



ISA NEWS

THE NEWSLETTER OF THE INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

SUMMER 2011



R O M E



2 0 1 1



Inside this Issue:

Notes & News	3	General Meeting - Rome	10	Side Trip to Sorrento	16
Note from Fiorenza	4	Rome Silent Auction/Raffle	12	Air Cruise across the World	17
Welcome: Nancy Novaes	5	ISA Rome 2011	13	Scholarship Winners	18
BOD Meeting - Rome	6	Convention Notes	14	Farewell - Angela Masson	20

ISA Board of Directors



Nancy Novaes
Chairwoman
Director
Operations/Bylaws



Jo Halverson
Vice-Chairwoman
Director
Archives/Education



Elizabeth Snowbarger
Secretary
Director



Laurie Reeves
Treasurer
Director



Deena Sveinsson
Director
Membership



Paula Colegrave
Director
Communications



Liz Jennings Clark
Director
Events



Julie Clippard
Director Scholarship
Donations



Serena Townsend
Director Scholarship
Awards

ISA News is published three times a year by the International Society of Women Airline Pilots at 723 S. Casino Center Blvd., 2nd Floor Las Vegas, NV 89101-67162. All material in the ISA News is copyright ©2011, ISA and/or the individual authors as noted. Permission to reprint articles for your airline or other organizations can be obtained by contacting the Editor.

Opinions expressed in the articles presented in ISA News are those of the authors and shall not be construed to represent the policies or opinions of ISA+21. Neither ISA+21, the Editor, or the Publisher can accept any responsibility for the correctness or accuracy of the materials printed herein or for any opinions expressed. Opinions of the Editor or contributors do not necessarily represent the position of ISA+21.

The International Society of Women Airline Pilots does not warrant, guarantee, or endorse any specific product or service that is advertised in its printed or online newsletter.

Library of Congress Catalog ISSN: 1536-3066

The ISA News Editor reserves the right to reject any material submitted for publication. All articles, photos, or materials submitted for publication shall become the property of ISA+21. Spelling and proper names are proofed against information submitted for publication.

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

Annual Dues:
\$39 USD

Printed Newsletter:
\$15 USD with renewal, \$20 USD Non-Member subscription

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

ISWAP Contacts *(listed Alphabetically by email)*

Archives@iswap.org Director Jo Halverson	Events@iswap.org Director Liz Jennings Clark	Newsletter@iswap.org Director Paula Colegrave	Store@iswap.org Coordinator Amy Jayo
CaptainsClub@iswap.org Coordinator Brenda Robinette	Huper@iswap.org Coordinator Aileen Watkins	OpsManual@iswap.org Coordinator Maggie Badaracco	Treasurer@iswap.org Officer Laurie Reeves
Chairwoman@iswap.org Officer Nancy Novaes	InternationalNews@iswap.org Coordinator Kelli Johnson	ScholarshipAwards@iswap.org Director Serena Townsend	ViceChairwoman@iswap.org Officer Jo Halverson
Communications@iswap.org Director Paula Colegrave	MemberNews@iswap.org Coordinator OPEN	ScholarshipSponsor@iswap.org Director Julie Clippard	WAlevent@iswap.org Coordinator Linda Freidman
ConventionDonations@iswap.org Coordinator Mary Bardon	Membership@iswap.org Director Deena Sveinsson	Secretary@iswap.org Officer Elizabeth Snowbarger	Website@iswap.org Admin Nancy Novaes/Jo Halverson Paula Colegrave

Important Note from Membership

- Renewals are accepted only through the website 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 .
- Thank you!

Website Administration

Thank you all for having shared the opportunity to serve our organization. It has been an honor and privilege.

Starting May 15, 2011 your new website administrators will be:

www.iswap.org – Admin has full access to all functions of the website.

- o Admin: Nancy Novaes (Chairwoman)
- o Admin: Jo Halverson (Vice Chairwoman)
- o Admin: Paula Colegrave (Communications)

www.facebook.com – Admin adds and monitors content.

- o Admin: Maria Ziadie-Haddad
- o Admin: Jo Halverson

Every member is encouraged to add content to the website. For a full listing of Coordinator rights, and who can help you add content, please see Documents/Leadership/Website.

For full, unlimited support email support@clubexpress.com .

News

Gender Shift In Aviation?

By [Glenn Pew](#), Contributing Editor, Video Editor

The number of women pilots has increased since 2000 by 18.6 percent and the number of those with ATP certificates is up 35 percent while the number of male pilots has dropped, according to statistics updated Monday by the FAA. There were an estimated 42,218 female certificate holders in 2010, which puts the group at 6.7 percent of the estimated total 627,588 certificated pilots recorded by the FAA. Among the ranks of Airline Transport Pilot rated and commercial certificate holders, women jumped from 10,218 in 2000 to 13,755 in 2010. Over the same period, the estimated number of men holding certificates dropped nearly 1 percent and the number of men holding ATP ratings dropped about 1/2 percent. The numbers also show that the advance of women in aviation goes beyond the flight deck.

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 and select "Membership Requirements" from the left-hand menu.

Personal note from Fiorenza de Bernardi

Dear ISA

I am very glad for your visit in Roma! So many really friends in the world....is nice to meet and speak eachothers some time.

I met some of you in 1984 in Seattle and each year in some others town, some others countries. We can understand eachothers because our "love" in aviation, our life so different from normal peoples.

Come again soon!

Always happy landings!!! Love Fiorenza



Captains Club



From Left to Right:

Mary Ana Gilbert (Captains' Club Coordinator),

Kalina Cox, Emerites Airlines,

Brenda Robinette, Southwest Airlines,

Karen Kahn (Charter Member)



Welcome from our Incoming Chairwoman: Nancy Novaes

Welcome to another year of ISA+21. I'd like to start by thanking all of you for your trust in electing me to the Board of Directors. In addition, I'd like to thank the Board for voting me as your Board Chairwoman. I am looking forward to working on the Board for the next two years. Many of you may remember me from the 1990's when I was last on the Board. My committee was "Corporation Chair" from which I took the responsibility of organizing ISA's incorporation and establishment of our 501(c)3 charity exemption. I hope our "new" Administration will build upon that as well as upon the achievements of the previous Administration. We will continue to move ISA forward with our online presence at iswap.org, so capably established and monitored by outgoing Board Chairwoman Angela Masson. But please note: we still cherish the personal contact that we share as friends and colleagues. We want ISA to be available to you, with our website as our primary point of contact and communications.

As ISA goes digital, the word "administration" takes on new meaning.

In the political sense of the word, an Administration is the governance of a particular group or person. In that sense, we have a new "Administration" with a new Chairwoman (me), new Vice-Chairwoman, and incumbent Archives Director Jo Halverson, who was also on the recent ballot, and a new Secretary, Elizabeth Snowbarger. A new Director, Deena Sveinsson has taken up the torch for Membership and Events Director Liz Jennings-Clark was re-elected. In addition, Scholarship – Awards Serena Townsend was voted into a Directorship to take her place next to Director Julie Clippard, Scholarship – Financial, who was voted in last year. Incumbent Treasurer Laurie Reeves is midway through her two-year term, generously giving ISA another year of her expertise, as is Communications Director Paula Colegrave. This, then, is ISA's current "Administration."

This puts an end to an unwieldy "co-Director" situation of the last few years, with each Scholarship Chairwoman now having an elected Directorship. Now we have nine elected Directors for nine seats. Special thanks goes to outgoing Board Vice Chair, Tammy Blakey, whose help and cooperation have made this transition possible. Thanks also to the rest of the outgoing team who have done so much for ISA: Chairwoman Angela Masson, Secretary Jill Schilmoeller, and Membership Director Michelle Booth.

