



ISA News

International Society of Women Airline Pilots
December 2009 Newsletter

International Forest of Friendship 2009



ISA at the Forest of Friendship Luncheon

Left to Right: Angela Masson, Maggie Badaracco, Laura Smith, Becky Howell, Norah O'Neill, Ann Kieffer, Karen Kahn, Lucy Young, Laurie Reeves

The International forest of Friendship was a gift to America on her 200th birthday (1976) from the City of Atchison, Kansas and the Ninety-Nines. Gay Gillis Wells was founder and co-chairwoman of the Forest. It is a living, growing memorial to the World History of Aviation and Aerospace.

Nestled on a gentle slope overlooking Lake Warnock, The Forest encompasses 20 acres in the heartland of America. It is made up of trees representing all fifty states and territories and thirty-five countries around the world. Winding through the trees is Memory Lane, honoring those who have, or still are, contributing to all facets of aviation and aerospace. Embedded in the concrete walk are granite plaques engraved with names of more than 1200 Honorees.

Included are such internationally recognized flyers as Amelia Earhart, Charles Lindbergh, Jeana Yeager, Rajiv Gandhi, the Wright Brothers, Sally Ride, Chuck Yeager, Beryl Markham, General "Jimmie" Doolittle, President Bush and Colin Powell. Memory Lane was dedicated in 1976 by Secretary of the Interior Kleppe as the first National Recreation Trail in Kansas.

This year ISA, and Friends of ISA, sponsored several Honorees into the Forest of Friendship, including ISA Charter Members: Margaret "Maggie" Stryker Rose Badaracco, Norah O'Neill, Karen M. Kahn; and former ISA Chairwoman Ann T. Kieffer.

For more information about the Forest of Friendship,

Including a complete list of Honorees, see www.ifof.org.



ISA at the Forest of Friendship Induction Ceremony

Back row, L-R: Karen Kahn, Ann Kieffer, Norah O'Neill, Lucy Young;

Front row L-R: Angela Masson, Laura Smith, Maggie Badaracco, Laurie Reeves, Aruna Kandarpa, Becky Howell

CHAIRWOMAN'S REPORT by Angela Masson



Greetings Friends,

Your Board of Directors has been busy behind the scenes keeping ISA up-to-date with a myriad of details including membership, communications, banking, corporate legalities, website, bylaws review, archival ideas, scholarship, and convention. As the ISA Directors shore up and constantly improve the framework of our amazing organization, we are simultaneously preparing plans for more interaction and more fun for our members.

Yes, fun. It is so easy for a working full-time pilot, balancing family, the inevitable instability of our chosen careers, and life in general, to lose ourselves in the bottom of the heap of responsibilities. Every once in a while, it does the spirit good to crawl out from under it all, to stand on top of the heap, wave your flag, recognize how far you've come, and how wonderful you are for managing it all. The happy news is that there are others who can empathetically celebrate, with you, how much you've achieved: your ISA friends.

ISA Convention is the original hallmark of our group. This chance to meet with your compatriots provides that once-a-year unparalleled opportunity to share, compare, exchange tips, tell stories, ruminate, and reunion with those who understand you best : other career women pilots. This is special! And a party you won't forget. Yes, Convention 2010 – St. Louis is a convention you don't want to miss. It promises to offer something for everyone, so please mark your calendars now – May 10-13, 2010.

Passion and participation are what makes an organization grow and thrive, and ISA will soon be setting up survey polls to help determine what strikes your fancy, and what keeps you enthused. Electronic voting is coming our way. Several Director and Committee positions are open for terms starting in May, 2010. Please consider what you have to offer ISA, and don't hesitate to fill out a nomination form, even if you think you might be a "stretch" for any position. New faces, fresh ideas, and lots of different viewpoints speak vitality. Check out the openings, and if you don't see a position or committee you would like to lead or join, suggest one you would. You are ISA, and you are valued.

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Calendar of Events...

