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## ISA Summer 2012



## SEATTLE 2012 ANNUAL CONFERENCE

By Nancy Novaes  
Chairwoman  
[chairwoman@iswap.org](mailto:chairwoman@iswap.org)

Even the weather cooperated with our Events Committee. The sun and warm temperatures of golden spring days provided the perfect backdrop to our Annual Conference in Seattle, Washington. All week, ISA members were treated to the best that Seattle has to offer. We greeted old friends and welcomed new ones. It was a banner year of attendance for Charter Members, with eight attending, including **Stephanie Wallach** and **Beverly Bass**, founders of ISA+21.

We provide support and friendship for each other as we welcome more women into the ranks of Airline Pilot. These plans and purposes never change. It is at our conferences where we meet and have fun, talking, planning, and sharing our experiences. This is our real 'payoff' each year.

Thanks to the hard work of Events Chair **Liz Jennings Clark** and her committee, **Jane Saddler** and **Patty Tomich**, we were able to enjoy a breathtaking floor tour of the Boeing factory and select our favorite fabrics, lighting, galley and bar designs at the exclusive Dreamliner Buyers' Tour. Boeing remains an active ISA supporter, and we look forward to welcoming two of their test pilots as "Honorary Members" of ISA+21.

We have a new roster for the ISA Board of Directors, as you will see from this *ISA News*. Incoming Scholarship Chair **Tiana Daugherty** is an ISA volunteer from 'way back.' Her previous stints on the Board include both the Chairwoman and Secretary positions. This time, she is taking on our very busy Scholarship Committee. Another former Chairwoman returns as Membership Chair. **Mary Ana Gilbert** will take the reins for the second year's term from **Deena Sveinsson**, who withdrew midterm for personal reasons. Thanks, Deena, for your great work in updating our membership procedures and letters. Captain **Lynn Rippelmeyer**, another senior ISA member, recreates the job of Human Performance, now returned to a Board-level position. She is taking over for retiring HUPER (Human Performance and Resources) Coordinator **Aileen Watkins**, who has caringly handled HUPER for ISA for several years. **Liana Hart** is in the process of learning the Treasurer's job, succeeding our long-term Treasurer, **Laurie Reeves**. Thanks, Laurie, for a great job and for coming through when we needed you!

Thanks to all outgoing Directors and Coordinators for your years of excellent service to our members, and welcome incoming. We are looking forward to a happy, busy year of sharing friendship and fun as we travel and work together over the next year.

# We welcome all new and renewing members!

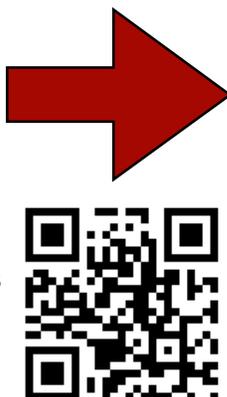
Amanda C. Dobelli, CA Expressjet  
Alison L. Donway, CA, Horizon Air  
Erin D. Dracy, FO, Horizon Air  
Rebecca Hempel, FO Atlas Air  
Mary L. Johnson, FO, Expressjet  
Sara Mahannah, FO Delta Air  
Alena Mukhamedova, FO, Aeroflot  
Donna Newcomer, CA, United Air  
Jessica Reinschmidt, FO Mesa  
Carolyn Reisz, American Airlines  
Sinaed Shah, FO United Airlines  
Denise Terpstra, Frontier



During the months prior to the Seattle convention, Boeing test pilots, **Karen Stemwell** and **Lisa Clark** put a tremendous amount of time and effort into negotiating, acquiring, and donating approximately \$2,000 worth of items to ISA, for the ISA Scholarship fundraisers and welcome packets. Their long-term goals are to urge Boeing to become more involved in aviation scholarships, and they see ISA as the best available vehicle to do so. In recognition of the truly incredible effort that Karen and Lisa have made for ISA, they were nominated for, and approved, to become Honorary Members of ISA. We welcome them both as hard-working, ISA-promoting, heavy jet airliner flying, professional women pilots.

*Please, if we have missed anyone, let us know so we can list you in our next newsletter.*

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



**Important Note from Membership**  
Renewals through the website are preferred. Check renewals may be delayed.  
You must maintain a valid email to exercise your voting rights, newsletters and eNews. Payment through the website is preferred, but checks are still accepted. Questions?  
Please email [membership@iswap.org](mailto:membership@iswap.org)

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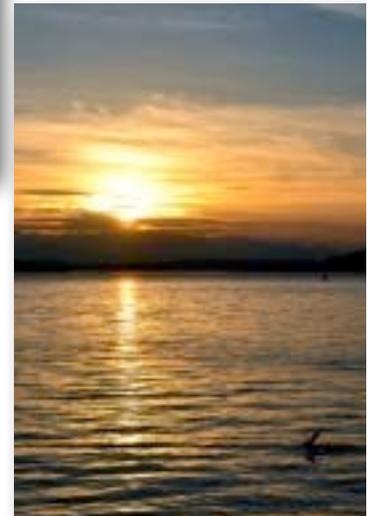
## HIGHLIGHTS 2012 SEATTLE

By Jane Saddler

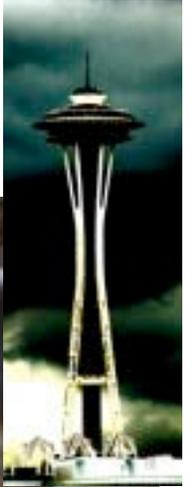
I will try not to gush too much, but Seattle 2012 was superlative in every way. It all started with record breaking temperatures and sunshine starting on Monday, May 7<sup>th</sup>. Members convened at the Edgewater Hotel on Seattle's Elliott Bay and were able to reconnect with friends and get settled in. There was a wonderful sunset and some took in the Mariner's baseball game at our retractable roofed domed stadium...of which I have to be proud, because we are all still paying for it. Mt. Rainier was "out" in all her glory and jets took off over Seattle in their usual "north flow" when the weather is good.