ISA is more than its Administration. We are also the Coordinators and Committee women who make ISA happen. These are the members who show up at the Women in Aviation Conference, interview Scholarship applicants, write stories, take pictures, talk to school children, and share their experiences and knowledge. They do the things that they think need doing to help other women get through the steps necessary to achieve the position of Airline Pilot. Having achieved that goal, ISA members then provide companionship and support to help her throughout her career. Scholarship is important, but also important is what we offer each other: our shared experiences and the wisdom of pilots past, those of us retired from active careers, but forever carrying a lifelong love and interest in these mighty jets and the women who fly them.

With the business of Administration comes responsibility. Over the years, there has been a trend away from consulting the Bylaws when changes are made to the ISA Operations Manual. The Ops Manual is a valuable tool. But the Bylaws, along with the Articles of Incorporation, provide our corporation's structure, the skeleton that the Ops Manual fleshes out. If we fail to adhere to our Bylaws, we risk not only our status as a 501(c)3 Corporation, but also the trust of our members and donors. Similar to the disclaimer in your airline's Operations Manual with regard to the FARs, we are adding this disclaimer to the Ops Manual, "In any disagreement between this Manual and the Bylaws, the Bylaws shall control."

“Administration” in the second sense refers to our website. ISA+21 is now a fully electronic organization with online administration and control. This means that all our work is set up and run through the Internet. Board members can even “attend” meetings electronically, if they cannot be present in person. However, nothing can replace face-to-face participation. The fellowship and cohesion of our most successful Boards is reflected in meeting attendance over the years. These meetings are busy but fun. They are the primary tools of building consensus and fulfilling the needs of ISA and our donors. All members are invited to attend.

Each Director, Committee Chairwoman or Coordinator has her “piece” of the website to oversee. She is the “administrator” of her component, where she can interact with members. Certain Website Administrators (right now, the ISA Board Chairwoman, Communications Director, and Board Vice Chairwoman) have general oversight. The website as a whole is a very big job, one that I am still learning. Fortunately, like the airplanes we fly, component parts hold the whole together. Each Volunteer has her component. Together then, we make this organization run and we have fun doing that. No one can do the whole job alone: together, we are strong. Together, we are ISA.

Captain Nancy Novaes

Chairwoman, ISA+21

lswap.org

ISWAP Board of Directors Meeting (10 May 2011 – Rome, Italy)

Board of Directors Meeting, May 10, 2011- Rome, Italy

Present: Chairwoman of the Board, Angela Masson; Vice Chairwoman of the Board, Tammy Blakey; Treasurer, Laurie Reeves; Director, Jo Halverson; Director, Julie Clippard; Director, Liz Jennings-Clark; Member, Nancy Novaes; Member, Margaret Flynn.

In the absence of Secretary, Jill Schilmoeller, Member Nancy Novaes recorded these Minutes.

Chairwoman Angela Masson opened the Meeting at 0830 local time.

Plans for the General Membership Business Meeting were discussed and the agenda verified with some small additions.

Two voting results were announced. Fiorenza de Bernardi was unanimously voted a Lifetime Membership Award. The IFALPA Representative position was won by Karen Kahn (who received 62.5% of the total 32 votes cast). The IFALPA Alternate position will be held by Cindy Mandel.

Discussion of current Voting - how do we notify members that we are voting on the website and no longer using paper? In the opinion of the Board, all our members have email addresses and web savvy. Margaret Flynn commented that we need to merge methods of notification, at least temporarily, to gather all members to the website vote. Liz Jennings Clark noted that the vote in the past always involved paper. A suggestion was made to send an email with a direct link to the ISA website Elections page, and use a paper postcard as a reminder. We can develop a program of reminders to help. Chairwoman Angela Masson noted that ISA elections that have generated better turn-out are

those where it is perceived that the vote will be meaningful to the outcome. Member Margaret Flynn stated: "When you are not getting the response you need, it should be a reminder that you are losing your members."

Director voting results were announced:

Candidates listed on the ballot: Nancy Novaes; Elizabeth Snowbarger; Deena Sveinsson; Jo Halverson; Liz Jennings-Clark; Serena Townsend. All were approved and will be part of the ISA Board of Directors. 16 members voted. All elections are automatically archived at closing.

Discussion of term endings. See Appendix V "Directors/Committees/Coordinators Service Agreement."

[Reference available www.iswap.org Documents/Board Meetings/Rome, 2011/General Meeting Membership Packet.]

Vice Chairwoman Tammy Blakey discussed FaceBook policy and ISA's FaceBook page. FaceBook automatically creates a page called a "community page" for an organization that it identifies. This "automatic creation" invented an "ISA 21" FaceBook page. In an attempt to maintain some control over content, following a Board discussion on 19 January 2011, a "real" ISA+21 FaceBook page was started and staffed with 3 administrators: Kelli Johnson, Paula Colegrave, and Angela Masson. Maria Haddad has volunteered to be a FaceBook coordinator. Administrators can remove posts. Should ISA+21 take or permit advertising, perhaps via a dedicated classified ad page? It was decided to refer this discussion to a forum item on the ISA webpage.

Secretary Jill Schilmoeller's report was delivered by Chairwoman Angela Masson.

ISA's new professional fundraiser Thomas Smith will be discussed at the Business Meeting. He is a contract-501(c)(3) grant fundraiser who works on a 10% commission on only what he brings in, plus expenses. His expenses must be approved by the BOD.

Mary Ana Gilbert is retiring as Captains Club Coordinator. We need a replacement.

Internationals News Coordinator - Kelli Johnson also needs replacement. We need someone with sufficient web savvy.

Aileen Watkins - HUPER. This name needs clarifying. Aileen is currently tending Member News. "New member welcome coordinator." We need someone for this job as it provides significant relief for Membership Chair.

Mary Poplawski is retiring as WIA coordinator. This will be announced at the Business Meeting. As a number of our members participate in WIA, we may get a replacement.

We should think about having a member as a dedicated Website Coordinator to oversee content. However, the part of our dues allocated to ClubExpress (\$4.80/member) includes web support that every member can use.

Laurie Reeves, Treasurer: IRS has not yet approved the change to our fiscal year. This approval should be automatic due to the fact that ISA does not pay taxes, but it is still pending. The budget for a calendar year was approved at the January Board meeting. Laurie made a detailed list of ISA expenditures. There is a shortfall in ISA's operations Budget. She based her estimates on the number of members on website times the new membership rate of \$39, plus projected ISA store income. Estimating expenses for 2011 to be similar to 2010, we have a difference of approximately \$2000. This deficit does not include likely merchant services fees of roughly \$1400.

ISWAP Board of Directors Meeting (10 May 2011 – Rome, Italy) cont.

We have 5 new members who joined under the less restrictive weight, out of 10 new members. Re: the printed newsletter: this cost charged to members wishing a hard copy does not cover the total costs of the printing. Newsletter size can be reduced, except for the Convention issue. We currently have an \$80,000.00 operations fund in the bank; therefore, ISA can keep dues “enticingly” low for a while longer.

Transition to full web processing might take a while, until we can see what’s happening via our internet member processing. Laurie noted that we are not tax-exempt in Texas.

The budget was unanimously approved.

The Scholarship fund is currently \$255,000.00. This “Core” fund (intended to accumulate) could be reviewed to see if more money could be sidetracked to annual awards instead of into this growth account to encourage donors. AXA suggests that the Core fund should be higher to account for dips in the market. \$300,000.00 should be adequate. \$20,000.00 is what we’d like to award annually. How much money do we need to keep in the fund in order to generate \$20000 per year in awards? We will have that information available for the September BOD meeting.

At some point ISA needs to conduct an Audit with a CPA. Laurie stated her intention to retire from Treasurer when her term expires next May. That may be when we could conduct an audit.