January 2010 - ISA Board Meeting and Social, Orlando, FL

January 25-28, 2010 ISA Ski Days, Steamboat Springs

February 1, 2010 ISA Newsletter Deadline

February 25-27, 2010 Women In Aviation 2010 Conference, Disney's Coronado Springs Resort

WOMEN IN AVIATION BOOTH VOLUNTERS NEEDED!!

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 Mary Poplawski at pilotgirl@earthlink.net

May 10-13, 2010 ISA 32nd Annual Convention in St. Louis, MO. See Convention Issue arriving in January 2010.

**See Monthly E-Newsletters or
www.iswap.org
for more information**

Introducing ISA's new Board Members:

A special thank you to:

Laurie Reeves—Treasurer

Liz Jennings Clark—Convention

And

Michelle Booth—Membership

For stepping in to volunteer for vacant board positions. Welcome aboard ladies!

Would you like to do more for ISA? Many positions are available and your talents and efforts are needed! Please contact Angela for more information about volunteering.

Convention 2009

Greetings to all ISA colleagues, My name is Liz Jennings Clark and I have agreed to step in as Convention Director as Valerie Sutinen was unable to continue due to work and study commitments. Many of you may well remember me as I did conventions from 1997-2001 and remained on the board until 2003.

I was also the IFALPA representative for ten years. I live in Amsterdam and fly 737NGs for a KLM subsidiary Transavia.com. I am getting busy putting the 2010 convention in St. Louis together and doing preliminary work for Rome in 2011. Please feel free to contact me at lizjc@upcmail.nl with any suggestions as to how we can upgrade and improve your convention experience.

I must say I am looking forward to doing one more thing for ISA!



Meet me in St Louis!

Apart from being the title of a classic romantic film (1944 MGM) this is also an **order!** I know that some, maybe even many of our members have had layovers in the “Gateway City” but I promise you haven’t seen St. Louis until you’ve seen it with ISA! First of all we are staying in the amazing five star Four Seasons Hotel. A wonderful venue right in the center of all that’s happening and with facilities to make you want to spend a few extra days. Then you have all the sights to see and things to do in the city and nearby. Last but not least after the discussion last year in Montreal I will do my best as your new Convention Director to revive the things we love about ISA conventions and to facilitate a great get together for all attendees.

The Hotel

Opened in February 2008 it has received consistently rave reviews – great views of the Gateway Arch even just from the check-in desk not to mention the infinity pool. Flat screen TV/DVD and iPod dock in every room, rain shower as well as a deep tub in the bathroom – even an LCD TV set into your mirror! Then there is the deluxe Spa – whirlpool, sauna and steam room are free for guests and there is an extensive menu of Spa services. As our convention is just after **Mother’s Day** why not bring your Mom along and treat her (and yourself of course) to some pampering? For those who fancy trying their luck at slot machines or the tables there is a 75,000 sq ft casino just downstairs – open 21 hrs a day! On a more practical note there is a MetroLink station just a couple blocks down on the same street as the hotel so you can travel from the airport for about 4 dollars in about 40 minutes. A taxi will put you back about \$25 and take about 25 minutes without traffic. The hotel rates are \$180 for a double, \$215 for a triple and \$245 for a quad (which works out at \$62-\$90 a person).

The City

St. Louis was founded by the French and for a while was even part of the Spanish Empire before being passed back to the French and later sold to the newly minted United States (doubling it’s area) in 1803. Explorer’s Lewis and Clark set out from St. Louis on their historic expedition to the Pacific Coast – the first American overland expedition. Somewhat more recent claims to fame were the city’s hosting of the 1904 World Fair and in the same year the first Olympic Games to be held in the Western Hemisphere. Now-

days the city is home to many famous name brand corporate headquarters as well sports greats like the St Louis Cardinals. Other names connected to St Louis are Charles Lindbergh (who named his famous plane in honor of his local patrons), musicians Scott Joplin and Chuck Berry as well as author/poet Maya Angelou.