Jane Saddler, Felicity Bush, Astrid Deira, Patty Tomich and Patty Barrera eagerly await IS/ members still arriving. Goody bags are stuffed and waiting...



We were awakened Tuesday when the Victoria Clipper, a high speed catamaran powered up for its early morning cruise to British Columbia. The board meeting kept our illustrious leadership occupied for the entire morning, as it discussed the business of ISA. Members checked out the Space Needle, rode the Duck, went on the Chocolate Indulgence Tour of the city - I'm still buzzing from the theobromides - and the Pike Place Market.



During these diversions, **Mary Bardon** and her host of happy helpers organized an amazing array of silent auction booty for our lucrative silent auction. Thanks to our many generous donors, some of whom we count on year after year (you know who you are and we thank you), Alaska Airlines and the Boeing Corporation, we had wonderful items to auction and raffle off.

**Patty Tomich**, my compatriot in local planning, outdid herself by inviting the Chief Pilot and the Director of Operations of Alaska Airlines to join us. They spoke of the forthcoming pilot shortage and awareness of women pilot's contribution to aviation. Alaska was generous in their support of our soirée



Individual pictures may be printed off the website.

As usual, Wednesday was an action packed, fun filled day. Business was conducted above the backdrop of Elliott Bay with freighters and other maritime activity behind the huge picture windows. **Lisa Clark** from Boeing was our keynote speaker and presented, (typical of Boeing) an awesome promotional video. **Stephanie Wallach** and **Beverly Bass** were both in attendance and we were happy to be able to show our appreciation for their foresight in establishing this organization in 1978.

**Top left:** Patty Tomich, Lynn Austin, Patty Barrera, Janet Coté

**Right:** Emily Warner presents Beverly Sinclair, Frontier, with her A320 Captain award.

**Left:** Laurie Reeves is taking a bow for her years of service as Treasurer with Nancy Novaes.

**Lower left:** Julie Clippard with Serena Townsend, **Lower right:** Jo Halverson and Mary Bardon.





Beverly Bass presents Kathy McCullough with her 747 Captain award.



Liz Jennings Clark, Jane Saddler, Patty Tomich



Elaine S. Schumy, Delta

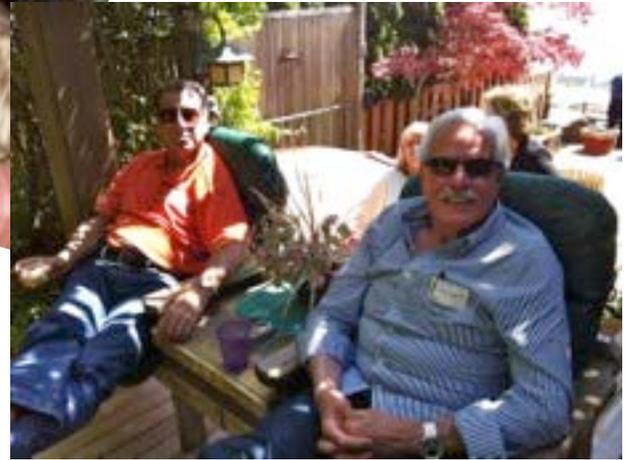


The evening was rounded off by a trip on the Argosy ship to Blake Island and its Tillicum Village. Our members, friends and family were treated to traditional Pacific Northwest food, including a cultural dance show.



The Pièce de la résistance of the conference, however was the private tour of the Seattle's Boeing factory tour and a special gallery tour of the 787 Dreamliner, which some of our members will be privileged to fly soon. Boeing rolled out the red carpet for our members and we were able to imagine ourselves representatives of our airlines, choosing the interiors of our respective airliners. Nothing silly happened in the biffies, I swear....





For those lucky enough to stay another day, Delta pilot and local Gig Harbor resident **Cyd Fougner** and her husband Peter Dolliver hosted a wonderful and relaxing après fete at their remarkable home overlooking Mt. Rainier and the South Sound. **Suzanne Skeeters** reminded us of her hostess talents, as well. They spared nothing to ensure all had a nice time—and the sun didn't hurt a bit.

The super luckiest of our members had an extra week to take in the splendors of the Inside Passage of Southeast Alaska, cruising on Holland America's ship to Ketchikan, Sitka, Juneau and Glacier Bay. If only we could have had the conference on the ship.....

ISA conventions never disappoint. How can they with the amazing members who participate and donate their time and expertise year after year? I am honored to be counted among these high achieving trail blazers and look forward every year to making and deepening friendships.  
See you all next May 2013.



Nell Justice  
and  
Melanie de Vries  
on our (sob)  
last night.



## SILENT AUCTION: Mary Bardon



Once again, the Silent Auction and Raffle were a great success! With approximately 100 people in attendance, we raised \$4,655 at the auction, and sold \$2,080 in raffle tickets, for a combined total of \$6,735!

We were a little rushed to finish the raffle at the end of the luncheon, and I didn't manage to thank those who worked so hard to make these events such a success. Special thanks to **Strike Fongeallaz** and **Margaret Flynn** for their tremendously impressive raffle ticket sales this year! Well done ladies! Also, special thanks to **Keith Johnson, Kathy McCullough, Tiana Dougherty, Peggy Kimbrough,** and **Millie Summerlin**, for all their amazing efforts to organize and set up the Silent Auction. Couldn't have done it without you.