Liz Jennings-Clark: Events: Convention attendance: 53 members thus far; 34 guests; 5 children. An attractive city brings more attendees. Rome takes an effort to attend, but it is a desirable destination. Questionnaires at the end of Convention are helpful. ISA took in \$34,955.00 in registration fees and the first-day payment for hotel rooms required by local hotels. The Amsterdam Convention had 225 attendees.

Personal costs for the Events Chair are too high. Hotels do not necessarily comp rooms any more. The Events Chair also needs her hotel room the day before and the day after at our Convention hotel. We need to add to the budget so that costs of being Convention Chair can be better covered. ISA also needs earlier cutoff dates and/or an increase in late registration prices. We need to know the exact electronic technology requirements for BOD meetings at Convention. We have no city yet for 2013. City proposal is on the agenda for the General Membership Business Meeting.

Jo Halverson-Archives: Names of members in the Group pictures in ISA archives are hard to get but desirable. We want members to send us pictures of things they did and saw over the course of their careers. We need such contributions to build a library of images and member profiles. Organize ISA archives for member access on the Internet, enabling members to click on what and whom they want to see. This might require members to download a Reader for the website. Specific software: Mind Jet or Mind-Map. Can we get a tally of how many women airline pilots there are?

Paula Colegrave’s report, Communications: Newsletter and cost-effectiveness.

eNews - put out on first of the month. Options available for current members, expired members, etc. Currently sent to all members, ex-members, etc. ISA software enables a tally: approximately 3/4s of recipients open and read eNews. (Note: every time a member downloads it, it is counted as an opening. This might slightly skew the tally.) Newsletter gets higher opening rate, but takes longer. Like eNews, every time a member downloads it, it’s counted as an opening.

ISA Calendar — on first page of the website, currently updated whenever a coordinator adds an event.

Website headlines can be seen immediately upon accessing the website – no login is required.

Abby Lavin, 13 yrs old, wants a scholarship for girls her age. She needs a mentor. This will be announced at the Business Meeting.

Website: Surveys and voting. Elections - one vote per member is allowed per layered security. A member can vote anonymously. She cannot change her vote once she's voted. PhotoPages - Archives plans to put together an outline that will show members how to upload their photos and profiles.

Membership: Michelle Booth is retiring from Membership. Each Chair has coordinator rights to her respective sector of the website. ISA is looking for a membership push in the coming year, using in-person interceptions of women pilots while we are at airports and building on our updated web presence. Regarding website: each Chair has coordinator rights to her respective sector of the website.

Scholarship: Julie Clippard: This year we gave out approximately \$20,000.00 and 2 FedEx type ratings. We did not give out Higher Power Type Rating Scholarships this year because we only had 3 applicants. We chose not to pay for HP because we must "fill in" the right seat if we only have one recipient. Fund-raising: UPS gave \$10,000.00 this year for the 2d consecutive year. Grace Harris Foundation gave us \$10,000.00. We need airline "ambassadors" to approach airline managements to solicit scholarships.

Interviewers are necessary for scholarship applicants. The Scholarship Selection Committee helped considerably. Brief discussion: can ISA members receive an ISA scholarship? An attorney whom we consulted says you're not "being paid" with a Scholarship award, therefore the answer is "Yes." ISA Members are not eligible for Scholarships by ISA custom and choice. What about furlougees who might need a type rating? Or an out-of-work pilot who might need to become more competitive? See more concerning this discussion thread on website Forum.

Nancy Novaes, Bylaws Committee: We have 9 director positions, but 10 people ready and available. ISA's Bylaws do not permit "co-Directors." Therefore anyone who is affirmatively voted Director is a full Director and a single Director position cannot be "shared." Tammy Blakey needed to be on the ballot in order to be a voting Director as her two year term is over. If we had six positions open, we therefore had seven people who should have been on the ballot. It is important to note that Directors can be voted in by acclamation only if the number of candidates equals the number of positions available. Discussion ensued on the number of positions available. Chairwoman Angela Masson determined that this situation should be brought up at the Business Meeting for General Membership discussion and possible resolution.

Meeting adjourned at 11:30

Respectfully Submitted

Nancy Novaes

Secretary Pro Tem

ISA General Meeting (11 May 2011 – Rome, Italy)

Introductions: Air Force commander of the base addresses group and offers thanks for coming to the base.

Sargent of arms appointed. Betty

0948 Meeting officially begins with 55 members in attendance.

Introductions

Board members in attendance: Angela Masson, Chairwoman; Tammy Blakey, Vice Chairwoman; Laurie Reeves, Treasurer; Jo Halverson, Director Archives; Liz Jennings-Clark, Director Events; Julie Clippard, Director-Scholarship Donations.

In the absence of Secretary, Jill Schilmoeller, Member Janet Cote recorded Minutes.

Charter members in attendance: Maggie Badaracco, Karen Kahn and Beverly Bass.

General Membership introductions and acknowledgements. BOD members in attendance: previous committee members (13), International members (5), Who came the furthest (New Zealand), Previous scholarship winners (3), First convention (3) newest members (1).

Chairman Angela Masson.

Status of Organization –Financial Status: Interest bearing account set up. Angela encouraged members to read about Bylaws updates online.

Laura Smith, point of information: Is a quorum present? Quorum not defined in ISA Bylaws. Laura says we do not have a quorum present for voting purposes.

Liz Jennings-Clark describes her background as Convention Director and mentions that she is looking for a replacement for her position. Tammy Blakey, Jo Halverson, and Julie Clippard give their introductions.

Vice-Chairwoman Tammy Blakey.

Congratulations to Fiorenza de Bernardi, ISA's Lifetime Membership award recipient. Karen Kahn was voted in as IFALPA representative (via ISA's website). BOD previously took a vote to use the services of grant writer Thomas Smith, who will be paid 10% out of the grant's income. Using the services of a grant writer will increase funds coming into scholarship. Appendix II of the general membership meeting packet describes Mr. Smith's resume.

Member question: Mr. Smith gets 10% percent plus expenses. Where does the money come from to pay him? Treasurer Laurie Reeves mentions that the funds come from a percentage of the grant amount. All Mr. Smith's expenses must go through the BOD for approval.

Member question: Is he a member of Fundraising Professionals? Angela did not know.

Angela: Short discussion about ISA's new website.

Secretary's Report, Angela Masson, in absence of Jill Schilmoeller.

ISA mail now is sent directly to Treasurer from the Las Vegas mailbox. Majority of ISA mail received from e-mail. Descriptions of open director/committee positions read. With new aircraft weight decrease, ISA has gained a few new members.

Discussion held about designing an ISA brochure. A member suggests obtaining the person's e-mail address and then sending a pdf of an ISA brochure to prospective member. More cost effective. Club Express: \$4.30 of member dues goes to Club Express. Website is more interactive for those on BOD/Committee positions. Angela describes purpose of the Director/Committee/Coordinator Service Agreement included in Appendix V of the general meeting packet.



Treasurer – Laurie Reeves.

Budget reflects numbers held over from old Quicken accounting system. ISA changing from calendar year to a fiscal year method of accounting as outlined in bylaws. Process pending IRS approval. QuickBooks for Non-profits is now the new approved accounting system. The Board has prepared and approved a new Budget based on QuickBooks accounting for use as soon as the reporting fiscal year is in use.

Member question: How will 2011 budget deficit be covered? Laurie replies: Net worth excess is sufficient to cover deficit. AXA April 20th statement reflects \$255,000 in scholarship account. BOD is considering reviewing the proportion of donations transferred to the investment fund so the total available for awards is \$20,000 annually towards scholarships.

Membership donations are less active than in the past. Website makes it very easy to donate. Checks always accepted. Reminder to members to indicate on the check which ISA program/project the donations should be posted to. Laurie's term concludes in May. She is looking for a volunteer to take over the treasurer position.