One legacy of the World fair is the amazing Forest Park – twice as large as Central Park in NY and along with the Botanical Gardens (oldest in the nation with an amazing Japanese Garden), the Cathedral Basilica (one of the largest and most spectacular collections of mosaics in the world) and the St Louis Zoo (rated best in the Midwest) totally FREE entrance! Otherwise just soak up the atmosphere in the old town or take a stroll along the riverfront and pretend to be Tom Sawyer or Huck Finn. Culture vultures can visit the Laumeier Sculpture Park and the St Louis Art Museum (again free general entrance).

Of course no trip would be complete without a visit to the Gateway Arch, which dominates the skyline, and at 630 feet is the tallest monument in the US. Just a short stroll from our hotel the Arch is open from 9.20 am to 5.10 pm and at the top, on a clear day, you can see 30 miles in all directions.

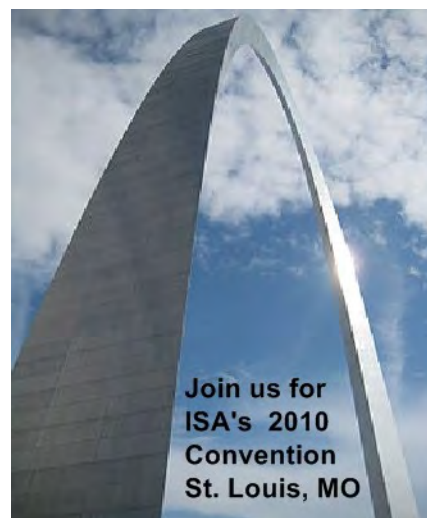
Side Trips

As I only took over the position of Convention Director 10 days before this newsletter's deadline I have not settled on side trips as yet. Here are some of the things I am considering for either Monday afternoon, Thursday or longer post convention trips for those who have a few days to spare. The historical village of Sainte Genevieve – chock full of quaint colonial houses, some open for visiting as well as interesting shops and restaurants and a stone's throw from a selection of vineyards where we can taste the local liquid treasures. Then there is the Cahokia Mounds State Historic Site – a mysterious prehistoric settlement of a community known as the Land Of the Sun. Of course it's also possible to follow a part of America's most famed highway - Route 66 - various interesting sites are not too far down the road including Meramec Cavern and Bill Shea's Route 66 Gas Station museum. A bit further away we could visit Amish settlements in Curryville, MO or Arthur IL. If any of you have personal favorites do let me know.

So let's all start planning some time off for the 10th-14th of May 2010.

The actual convention will be on the 11th to the 13th. Early next year you will get a Convention special with much more information as well as the booking form for both the hotel, general registration and side trips. Feel free to check out any of the places I've mentioned on google or Wikipedia and please do contact me with questions or suggestions. My email is lizjc@upcmail.nl or convention@iswap.org.

Let's all get into the Spirit of St. Louis!



Keeping up with ISA Members....

Dinner with an ISA Friend, by Mary Poplawski

I just love getting my schedule each month and finding out I have layovers where a friend lives. I really love it when the layover is long enough to see them.

I had such a layover on my June schedule where I would be in Louisville for 37 hours. Yea! Now I fly for FedEx and Shannon Jipsen who flies for UPS lives there. Shannon is a captain on the Airbus and I am a First Officer on the Airbus. I was so excited since I have met and enjoyed talking with Shannon at the ISA convention as well as WIA. I e-mailed Shannon and waited. She e-mailed me back and said she was on a trip. I was bummed until I read that her trip put her in Spokane, WA on that Tuesday. Wow, I wrote her back-I was going to be there too, how about we have dinner in Spokane. She got in at 5 pm and I got in at 5:15. I was so excited! I was telling this story all week! On arrival I asked approach control if UPS had arrived. They had. So when I hit the ground Shannon called and I told her I was on my way and would call her from the hotel. We met up in the Park and went out for dinner. We had a great time talking about her Europe trip with her parents, my P-51 airplane ride, the last and next ISA convention, and flying at our companies. We made plans for me to come out early to WIA in February of next year so that I can take pictures of Shannon in the P-51 mustang. We had the waitress take a picture and then we were off walking back to her hotel and then me to mine.