We had a marvelous assortment of items donated this year. The variety never ceases to amaze me. Thank you so much to **Suzanne Skeeters, Becky Howell, Diana Raymond, Laura Smith, Keith Johnson, Kathy McCullough, Sinead Shah, Sherry Anderson, Debbie Waingrow, Tammy Blakey, Thelma Allen, Jo Halverson, Cyd Fougner, The Estate of Thea Lowrey, Tiana Dougherty, Kathleen Malone, Judy Lee, Jessica Stearns, Debbie McEndree, Mary Bardon, Emily Warner, Carolyn Pasqualino, Peggy Kimbrough, Strike Fongeallaz, Patty Tomich, Krisan Wismer, Jane Saddler, Lynn Austin, Karlene Pettit, and Shannon Jipsen.** Every item you brought, your efforts, creativity, and generosity, are all appreciated more than you know.

Also, I would like to mention two members that were not in attendance, who sent checks to add to our proceeds. To **Jean Harper** and **Debbie Waingrow**, our heartfelt thanks for your most generous donations.

Our Business and Corporate supporters donated many exceptional items this year. Please consider giving them your patronage in return, and check out their websites. Our sincere thanks to:

**The Boeing Company**  
**iFLY Seattle Indoor Skydiving**  
**Snaketwist.com Jewelry**  
**Mia Bella Salon, Laura Joseph**

**Alaska Airlines**  
**The Woodhouse Wine Estates**  
**Bartell Drug Stores**  
**Bryan Helfand, Artist**



## WILDLIFE IN A WILD LAND

Nine members and guests left Seattle on Saturday morning, May 12 to board the fabulous ship *SS Westerdam*. Following the “fur route” of 19<sup>th</sup> century traders, we took a leisurely Sunday cruise along the western Canada coastline, slipping into the cruise ship routine of food, sightseeing and entertainment.

Our weather luck having been mostly spent by the fabulous sunny days in Seattle, our Alaska cruise was cool and moist, at least until we arrived at the glaciers, where it was COLD. Ports of call were Juneau, Glacier Bay, Sitka, Ketchikan and then international, Victoria, Canada. While sipping wine and hungrily enjoying cruise fare, we whale-watched while we cruised. Several of us took advantage of side trips for a closer look at wildlife.

Whale tails were not the only exciting things to see. Impressive glaciers still filled valleys and bays in Glacier Bay, a modest but beautiful remnant and reminder of climate change. The cruise was a welcome and wonderful finish to a fabulous meeting.

Holland America Line



Standing: Carol Ann Mandel, Liz Jennings Clark, Linda Deos, Laird Johnson, Nancy Novaes, Felicity Bush.

Seated: Cindy Mandel, Eva Brock, Lola Makower



By Captain Shannon L. Jipsen

For those of you who missed our wonderful day at Boeing, here's a little recap of what we got to experience on our Thursday adventure day of the 2012 ISA Conference:

Our group was split into two buses, and each bus was split into two groups for the two tours. My group toured the 787 Dreamliner Gallery first. We were greeted in the atrium and ushered into the "Western" lounge. Boeing has designed this Gallery to meet the cultural needs of its customers whether from Eastern or Western countries. Mark Larson is the co-designer of the Gallery and he was our tour guide. It was a treat to get to talk with him while touring the Gallery, which has been open for 5 ½ years.

So you might be asking, what is the Dreamliner Gallery? Well, it's a building set up to allow the Boeing Dreamliner customers a place to come and design their plane. Each customer has a Boeing representative who walks them through the entire six month process of choosing all the options for their B-787 design.

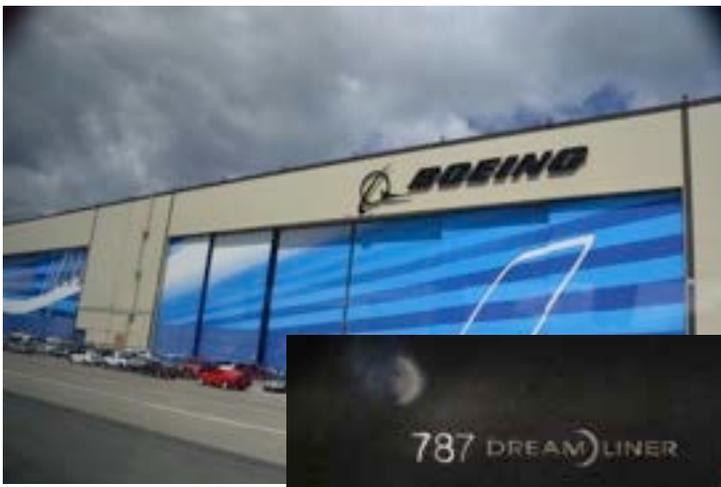
There are six galleries and each one offers the Boeing customer complete, "one - stop shopping" options to customize their Dreamliners. For example: Galleys and Lavs, Colors & Materials, Seats, Flight Deck, Furnishings and Lighting and other details.

We toured through each of these galleries and got to see how the Boeing 787 Dreamliner can be tailored to each airline customer. Very interesting and fun to see how every inch is being used and how Boeing has engineered this aircraft to be a better plane for all that fly on it. For example, because the 787 is a completely composite aircraft and much stronger than current types of aircraft, the max cabin altitude is 6000 rather than the typical 8000 feet. This will make a huge impact on those flying in the Dreamliner as the respiratory distress will drop significantly and the overall passenger and crew fatigue will lessen. They have also worked out the issue with poor air circulation...they've added charcoal filters that filter out allergens, pathogens and odors.

Some other interesting features of the B787:

- It's a completely electric aircraft (no tapping bleed off the engines to pressurize, etc.)
- The flight controls have been redesigned. Because of the flight control changes, it will take about 70% of the turbulence out of the plane ride.
- The passenger windows have been enlarged to allow passengers to see out better and the lighting throughout the aircraft is dynamic...meaning it's changed to set the tone for the particular phases of flight.

