



# ISA NEWS

THE NEWSLETTER OF THE INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

## ISA's 33<sup>RD</sup> Annual Convention

Rome, Italy May 9-13, 2011



You may have the universe if I may have Italy. - Giuseppe Verdi

### Inside this Issue:

New Members	3	Convention Schedule	6	Pre-Convention reading	11
News	3	Options from Sun Tours	7	Silent Auction & Raffle	12
Fiorenza de Bernardi	4	Convention Arrival & Tours	8	Board Meeting Minutes	14
Convention Hotel	5	Touring Italy Excursions	10	Chairwoman's Report	16

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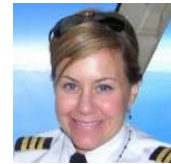
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**Annual Dues:**  
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**Printed Newsletter:**  
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## ISA + 21 Mission Statement

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; and inspire future generations of women aviators via educational outreach.

## Website Privacy Notice

The General Membership at Convention 2010 requested that the membership Directory Default be to "show all information" ( meaning your phone, email, address). Since this info is only available to our paid membership, we updated the Default for the current membership. If you do NOT want your contact info available to other members, please log on to the website, go to your Profile, and update your privacy settings. Admin was unable to update the Default for new members, or non-current members).

- Website Admin

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## New Members

*A warm welcome to our newest  
members!*

FO Sandra Davis, Air Tran

FO Jayln Renee Jarvi, Emirates Airlines

Captain Mikhael Madello, ExpressJet Airlines

FO Julie Ann Randolph, Southwest

Captain Debra Jean Ross, FedEx

FO Tara Wright, Alaska Airlines

## Important Note from Membership

- Renewals are accepted only through the website [www.iswap.org](http://www.iswap.org) .
- You must maintain a valid email address for renewals, voting rights, and newsletters.
- Payment by credit card is preferred, although checks are still accepted.
- Questions? Please email [membership@iswap.org](mailto:membership@iswap.org) .
- Thank you!

## News

### Be a Star – Volunteer!

Karen Springen from *FamilyGoesStrong.com* writes that a federal report found 63.4 million Americans volunteered through a formal organization in 2009, giving more than 8 billion hours of free service. Movie Stars volunteer one after another: Haiti, abuse against women, food banks, disaster relief, energy conservation ...this fact revealing that “people really want to be involved in solving problems” and that signing up makes them smile. ISA Members have the unique opportunity to help women succeed in a singularly difficult and challenging profession. So, share your gifts, make yourself happy, and volunteer - ISA will make you smile!

### Nominations for Board of Directors remain open until May 1, 2011.

Nominate yourself or someone you feel may be qualified. You may nominate anonymously and you may nominate as many times as you wish. Be a Star. Make a difference. Login to [www.iswap.org](http://www.iswap.org) and select Elections/Voting/Surveys from the left-hand menu.

### Become a Member

If you are not a member of ISA, but you would like to be, check out our requirements and see if you qualify. If you are an International Airline Pilot, some exceptions may apply. Go to: [www.iswap.org](http://www.iswap.org) and select “Membership Requirements” from the left-hand menu.



## Fiorenza de Bernardi

Why are we going to Rome I hear you ask. Well to cut a long story short – a number of us “ISA old timers” were concerned that our oldest member – Fiorenza – hadn’t been coming to conventions recently. It was becoming more difficult for 82 year old Fiorenza to make the long trips involved with our last few gatherings. So we thought – if Fiorenza can’t come to the convention then the convention shall come to Fiorenza!”

### *Who is Comandante Fiorenza de Bernardi?*

Fiorenza de Bernardi has five decades of accomplishments in aviation. A record setter, pioneer and tireless advocate for women’s opportunities in aviation, she has made an indelible mark on aviation. Born May 22, 1928, in Florence, Italy, she learned to fly in 1951. Being the daughter of Col. Mario de Bernardi, a world champion seaplane racer and aerobatics champion helped. She entered air races in Italy and other European countries in 1953. De Bernardi has flown the Twin Otter, Queen Air, YAK - 40, and DC-8 aircraft all over the world. She received her glider pilot certificate in the 1960s and was the first woman in Italy to earn a glacier pilot certificate. She joined the Ninety-Nines in 1956. She became the first woman airline pilot in Italy, and one of the first woman airline pilots in Europe when Aeralpi hired her in 1967 to fly the Twin Otter. She then became the first woman airline captain in Italy in 1969. She trained in Russia on the YAK-40 for Air Terrenia and flew this aircraft as a charter demonstration pilot. She worked as a professional pilot for 18 years until retiring after suffering severe injuries in an automobile accident in 1985. De Bernardi continued her staunch advocacy for women’s



*Fiorenza ascolta i consigli di suo padre prima di un volo*

*Fiorenza talks with her father before a flight.*



*Fiorenza de Bernardi ai comandi dello YAK-40*

*Fiorenza commands a Yak-40*

advancement in aviation after retirement. She founded, and is current vice president of API- Associazione Italiana Donne Pilota, the Italian Woman Pilots Association. This organization is now called ADA- Associazione Donne Aria since its members now include Italian women skydivers. She is president of FPE- European Women Pilots federation. She is the editor of Pink Line, a Gallery of European Women Pilots, a compilation of all pioneering women pilots in Europe. De Bernardi joined the International Society of Women Airlines Pilots in 1985. The ISA+21 Merit Scholarship was named for her. This scholarship is awarded annually to a commercial pilot applicant striving to further her career.

(Excerpt from the WIA hall of Fame)

## The Hotel

We are staying at the Mercure Roma Corso Trieste Address: Via Gradisca 29 00198 ROMA - ITALY  
The hotel's telephone number is : (+39)06/852021. Note many Italian phone numbers have a "0" that you need to include when calling from overseas unlike most other countries where you delete the "0".