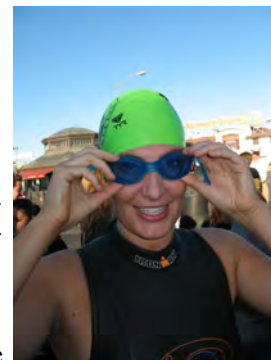
Now just think I was where she lived but she was gone so instead we met up for dinner in a different state. I wonder how many people in this world can do that with their friends.



From Flying to Freestyle, A surprising ISA+21 encounter, by Erika Walker Jackman

Every summer I am involved in numerous open water swims. As a former collegiate swimmer, I have found training for these summer swims has been a great way for me to stay in shape while on the road. I have enjoyed seeking out community and college pools in various overnight cities and swimming while on my trips. Each year my search for fun swims has expanded. Recently I even swam from Alcatraz to the main land!

Three years ago, I discovered that this hobby of mine could also be a way to give back to my community. I learned of a swim across Lake Washington that was solely for the benefit of Children's Hospital. In the past, I have worked as a volunteer at Children's Hospital and it has since been my charity of choice. How perfect it was that my hobby became linked to my charitable cause! Although I don't have a lot of money to donate, I can certainly swim and try my best to recruit volunteers to boat, kayak, canoe and lifeguard as a way to help this fundraiser. My husband is now a regular on the water in our Coleman canoe (he is not a swimmer, but shows his support by life-guarding the swimmers). It is rather difficult finding friends and family who will get up at 530am on a Sunday morning in the summer to help!



I also don't have many friends who are big into swimming (especially long distances in cold open water). Other than the people I meet at these swims, I have given up hope on signing up anyone I know to participate with me. But this year, I had an unexpected encounter. About 10 minutes prior to jumping into the cold water to swim the 1.4 miles across the lake, a woman in cap and goggles stated my name and began to approach me. At first it was hard to recognize her (due to the unusual swimming attire), but then I realized it was Jane Saddler, the woman who had interviewed me a year ago for the ISA B757/767 scholarship. It was wonderful to see a fellow lady pilot who was also involved in my crazy passion for open water swims! I was thrilled to see her there and she admitted it was her first time entering such a race.

It was such a fun day for us. Jane met my Horizon Mechanic husband, and I met her Alaska Pilot husband. I felt that the airlines were well represented at the event! The entire experience took on a new spin, and Jane and I have vowed to find other open water events to swim together. Perhaps there are more ISA +21 members who share our hobby. If so, please look Jane or myself up in the directory! I could certainly use some more women to swim with! Maybe we could even start an ISA +21 swim team...Alcatraz anyone?

ISA SKI DAYS- 2010

STEAMBOAT SPRINGS, CO

Mark your calendars and dust off your cowboy boots ! We are headed to Steamboat Springs, Colorado for the annual ISA + 21 Ski Days the last week of January, 2010, hosted by Sharon Bigelow and Keith Johnson. For many Ski Days in years past, Cindy and Jim Ernst have graciously opened their home to all of us in Keystone, CO, but a change in venue this year seemed to be just the ticket to add some new scenery to our winter holiday.

In the late 1820's, three French trappers were traveling along the Yampa River and they heard a bubbling sound. They thought they heard a steamboat. It turned out to be a natural mineral spring, which still exists today near the present day library. They named the spring, "Steamboat Springs" which gave rise to the future town. From the earliest times, the town's greatest attraction has been its natural mineral springs located throughout the town and outlying areas.