1056 BREAK

1120 Meeting resumes

Director of Events – Liz Jennings Clark

Liz will stay on as Director of Events. Seattle, WA is the site for convention 2012. Luba has invited ISA to Moscow in 2013! Strike Fongalez moves to vote for Moscow as the 2013 conference site. Jane Saddler seconds. Moscow is approved. Suggestions needed for site of 2014 conference. ISA will now use the term Conference in place of Convention. Vote coming up to change conference dates to the third week in May due to conflicting crew scheduling and holidays.

Conference 2012, Seattle, Washington.

Presented by local liaisons Patty Tomich and Jane Saddler

Date: May 8-10

Edgewater Hotel on Elliott Bay; fifteen minute drive from SEATAC airport to downtown Seattle. Hotel is near aquarium, Pike's Market, and Seattle Center (Space Needle). Working on possibly arranging a Boeing tour for Thursday. Other ideas for before/after convention side trips may include a Seattle underground tour, trip to Victoria, or the San Juan Islands. Other things to do: kayaking, hiking, Bainbridge ferry. Tuesday cocktail party and Wednesday business meeting will be held at the Edgewater Hotel

Director of Archives – Jo Halverson

Archived material being put on ISA's website. Jo is asking for volunteers for various committees under Archives. One project in the works is taking a census of how many female pilots are working for the airlines. Looking for historical pictures from ISA members taken while at work or at ISA events.

Director of Communications – Paula Colegrave (not present)

Looking for a calendar coordinator for the website. ISA +21 Facebook page in the works.

Website in Review – Angela Masson

If your membership has lapsed for an extended amount of time, you need to contact membership to regain access to ISA's website. Contact Club Express if there are any other problems with the website. Laura Smith expressed concern over the process for changing governing documents, and mentions that any changes in Bylaws should be presented to the membership for discussion before going to vote. There is very low participation on website forums. ISA's members should participate in forum discussions throughout the year instead of just at conventions. Membership input is very important to effect changes. It is the member's responsibility to keep their ISA profile up to date via the website

Director of Membership – Michelle Booth (not present)

Volunteers needed for membership drive. 217 paid members with everyone paying online through ISA's website. 650 female pilots total (past and present) were at one time ISA members.

Director-Scholarship Donations – Julie Clippard

\$20,700 in financial awards given in 2011. Two FedEx 757 type ratings given. Grace Foundation donated \$10,000 for 2012. Silent auction for the Rome convention brought in \$2,550.

All committee reports which were submitted in a written format are included at the back of the meeting agenda.

Elections of the BOD addressed with help from Bylaws committee.

Nancy Novaes: used to be 9 directors and 9 committees. Co-director position is not in the Bylaws. ISA sort of operating with 10 directors because of Scholarship co-chairs. Bylaws are what the State of Nevada expects ISA to use. To change bylaws, ISA has to go through State of Nevada and IRS. By Laws take precedence over Operations Manual. Laura Smith: Roberts Rules against co-chair position. Laura suggests that there was a misuse of labels for positions. Asks, how did a vote on Bylaws occur that didn't go through Bylaws committee?

Nancy: very hesitant about invalidating a Bylaws vote. ISA's Bylaws state that there are 9 required directors. No co-directors. ISA has been using a format where the directors are linked to their position. It should have been separate. Problem occurred with ISA not supposed to have co-directors. Options: look at elections in the past. Have until the 15th(May) to change directors and to see if another legal vote needs to be taken.

Meeting adjourned at 1259

Respectfully submitted by Janet Cote

Rome 2011 Silent Auction and Raffle

Thank you, thank you, thank you, to all who participated in this year's Silent Auction and Raffle at the Rome convention!

After writing my previous article for the pre-convention newsletter, I realized that I had failed to thank one of our members who had contributed to the fund raisers at the STL convention. The name I forgot to mention was Jean Harper, who brought some exquisitely hand-made, fabric pieced items for the Silent Auction. But, before I could rectify my error, I received a lovely note from her, explaining that she and Vic would not be attending the Rome convention, as they had conflicting plans to celebrate their 30th wedding anniversary. In addition, she sent along a \$300 check, to add to the Auction/Raffle tally in Rome. What a gal! And, what a thoughtful and committed ISA member! Thank you, Jean. (And, Happy Anniversary!)

The Rome Silent Auction raised \$2,550. The Raffle proceeds were \$1,165. Adding the Jean Harper donation, the total raised was \$4,015, which will go directly into the ISA Scholarship Fund.

My personal thanks to Strike Fongeallaz and Becky Howell for doing such a great job of selling the Raffle tickets this year. Well done, ladies! And, thank you to my sister Peggy, who once again, cheerfully volunteered to do a heck of a lot of work for these events.

ISA wishes to thank all of our individual supporters who donated to these events. Special thanks to Kathleen Malone, Liz Jennings-Clark, Carolyn Pasqualino, Becky Howell, Tammy Blakey, Julie Clippard, Cyd Fougner, the estate of Thea Lowrey, Keith Johnson, Tiana Daugherty, Jo Halverson, Peggy Kimbrough, Debbie McEndree, Sherry Anderson, Krisan Wismer, Jeff Marten, Karol Welling, Mary Bardon, Fiorenza de Bernardi, Cindy Mandel, Suzanne Skeeters, Jennifer Palmer, and Patty Barrera.

Also, our sincere thanks to this year's Corporate Sponsors,



Well, it's official: The 33rd annual ISA convention was a hit. If there were any glum faces, I didn't see them—I hope everyone had as good a time as I did. ISA Archives added two new volunteers to help collect and preserve the ISA gal's history, Suzanne Skeeters and Kathy McCullough. For a refresher, I'm the gal with the big fat red hair in the center (that's why I was usually wearing a hat). Suzanne is directly below me and Kathy is behind my right shoulder (behind Carolyn Pasqualino). This was taken in Naples. We are going to start with putting together this year's convention and work backwards from there. Please note that there is a notice posted on the front page of the ISWAP website that encourages you to upload your photos yourself by going through your profile. After you login, click on "profile" and it will take you to your member information. Click on "Photo Pages". If you haven't done so already, there's a button to "Add Photo Page" and it's easy to add a Page Name (e.g., Rome 2011) and Menu Text. Very important: If you don't want your pictures ending up anywhere and everywhere, under "Availability", click Members Only. Archives strives to ensure all pictures remain private (and we are selective about the Home Page, which is visible to everyone), so if you are including pictures with friends, please remember to keep it "members only". Once you have your photo page(s) built, you can upload by clicking on "Edit Content". It might be easiest to have the pictures you want on your desktop and to download from there. I hope everyone becomes adept and comfortable using this nifty feature. The electronic age offers no excuse for supplying us with a few lovely pictures capturing your trip (or your career) from your perspective, but I want this to be a labor of love, not another "task to complete". Suzanne and Kathy will bring their unique creativity to their individual projects—all you have to do is send your favorite pictures and a little background info. Easy peasy. Suzanne is asking for just 3 pictures taken during the Rome convention (we are planning to work backwards on our various projects):



- *Favorite Landscape
 - *Favorite Funny Picture
 - *Favorite BFF Picture (buddy pics)
- With short captions about them, please.
AV8R@HAWAII.RR.COM

THIS IS OPEN TO EVERY MEMBER, NOT JUST THE ROME ATTENDEES!

Kathy wants you to go into your personal photos and send her your favorite pictures over the years—ISA, Airline, etc. She would like you to provide her with a short bio that tells the storyline of your pictures: How you started out and where you are today. Kathy's email: kathymcc@gorge.net

We are looking forward to posting, presenting at the 2012 Seattle Convention, and making this part of the future permanent ISWAP virtual museum!

Note: Please don't embed pictures in a document; it's easier to work with them when they are on their own, as it were. Also, if you are sending several pictures you may want to send them compressed or in more than one email. We will be adding a medium allowing video download or slideshows, as well, so everyone will be able to take their creative genius to whatever level they wish and share it with the rest of the group. If you have any photo, website, etc., expertise that needs an outlet Archives is always looking for help. The more the merrier!

