyond words, as



you see young eyes light up with new thoughts and possibilities. Once interest is sparked, **Shades Of Blue** has the ability to identify and follow each student to provide direction and resources as they progress. Currently, they are tracking about 250 students, and provide constant information to them through their website, www.ourshadesofblue.org.

Their current board of directors includes many influential people: Generals, former college Presidents, and a former Deputy Administrator of the White House, to name a few. All are very dedicated to providing information, resources, and scholarships to assist today's children into aviation and aerospace.

If you know of any young people interested in exploring the opportunities available in those fields, they can get valuable information and assistance through this organization. **Shades Of Blue** is always looking for donations of time, money and expertise to support their goals. As for their name, it was chosen to represent the layers of the atmosphere, encompassing all groups of Americans, all shades of color. Their email contact is info@ourshadesofblue.org.



of our flight that evening, he asked if I would be willing to participate in an upcoming event which had requested a female pilot. I viewed it as a great opportunity to be able to share my love of flying, and to possibly inspire a future generation of girls to pursue aviation as a career. Since then I have participated in several events, including a retreat for young women in science and technology, and a reoccurring event entitled Girls Exploring Science, Engineering & Technology. At one event I was part of an industry panel



IYE Youth Exchange

By Linda Wright

Last year my 16 year old daughter, Olivia, asked if I could set up a student exchange for the summer of 2007. Olivia only wanted to go to Barcelona, as she had friends there, and wanted to practice Spanish. I recalled reading about a program advertised in the August 2006 issue of *ISA News*. I contacted Camille Wheeler, program director of The International Youth Exchange program. Camille, retired from NWA, has been coordinating student exchanges since 1994.

After mailing in a check for \$225.00, Camille started her search. As Olivia only wanted Barcelona, our options were few. Camille asked if a non-airline family was OK. After finding out a little about this family (whose friends work for Iberia) through emails and photos, the exchange was on.

Olivia's host family, the Torramilians, consists of Maite, the mother who owns her own advertising company; Carlos, the father who also owns his own company; Daniel, the 12 year old son; and Irene, the 15 year old daughter who would later become our exchange student.

Our plan was to meet the family and drop off Olivia for her two week stay at the completion of our family vacation to Spain. Speaking of vacations in Spain, if you haven't been lucky enough to explore this unique country, put it on your to see list. We had two weeks, which isn't enough time, to see all of Spain. We started the vacation in the classic city of Madrid, then flew on Zone fares to Malaga on the Costa del Sol (renamed by us as the Costa del Condo). Malaga is overcrowded, in our opinion, but it is centrally located for sightseeing, including a day's trip to Tangiers. After a week at a time

share, we flew on Veuling Airlines to Barcelona, actually paying for our tickets. This was our first experience with a no frills, pay for everything carrier. I was happy to find out that the pilots are paid well and the aircraft are new Airbuses. Just don't try to change your departure date, it would have cost us twice the original ticket price to leave one day earlier. Anyway, we arrived in Barcelona, toured for 2 days, then we were picked up at our hotel by Maite and her family. They drove us to their mountain home where they spend weekends. During the week they live in a flat in the center of Barcelona.

After our luncheon of fresh gazpacho, grilled meat and good Spanish wine served on the patio by the pool, I wanted to stay there in Olivia's place. Not to be, we said our goodbyes and flew back to Houston the next day.

Olivia enjoyed her stay and met many new friends. At the end of her exchange both Olivia and Irene flew to Houston. While Houston isn't quite the hot spot (unless you're talking about the weather) as Barcelona, we attempted to make the most of Irene's exchange weeks.

In my opinion it is very important that people make an effort to learn about other cultures first hand. Too many people form their opinions about other countries from what they read in the newspaper. Both of my kids benefited from living with our German exchange student, Irina (some of you may have met her at the Boston convention). This program, IYE is great for the student who isn't interested in a full year abroad, and just wants a taste of living in another country. If anyone has any questions about The International Youth Exchange, email Camille at cwhee23773@aol.com. In addition, see the full page add that appeared in the Aug. 2006 *ISA News* issue.



On the hills outside Barcelona, Spain (L-R): Carlos Torramilians, Olivia Wright, Linda Wright, Alex Wright, Maite Terrones Torramilians, Daniel Torramilians, and Irene Torramilians.
Photo by Todd Wright

Basic Nutrition

By Becky Howell

The importance of diet can not be ignored. Most of these changes would have been accomplished if our foods still contained the natural enzymes that once assisted our bodies in digesting the foods. Today our body must rob other body processes of chemicals to manufacture those enzymes for proper assimilation.