In 1961, a world class ski area was developed. It was renamed Mount Werner in 1964, in honor of a former Olympic skier, Buddy Werner, who died in an avalanche. Today, the town of Steamboat Springs is home to approximately 10,000 people at an altitude of 6992 feet. Mount Werner is 3 miles southeast of downtown Steamboat and features 164 trails with a 3668 vertical foot drop. There are almost 3000 skiable acres of land.

Steamboat Springs is served by the Yampa Valley Regional Airport, which is 22 miles from downtown Steamboat. It offers year-round jet service by American, Continental, Delta, Frontier, Northwest and United Airlines. GO Alpine Services meets all flights at the airport and offers shared ride shuttle service to Steamboat Springs. They also provide daily scheduled ride share shuttles from Denver, CO (DIA) with 4 daily trips in the winter. See www.alpinetaxi.com for rates and more info. Rental cars are available at the Yampa airport from Avis and Enterprise. If you don't want to rent a car, there is free city-wide bus transportation provided by Steamboat Springs Transit, which goes between the ski area, downtown and most condos, restaurants and grocery stores. Steamboat Springs Transit runs continuously daily, stopping at each destination every 20 minutes. If you plan to fly to Denver and drive to Steamboat, be sure and check the road report. Rabbit Ears Pass is sometimes closed during the winter months. If the Pass is closed, you will need to drive west on I-70 past Vail, CO and take Exit 157 at Wolcott to proceed to Steamboat. It is about a 3 ½ hour drive from Denver.

You don't have to be a skier to enjoy the winter months in Steamboat. There is snowshoeing, sleigh rides, snowmobiling, ice skating and dog sled tours available for your recreational pursuits. There is also plenty of shopping offered. For those who are interested in the Hot Springs, the town's signature attraction, public bathing is offered at Old Town Hot Springs and Strawberry Park Hot Springs with multiple pools on site.

Sharon Bigelow has offered to host a cocktail party at her home one evening during the Ski Days, so it will be another occasion for fun and socializing. Spouses, friends and significant others are welcome to join us. This is not a members-only event. If you are interested in joining us anytime between Monday, January 25 and Thursday, January 28, 2010, please contact Keith Johnson or Sharon Bigelow for more details. Keith Johnson can be reached at twotwotango@hughes.net or 901-230-5885 (cell). Sharon is available for questions at sharon.bigelow@gmail.com or 970-870-9815.

ISA Business....

ISA Bylaws and Standing Rules Review, by Mary Ana Gilbert

At the May Convention Business Meeting, the Board requested a review of ISA Bylaws and Standing Rules. The review was accomplished by Captain Nancy Novaes, past Board Member and author of the original bylaws, and Mary Ana Gilbert, past Board Member and author of the Membership eligibility bylaws change.

Upon review of the ISA Bylaws, we have found that the bylaws are in good order and give the proper amount of direction without undue restriction. This allows for the Board to give direction as it sees fit within the structure of the bylaws, but flexible enough for the Corporation as it evolves and matures. Specifically, the timeline for dues collection should remain in as written since it has already been approved by the IRS during the original filing for 501c(3) status. We recommend that the bylaws remain unchanged at this time.

This committee believes that any needed direction at this time should be placed in the Standing Rules. These can easily be adopted and/or changed by the Board at any time, as our new Board members learn ISA Operations and mature in their jobs. Of the direction needed, we recommend the following standing rules be adopted by the Board at this time.