The motto for the Dreamliner is smoother ride, better air quality and dynamic lighting.



As far as the flight deck is concerned, of course it's glass. It has *electronic* flight bags, and a new feature is no more overhead circuit breakers. The 787 has remote controlled CB's and if one pops, it comes up on your display and the mechanics can collar and list what's wrong so the pilots can see it on the display. An emergency hatch and four inertial reels are installed for egress.

At present time, Boeing has 1.5 airlines per day coming through the Gallery. There are over 800 aircraft on order right now and Boeing is sold out of the 787 until the second quarter of 2017. Boeing is expecting to sell approximately 3500 787 Dreamliners.

The 787 is manufactured in many locations around the world and the different sections are flown to Everett, WA by the B747 Dreamlifter...a modified 747. Once the sections arrive at the Boeing Factory it takes three days for the jet to be assembled.

After our Gallery tour, we were treated to a wonderful lunch and then our group swapped with the other group and we went to the Boeing Factory to see the 787 Dreamliner up close and personal. We were escorted on the VIP tour, which meant getting "close up and personal" with this amazing aircraft.

We got to go on the floor of the factory and walk around, under, and on the aircraft rather than standing on an overlook looking down from a distance (that's the public tour). We all were like kids in a candy store...so excited to see these amazing aircraft being built. We got to see the B747-8, the B777 and the B787. The factory is the largest building on Earth, according to Guinness World Records (13.3 million cubic meters). It's climate is heated and cooled by opening and closing the huge doors at each end of the building as well as using the one million light bulbs installed above the production floor! We got to take pictures by the B777 engine as well as climb inside the forward fuselage and flight deck of the B787. We got to see the composite structure and touch it and saw an example of how the 6000' cabin altitude will make a huge difference on passenger and crew comfort.

After we stopped drooling from the tour, our bus driver took us on a ride around the flight line. It was fun to see the planes all lined up ready for delivery by the airlines of the world. Our day ended at the Boeing store where we got to pick up a few fun items that will remind us of this day at Boeing for a long time to come.

Thanks to **Cindy Mandel, Liz Jennings Clark, Patty Tomich and Jane Saddler** for their efforts in making this special day happen and to Boeing for the VIP treatment to our ISA group!!

For more information about the Dreamliner, visit <http://boeing.com/stories/impact.html>



*My dear, Lucy, what a nice surprise to receive greetings from you and all ISA friends! You are really true and very nice friends!!! I will try to write to ISA but I don't know if I find the right address. Can you say a big thank you from me to everybody? Ti abbraccio, Fiorenza*



Liz and Fiorenza last year in Italy.





Liz relaxing on her bed in the Beatles Suite at the Edgewater Hotel in Seattle after organizing another great conference.

## EVENTS DIRECTOR REPORT

Liz Jennings Clark

[events@iswap.org](mailto:events@iswap.org)

Well first of all thank to all of you who managed to make it to Seattle and make the ISA 2012 Conference a great success! We had just under 100 members and guests attend – the largest gathering since 9/11. Many thanks to all those who helped in ways big and small – of course we all need to say a special “thank you” to Local Liaisons **Jane Saddler** and **Patty Tomich** their hard work made Seattle a great venue and one we will remember for a long time. But many other members did their ‘one thing’ for ISA and added pieces to the whole that added up to a wonderful few days! Even the notorious Seattle weather gods smiled on us!

I’d like to mention **Debbie Waingrow** who came up with the idea of the Chocolate Indulgence tour that many of us enjoyed and **Cindy Mandel** who alerted us to the existence of the Dreamliner Gallery (and drove me up there last year to speak to them about the possibility of visiting them – that and the Boeing Factory Floor tour made up a side trip that will go down in ISA history. Thanks to **Patty Tomich** and **Herb Portillo** for working so hard to get as many members and guests on that list as possible. Also many thanks to **Cyd Fougner** and **Peter Dolliver** for hosting so many of us at their beautiful home on the Friday – we enjoyed the chance to wind down and sample the wonderful eats and drinks while enjoying the view from your amazing place!

I'd like to clarify a few processes that the Events Director (formerly Convention Chair) and team go through each year to make each Conference a fun but affordable event. For the last few years your registration fee has covered Welcome Reception eats, Wednesday breakfast, Awards luncheon, Wednesday evening dinner Group photo and audio-visual costs as well as room rental fees (if not comp'd due to catering minimums met). On Tuesday evening we spent \$5498 on the food, bartender, service charge (19%) and tax (9.5%). About \$50 a person (we had slightly more than a hundred attendees due to invited guests). Breakfast on Wednesday was \$1900, Lunch \$ 5305 with personnel fees, service charge and taxes adding another \$2000. Tillicum was \$6528. Audio visual costs were \$641 (and would have been much more if **Jo Halverson & Kit Darby** had not taken the trouble to bring their own microphones etc for us to use!) The photographer's costs for the main picture were \$1120. If we add that all up it comes to \$22,992 – practically exactly what we received (not that many registered late for the higher fee).

Bear in mind that we have to sign contracts months in advance and cross our fingers that enough people will show up. Many hotels/companies will not give any credit if we reduce or cancel less than 60 days in advance. Many of you are not able to commit to attending at that stage but will be disappointed if we only book for a smaller group and are unable to increase it. So planning a conference is in some ways an act of faith, using best guesses and experience from the past. In years gone by the Wednesday evening event and the photos were paid individually, we have recently used the option of including them in the reg fee but may drop them in the future if that is what members want. Next month I'll be posting a questionnaire on the website to get your opinions on this.