A short review of the basics of a good diet: a balanced diet is composed mostly of fresh fruits and vegetables; easy on the protein and breads. It should be 75-80% fruits and vegetables and raw or steamed are the best "cooking" conditions. The darker and more colorful the fruits and veggies the better. A very high fiber diet will help pull toxins out of the body and prevent the stagnation and subsequent rotting of undigested food in the little pockets and folds of the colon. Except when healing from major injuries, we don't need more than about 3 oz. of protein a day which we can easily get from various meats, nuts, seeds, and vegetables. More protein than that taxes our system and causes circulating immune complexes to float in the blood stream or be deposited in joints while awaiting removal and destruction. [If you'd like a more precise formula for protein consumption: 1/3 of your body weight (lbs.) in grams of protein; or body weight in pounds divided by 2.2, that result multiplied by 0.9 = grams of protein required per day for normal ops.] Pork is the most difficult meat for the human to digest and should not be eaten at all. (It's a shame, bacon was one of my favorites.)



Cook foods as lightly as possible. Natural enzymes begin breaking down at 108°F and are completely destroyed by approximately 120°F. Steaming and sautéing are the least destructive methods of cooking. Frying, deep-frying, and smoking are the worst as these provide the greatest number of carcinogenic compounds. Breads eaten should be whole grains. We need complex carbs, not simple ones like sugars.

The tenet: "if God made it, eat it; if man made it, avoid it" works well as a guideline. Another tenet: "don't eat white stuff," e.g., salt, sugar, white flour, or cow's milk, is another easy to remember guideline. If you must have milk, goat's milk is closer to human milk than cow's milk and contains fewer dissimilar hormones. Ditch the carbonated drinks, even if it's carbonated water. They interfere with your digestive process and leach minerals from your bones. Cut your caf-

feine intake to one cup of coffee or, better yet, green tea a day.

Chew your food well. Solid food should be chewed until it is liquid before we swallow it. This allows the digestive enzymes in the mouth to get to work quickly and also fragments the foods into small pieces that the enzymes in the stomach and digestive tract can better surround. Don't swallow "chunks" of food because you are in a hurry. Take your time. Allowing more time to chew the food gives the brain more time to register the act of eating and satiation. By slowing down, we consume smaller quantities. Don't "drown" your food in fluids taken with your meals. Drink as little as possible with your meals to avoid diluting those digestive enzymes. Don't eat within 3 hours of bedtime. Digestion slows down while we sleep allowing putrefaction and fermentation in the gut, especially of those "chunks" that were inadequately broken down.

Drink half your body weight in ounces of water per day.



Drink more if you are under unusual stress (high heat, lots of sweating, low humidity environments, e.g., flying or scuba diving which cause us to exhale a lot of our needed moisture). For example, if you weigh 180 pounds, drink at least 90 ounces of water per day. I know this

sounds like a lot of water, but your body needs it to clean out toxins. Urine should be a very pale yellow and any bubbles should break within 3-5 seconds (or you're either consuming too much protein or not digesting it properly). Sodas, shakes, coffee and tea don't count. Do not sweeten your drinks with aspartame. If you must sweeten things stevia and xylitol are safe sweeteners. They can also be used in cooking without breaking down into harmful chemicals.

For some of us our diet is our source of stress. For others it can be structural, chemical (non-diet), and/or emotional. Removing the source of stress is both the easiest and the most difficult recommendation for healing. Most of us just can't quit our jobs or leave a stressful relationship, etc. That makes changing and supplementing the diet to ameliorate the damage caused by the stressors even more important.

Take a quality multi-vitamin daily PLUS what I call "ACES": vitamins A (use beta-carotene), C, E, and selenium PLUS a plant-based multi-enzyme product that contains amylase (for carbs), lipase (for fats), and protease (for proteins) to assist in digesting foods. Taking the enzyme product with meals will help to digest that food; taking it between meals will help clean up the rest of the body. Take fish oil or ground flax-



(Continued on page 19)

(Continued from page 18)

seeds daily. I take extra calcium, magnesium, and potassium twice a day and more often when I am dealing with a muscle spasm type of problem.