1. Election Process: There should be an election process every year. Regardless of the number of candidates, there should always be an election process for every open Board seat. The process should consist of a nomination committee to solicit volunteers and then put forth a ballot to the membership. If there are any vacant seats, it will alert the membership that there are positions unfilled at the time of election. Chairwoman and Vice Chairwoman will be elected by the BOD before May 31st and the beginning of the new term.
2. Transition of Board Members Protocol: Board Members serve the same term as a membership year - June 1st to May 31st. This is a change from the present expectation of May 15th to May 15th, or the end of the business meeting at the convention. It is expected that outgoing board members finalize all pertinent responsibilities before handing over their duties. (I.E. The final convention bills paid before the Treasurer and Convention Chairs transfer their responsibilities.) All efforts must be made to give incoming Board members proper training and historical references to ensure a smooth and seamless transition. Incoming Board members should familiarize themselves with all ISA directive documents (i.e. Articles of Incorporation, Bylaws, Standing Rules, Operations Manual).
3. Chairwoman Eligibility: The Operations Manual states that it is customary for the Chairwoman to be a Director with at least one year's experience. We recommend that one year's experience on ISA's Board be a hard requirement and that it is preferred to be recent, or at least that the woman is intimately familiar with the workings of the current board and pertinent issues. This requirement should be moved to the Standing Rules. This will ensure that the incoming Board will have direction and consistency as soon as it is seated.

It is the responsibility of each and every Board Member to engage in the management and direction of ISA. All BOD members are Directors first and in charge of a specific job second. It is the accomplishment of her job that informs her vote as a Director. ISA cannot function without the input and balance of all nine Directors. No one Director has the power to direct ISA without the consent and cooperation of a majority of the others.

The two most important BOD jobs are probably those of Secretary and Treasurer. The Secretary is "Keeper of the Keys" to the Corporation and its records, including the work results of the Treasurer. It is she to whom questions of protocol should be directed. She should be familiar with Roberts Rules, so that the presiding Officer (Chairwoman or Vice Chairwoman) can refer to her with questions. The Secretary keeps minutes, records, and the Corporate Seal, if any.

The Treasurer handles the finances of the Corporation, including Scholarship money. She is responsible for all disbursements, including Scholarship money. She handles the investments of the Corporation in accordance with IRS regulations and the will of the BOD.

The Chairwoman moderates the meetings. In the absence of the Chairwoman, this task falls to the Vice Chairwoman. The Chairwoman is the public face of ISA. She speaks for ISA at the behest of and the will of the BOD. ISA has no "Captain." ISA has a BOD. No individual can speak for ISA or promote an individual agenda without the consent of the BOD.

Roberts Rules of Order governs the conduct of all meetings, where they are applicable and consistent with the Bylaws and other governing documents or Standing Rules. Roberts Rules are a tool for efficient operation and are not to be used as a trick or a hammer to avoid honest discussion or disagreement. Spirited, lively, and respectful debate is essential.

It is important to remember that no one member shall govern ISA. There is no "Captain" in the sense that we know the Captain

of an aircraft, i.e. some kind of authority figure. The authority of ISA is vested in all nine members of the BOD and their cumulative votes. The Officers are to be directed by the BOD, not vice-versa. For any action of ISA to be binding upon the corporation, a vote of the BOD is required, as we read in Article VI of the Bylaws.

ISA+21 provides for our members and for the public education and scholarship. By following the rules and bylaws, we are able to maintain our status as a “public charity.” This is the tool that enables us to maintain a high level of scholarship income and is our best method to help ensure that women continue to pursue successfully the enviable job of Airline Pilot.

MINUTES OF THE FALL BOARD OF DIRECTOR’S MEETING

The Fall Board Meeting of the International Society of Women Airline Pilots was brought to order Wednesday, Sept. 16th, 2009 at 9 a.m. at the Staybridge Suites, Denver, Colorado. In attendance were: Chairwoman, Angela Masson; Vice Chairwoman, Tammy Blakey; Secretary, Jill Schilmoeller; Director - Communications, Vannakay Hurnevich; Co-Director – Scholarship, Serena Townsend; and, via Skype, Treasurer-elect Laurie Reeves. Committees in attendance included: Bylaws/Standing Rules Committee, Nancy Novaes; and, IFALPA Representative Valerie Scott. Minutes of the previous Board of Director’s Meeting were approved as read.

Motions presented by the Vice Chairwoman:

Motion to accept Margaret Flynn’s resignation as Treasurer: approved.