ISA is at an in-between size – we need seats for 60-70 people (preferably “classroom style”) for our Annual General Business meeting. This means we cannot stay at smaller hotels and have our meeting in house – but for larger 4 & 5 star hotels we are still a small group. They are used to groups of 500 or even 1000+. Hotels in this category have more expensive room rates and we need to take up a certain number of room nights in order to get a contract in the first place. This year ISA was contracted for 150 room nights – from Monday onwards 15/50/50/25/15. Thursday night was higher than usual due to the Boeing tour. This block was worth in excess of \$33,000. If we had dropped below 90% of this total ISA would have had to pay for the extra rooms – luckily even though a few of you did leave earlier or dropped one room to share with a friend we did maintain the 90% - but only just! In the weeks before Conference we ran out of rooms and some had to stay elsewhere – but booking a larger block puts ISA at financial risk, that was also the reason to add a \$50 surcharge for those out of towners who chose to stay at alternative lodgings – it goes to pay for the meeting rooms etc if we don't make our minimum. All these things add to the stress level of both the events director as well as the local liaison(s).

Lastly, I would like to recap the process for nominating a city as a future ISA Conference site. The current OPS manual (found on the website under Documents/Operating Documents) is somewhat outdated but a good start. Check page 22. Proposal should be made to the Board at the Fall Board meeting. We alternate between US and Non-US sites. Please gather as much information as you can – a proposed contract from one or more hotels would be nice – before presenting to the Board.

In closing – as many of you know **Shannon Jipsen** will be taking over from me starting May 2013. Shannon will be shadowing me this coming year to learn the ropes. As yet, due to special circumstances we still have to decide on location – the decision and more information will be in the next Newsletter.

Hoping you all have safe flights and a wonderful summer – and hope to see you next year!



Shannon relaxing in the Dreamliner Gallery before taking on her new duties.

*Dear ISA,*

*Thank you so much for the honor of awarding me a Lifetime membership in ISA+21. I am proud to be associated with such a great group of professional women! I think we have accomplished a great deal over the past 34 years and we have helped many women attain their goals in commercial aviation. At FedEx, we have 14 female pilots who are former ISA scholarship winners. This is a great source of pride to me. I have made many friends through ISA and I look forward to renewing our friendship at the annual conventions.*

*When I was still actively flying, I loved carrying my membership directory with me on layovers to see if any members were at home to join me for dinner. My affiliation with ISA+21 has been rewarding for me and I appreciate the recognition you have bestowed on me. I will hang the framed certificate in my office and the hourglass-shaped vase will be perfect, filled with glass rocks to anchor flower arrangements. Thank you for your kindness and your thoughtfulness.*

*Sincerely,*

*Keith Johnson  
Captain, Fedex  
Former ISA Scholarship Administrator and Mentor*



Right: Keith working hard to set up auction items in Seattle. Above: Keith at the business meeting.

# BOARD OF DIRECTORS MEETING

**Secretary: Elizabeth Snowbarger**

[secretary@iswap.org](mailto:secretary@iswap.org)

This was my first conference as a Board Member and I am thankful for the support and encouragement of my fellow ISA Members and Directors. Although the backdrop for our General Business Meeting was the beautiful waters and colors of the Puget Sound, from my position on the podium, it was inspiring to look out onto the sea of blue, brown and black pilot uniforms, adorned with gold and silver, and realize the legacy and experience present.

For me, one of the highlights of the 2012 Conference was the tour of the Boeing plant in Everett. Besides making great airplanes for us to fly, the company clearly cares about their customers (even those 'bus' drivers amongst us). I sincerely appreciate their generosity in providing - not only an informative and exciting tour of the factory floor - but also a delicious lunch and gift bag!

In watching the new B747-800 roll along the factory floor, it was great to hear stories from ISA members who crewed the early models. The first B747-100 rolled out of that very plant in 1968 - ten years before ISA was founded! The Boeing Company, in providing us this tour (at no cost), truly proved themselves as a company willing to adapt to operational needs. Just as they increased the size and performance of the B-747 over the decades - they displayed flexibility and generosity by twice increasing the 'seating capacity' of the tour - accommodating all conference attendees able to attend, even those 'boarding' late. Again, thanks to all those involved in the planning, operation and success of this event.

The 2012 ISA Conference was not all fun, fellowship and fish (fresh salmon!)...for there was work to be done! The Board of Directors met in open session on Tuesday, May 8, and the General Business Meeting was held the following day with 67 ISA Members in attendance. This article provides a general overview of these meetings. The Minutes will be available on the website: <http://www.iswap.org>. Follow the links for Documents: Board Meetings: Minutes.

## **Board of Director's Meeting - Tuesday, May 8, 2012**

Topics of discussion at the quarterly ISA BOD Meeting included: Election Process, Director Openings, General Business Meeting (05-09-12) Goals and Procedures, Treasury Reports, Website Operation, Costs and Alternatives, Newsletter Cost and Distribution, Update on 2012 Conference, 2013 Conference Location Proposals/Issues, Goals of Education Committee, IFALPA Representative Funding, Purpose and Election, Women In Aviation Conference Representative and Funding, Scholarship Committee Report including Update on 2011 Winners and status of Fedex Scholarships, Scholarship Funding including Donations and Allocation of Core Fund, ISA Membership for Boeing Company Pilots, ISA Member Eligibility for ISA Scholarships.