The hotel's website: <http://www.mercure.com/gb/hotel-3320-mercure-roma-corso-trieste/index.shtml>

It is a newly renovated 3 star hotel just outside the city center. After comments the last few years we decided to downscale and hopefully make this convention more affordable by skipping the 4-5\* hotels and \$15 glasses of wine. Of course as those of you that fly regularly to Europe will know this comes at a price – smaller rooms and of course less luxury. Mercure is a chain – with three hotels in Rome and dozens throughout Europe.

Our rates are as follows: including buffet breakfast and taxes (except the €2 city tax) €139 (\$189 USD) for double occupancy of a double or twin room €110 (\$150 USD) for single occupancy. There are limited triples available – please contact me as soon as possible if this is what you need. Beds are not US sizes – a Double is a small queen and Twins are 2 single beds. I would advise you - if your funds allow -to consider getting a Double for single occupancy or taking 2 rooms if travelling as a family. Our rates will apply for nights before or after the Convention as well as the 'official' dates of Convention – 9<sup>th</sup>-12<sup>th</sup> May.

The breakfast is good – a buffet with the usual breads, pastries, cold cuts, jam etc., but also fruit, yogurt, eggs and sausages, coffee and tea and juice. There are bicycles that can be used free on a "first come first served basis" The hotel staff speak decent English and can advise you about interesting sights, walks in the area, where to get the bus etc. There is a rooftop terrace and bar that normally only opens in June but we are in negotiations with the hotel to have it open for us. Otherwise my room should have a terrace and we can gather there to chat and enjoy the Roman ambience.



## Getting To The Hotel

From Rome Fiumicino (Leonardo da Vinci) airport there are basically two ways to get to the hotel – train & taxi or just a taxi. If traveling by yourself the train will be more economical but from 3 people or more just taking a taxi all the way will be cheaper. You may decide the taxi is easiest.

Rome has a fixed rate from the airport to all downtown areas of €40. This will also be posted on signs near the taxi rank. Official taxis are white with a taxi sign on the roof, as well as a license number on the outside and inside. If you think someone is going to try and rip you off let them see you noting down this number as well as that of the telephone number of the company he works for.

The train – the Leonardo Express - has departures **every 30 minutes**, the Leonardo Express connects Roma Termini station and Fiumicino airport **every day in just 31 minutes** and without intermediate stops. The **first departure** from **Roma Termini** is at **5.52** and from **Fiumicino** at **6.36**. The **last departure** from the **airport** is at **23.36** and from **Roma Termini** at **22.52**. Tickets cost €15 per person and can be bought from machines or kiosks near the platform. Don't forget to punch your ticket to validate it in one of the yellow machines at the entrance to the platform.

You will then arrive 32 minutes later at Termini – follow the signs for taxis - get an official one (see above) and about 10-15 minutes later you will arrive at the hotel. Don't be shy about saying to the driver as you get in that the hotel told you it will be about €10 for the trip (you might have to pay a euro or 2 for luggage but not more).



## Convention Schedule

Registration – before the event online.

The hotel room of Liz Jennings Clark will be available as an ISA “homeroom” for late registration, if necessary.

### **Tuesday - May 10<sup>th</sup>**

09.00-12.00 Board meeting - Santa Constanza Room Mercure Hotel

13.00-17.00 Optional Intro tour of Rome

18.00 – 22.00 Welcome Cocktail & dinner party Casa dell’Aviatore including Silent Auction bus transfer from hotel. Time to be advised (about 18.00)

### **Wednesday - May 11<sup>th</sup>**

Annual Business Meeting

Bus will leave hotel at 08.00 for Bracciano Air Force Museum

09.30-12.30 Annual Business meeting

Partners and kids will be taken to a nearby historic town & castle or even the beach if weather permits.

12.30-13.00 Group Photo

13.00-15.00 Awards Luncheon at Officers Villa on the Air Force Base,

then time to visit museum and later leave for a drive along the lakeshore.

Dinner at a lakeside restaurant.

Transfer back to hotel.

### **Thursday - May 12<sup>th</sup>**

Optional Full day tour 08.30 – 17.00

Highlights of Rome

Visit to the Vatican Museum (entrance included)

Lunch at Borgo Pio (included)

Pantheon, Piazza Navone & Castelo Sant’Angelo



## **International Society of Women Airline Pilots - Annual Convention - Rome, 2011**

To register: logon to [www.iswap.org](http://www.iswap.org) and select Convention – Rome 2011 from the left-hand.

If you are attending the convention in Rome and are interested in additional activities (cooking classes in Tuscany and other off-site trips), or childcare options, please logon to the website [www.iswap.org](http://www.iswap.org), select “Interests” from the left-hand menu, and sign up for these extras under “Convention 2011.”

## Options from Sunflower Tours

### COOKING CLASSES IN SOUTHERN TUSCANY Pre- or Post-Tour

#### ***One day cooking class***

By car or minibus according to number of people participating

Minimum 4 pax maximum 12 pax

Leave the Hotel by car or mini bus and reach Chianciano (1h 30 approx). The lesson starts at 10.30 in the morning and lasts 2 h 30 m, with English interpreter.

You will prepare a complete Tuscan menu, after that you can visit the wine cellar and have lunch with the dishes you prepared served with the local wines. The meal finishes at about 2 pm.