SUPPORT ISA ARCHIVES!

Convention Notes - Rome 2011 by Liz Jennings Clark

Mille grazie a tutti! Many thanks to all who made the effort to attend this years' convention in Rome. Personally speaking – it was a blast!! We had the best attendance in years with 92 attendees, including 34 guests and 5 children of members. It was obviously a destination that spoke to member's imaginations and many made it their annual vacation, arriving early or staying on after.

The last month of registration was hectic – many emails, last minute requests – a cancellation or two – documents for a visa – and me flying a 100% schedule (in Europe we don't have bid lines and even at 22yrs seniority I just get what I am given). I ended up really sick the week before Rome, even though I may have to send an email saying I couldn't make it. Luckily the antibiotics did the trick.

The hotel Mercure received positive feedback – recently renovated and with very helpful staff, I received no complaints and many compliments on their behalf. This shows that a good 3 star hotel can meet our needs. Fiorenza gave us a map that was included in the information received at check in with a number of local restaurants shown. I heard several tales of resplendent meals with surprising low checks – proof that once away from the tourist track Roman restaurants can give great value for money!

As in St Louis we didn't have traditional registration – most had been completed online and the member received a folder as they checked in with the latest itinerary and local info. This saves costs (for a registration room) as well as freeing up members to go on tours rather than just hanging around at the hotel or feeling obligated to volunteer to wait around for the trickle of members who come to pick up welcome info.

The Tuesday afternoon tour was taken by more than 50 people – they visited the Coliseum and the Roman Forum equipped with headsets that allowed them to hear the guide even if they strayed to examine ruins “around the corner”. They made it back in time to change and join us at Casa dell'Aviatore – the Italian Airforce Club where we were greeted by a sparkling drink and then had our Silent Auction and (unusually) a full sit down 3 course dinner. We enjoyed the full Italian meal – primi, secondi & dolci! Delicious!. Fiorenza has finally managed to get her book translated and copies were on sale . For other highlights of the Silent Auction please read Mary Bardon's report.

Wednesday morning we were all up early and swamped the breakfast room (must say the breakfast was very good and included in our room price) The chocolate pastries almost caused fights! By 8am we were ready - in uniform – with friends and family in tow for the trip out to Lake Bracciano. We snoozed for the hour it took us to reach our destination, then piled out at the amazing Museo Storico dell' Aeronautica Militare. Members hustled inside up to the meeting room while family member sand friends headed out to the town of Bracciano and it's castle.

At 13.00 we all met up and headed for lunch at the Officer's Villa. This was a beautiful building a hundred meters (uphill J) from the museum where the Business Meeting was held. It was a bit unusual as unexpectedly we had a buffet rather than a sit down luncheon – but the food was glorious – all three courses - and with water and wine included we all enjoyed our meal. The Captains Club and Scholarship announcements were delayed until the evening function where we would all be sitting down.

After Dolce and coffee we headed outside for the photo shoot. Results can be seen on his website – please let me know if you want copies.



Liz Jennings & Suzanne Skeeters

<http://www.maurizio-moscatelli.it/foto/category.php?id=80>

The photos will be €5 a piece plus mailing costs. I will take orders until the end of August and then send them on. If you need one urgently please contact Maurizio.

Our day out continued with a boat trip on Lake Bracciano – the weather was superb and the view entrancing. Several members got photos with the Captain and First Mate – I can assure you they were glad to entertain us and even absolutely refused to accept a cash tip at the end of the voyage.

Our journey continued around the eastern part of the lake to our dinner location “L’Acquarella”. An amazing lakeside restaurant. We were welcomed with prosecco (on the house) and a selection of ‘verdura fritta mista’ or tempura style vegetables. We enjoyed the setting sun and drank our bubbles before heading in for the following 3 tasty courses. During the evening we also caught up on the Captains’ Club and Scholarships and presented Fiorenza with a commemorative plaque including photos of both the Rome conventions.

Maurizio Moscatelli was present and had a number of photos of the group. For copies contact me at lizjc81@gmail.com or Maurizio directly at <http://www.maurizio-moscatelli.it/foto/category.php?id=80>.

After delicious desserts and a taste of coffee we headed back to the coaches. Some slept while some chatted as the drivers found their way back to the Mercure. The official end of a successful convention.

The next day the majority headed out for a full day walking tour of the Vatican and St Peters and well as other Roman highlights. The weather was scorching (more August than May) but we made it through. After admiring La Pieta and the Sistine Chapel as well as St Peter’s square and the miles of history in between we had a traditional lunch just a couple hundred yards away – all included. Mind you some didn’t know until the day after that the meat was rabbit – a Roman staple.... Luckily most cleaned their plates!

That evening people said goodbye as the first colleagues headed out. Many of us had side trips planned – Kathy McCullough will give you the low down on the one I did.

Suffice it to say I really enjoyed arranging this convention and look forward to both Seattle 2012 and Moscow 2013. I am especially grateful to have found a willing successor in Shannon Jipsen who will be shadowing me from now on and taking the helm in May 2013.

I give thanks for everyone who turned up and made this convention so much fun! You are all unique and all of you add value to our great group!!

<http://www.maurizio-moscatelli.it/foto/start.php>

Planning ahead?

**ISA’s 34th Annual Convention – May 8-10,
2012 – Seattle, WA**

Side Trip to Sorrento by Kathy McCullough

Who knew how much fun a group of lady airline pilots could be? I would have found a way to attend ISA years ago, had I known.

Three days of the conference in Rome, Italy together was not enough. So sixteen of us, plus a few husbands to keep us in line, booked the side trip to Pompeii, Sorrento, and Capri for three more days of fun.

After a few false starts, baggage drills, and bus transfers, we were off like a herd of turtles. Our tour guide was Miriam 'Mussolini'. Seriously, she was a real drill sergeant that Liz had to have words with. Our first stop was Napoli.



Napoli was worth the stop: incredible architecture and history; none of us were pickpocketed.

Hustling back to the bus, it was a short trip to Pompeii. First we learned how cameos are made. The restroom was memorable because there were traffic lights inside. Have you ever seen restrooms with red and green lights above the doors? I took pictures! What a great idea.

Then we had a delicious Italian lunch complete with wine, of course. But nothing prepared me for the tour of Pompeii. Walking through the streets and gardens, it was surreal. People had lived there, and died there without any warning of the disaster that struck. Bakeries, restaurants, bars, bordellos, homes and government buildings - all recognizable and well preserved. We were all incredulous, and the day was a success. The huge lemons grown in the south of Italy made great lemonade and gelato as we waited for our next bus.

The ride to Sorrento was breathtaking, to say the least. Every turn of the road brought more oohs and ahs than the last. The only downside of the trip was that we were split between two hotels for our two nights in Sorrento. But both the hotels were nice, with amazing views of the sea and great dinners.

The rooms were all different - strange isn't the half of it. Bev and Tom had a suite. I had a closet, but with a balcony overlooking the pool and the sea. Liz had the weirdest room of all (we met there for Limoncello debriefing): no window, just a "balcony" that looked up a chimney of sorts - with murals painted on it!

Capri the next day, with Sasha as our guide, was really enjoyable. First we learned that Sorrento was famous for inlaid wood and they showed us how it was done. We had three boat rides on a beautiful day, with seas calm enough for us to get into the famous Blue Grotto. You never know how incredible something like that is until you do it. The colors inside the cave were amazing. We had to wait our turn, because there were so many boatloads of people trying to get in, but it went fast because we were all goofing around - posing for pictures!

Everyone bought \$5 Capri bags on the way home, except me. I was inside the cabin writing postcards, trying to escape more sun on my already red shoulders. Luckily, Suzanne bought two and gave me one in my hour of need, packing to go home after too much shopping.