The following business was conducted:

The ISA BOD approved: *a budget of \$2000 for Women In Aviation Committee expenses, including but not limited to the booth rental, promotional materials, refreshments and hotel room(s) for volunteers.*

The ISA BOD approved: *a budget of \$1500 for Scholarship Committee expenses including, but not limited to hotel room(s) for volunteers and scholarship promotional materials.*

The ISA BOD approved: *the budget for the IFALPA Committee to a maximum level of \$1500 annually.*

The ISA BOD approved: *the Scholarship Allocation Formula be revised so that 25% of Corporate and Individual Donations go to the core fund, the balance to be used for annual scholarship awards.*

## General Business Meeting - Wednesday, May 9, 2012

Topics of discussion and business at the Annual ISA General Business Meeting included: Introductions, Quorum Discussion, Approval of 2011 Minutes (Rome), Bylaws Changes, Director/Committee Chair Openings (Scholarship, Treasurer, Membership and Human Performance), Treasurer's Report including Scholarship Funding, Dues, Fees and Operational Deficits, "We Want You Back" Campaign Update, Newsletter Costs and Volunteer Solicitation, 2012 Conference Update including Attendee Information, 2013 Conference Locations and Issues (Moscow vs. Budapest), Scholarship Report including Applicants/Review Board and Winner Updates, Fedex Scholarship Issues, Overview of Membership Assistance Fund, Women In Aviation Conference Participation (need 2013 volunteers), Explanation of Dues Increase, Motion/Discussion on Scholarship Eligibility for ISA Members and Issues Related.



The following business was conducted:

*ISA Members will be considered eligible for ISA Scholarships.* Motion passed with amendment, following extensive discussion. Nancy will be looking into the tax and legality issues.

*Honorary ISA Membership is given to Karen Stemwell and Lisa Clark, from The Boeing Company, in recognition of their support of ISA.* Motion Passed following discussion.

Finally, the BOD met Wednesday afternoon in a special "housekeeping" session including the following election of Officers and Committee Chairs.

### Officers:

Nancy Novaes, Continental Airlines - Chairwoman  
Jo Halverson, United Airlines - Vice-Chairwoman  
Elizabeth Snowbarger, Delta Air Lines - Secretary  
Liana Hart, Mesa Air Group - Treasurer

### Committee Chairs:

Tiana Daugherty, United Airlines - Scholarship  
Liz Jennings Clark, Transavia - Events  
Mary Ana Gilbert, Delta Air Lines - Membership  
Kathi Hurst, United Airlines - Education and Archives  
Lynn Rippelmeyer, United Airlines - Human Performance and Resources

The next quarterly BOD meeting is planned for early October, 2012.

# EDUCATION AND ARCHIVES COMMITTEE

**Kathi Hurst** [educationandarchives@iswap.org](mailto:educationandarchives@iswap.org)

I would like to take this opportunity to thank ISA for asking me to head the Education and Archives Committee. It is a task I am looking forward to undertaking. Currently I serve in the following positions:

Captain at United Airlines, currently on the A320/319 aircraft.

Chairman, ALPA C12 (Chicago) Safety Chairman

Professional Standards Committee

ALPA National Chairman on the Presidential Task force for Aviation Sustainability and the Environment

Flight Safety Investigator Coordinator

Chicago Coordinator for Pilots for Kids

Part time professor in Aviation for Lewis University.

My goal for the ISA educational piece is to work on our getting the name of our organization known in both schools that do and do not focus on aviation. For the colleges that do not, my hope is to reach out to any girls who are interested in aviation or math or science.

Since I have been taking on this project, I have contacted several colleges to introduce our organization. In addition, I am currently working with a local junior college to create an adult credit course for ground school, in hopes of creating interest for women and aviation. Since a credit program takes several years to get approval, this is the best course of action for a program.

I am working with a local high school program and students regarding pilots and aviation, and have been in contact with a children's book publisher, who contacted me, regarding a book on women pilots. I will be on a short break (for medical reasons) for the next few months, but will continue to build on the base that is being built. It is my goal to try to develop a DVD regarding ISA and what

## SCHOLARSHIP: Tiana Daugherty

[scholarship@iswap.org](mailto:scholarship@iswap.org)

A quick note of introduction, my name is Tiana Daugherty and I'm the incoming Scholarship Chair. I've been with United Airlines for 22 years and have previously served on the Board as Secretary and Chairwoman.

From the original concept to what the scholarship has grown to, is a testament to our members. You have been generous with your pocket books and time. I believe it has enriched the lives of not only our awardees, but the almost 20% of our members who give of their time each year to make the program the success it has become.

I look forward to helping the scholarship program continue to adapt to today's market place. As always, your input (and time) is welcome.



Thank you, Tiana, for stepping up.



Thank you Julie and Serena for all your hard work.

## Laurie's Goodbye



Laurie Reeves with Strike Fongeallaz

Together with the ISA board, I had advertised the vacancy of the treasurer's job, and during the annual business meeting, Liana Hart stepped forward to take over the work.

It has been great and varied fun to provide support for several of ISA's boards including one meeting at my own Florida Keys home. Previous Chairwoman Cammy McHenry provided a tee shirt to participants. It is labeled Board Meeting and depicts a gathering of surf boards. After the board meeting, Cammy and I went for a swim with dolphins. That's when I fell in love with dolphins and I now volunteer at Dolphin Research Center on Grassy Key. A male calf, Delta, was born on the day I started volunteering. That was a bonus I hadn't expected. And wonderful events keep happening there. I am grateful that Liana is willing to allow me more free time for my local volunteering with dolphins, and I'm still counting pennies as treasurer for the local garden club. Thank you for your gracious comments as I depart this office.

You can be sure I'll teach Liana my favorite line: **"Pay early and pay by check."**

*Laurie Reeves, United Airlines*

## TREASURER: Liana Hart [treasurer@iswap.org](mailto:treasurer@iswap.org)

My name is Liana Hart. Presently, I fly as a Captain on the Canadair Regional Jet (CRJ) for Mesa Airlines based in Chicago while living in Las Vegas. I am also involved in the Critical Incident Response Program and Pilot Assistance through ALPA. I am striving to work for a major airline carrier as the airlines increase their hiring again.