€ 150.00 (approx. \$202 USD) per person for the cooking class for 4 people

€ 484.00 (approx. \$653 USD) for the mini bus with driver. After lunch drive by car to Montepulciano - little walk of the town and return to Rome

#### ***Cooking class and overnight 2 days with driver***

By car or minivan: Leave the hotel in Rome and drive to Chianciano

Check in at Palazzo Bandino. Visit by car Montepulciano, Montalcino, Pienza. Lunch in Pienza Return to Chianciano and visit the cellar with

Lessons on wine and wine tasting. Dinner and overnight in Palazzo Bandino

Next morning breakfast and cooking class with interpreter - learn how to cook a complete Tuscan menu then enjoy lunch with the dishes you have prepared. Return to Rome

€ 650.00 (approx. \$877 USD) car or minivan + overnight and meals for the driver

€ 370.00 (approx. \$499 USD) per person ( 2h30 cooking class + wine tasting + minitour of Pienza, Montepulciano, Motalcino by car + Dinner in palazzo Bandini + Overnight and breakfast in Palazzo Bandino )

### **SHOPPING DAY IN THE OUTLETS OF ROME (Castel Romano)**

By sedan car 3 pax max From Hotel to outlet and return

€ 100.00 (approx. \$135 USD) per car. Personal shopper in English max 3 pax





## Welcome Cocktail

On Tuesday evening we will have our traditional Welcome Cocktail but with a dinner attached!. Fiorenza de Bernardi has arranged that we can use the Casa dell' Aviatore – the Italian Air Force Officer's Club for the evening.

Please take a look at the website to get an impression of this historical building. After a short coach ride we will gather here to catch up on news, support the Silent Auction, and have our first communal experience of Italian food, drink and hospitality.

Dress code is "cocktail" but be sure to err on the side of glamour – this is Rome after all!

Children are allowed – parents must be responsible for their behavior and we are looking into getting someone to supervise and let parents relax for a while

We will have a buffet dinner here – included in your registration fee.

## Tuesday Tour - Colosseum and Forum

This half day tour (€38) takes us first to the banks of the Tiber from where we walk through Aventino - one of the seven hills Rome was built on and now an elegant residential neighbourhood. After a quick visit to the Orange gardens we'll continue down to where the bus is waiting to take us to the Colosseum.

Accompanied by a qualified tour guide we then visit the Colosseum -largest amphitheater in the Empire, where 50.000 spectators sat on marble tiers; watching cruel bloody gladiator fights, hunts of wild animals, and for a short time naval battles. It has survived for almost 500 years. It would still be standing intact if the Romans hadn't used it as a quarry. Many Roman palaces and churches were built with its marble.



Next we'll see the Arch of Constantine and the ruins of the Temple of Venus and Roma - the largest rectangular temple in Rome. Then we will climb the Via Sacra, the main street where religious and triumphal processions took place, up to the Arch of Titus commemorating the pax romana of Judea, with reliefs illustrating Titus' triumph.

Now we enter the Roman Forum for a detailed visit of what has been the first public center of Rome: Its religious, business, judicial, political and civic center. We continue along the Via Sacra, passing nearby the Temple of Divus Romulus and remains of several temples (Dioscuri, Vesta, Antoninus and Faustina, Saturn).

Then we'll see where the Umbilicus Urbis (topographical center of the ancient city) was sited as well as the Miliarium Aureum column from where the distances to capitals of the entire Roman Empire were measured.



Next, we'll visit the Forum main square paved in travertine marble and surrounded by the remains of Julius Caesar's Temple (Julius Caesar's body was cremated where the temple was built) followed by the Basilica Aemilia (a sort of stock exchange), the Basilica Julia (justice court) and the Rostra (oratory podium). Our tour finishes with a visit to the home of the virgin priestesses, the Temple of Vesta.

A good introduction to Ancient Rome....



## Wednesday Schedule (Business Meeting and more)

This year – as mentioned in the last newsletter – we are travelling away from base for the Business Meeting and Award Luncheon. It will be an early start – probably at 8am – boarding the coaches to Vigna di Valle near the volcanic lake Bracciano where we are being allowed to use the Air Force Museum's conference room at a retired seaplane base for our meeting. Partners, friends, and children will be taken to the quaint historical town of Bracciano where they can explore the ancient streets and the pay a visit to the impressive Castle Odescalchi. <http://www.odescalchi.it/eng/>

They will meet us back at the seaplane base where the group photo will be taken. We will then retire to a classic villa used by officers for entertaining and have our Awards Luncheon.

Then there will be time for a tour of the amazing museum where among other things several of Fiorenza's father's aircraft are displayed including the one in which he won the Schneider Cup – he was also the first person to accomplish 100mph in an aircraft! To read more <http://www.earlyaviators.com/edebern1.htm>

We will then take full advantage of our coaches and proceed along the lakeside for sightseeing. Then to a lovely restaurant for dinner. After dinner the coaches will bring us (probably pretty stuffed and quite tired) back to the hotel in Rome.

## Thursday Tour - Vatican Museum, St Peters and more

In the morning we will visit the Vatican Museum and St Peter's Basilica with a certified English speaking guide. (Entrance price included). In order to enter the Basilica no miniskirts or sleeveless shirts are allowed.

The Vatican museum is world renowned for its collection and has to be seen to be believed! This 500 year old collection contains some of the most important classical sculptures and masterpieces of Renaissance art in the world. Our group ticket means we can bypass the horrendous queue to get in.

Then we shall continue to St Peter's Basilica - the largest, longest and most impressive church in Christendom. It treasures include the magnificent La Pietà, an awe-inspiring and emotional sculpture created by 24 year old Michelangelo in 1499.

Culturally sated we will then have a quick lunch at the Borgio Pio restaurant.

The afternoon program continues at the Castel Sant'Angelo The Castel Sant'Angelo was built as a tomb, Hadrian's Mausoleum. The Roman Emperor built it for himself and his family; their ashes were placed there in 138 AD. Other emperors are also buried there, but the tomb became a fortress in 401 AD; in 410 it was raided and the ashes were scattered.