To find a naturopath in your area:

- Check with the folks at your health food store for their recommendation.
- Google Trinity College of Natural Health, then look up the curriculum|our graduates|by state. Compare those names with folks in your yellow pages. Not all graduates will have their own businesses and there are a number of other naturopath colleges in the U.S. as well.

Another good source of quality herbs and information as well as energy and pain management is your acupuncturist.



Here's a list of books that I've read and really learned a lot from. These are all easy to read for both professionals and lay persons interested in improving their diets to improve overall health and longevity.

The New Optimum Nutrition Bible by Patrick Holford

Putting It All Together: The New Othromolecular Nutrition by Abram Hoffer, MD & Morton Walker, DPM **

Fell's Know-It-All-Guide to Health & Wellness by M. Ted Morter, DC **

The Lost Art of Healing: Practicing Compassion in Medicine by Bernard Lown, MD

Doctor Yourself and Fire Your Doctor by Andrew W. Saul, Ph.D.

The Methylation Miracle by Paul Frankel, Ph.d.

The Inflammation Cure by William Joel Meggs, M.D., Ph.D.

Alkalize or Die by Theodore Baroody, N.D., D.C., Ph.D.

The Acid-Alkaline Diet for Optimum Health by Christopher Vasey, ND

THE pH MIRACLE, Balance Your Diet, Reclaim Your Health by Robert O. Young, Ph.D. & Shelley Redford Young

Reverse Heart Disease Now by Stephen Sinatra, MD & James C. Roberts, MD

Reversing Heart Disease by Julian Whitaker, MD

The Cholesterol Myths by Uffe Ravnskov (Swedish MD)

Fats That Heal: Fats That Kill by Udo Erasmus

Reversing Diabetes by Julian Whitaker, M.D.

The Holford Low GL Diet by Patrick Holford

THE pH MIRACLE for Diabetes by Robert O. Young, Ph.D. & Shelley Redford Young

A Cancer Battle Plan by Anne & David Frahm **

Beating Cancer with Nutrition by Patrick Quillin, Ph.D.

The Untold Story of Milk by Ron Schmid, ND

How to Raise A Healthy Child...In Spite of Your Doctor by Robert S. Mendelsohn, MD (My copy was updated in 1984, some nutritional, etc., recommendations have changed since then, but overall an excellent guideline.)

Your Body's Many Cries for Water by F. Batmanghelidj, MD

healing MYTHS; healing MAGIC by Donald M. Epstein

Dead Doctors Don't Lie by Dr. Joel D. Wallach & Dr. Ma Lan

** = course requirements for Trinity College of Natural Health's ND program www.trinityschool.org; Certified Natural Health Professionals (aka: CNHP courses): www.cnhp.org

(updated 09/13/07)



Capt. Becky Howell (Southwest) has been an ISA member since 1991. She is a registered pharmacist, holds a Masters Degree in Industrial Education (safety education emphasis), and earned her Doctor of Naturopathy in 2005 from Trinity College of Natural Health.

Basic Supplements

By Becky Howell

A basic supplement program should be:
high quality multi-vitamin
extra minerals (at least Ca-Mg-K)
trace minerals
extra antioxidants (betacarotene, C, E, selenium; make sure you get at least 250mcg of selenium/day)
CoQ10
alpha lipoic acid
L-carnitine
fish oil
B-50 complex (twice a day, AM & lunch-afternoon, not PM)
digestive enzymes with every meal to digest that meal, and between meals to clean up the previously undigested proteins in the body

I wish that I could find a mfg. that put all of that together in the quantities that I recommend, but I haven't yet. I'm still looking.

I have found a few multi-level marketing companies that put out great products: Youngevity, Matol, Nature's Sunshine, and Wairoa are a few of them. You don't have to "sell" their products, you can sign up and buy them for wholesale for yourself and your family. If you would like more information on them feel free to contact me.



Ann Kieffer
ISA News Editor
3816 S. Austin St.
Milwaukee, WI 53207-3913

Attention ISA Members

Take charge of your financial future today

With drastic changes in the aviation industry, now is the time to review your investment portfolio fees. **½ % advisory fee** available on Strategic Portfolio Services for those who qualify.

Katherine R. Morris, CFP®, has represented Ameriprise Financial as an occasional contributor on *Investor's Business Daily*, *Microsoft Money* and *The Street.com* and focuses a majority of her practice on the financial planning needs of active and retired pilots.

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Income tax strategies	Reducing Investment Portfolio Fees
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