A vote was taken for Laurie Reeves to complete Treasurer’s term through 2010: passed unanimously.

Motion to accept Valerie Sutinen’s resignation as Director - Convention: approved.

Motion to nominate Liz Jennings Clark to complete the Director – Convention term through 2010: approved.

Note: Liz Jennings Clark accepted the nomination. Post Board Meeting vote taken electronically for Liz Jennings Clark to complete term of Director - Convention through 2010: passed unanimously.

The results of two previous electronic votes were recorded:

A two part proposal, “The ‘ISA Organizational Chart 2009-2010’ be added to the Operations Manual, and, the Contact ISA list on the website be updated with the nine Board positions only (iswap.org emails), consistent with the ‘ISA Organizational Chart 2009-2010.’” Passed (6/0).

“Open, by invitation only, the [beta test] ISA Ning.com website (<http://isax21.ning.com/>) to the dues current ISA+21 General Membership.” Did not pass (4/5).

Reports from the: Treasurer; Director – Communications; Director – Membership; Directors – Scholarship; the new Director – Convention; The Bylaws/ Standing Rules Committee; the ISA Store; and the WAI Conference Coordinator(s) were received and placed on file. A Treasurer’s Status Report was given by Laurie Reeves. In fulfillment of a previous Board proposal, it was resolved that the moving of the ISA checking account to Las Vegas will be handled by the Secretary.



Guests Andrew Miller and Terri, of Townsend Retirement Specialists, formerly AXA, presented an overview of the current status of, and expectations for, the ISA Scholarship fund. Banking records were updated.

A power-point discussion, “Website Development: Choice and Options” included the proposal: “The Board of Directors approves the 60 day trial development and implementation of an Integrated Web Solution by initiating the ClubExpress.com offer linked to Ning with 10 initial ISA representatives being the 9 Board Members and Scholarship co-chair.” The proposal passed. Proposals referred to committee for further review included: term limits for Scholarship Selection Committee members; Scholarship Selection Committee conflict-of-interest forms; IFALPA representative term limits with possible co-representatives; gifts for retired Board Members; ISA standardized uniform blouse for Convention and/or jumpsuits for air show events; ISA’s own tree in the Forest of Friendship; certain changes to the Operations Manual; local liaisons for the Convention in St. Louis; ISA business cards; and membership invitation cards.

Early flight departures were accommodated and the Meeting adjourned at 2 p.m.

Scholarship Committee Report, Susan Kendrick and Serena Townsend

The summer months have been relatively slow paced with activity for the Scholarship Committee, providing a welcome reprieve after the frantic pace leading up to the previous board meeting and announcement of our 2009 scholarship winners last May.

Following the annual convention, we sent thank you letters, and will reiterate those thanks now, to everyone who made donations to the scholarship fund.

We followed up with our type rating scholarship winners to make the arrangements for their training. An article, which highlighted this year's 737 type rating winners and the history of support Higher Power Aviation has offered ISA+21, was submitted to HPA for publication in their 15th Anniversary Celebration newsletter.

The UPS Foundation grant deadline was Sept. 1, and we submitted the paperwork requesting \$10,000 this year.

One area that is behind schedule for Scholarship is the long-awaited implementation of our Mentor Program. Six ISA member volunteers were identified in May. However, upon the Board's recommendation to provide specific guidance of expectations to those members on their duties as mentors (which we have not yet established), we have not moved forward with matching mentors and scholarship winners. This will be a priority for us this fall.

The fall months are a busy time for the Scholarship Committee. We will be contacting previous sponsors to renew their commitments for another year, as well as seeking new sponsors/donors. October is also the month to send reminder post cards to women who expressed interest in our scholarships at the Women In Aviation booth last February. We will also repeat last year's efforts in spreading the awareness of ISA's scholarships with letters and advertising flyers to approximately 100 flight schools and FBOs. Also look for an updated, downloadable flyer on the ISA website.