It was named Castel Sant'Angelo after 590 AD when the Archangel Michael is said to have appeared on top of the building, signifying the end of the plague. From the 14th century, the popes turned the place into a residential castle, connecting it with St. Peter's by a fortified corridor. Since 1925, it has been a museum. The complex maze of rooms and corridors now house beautiful furnishings, paintings, sculptures, archaeological finds and historic weapons. (We will not be going inside).

Then we cross the bridge and walk 500 m and reach Piazza Navona. We will enjoy the outstanding baroque Navona Square with two magnificent Bernini's fountains of the Moor and of the Four Rivers (depicting rivers Nile, Ganges, Danube and Plate River). There are sidewalk artists and outdoor cafés. Then we see the Madama Palace, present seat of Italian Senate, where the Medicis once lived. Last but not least we will visit the Pantheon - a huge temple of all the gods, unbelievably well preserved after 18 centuries. Even after all this time it is still one of the world's largest unsupported domes. Built as a temple to Roman Gods, it is now a Catholic Church.



## Touring Pre and Post Convention

For those lucky enough to have more time off here are a few suggestions.

Member Shannon Jipsen is a qualified tour agent and has offered to help with planning longer tours pre or post convention. She herself is travelling to Cinque Terre on May 13<sup>th</sup> – 16<sup>th</sup> then to Santa Margherita on May 16/17<sup>th</sup> and is looking for a travel companion. She is planning to explore the area, do some hiking and take the ferry to Portofino. Contact her via AV8MOTIV8@aol.com if you are interested.

In general Shannon advises that you can easily get to Venice (5-6 hrs), Florence (2hrs), or Milan (4 -5hrs) on direct trains from Rome. A highly recommended option for a trip - Shannon did it last year with her Mom - is to travel to Naples then to Sorrento then on down the Amalfi coast. .

She writes “I will be glad to help you with wherever you want to go, just let me know so we can begin to pull it together. We need to have all decisions made & tickets booked (if you choose you can get the train tickets ahead of time...not necessary, just an option) by early April so that you can get the tickets sent to your home ahead of time. Let me know what you are interested in and I'll get back to you as soon as I can.”

As a possible alternative to building your own trip I (Liz) would suggest checking out the [www.viator.com](http://www.viator.com) website – they have a number of prearranged tours including a 3 day Naples/Pompeii/Sorrento/Capri.

Sunflower Tours (who are doing our Tuesday & Thursday tours) offer the following choices for small groups either pre or post convention: by car or minibus according to number of people participating - minimum 4 pax; maximum 12 pax

One day cooking class in Southern Tuscany. Drive from the hotel to Chianciano (1h 30 approx). The lesson starts at 10.30 in the morning and lasts 2 h 30 m, with English interpreter.

You will prepare a complete Tuscan menu then visit the wine cellar and finally have lunch with the dishes you prepared served with the local wines. The meal finishes at about 2 pm. After lunch drive to Montepulciano – take a little walk around the town then return to Rome.

Guide prices: € 150.00 (approx. \$202 USD) per person for the cooking class for 4 people plus € 484.00 (approx. \$653 USD) for the mini bus with driver.

Tuscan Cooking class and overnight - 2 days with driver. Drive to Chianciano (1hr 30m) - check in at Palazzo Bandino. Tour (by car) through Montepulciano, Montalcino and Pienza. Have lunch in Pienza then return to Chianciano and visit the cellar for lessons on wine and wine tasting. Dinner and overnight in Palazzo Bandino. Next morning breakfast and 2hr 30m cooking class with interpreter - learn how to cook a complete Tuscan menu then enjoy lunch with the dishes you have prepared. In the afternoon return to Rome. € 370.00 (approx. \$499 USD) per person includes cooking class/wine tasting/ minitour of Pienza, Montepulciano, Motalcino by car as well as meals and overnight stay in Palazzo Bandino. Plus € 650 (approx. \$877 USD) for car or minivan + overnight and meals for the driver.



For the shopaholics: Sunflower can also arrange transport to the Outlets at Castel Romano. Sedan car for 3 persons maximum from the hotel to outlet and return €100 (approx. \$135 USD) per car. English speaking Personal shopper €200 (approx. \$270 USD) for the day.

## Children

For many years ISA has had a standing rule that children and babies were not allowed at the Welcome Cocktail. This was to give members a chance to meet, socialize, and have a drink without distractions that have been caused in the past by unruly kids. The Board has decided to waive this rule for convention 2011, and will consider possibly revoking it depending on how the experience evolves.

Parents – we are looking into obtaining local child-minding staff – please let me know if you do not want your child to take part. Please be aware that the Cocktail party is primarily an adult event where the majority want to socialize without interruptions.

The Business meeting is off limits to children – alternative entertainment will be provided and we will meet up for the Awards Luncheon.

## Interesting & Useful Websites for Pre-Convention Reading

<http://www.worldtaximeter.com/rome>

<http://www.italylogue.com/featured-articles/top-10-things-to-do-in-rome.html>

<http://goitaly.about.com/od/romeitaly/p/rome.htm>

<http://www.stuardtclarkesrome.com/mainpage.html>

<http://www.iloverome.net/category/roman-attractions/>

<http://www.rome.info/>

### **Any Questions?**

Please contact **Liz Jennings Clark** at:

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Email: lizjc81@gmail.com

Phone: +31 20 671 6070 (home)

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Liz lives in Amsterdam, so if phoning her, remember that her timezine is UTC+1 (i.e. 6 hours ahead of ET).

### **New IFALPA Representatives**

Congratulations to our newest IFALPA Representative, Captain Karen Kahn, and our IFALPA Representative Alternate, FO Cindy Mandel! After a spirited election, with a rousing turn-out of 16% of all eligible voting members, a close race was concluded on February 15<sup>th</sup>. The position has been expertly filled by Captain Valerie Scott for five years, and we warmly thank her for her professional contributions to our organization. Valerie will remain on as a mentor, as needed.