The final day was a choice: Amalfi Coast or walking around Sorrento. It was a group split, with both groups claiming their's was the best! Sadly, we headed back to Rome and the end of our holiday together. Luckily we can look forward to next year in Seattle, and a side trip at the end to an Oregon wind and wheat farm: my house, with free wine and food!

Camaraderie and fun, what more could you ask for in a career like ours?

Historic Adventure Air Cruise across the world to the Antipodes

As many famous philosophers seem to have said, "It's not the destination that counts but the journey getting there" Perhaps we can prove that both count !! Whilst everyone is trying to reach records of distance and speed, NZ Voyages is organizing an extraordinary adventure that aims to slow down the process, reviving the aesthetic and Epicurean aspect of travel while recreating a record achievement of 75 years ago.

In 1936, at age 27, Jean Batten, from Rotorua in New Zealand, became the first person to fly from England to New Zealand. Arriving 11 days and 45 minutes after her departure from Lympe (now an industrial estate!!) the pioneer aviatrix landed in Auckland and her time was to remain a record for many years.

We propose to follow in the steps of this exceptional and mysterious aviatrix, in an air cruise adventure of about 21 days on board a mythical plane; one of the 10655 models built before, during and after WW2; the **DC3**.

Aboard the comfortable, fully equipped flying machine, the modified panoramic windows (Viewmaster), will enable our guests to enjoy breathtaking views while flying at 6500 feet high over 14 countries from Great Britain to New Zealand. Flying at a speed of approximately 150 knots, they will rediscover the pleasure and adventure of travelling, where the journey becomes as exciting as the destination itself!

Through a broad and specialized selection of reading and visual material including books, documentaries, movies and music, our guests will be able to fully immerse themselves and indulge in the fascinating world of aviation as well as learn about the culture and wonders of our various stopovers. In each destination, most of them off the beaten track, our participants will visit some of the cultural and historical wonders and stay in a heritage/charming hotel. When possible, there will be visits to aviation related museums and meetings with local aviation groups who will be delighted to see a DC3 circling the world - well, half the world - in the 21st century!

The departure date is scheduled for October 29th 2011, almost exactly 75 years after Miss Batten's world record journey. The original itinerary was as follow and we will retrace her route as closely as the technical and political constraints permit: Lympe – Marseille – Brindisi – Cyprus – H3 landing ground (Syrian Desert) – Basra – Karachi – Allahabad – Akyab – Penang – Singapore – Rambang – Kupang – Darwin – Brunette Downs – Longreach – Charleville – Sydney – Auckland.

The precise routing will be published soon on the website. In any case, in such an adventure, the unexpected shouldn't be too much of a surprise. This fabulous journey will be filmed by a professional cameraperson for TV purposes and will enable the creation of a unique souvenir DVD of the expedition.

20 seats are available for purchase for the price of 21,000€ per person including 1000€ for association fees (individual supplement of 2500€). The package includes all flights, accommodation, meals, transfers, visit fees and insurance. This is clearly a unique trip, the adventure of a life time!

For further details, please contact Mark Oremland at NZ Voyages in Paris. Mark is the Kiwi founder of NZ Voyages which has been organising travel to the South Pacific since 1994, and the proposed trip is a personal trip to relive this glorious aviation moment of the thirties.

Post-Tour

Upon arrival in New Zealand participants will have the option to return via the eastern or western hemisphere or before returning to participate in a 12 day minibus tour of New Zealand that Mark will be guiding himself, passing from the fjords of the south, via the wild west coast rainforest, the sweeping beaches of the Abel Tasman National Park to the volcanic plateau in the north with its boiling mud and geysers. Does that whet your appetite ? More details to follow on the website.

Contact:

Mark Oremland, NZ Voyages (Paris, France)

Tel : +33 1 40 46 99 15

Email : explore@dc3-antipodes.com

Web site : www.dc3-antipodes.com

2011 Scholarship Winner Biographies

Financial Scholarship Winners



Kali Harvey - Camas, Washington. Kali is presently a first officer for Horizon Air based in PDX. She has been awarded a partial financial scholarship, of \$1000 towards her ATP Certificate completion. Because the upgrade process has been slow, and there is still no exact date of when she may be able to move to the left seat at Horizon, Kali is excited to be moving ahead in her career by getting her CFI. She hopes to apply for an ISA Type Rating Scholarship in the future and move on to a global airline.

HaNa Im - Daytona Beach, FL. HaNa is an student international student, originally from Korea, now studying at Embry Riddle Aeronautical University. She has been awarded a partial financial scholarship, of \$4500 towards the completion of her CFI Certificate. HaNa was one of our off-site interviewees as she was not able to attend WIA in Reno last February, but has overcome many obstacles to become a pilot. As a senior at ERAU, she will be completing a degree program next year, and hopes to be able to continue to build her flying experience in the US, before someday returning to Korea as an airline pilot.



Natalie Kasak - Elmhurst, IL. Natalie is a recent graduate of Lewis University in Chicago. She has been awarded a partial financial scholarship, of \$2200 towards the completion of her Multiengine Add-on to her Commercial License. In school, Natalie worked two jobs to help pay for her collegiate flying, and she continues to do so. After her multiengine course, she hopes to begin her CFI training at a local FBO and begin building hours as a flight instructor.

Kizna King - Logan, UT. Kizna is recent graduate of Utah State University, and is currently employed as a flight instructor for the University's aviation program. Kizna was awarded a partial financial scholarship, of \$4500 to complete both her CFII and MEI ratings at Utah State. Kizna had a particularly "stand-out" application as well as an impressive on-site interview at the WIA Convention in Reno this year, and is featured on the home page of the USU Aviation website as a proud ISA Scholarship winner.



Shanda Mullins - Gold Canyon, AZ. Shanda is currently working as a flight attendant for Southwest Airlines, based in PHX. Shanda has been committed to continuing her flight training to someday fly for Southwest as a pilot. She has been awarded a full financial scholarship, of \$4500 to complete her CFI Certificate. Shanda has faced many financial difficulties in funding her flight training, however, she has remained motivated and dedicated to her airline pilot career goals.

Melissa Ward-Culp - Indianapolis, IN. Melissa is currently working as a flight instructor having been furloughed last year from her job as a first officer for Mesa Airlines. She has been awarded a partial financial scholarship, of \$4500 to complete her MEI rating. She also hopes to be able to complete her ATP Certificate at the same flight school to enhance her resume while on furloughed status. This will make her eligible for an ISA Type Rating Scholarship in the future.



Airline Scholarship Winners



Robyn Hinnant - Phoenix, AZ. Robyn was a previous applicant for the type rating scholarship in 2010. Last year, she was selected as a first “runner-up” for this award. This year, we are happy to report that she has been selected as an official winner of one of our airline type rating scholarships. The type ratings this year, have again been graciously donated by FedEx Express, and will most likely be for the 757-200. Robyn has worked for AmeriFlight as a Captain on the Beech 99, and will be attending training with our other type rating winner later this year.

Danielle Spiewak - Miami Lakes, FL. Danielle is a first-year applicant who is currently flying for IFL Group as a Captain on a Convair 580 vintage turboprop, and as a co-pilot on the B727 out of Waterford, MI. She is a graduate of Embry Riddle in Daytona Beach, and comes from a family of aviators.



Runner-Up:

Michele McVenes - Minneapolis, MN. Michele was originally selected as our “runnerup” for the airline scholarship this year, however, in the last week we learned that the original winner, Danielle Spiewak, was just given a conditional job offer from FedEx Express to attend new-hire pilot training. She has respectfully declined the award, and we have been able to offer it to our runner-up Michele. Michele is a repeat applicant as well for the airline scholarship and is currently flying as a Captain on the CRJ900 for Mesaba Airlines.