As a little girl in Bellingham, Washington, my first introduction to aviation was a visit from my dad during his flight lesson. I remember desperately wanting to fly with him, but I couldn't, as he didn't have his private pilot's certificate. Even though he never got his pilot's certificate, my dad sparked my interest in becoming a airline pilot. Having someone around to show me what is possible has influenced my being involved with ISA+21. I participate in WAI conferences working in the ISA booth and perform interviews for our scholarship program.

For a number of years before becoming a pilot, I worked in Seattle, Washington as a bookkeeper handling payroll, accounts payable and accounts receivable and audits using job costing systems with construction and engineering firms. I left my career as a bookkeeper and attained a degree in Aviation Business Administration from Embry Riddle Aeronautical University. Following this I started my aviation career as a pilot and dispatcher at Samoa Air in the South Pacific flying a Twin Otter from island to island. My time in America Samoa was a very special time in my journey of professional flying. It was delightful to fly among the islands and have time to play in the ocean most afternoons. This is also where I met my husband, Randy, an Air Traffic Controller.

Because of my husband's job, we presently live in Las Vegas. I love running in the desert just behind our home with our dog, Jasper. Since turning 40, I have run in at least one marathon per year and various half marathons keeping me motivated to stay in shape. I also enjoy hiking, photography and playing with my grandson, Garrett.

I became a member of ISA+21 because of the super people associated with the group and their responsibility in giving back to help others progress in their careers. I will continue to be active as a member and volunteer as the support given me throughout my career has helped me achieve my goals. This is my way to give back. With my skills as a bookkeeper, I feel that I will enjoy being able to give back as the Treasurer for ISA+21.



Liana with grandson, Garrett

# COMMUNICATIONS: Jo Halverson

[communications@iswap.org](mailto:communications@iswap.org)

I love it when someone raises their hand and offers to “bite-size” my Director duties away from me! I want to thank **Kathy McCullough** for stepping up and letting me pass the torch to her for the production of this newsletter. Her creative skills are a great fit and I hope she enjoyed bringing our group to life.

This lets me front burner other items on my ISA “honey do” list, including answering inquiries in a more timely manner that arrive in my communications mailbox. We are often asked if we have any statistics regarding the number of females flying for airlines worldwide. Based on anecdotal information, statistics compiled by the U.S. Federal Aviation Administration and other organizations, roughly 5 percent of pilots are women.

When asked to explain why there are not more females at this point in history, I point them to some interesting academic papers supplying educated guesses on that very question. Each of us can draw our own conclusion as to why we don’t see more gals up front. That’s always a good discussion at a get together, and knowing how we can get revved up, “war stories” should quickly ensue. Maternity policies are a hot topic for female pilots working at airlines who have not had a great deal of experience with our gender in the flight deck.

We are certainly in need of updating the information we have on hand regarding policies various airlines have; if anyone wants to raise their hand to update this important information, please contact us.

Finally, back to this issue. I need to thank **Gail Martin**, who volunteered to help get the paper version of this newsletter out to those who have paid for that service. It’s this kind of assistance that lightens my load, allowing me to complete other important projects for this special group.



Jo Halverson and Sherry Anderson,  
United Airlines.



Gail Martin, US Airways



Kathy McCullough, Delta Airlines

Please update your information on the website and add a picture so I will know who everyone is.

I know I missed some of you in pictures...if you have any good ones, send them to me please!

I don’t know everyone yet, but I am learning.

# Stay Away From Lightning!

By Captain Brenda Robinette



The year is 2010, Springtime in Florida. We are all too aware of what thunderstorms mean to pilots.

Avoid at all cost, right! Well, after flying for 25 years I finally got hit by lightning climbing out of 16,000 feet from Tampa in a Boeing 737-700. After the shock, glowing cockpit instruments and craziness we flew to our destination and I grounded the airplane. It was out for repair for a few days.

That night at the hotel my hand began to hurt. It was a sharp burning pain and aching. I wrapped it up in a warm towel and that helped a little. A few days later some small robin looking egg shape knots appeared under my skin on my left hand. I had been perfectly fine till the lightning strike. I began to worry a bit. About every three days something else would happen and whatever was going on in my body was moving around. My other hand, then my jaw, then my shoulder. Finally my left foot hurt so much at times I could not walk.

I saw a nerve specialist in May but he found no damage and referred me to a rheumatologist. I thought, no way, arthritis? Well, come to find out an environmental stressor can bring on cancers, arthritis, auto immune diseases--all kinds of things.

Apparently the lightning strike triggered the RA (rheumatoid arthritis). So after seeing many specialists at some of the best hospitals, trying a holistic approach, and eating better I still have to take medicine and injections weekly to help with the inflammation. I'm on less medication than before after taking the advice of my friend, Becky Howell, about the alternative approaches I could try like essential oils which I still use every day.



Dinner with Nell Justice, Kathy McCullough, Brenda Robinette (author), Margaret Flynn, David, Becky Howell and Melanie de Vries (front center toasting).

Also, dealing with the FAA was not much fun but I was granted a waiver to fly after three months. Working with the FAA has taught me a lot on how to find information about what medications you can and can't fly with. I even had a very nice FAA doctor call me and interview me over the phone so I would not have to fill out 53 pages of questions. I currently have a six year waiver to fly with RA. Always talk to your union doctors first and ours is wonderful. They know the ins and outs and fastest way to get a wavier and get you back in the air.

This was two years ago in April and I did have foot surgery in March of this year to remove a rheumatoid nodule. I had the surgery right after Women in Aviation so I could heal enough to make it to [SA+21 in Seattle. Really this was my plan. Nice plan and it worked out very well till the Chocolate tour and some tenderness started in my foot. Not to worry Kathy McCullough and I walked up several hills and bought the same comfortable athletic shoes and I love them. Below is a picture of us wearing our new shoes.