## Silent Auction and Raffle

Submitted by Mary Bardon

*Our ISA convention attendees are amazing!* In St. Louis, 2010, the Silent Auction netted \$3978, and the Raffle brought in \$1107, for a total of \$5085, that went into the ISA Scholarship Fund. And we had just 63 (*very generous*) people in attendance!

Please start planning now, for what you might bring to donate to the Auction or Raffle this year, to help make 2011 even more amazing.

For many years, Tiana Daugherty did an incredible job of running the Auctions and Raffles. In 2010, I volunteered to give her a little break, so she could just attend and enjoy the convention without working so hard. Then, she had back surgery a couple of weeks before that convention, so the plan didn't work out very well. Hopefully, we'll see you in Rome Tiana?

In St. Louis, it was both fabulous - and a bit frightening - that we had perhaps, the largest number of items ever donated for the fundraisers. Couple that with the fact that I was a novice organizer, and you can just begin to imagine the excitement we had behind the scenes.

The *Patron of Silent Auctions and Raffles*, Debbie McEndree, decided to empty her collecting closet of everything she had amassed over the years. She sent 16 boxes of items. Other members brought more boxes and bags of wonderful goodies with them as well.

I want to sincerely thank each person who brought something for the STL Auction and Raffle. Whether it is one small item, or twenty, each and every one is appreciated more than you can imagine. The amount of items we received in STL was extraordinary, and I can pretty much guarantee that an abundance like that will not be repeated any time soon.

For those of you who were concerned that we mixed and matched many of your donated items into "groupings" for bidding, I would like to offer an explanation. We set out over 300 items on the tables for bidding. Many were "grouped", with 4 to 8 items on a single bid sheet. We had 70 bid sheets out. We had 63 people bidding. If we had placed 300 (or even 150) separate bid sheets out, many items would have had no bids, and we would have been there until midnight trying to tally and take payments.

I would especially like to thank everyone who helped collect, sort, set up, and otherwise lighten my load. Thank you Keith Johnson, Mary Ana Gilbert, Krisan Wismer, Becky Howell, Sherry Anderson, Luan

Meredith, Laura Smith, and Muriel Zarlingo, for starters. And, thank you to my sister Peg, for being a huge help throughout. Additionally, a very special thanks to Strike Fongeallaz for her tremendous efforts, and marvelous results, selling the Raffle tickets. My apologies, as I admit that I was a bit overloaded at the time, and I am certain that I have forgotten to acknowledge someone.

ISA wishes to acknowledge and thank those businesses that supported our fundraisers in STL. Remember, they support ISA, most likely with the hopes that ISA members will return the favor. Please consider doing business with these companies, and if you do, please mention ISA.



**Many thanks to our business donors:**



The Aviation Store and Aviation Books  
(www.theaviatorsstore.com)



Four Seasons Hotel Saint Louis



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Jeppesen

**And our generous individual donors:**

Sherry Anderson  
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Laura Smith  
Debbie McEndree  
Krisan Wismer  
Luanne Meredith  
Norah O'Neill  
David Gotzh

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Sandy Anderson  
Kit Darby  
The Estate of Thea Lowry  
Cyd Fougner  
Tiana Dougherty  
Felicity Bush  
Jeff Marten

Keith Johnson  
Peggy Kimbrough  
Lori Cline  
Carolyn Pasqualino  
Valeria Slocum  
Kandy Bernskoetter

If I have missed a name, please let me know for future acknowledgement.

Also, if anyone needs a receipt for tax purposes, please contact me.

As the convention will be in Rome, Italy, this year, we would like to make a couple of gentle suggestions. If you have large or heavy items to donate, please keep in mind that the majority of attendees will have to transport these items into other countries and deal with a variety of customs and duty regulations. If you have large or heavy items, perhaps you could bring detailed photos and descriptions of the items to use during the bidding, then ship the items to the winners later.

Here's a little enticer for all of you. For the STL convention, the estate of Thea Lowry (via Cyd Fougner) donated some awesome Amelia Earhart memorabilia items. A little birdie told me that some Charles A. Lindbergh items will likely be available for bid in Rome.

So, be amazing! Come to Rome this May!

## ISWAP Winter Board Meeting - Minutes

Steamboat Springs, CO  
January 25, 2011

Preface: This Winter Board Meeting was held in conjunction with ISA Ski Days, Jan. 24-27, 2011.

Physical location of the Meeting was the Heritage Suite at the Hotel Bristol, Steamboat Springs, CO.  
Online attendance was via GoToMeeting.com using their one month free option.

The meeting was brought to order by Chairwoman Angela Masson at 0900. Attendees included Secretary, Jill Schilmoeller; Treasurer, Laurie Reeves; Director Events Liz Jennings Clark; Co-Director Scholarship, Serena Townsend; Bylaws Committee, Nancy Novaes; and, of the General Membership, Binka Bone. On-site, but not attending the Business Meeting, General Members: Keith Johnson, Krisan Wismer, and Sharon Bigelow. A voting quorum was confirmed. The Board of Director's Meeting Packet, which included the Agenda and associated reports, was 29 pages long. Excerpts from reports and condensed, related discussions are reprinted here:

Chairwoman, Angela Masson: The Chairwoman's *State of the Organization* is reproduced in its entirety elsewhere in this Newsletter.

Vice-Chairwoman, Tammy Blakey: IFALPA voting continues through February 15<sup>th</sup>. Voter turnout has been surprisingly good. Special thanks and acknowledgement are in order for both ISA Members who are running for this high visibility position: Cindy Mandel and Karen Kahn. There are no Pending Proposals at this time, although the Forums are open for several Discussion Topics. Please note and read the ISWAP Forums Policy Statement online before posting.