Emerald Coast Interview Preparation Course Winners



Jennifer Johnson
The Woodlands, TX



Kelly O'Dea
Belmont, CA



Sheri Sorenson
(*Runner Up*)

We sincerely hope that all of the aforementioned women and prospective Airline Pilots will become active ISA+21 members when eligible. They make up a diverse group of future leaders in general aviation, and will be a integral part of the next generation of ISA!

- Julie and Serena



*ISA in Rome ~ 33rd Annual Convention ~ May, 2011
Retiring Chairwoman Angela Masson (center) with ISA friends in Roma, Italia*

Beginnings and endings tend to wrench at my heart and tear ducts. Certain ceremonies, too, elicit the same response. Example: My daughter teases that a wedding, for me, requires a rent-a-truck full of tissues. Important moments well up in me like Old Faithful, until I'm either overcome with conversation, or tears, or both. "Important moments" is what I would like to explore with you for what might be just one of those important moments.

What is important and what isn't? Every day many little items nag and beg for attention. I don't mean little in the sense of what needs doing (car maintenance; banking; school organized for kids), but little in the sense that there is not clearly a larger meaning to these deeds. The larger meaning revealed in these everyday activities resides in what they do to allow us to be free to seek higher truths. Gads, here she goes again (yes, I can hear you!). Nonetheless, if our cars are running, our bills paid, and our kids happy, for example, we may find ourselves with the time and means to enrich our lives with friends, help others, and yes, pursue what might have greater meaning in our lives.

Serving as Chairwoman of The International Society of Women Airline Pilots (ISA+21) has been for me one of those rare opportunities to enrich my life in a grandly fulfilling manner. The responsibility has inhabited a huge chunk of my reality over the last two years. Like a Mama Bird it has been my natural motivation, and innately satisfying pleasure, to attempt to ensure that all the little chickadees have been safe, warm and happy. This has been no easy task when these birds of a feather are varied, uniquely colorful, and contain a lot of other Captain Mama Birds who also seek the same ends, but occasionally by other and disparate means.

Happily, this Mama Bird has had the unique blessing of working with an immensely capable Board of Directors. Captain Tammy Blakey has shared with ISA her breadth of talent and skill exemplified by her incisive intellect and familiarity with documents and formal legal requirements, coupled with a compassionate heart of gold. Secretary Jill Schilmoeller has earned a reputation for stepping up to the task when the task was foreboding enough that it looked like no one else would step up to it. Yay, Jill! And Treasurer Laurie Reeves. Well, one can only summarize partly by noting she has participated fully, digging into problems and digging out of dilemmas, hauling the heavy buckets of responsibility that only a treasurer

of true worth can understand, let alone manage. Jo Halverson, Maven of Archives, has begun the unwieldy sorting of memoirs and will continue to legitimize our existence with her proofs. Paula Colegrave, taking the reins from impressive diplomat Vannakay Hurnevich, has communicated creatively and colorfully with the Newsletters, keeping both deadlines and deadbeats alive and kicking. Liz Jennings Clark has managed our Grand Events, conventions and conferences, as the Queen of the Scene, and we love every minute. Michelle Booth brought our withering membership back to life by reinventing our invitation to join, and this may be the vital key to keeping our entire organization alive, healthy, and growing. The ISA Scholarship Program is our crown, and the crown jewels have resided safely in the more-than capable hands of Susan Kendrick, Serena Townsend and Julie Clippard.

“ISA Girls” never cease to amaze with their grasp and ability to balance a career, a homelife, and our club’s voracious appetite to be involved. Mary Poplawski has expertly steered our WAI involvement with grace and skill for several terms, and has genially offered to usher in her well-suited replacement, Linda Friedman. Our much acclaimed IFALPA Representative, Valerie Scott, set an extremely high standard of service that her successor, Karen Kahn, happily has the experience to match, as does our equally savvy IFALPA Alternate, Cindy Mandel. Mary Ana Gilbert has epitomized dignity and refinement as she has presented several assemblies of our members into the venerable Captains’ Club. She endorses her successor, Brenda Robinette, as “new, energetic and interested.” Amy Jayo runs our ISA Store with quiet aplomb. Maggie Badaracco keeps the ISA Ops Manual to standards. Kelli Johnson reads, edits and posts our International News, while Aileen Watkins gets first peek and option to web-geek our Member News. Similarly Maria Ziadie-Haddad keeps two eyes and hands on our FaceBook presence.

Our physical take-on-the-world-at-large is no less daunting. We proudly salute Fiorenza de Bernardi for her winning command of the Rome Invasion. Jane Sadler and Patty Tomich have already dived into the deep waters of our 2012 Convention commitments, and Luba Rylova has bravely proffered Moscow as our landing site for 2013. Kudos to all who participate, vote, speak up, and engage. Our Members are not afraid to be seen and heard, and we are at our best in doing so.

As a group we hold dear our profession’s noble traits – trust, integrity, truth, and calm in crisis. We rise to the challenge of elusive perfection and the lure of attainment. I’ll speak up, “Show me a perfect human, and I’ll show you a perfect law.” My words are not left unchallenged. Sylvia Paoli guards our legal legitimacy, while in congress Laura Smith doesn’t let the “rules” slip, nor does the constituency, as we celebrate the resounding wit and contributions of all our members. Participate we do! Opinions abound and we share in their glory. We listen and we respond to our peers, valuing especially those who have made that great sacrifice to volunteer by leading. We rightly build on the contributions of previous executive councils - Ann Kieffer, Cammy McHenry, Tiana Daugherty, Evelyn Tinkl, and all who have served on past Boards in so many capacities.

Yes, we volunteer with a verve that echoes around the globe – our selfless acts speaking volumes. We see the results reflected in the deeds of Keith Johnson, Mary Bardon, Linda Wright, Felicity Bush, Strike Fongeallaz, Krisan Wismer, every Scholarship interviewer and fund philanthropist – Lori Adams, Patricia Barrera, Jenny Beatty, Binka Bone, Wally Funk, Jean Harper, Deborah McEndree, Denise Mowat, Karen Nathan, Carolyn Pasqualino, Lynn Rippelmeyer, Angela Sherzer, Suzanne Skeeters, MegAnn Streeter, Eileen Weingram, Lucy Young and every participant in our fund-raising raffles and sales.

We especially support each other, our goals, missions and dreams, with our enthusiastic and vital membership involvement. It’s easy to have a lively conversation with convention attendees the likes of Liana Hart, Becky Howell, Shannon Jipsen, Gail Redden Jones, Nell Justice, Kathleen Malone, Sherry Anderson, Katherine Wallace, Lisa Ash, Tracy Leonard, Eva Marie Brock, Karol Welling, Julie Tizard, or, for that matter, any ISA member. We are all engaging, smart and friendly! Similarly, seeing an “old” ISA friend after years, we seem to pick up the conversation as though it were yesterday, chatting away as if we last conversed only a bit ago, didn’t we? Hey, what’s up Susan Arthurs, Lori Cline, Cyd Fougner, and yo, Charlene Sammis?

It is truly the core membership of our group that keeps us strong and viable. ISWAP is a name in the news, a force to be reckoned with, a group of keen minds with continued proven ability. We harken coast-to-coast with model members such as Bonnie Tiburzi Caputo (*New York*), Connie Tobais (*North Carolina*), and Susie Darcy (*Washington State*). Indeed, we proudly hail, representing the finest, from all corners of the USA.