Finally, we would like to offer an update on the status of our 2009 scholarship winners and their progress with training so far: The FedEx type rating winners have had their award changed from B757 to B777 ratings due to simulator and in-house training availability at FedEx. Both recipients began a 39-day training program on Oct. 5, 2009. The interview prep course winners: due to some difficulty in coordinating with Emerald Coast and Hanger 9 (relative to the downturn in industry hiring) these winners have only recently been given the go-ahead to schedule their awards. We will provide an additional update on them at the next meeting.

As always, any one interested in helping with any aspect of the Scholarship Program is gladly encouraged to contact us. We can use lots of help! Thanks!

We Need Your Help!
Act now to spread the word about ISA Scholarships
Scholarship Flyers are available on our website.

We need your help to advertise the availability of ISA+21 scholarships. It only takes a minute to print a few copies of our flyer. Download and print from the iswap.org web page.

- * If you have a regional airline with a crew base in your city, find their crew room (or a pilot who will take it there for you) and hang it up!
- * Keep one with you to share with a potential candidate you might meet on your commute.
- * Stop by an FBO in your town and talk to the flight instructors. They, or their students, could be the next financial award recipient.

As the scholarship committee, Serena and I are mailing informational letters to over 100 flight schools, but last year it was word-of-mouth that resulted in the greatest return on actual applications received. You can make a difference with this small ONE THING for ISA. Don't delay—the application deadline is December 10.

Huper News, by Aileen Watkins

Hello! I am happy to be taking over the reins as HUPER Chair. I know I have big shoes to fill, and with your help, I look forward to providing our membership with updated information on Human Performance issues that mean the most to you. I have a few women who are interested in writing articles on such issues as inflight radiation exposure, fatigue, circadian rhythm disruption, health and fitness while on the road, balancing family and career, and flying while pregnant. If you would like to write a piece for our HUPER section of the newsletter, please contact me! We would love to share ideas of our membership to improve our quality of life on the road, and at home.

Over the next several months, I will be updating our maternity policy database. I would like to enlist the help of a woman or two from each air carrier to compile current CBA language and/or company policy information as it applies to maternity and/or family leave. I will have the information available on the website for easy accessibility. If you are interested in helping me with this project, I can be reached at the address below.

I am proud to serve the ISA+21 membership, and I thank you for your support. As always, we love celebrating upgrades, transitions, job changes and family news. Please keep us updated with your current status, and let us know what you would like to see!

Time to nominate our future ISA Board of Directors **Nominations close February 10, 2009, for the May 2010-2012 board** **We need to fill the following Officer and Director/Committee positions:**

If you have questions about any of these officer or committee positions, 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, 2009**.

Jill Schilmoeller
isasecretary@iswap.org

ISA+21 Intent to Seek Election

Office Sought _____ for 2010-2012 term.

Name _____ Airline _____ Position _____

Address _____ City _____ State _____ Zip _____

Phone _____ Cell _____ E-mail _____

Please include a brief biography and statement describing why you would like to serve on the ISA+21 Board of Directors (include memberships in other organizations and offices held, along with other training and/or experiences related to the office sought). Attach a digital photo of yourself for publication with your bio in the March 2009 newsletter.

Mail Completed Form to:

Jill Schilmoeller
 1841 Gray Ridge Cove
 Germantown, TN 38138

Or E-mail info to: isasecretary@iswap.org

Signature _____ Date _____

My signature authorizes the ISA+21 Board of Directors of my intent to seek election, and that I meet all the eligibility requirements for the office being sought.

ISA NEWS EDITOR

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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.

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. **1/2 % 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.

Issues To Consider:

- Income tax strategies
- **Reducing Investment Portfolio fees**
- Retirement planning
- Reviewing your pilot benefits: Pension, 401(k), etc.
- Estate planning options
- Evaluating the return on your savings and investments

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(800) 300-5678.

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