Secretary, Jill Schilmoeller: Online nominations and elections have been designed to conform with the current Bylaws, although cumbersome in terms of web use. This discrepancy has led, again, to a suggested review of the current methodology for selecting Board Members. Currently the Bylaws call for generally electing "Board Members" and then allowing the Board Members to select Officer and Director positions amongst themselves. One problem is that volunteers often prefer to know, in advance, in which Board position they may be serving. This is increasingly important as the complexities of each position have increased. Directly electing a member to a certain position solves this problem and creates a cleaner online voting ballot. However, direct elections would require a Bylaws change. Members are encouraged to voice their opinions regarding the pros and cons of this debate on the Forums page of the website. Currently there are four open positions for Board Members. The website nomination form allows Members to nominate themselves or someone else, and note a favored Director position. Nominations for the Board of Directors will remain open until May 1st.

The Treasury, Laurie Reeves: Laurie presented several very important reports, including *Account Summaries, Program and Projects Report, and Profit and Loss*. All reports highlight the transition status of ISA as we make the administrative re-alignment of our tax reporting and budget years from a Jan-Dec calendar year to a Jun 1<sup>st</sup>-May 30 operating year in order to coincide with the Bylaws. A new budget is still being designed based on the remaining "short" year and commencing with the new budget year starting June 1<sup>st</sup>. Budget submissions are requested at this time. Income from Membership dues is now generated year-round. Tracking and posting revenue via the website has required new bookkeeping methods. A funding/accounting anomaly which occurred during the transition of Treasurers was discussed. AXA liaison, Andrew Miller, has offered to present financial seminars on topics of our choice at ISA functions on request.

Archives, Jo Halverson: Jo serves as our "data maven" when it comes to the numerous email requests for number of women airline pilots and related education resource questions. She is working on a "MindJet" interpretation of the almost overwhelming archives project.

Communications, Paula Colegrave: Paula continues to serve as Newsletter editor and lead Coordinator for website news, including International News, supervised by Coordinator Kelli Johnson, and Member News, which has recently been designated as an extension of HUPER, under the management of Coordinator Aileen Watkins. Angela Masson, as one of the three website Administrators, noted the ISWAP website has been recently improved with a complete update called "Version 5.0." A Website Coordinators diagram and complete listing was submitted for inclusion in the ISA Ops Manual. FaceBook added a "Community Page" called "ISA 21" which is not under our control or supervision. In response, we have initiated a preliminary FaceBook page titled International Society of Women Airline Pilots with the following designated Coordinators: Jill Schilmoeller (Secretary), Kelli Johnson (International News) and Angela Masson (Chairwoman). Please submit your suggestions for improving this page to any of the listed Coordinators.

Events, Liz Jennings Clark: Liz has been working closely with Fiorenza de Bernardi to complete the administrative details related to Convention. Accounting has presented a few special challenges, as we deal in Euros and Italian business models. A discussion regarding whether or not children (CHIRPS, Children of Airline Pilots) should be allowed to attend the Cocktail party ensued. It was agreed that for this event in Italy, where children are especially appreciated,



children with good manners would be allowed to attend the evening gala, but that also a childcare service would be made available. Mary Bardon will again be organizing the Silent Auction. The necessity of wireless internet was discussed. Rooms are limited and early registration is encouraged. [Note: Online Registration is currently up and running smoothly. Login to [www.iswap.org](http://www.iswap.org) and select "Convention Rome -2011 from the left-hand menu].

Membership, Michelle Booth: There are several "pending" membership applications which require Board review. Membership qualifications and standards for International applicants need to be reviewed and documented. Also a standardized method for reviewing new applicant paperwork needs to be instituted which includes a notation by the reviewer of the documents inspected (ID card, airline validity, etc.), the method used for validation, and a record of the results made available for archival retrieval via the website. Projects for Membership: New Member Packets, Membership Drive, and small, hand-out size Friendship Cards with membership information.

Scholarship, Serena Townsend and Julie Clippard: The number of qualified applications for Scholarships is down from last year. Financial requests out-number type-rating requests. Scholarships are awarded strictly on merit and will not be awarded if there are an insufficient number of qualified and/or approved applicants. Serena applied for 4% funding from the Scholarship core Fund for financial scholarships and the request was approved by the Board. The contract with Thomas Smith, who has offered to assist in locating donations for a 10% administrative fee, is still pending completion and signatures. Scholarship interviews are currently in progress and several are scheduled for completion during WAI.

Committee Reports:

Bylaws, Nancy Novaes: Nancy submitted a comprehensive report with an overview and opinions regarding the Bylaws items currently posted for discussion on the website Forums. She concluded the current voting method [of voting for Board Members in general, as opposed to voting for a specific position] should remain unchanged, and included an "ISWAP mini-history lesson: pre-incorporation." Nancy made recommendations for a New Member brochure, as well as a standardized procedure for future Bylaws changes. The Board thanks Nancy for her parliamentary assistance during the meeting.

IFALPA: Valerie Scott continues to monitor ISA's involvement with IFALPA while elections for the new representative continue through February 15<sup>th</sup>. Valerie's outstanding contribution representing ISA continues as she will mentor the newly elected representative.

International News: Kelli Johnson, International News Editor: from Kelli's written report, "... For those of you who regularly read the postings in the International News Section of the website, hopefully you have found some interesting news. If you do not regularly check the International News section, I would encourage you to stop in and browse – new posts are added every month. And for those of you who didn't even know we had an International News Section of the website, now you can use this opportunity to log on to catch up on past postings!" If you have news of general interest that you would like posted in the International News section, you can email Kelli directly at [kellikjohnson@yahoo.com](mailto:kellikjohnson@yahoo.com), or through the website at [InternationalNews@iswap.org](mailto:InternationalNews@iswap.org).