A sampling only: The **West Coast** - our pilot rich state (*California*) boasts Lynn Austin, Cynthia Axell, Ginger Cutter, Jacci Ebert, Margaret Flynn, Adrienne Grechman, Esther Horn, Barbara Hothem, Gina LaBella, Anne Larsen, Judy A. Lee, Tracey Lee, Linda Morley-Wells, Diane Myers, Wendy O'Malley, Andrea Rinebold, Brenda Tirshfield, Renee Galloway Wexler, Diane Walker, Tara Wright, and Sue Yamamoto, while we continue the US reach out to the **Pacific** (*Hawaii*) with Patricia O'Brien amongst others; the **East Coast** keeps bragging rights for (*Maryland*) Sandra Hawkins, (*Massachusetts*) Diane Casavant, Daneane Martin, (*New York*) Wendy Blair, (*Virginia*) Sheri Baxter, Stayce Harris, Melissa Timberlake, Valerie Wells, and (*Washington, DC*) Becky Roman-Amador; while the **North East** yields up (*New Hampshire*) Jeannie Dismukes, and (*Pennsylvania*) Pamela Noeldner. Flying inland we tap the **Heartlands** with (*Illinois*) Donna Beering, Sharon Nader, Dolores Pavletic, (*Indiana*) Jennifer Palmer, (*Ohio*) Terri Hull, Mary Nave, (*Missouri*) Jennifer Davis, Luan Meredith, (*Minnesota*) Carol Cansdale, Catherine Plasschaert, and (*Wisconsin*) Nancy Ebert. Threading back up the **Northwest** we discover (*Washington*) Lisa Louise Cooper, Caryl Harris, Kristina Huffman, Erika Jackman, Tiffany Miller, Mary Reagor, Kimberly Scott, Kitty Sue Smith, Debora Waingrow; still rambling back through the the **Southwest** we'll treasure (*Arizona*) Barbara Harper, Diana Raymond, Victoria Ross, (*Colorado*) Beverly Sinclair, Julie Venable, (*Nevada*) Kathy Lynn Grant, Lore Probst, Debra Ross, (*New Mexico*) Jacqueline Boyd, (*Utah*) Susan Horstman; continuing our frolic through the **South Central** state of (*Texas*) we're charmed by Marie Beaver, Jennifer Castro, Carole Litten, and Nancy Misner. Cozying up to the **Deep South** we're at home with (*Arkansas*) Cathy Garrick, (*Georgia*) Julie Abston, Connie Bowlin, Sandra Davis, Mary Louise Griffin, Vicki Karnes, Barbara Kazmierczak, Susan Laun, (*Mississippi*) Mona Cates, Muriel Zarlingo; and still we continue, famously inhabiting the **Southeast** with (*Florida*) Alicia Kubida, Jane McCaffery DeLisle, Sharon Menear, Pamela Mitchell-Almand, Jessica Stearns, Guenn Stevenson, (*Kentucky*) Terri Donner, Shelly Trefes, (*North Carolina*) Gail Martin, and Aurore Reed. We're found thriving in that surprising aviatrix refuge (*Tennessee*) where we yet discern the illustrious pilots Sandra Anderson, Kandy Bernskoetter, Melissa Brumby, Penelope Crotty, Amy Himic, Evelyn Anderson Kennedy, Bobbie McLaughlin, Christine Miller, Mary Murphy, June Viviano, and Kelly Woods. Whew. Friends everywhere! Wait, there's more!

Our non-USA members share the flair and certifiably confirm the International in our name. We rejoice as we include yet another sample of more amongst us - Kalina Cox Comenho (Dubai); Melanie de Vries (Netherlands); Ayesha Rabia (Pakistan); Saudamini Deshmukh (India); Rebecca Blab and Tina Mocker (Germany); Gina Buhl (Edinburgh); Lynda Prior, Lisa Norman and Thyra Blaom (New Zealand); Nancy Lemmon and Wenyu Fu (Hong Kong); Cathy Fraser, Barbara Swyers and Kathy Sheridan (Canada); Lyudmyia Petrash (Kiev); and Ute Roth-Bunting (Switzerland). No wonder we love our get-togethers. What a wealth of knowledge and experience to share.

From every corner of the globe we represent a plethora of airlines and air carriers including Air Canada, Air India, Air New Zealand, Air Tran, Air Wisconsin, Alaska Airlines, American Airlines, American Eagle, Atlas Air, Boeing, Chautauqua Airlines, Continental, Delta, Eastern, Emirates, Express Jet, FAA, FedEx, Flying Tigers, Frontier, GoJet, Horizon Air, Jet Blue, Kiwi, KLM, Lufthansa, Mesa Air Group, NetJets Aviation, Northwest, Norwegian Air Shuttle, PanAm, Pakistan International Airlines, Philippines Airlines, Qantas, SAS, SkyWest, Southwest, STG Technologies Transavia.com, Ukraine National Airlines, United Airlines, UPS, USA 3000 Airlines, USAirways, and World Atlantic Airlines (among others).

It's no surprise that behind-the-scenes at ISWAP has been an equally enthralling and engaging experience. The last two years have seen our Treasury grow and solidify with improved banking policies and interest earning accounts. Our previously startlingly diminishing membership has taken a much applauded boost. Renewals were sliding precariously, but we're now boasting 219 paid and voting members - having welcomed back/renewed/initiated about thirty members. We warmly include our newest members Tiffany

Elliot, Maria Eberle, Michelle Hovey, Kathy McCullough, Sue Nielsen, Dorothy Norkus, and Lindsay Woodstuff. Oh, and revel we do, in our Scholarship winners who have made good their choice to join us, Mikhael Madello amongst them.

Happily continuing to re-energize, we have an additional 8 new members currently pending document review. Our finally actualized "lost/non-renewed" member data list is sitting right at 600 and poses a tantalizing invitation to explore. Our Conventions have been resoundingly successful and our Scholarship donations and awards well deserving of their hard-earned accolades. And, I'll concede, getting our bevy of beauties to agree on a website that fulfills our needs for interactivity, ease of transition, and tight security was no small team-building feat. Janet Coté gracefully and arduously contributed much of the foundational content, merging it from the old website after nurturing the domain for years. Significantly, our New Website management style has embraced collaboration and inclusion, structuring a vast frontier and building on the firm foundations provided by the genesis of our solid ancestry.

As a Charter Member of ISA+21, I share those bonds that transcend nostalgia, reveling in our reunions since May, 1978, prancing, dancing, reminiscing with and about our original members: Maggie Badaracco, Beverly Bass, Denise Blankenship, Jane Bonny, Mary Bush-Shipko, Julie Clark, Valerie Walker Cottle, Jean Harper, Karen Kahn, Sharon Krask, Holly Mullins, Norah O'Neill, Lynn Rhoades, Terry London Rinehart, Gail Gorski Schlicht, Claudia Simpson-Jones, Lennie Sorenson, Sandra Donnelly Wiederkehr, Stephanie Wallach, and Emily Howell Warner. Now I have the humble honor to part as Chairwoman of our Clan, passing on the baton, knowing genuinely that these last two years have contributed positively to the well-being and longevity of our organization.

Every single member of our association is cherished and adored – no matter how strident in views, flamboyant in outlook, or edgy in perception. Each member is remarkable and memorable. Each one of us has a hard-fought story that culminates in successes of the highest degree. We are acclaimed individuals of a rare type – accredited women with wings - and in this we are more alike than different.

Participating with the Board, committees, coordinators, and all of our members in such a breadth of activities has provided me with a new sense of what it takes to successfully interface the needs and goals of many. Over the last two years we have tackled a slew of issues, one by one, and I must confess, the "little" tasks encountered on the way to solving the bigger projects have sometimes been the more challenging. And we did not solve every problem presented! But, my claims are limited to these few: ISA has grown, matured, and evolved in new and wonderful ways. The last two years have enjoyed peace and plenty in the kingdom.

As I hand over the ceremonial gavel to our new Chairwoman, Nancy Novaes, I wish for her, the Board of Directors, including the newbies Elizabeth Snowbarger and Deena Sveinsson, and all our members, that ISA may continue to prosper and develop in joy and abundance, and above all, that our organization will always fare well.

OK, this is one those moments. Please hand over the tissues.

Love you all,

Angela Masson





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, Deena Sveinsson at membership@iswap.org so that your previous membership can be verified.