Ops Manual, Maggie Badaracco: Maggie reminds us that the ISA Ops Manual is available to help everyone in their ISA jobs. She is working on a "perpetual calendar" for inclusion in the Manual. Maggie requests that all updates to the Ops Manual be submitted in timely manner: [OpsManual@iswap.org](mailto:OpsManual@iswap.org).

Store, Amy Jayo: The online store is up and running. Fabric samples for a potential uniform were submitted to the Board. The uniform under consideration is a jumpsuit style offered by Gibson & Barnes and could have a logo and nametag. A standard ISA uniform might be an alternative choice for Group Photos and to signify group identity at aviation gatherings.

WAI, Mary Poplawski: ISA will again support a booth at WAI, Feb 24-26th 2011 at the Grand Sierra Resort in Reno, Nevada. Coordinator Mary Poplawski continues to handle all arrangements and support, including selecting the booth location, ordering give away items, putting together the booth and scholarship interview schedules, and arranging physical booth set-up. If you would like to help out, please contact Mary [WAIEvent@iswap.org](mailto:WAIEvent@iswap.org).

The Board Meeting was adjourned by Chairwoman Angela Masson at 16:00, and ISA Ski Days in Steamboat Springs continued with dinner at the home of Sharon Bigelow.

End-note: GoToMeeting was used successfully and can be recommended for future online meetings. Subscriptions are available on a monthly/as needed basis (no contract); clarity and reliability are better than other providers tested; and the meeting can be recorded and downloaded to an Admin computer. Suggestion: use a personal web-connect device rather than a hotel Wi-Fi due to unreliability of hotel internet connections.

Recording Secretary – Jill Schilmoeller, 25 January 2011

### The State of the Organization

Thanks to a history of ISA leaders who planned well ahead and provided solid footing, and thanks to a current Board of Directors who have been unabashedly unafraid to face the technological tidal wave of our generation, ISA+21 is alive, well, strong, and flying high. We have successfully transitioned into the age of electronic communications (not without some kicking and screaming), and find ourselves just beginning to reap the benefits of those efforts.

The last two years have seen some significant changes within our organization. The Treasury has been thoroughly updated: we have replaced problematic regional accounts and added several new bank accounts and account types, including: checking, money market saving, merchant, gateway, and web. ISA Policy now requires three signatories on each account, ensuring both security and continuity of our finances. Your Board Officers, including Vice Chairwoman, Tammy Blakey; Secretary, Jill Schilmoeller; and Treasurer, Laurie Reeves, have all participated significantly in setting up, arranging, and monitoring these new accounts. Our mailing address was also updated, and our corporate liaison in Nevada has become a more significant partner in our mail service. Our Treasurer, Laurie, once elbow-deep in paperwork, is becoming proficiently fluent in QuickBooks, and we can now see at a glance the realities and significance of our quite complicated 501(c)(3) financials.

We have revamped Membership, with the help of Director Michelle Booth, using another type of make-over, one that brings the beauty of simplification to the forefront. Each member is now able to update their own contact and other personal data, and the Membership Directory is thereby always current. Members are now either only Active (dues paid), or Inactive (dues not paid). Once ISA, always ISA, and if you are currently Inactive you need only pay your dues and you're back! Dues are rolling so you can pay at any time, and you will be automatically reminded when your expiration is near. Membership dues are now one price for all. And, there is the ability to online donate dues to our sisters who may be facing financial hardship.

Speaking of Donations, you need only to select the Donation tab on the website, and you can be a proud participant in our Scholarship Program, expertly managed by Serena Townsend and Julie Clippard. These two, as Co-Directors, share the Scholarship Director position, and together sort out the complicated world of both Donations and Awards. Our Scholarship Program is truly a jewel in ISA's crown, and a source of pride for us all. I'd like to personally thank all of our Angels who donate, many year after year, for making this program one of the finest and most well known in aviation circles. Both our Member Angels and Corporate Angels deserve special accolades - they can be proud of contributing to an organization that supports women in one of *the* most difficult and challenging professional fields. ISA has awarded certificate upgrades, type-ratings in aircraft ranging from the sporty B-737 to the wide-body luxury liner B-777, plus thousands of dollars in financial awards to women aspiring to the hallowed rank of Airline Pilot. We are speaking to the next waves of women in aviation, and we are speaking loud and clear.

Yet communication in the Digital Age has provoked a need to acquiesce to a fair amount of internet savvy. ISA is meeting the challenge. FaceBook took the liberty of initiating a Community Page called ISA 21. We responded by (finally) setting up our inaugural FaceBook page called *The International Society of Women Airline Pilots*. It is a newbie on the block, and needs lots of work, so keep those ideas coming. Paula Colegrave, our Newsletter Editor, has taken up the e-gauntlet and your Newsletters, all available online, contain beautiful digital photographs, professional lay-outs, and even active web-links. The reach of our digital communication has expanded with our online "International News" skillfully edited by Kelli Johnson – a venue which allows us to share many of the surprising requests and announcements transmitted to ISA via the website: job announcements, television show auditions, member book releases, event openings –it's all there! Brand new is our online Member News, a division of HUPER, and a place to share your recent proudest moments – upgrades, promotions, family.

Web chat brings us to the story of the New Website. It took our Board of Directors nine months, from May 2009 until February 2010, to sort through options and ideas, and finally "give birth" to our current interactive web source. Valentine's Day 2011 is the one year anniversary of "our baby." And this baby is growing by leaps and bounds. If it takes a village to raise a child (hopefully this analogy isn't going too far!), this child is being raised quite brilliantly by our village of clever and more than adept airline pilots. The framework of our new website is built on the two principles of Participation and Collaboration. Members are encouraged to directly add and build within their Membership components as much as possible. Although Directors and Coordinators are responsible for individual Modules, there is significant supervisory overlap between many of these Modules which enables the benefits of cooperative learning, shared responsibility, and innovation. Modules such as PhotoPages are available to all Members, and already our "online scrapbooks" are providing marvelous memories. Archives Director, Jo Halverson, has the ability to use many of these modules as she pursues keeping our history alive and accessible.

Historically our Annual Convention has been the magic glue that holds our group together. It is with anticipation that every year, continuously since 1978, we have been able to look forward to this Grand Social Gathering, a "most special" event, where women pilots from all over the world get a chance to share our unique and engaging experiences. What good fortune and divine serendipity that Liz Jennings Clark has served as Director Events during this current term. Her skills are sharper than ever as she molds the 2011 Italy Convention with that famed woman airline pilot, Fiorenza de Bernardi. A truly joyful experience and a trip to remember are awaiting us in Rome this May.

The website registration process has enabled ISA to quickly and securely register Convention participants. Data is organized in "reports" so that ISA organizers can quickly pull up participants, invoices, and the status of the whole project to more readily interact with hotel providers, tour operators, caterers, and convention liaisons. The website generates mailing lists, financial reports, and even name-tags! The improvement over old paper methods is so significant that the paper registration process may by next year be deemed so cumbersome and decisively obsolete that it will be removed as an option. Going electronically green will save both time and trees.

Yes, jumping into a website with a 544 page Administrator's Manual at first resembled stepping into a black hole ... was this a bottomless pit from which there would be no return? There may be no return, but ISA has survived the leap into the Electronic Age, and the starlight is bright in the heavens. Our Members are the stars, now proudly engaged in our fully functional website, and we can confidently proclaim, "Mission Accomplished." Well, almost.

Let's take a moment and ask, "Where are we going as an organization and by what means shall we get there?"

As ISWAP grows, the role of each Director has become more specialized and more complicated. The thrill of succeeding as a Director or Coordinator for ISA comes with the painful realization that although immensely rewarding, hey, there is work involved! And it is all volunteer work. So, as we each take a turn as a Board Member, and I hope you will if you haven't, you'll discover the very method of selecting and keeping volunteers has also become more complex. Our Bylaws are a great start and guideline, yet just as any important document evolves, every now and then we need to rethink what works, make sure our foundational documents are keeping abreast of the times, and, most importantly, keep them flexible enough to change. It is our responsibility to review/debate and update our premises occasionally, remembering that, bottom line, we all want what is best for ISA.

Our online Forums are able to provide a superb venue for voicing opinions. There are several concepts up for discussion/revision, and it is valuable that both pros and cons of important issues are vetted. Forum postings are automatically archived every three months (not permanently removed) and these archived discussions can provide an important historical resource for debates in the future.

Electronic voting has provided ISA with a wholly democratic voice in decision-making. Each member can vote on those issues important to the whole group; there is no need for an intermediate "representative." Voting is secure and linked to both a member number and a discrete email address. Votes are instantaneously recorded, elections can be automatically opened and closed at specific times, and results are historically archived. It is a member's responsibility, though, to stay abreast of current events: check into the website once in a while and see what's up! Don't miss your chance to participate because you have not been involved.

If you are passionate about anything, there is a role for you in ISA. Like people? Why not volunteer in Membership? Enjoy sharing success? Help out in Scholarship. A history buff, or an educator? Participate in Archives. A journalist? Communications. A socialite? Events! A natural leader? (Aren't we all?) Volunteer for the Board of Directors.

A special note to Scholarship winners: we love to see you volunteer within the organization. If you feel ISA has helped you succeed, volunteering affords the chance to give back. Youth and vigor are indispensable commodities! A note to all: your volunteer efforts will be worth a thousand times your investment. You will be rewarded with friendships, satisfaction, and the knowledge that you have indeed, contributed to the glorious legacy of women aviators. Look how much ISA has accomplished in two short years! Think how much more ISA can become with your help - even a bit of interest and little time go a long way.

In conclusion, ISA is vibrant and alive. There is much to be done and much to envision. As an airline pilot, there is no doubt that your commitment to your career is great; your employment is far more than "a job," it is a life-style. Within ISA are other women who understand your glories and your grievances, who know the perils, the precipices, and the pinnacles of your world. Together we have come this far and shared so much. Please, stay involved, volunteer, voice your opinion, and let's meet in Rome for ISA's unique, famous and fabulous festivities!

~ Angela Masson, Chairwoman





The International Society Of Women Airline Pilots  
723 S. Casino Center Blvd., 2nd Floor  
Las Vegas , NV 89101-6716

**POSTMASTER:** Send address changes to: ISA News Editor, 723 S. Casino Center Blvd., 2nd Floor, Las Vegas, NV 89101-6716

## Website Notes

*Are you visiting the website for the first time?*

If you have any trouble logging on the first time, please don't fret, we are here to help. The new website requires a new password (different from the old website). If you had an email address previously registered with ISA, you can retrieve your new password by clicking on "Forgot my user name/password". If you did not previously have an email listed with ISA, you will need to call ClubExpress and supply your email address so they can send log in info. Their number is:

Online support is included in your membership, and ClubExpress is very helpful in resolving many issues, including any conflict you may have with your browser or anti-virus software.

Please note: If you have not renewed for many years, your name may not be on the ClubExpress list. Still, do not fret! Please email our Director Membership, Michelle Booth [membership@iswap.org](mailto:membership@iswap.org) so that your previous membership can be verified.