I still have not tested positive to the rheumatoid factor but the rheumatoid nodule taken out of my left foot seems to confirm the RA. Lightening can do strange things and I will update you from time to time on any changes. I don't know for sure if the RA was just dormant and waiting to come out and was triggered by this event but something sure happened that day.

As pilots we have all seen some pretty amazing sights out there in the wild blue yonder and phenomena that can never be explained. Fly safe and stay away from lightning!



Margaret Flynn, Brenda Robinette and Katherine Wallace at the salmon dinner.



Brenda Robinette at the Tillicum Village salmon dinner w Kathy McCullough in their new shoes.

Liana Hart, Serena Townsend and Strike Fongeallaz.



Night view of Seattle from Blake Island.



IFALPA 67<sup>th</sup> Annual Conference  
Paris, France May 3-7, 2012  
**ISA Coordinator Karen Kahn**

With ISA's status as an accredited observer to the formal proceedings of IFALPA, I attended their 67<sup>th</sup> annual conference in Paris, France May 3, 7, 2012. The 3 days of meetings were divided into sessions targeting issues associated with:

- 1) The group alliances (Star, One World, Skyteam)
- 2) The various geographic regions and
- 3) The subject areas of concern to pilot (HUPER, ATC, Safety, Industrial).

Each committee separately meets throughout the year to discuss various subjects of importance, culminating in papers that outline their positions and recommendations. The papers are then considered at the annual meeting, voted upon and finally presented to the plenary sessions at the conference conclusion.

**INDUSTRIAL:** Work continues on FTL (Flight Time Limitations) and FRMS (Fatigue Rest Management Systems), where small changes were made to policy to reflect recent changes at ICAO including the publishing of the recently approved Operators FRMS Manual, which is a joint ICAO, IATA and IFALPA document. Also, at the regional level work continues to make sure the new FAA Rule and EASA draft proposals head in the right direction. From an Industrial perspective there are some serious concerns about the possible abuse of FRMS by unscrupulous operators who see it as a simple way to avoid an existing prescriptive regulation.

**AIR TRAFFIC SERVICES:** The ATS is responsible for corresponding ICAO functions of Air Traffic Control, Air Traffic Management, Aviation Meteorology, Search and Rescue, Aeronautical alerting and Information Services, and related regional issues. These correspond to nine ICAO annexes and the related IFALPA policies.

**HUPER: Human Performance and Resources**

Our Hot topics are:

Human Performance – flight deck automation, information management, and workload management.

Training & Licensing – MPL, ITQI, manual handling skills.

Medical – radiation protection of flight crews, fatigue, cabin air quality, and problematic substance abuse (for internal information only).

To read this report in full, please see the ISA website.

Karen Kahn pictured last year...  
Rome ISA 2011.



# Human Resources and Performance Committee Report

## Aileen Watkins



Thank you for your support over the last two years as Human Resources & Performance Committee Chair. **Captain Lynn Rippelmeyer** will be taking on the position as Huper Chair, assisted by Honorary Member Dr. Jacque Boyd. I will be working with the committee through the transition. We are looking for a few more volunteers to join the committee, as we have some interesting things planned in the design and function HUPER here at ISA.

As we have in the past, we look forward to providing our membership with updated information on Human Performance issues that mean the most to you. We have a few women who are interested in writing articles on such issues as fatigue, circadian rhythm disruption, health and fitness while on the road, balancing family and career, and flying while pregnant. If you would like to write a piece for our HUPER section of the newsletter, please contact us! We would love to share ideas of our membership to improve our quality of life on the road, and at home.

**Air Carrier Maternity/Family Leave Policies:** The committee would like to enlist the help of a woman or two from each air carrier to compile current CBA language and/or company policy information as it applies to maternity and/or family leave. If you are interested in helping with this project by submitting your company's policy, please contact the new **Committee Chair, Lynn Rippelmeyer**, at [Huper@iswap.org](mailto:Huper@iswap.org).

**Member News:** This has historically part of HUPER, and for some reason, the inbox has remained relatively empty. There have been changes in the personal and professional lives of our members, so if you would like to share your news, please contact us. We look forward to publishing upgrades, aircraft changes, weddings, births and other personal news that you would like to share or celebrate with your ISA sisters.

In an effort to create a more interactive committee, and drawing from the wealth of experience within the organization, we have been discussing creating a network of committee members willing to work with members one-on-one in working through personal and professional matters in a manner similar to the Critical Incident Response Program. For example, if a member had a private matter that she would like to discuss that she feels is affecting her performance at work, but does not feel comfortable discussing it with a colleague through avenues available at her workplace, she could come to the committee, and request to speak with someone who may be able to assist her, confidentially.

We look forward to serving the membership and continue exploring avenues that create opportunities for the women within our profession, as well as those who strive to join us through their dedication and persistence. Once again, I thank you for your support and look forward to seeing you all again soon!



**Lynn Rippelmeyer**



# 'Mama Bird,' famed female pilot Evelyn Johnson, dies at 102

By Lance Coleman  
Saturday, May 12, 2012

When commercial pilot Max "Ed" Roberts of Independence, Ky., learned Friday morning that his first flight instructor, aviation legend Evelyn Bryan Johnson, died Thursday at 102 years old, Roberts recalled his mentor's first flight with him as a professional pilot.

Roberts said by phone Friday that shortly after he became a captain with ComAir 19 years ago, he was surprised to learn Johnson was a passenger on a flight to Appleton, Wis. Roberts said he radioed ahead to the control tower and arranged to have a red carpet and bouquet waiting.

"When we landed, I hopped out first and met Miss Evelyn there and she was tickled to death," he said. "After all her years of flight instructing and all the airline pilots she trained, she had one fly her up there. It tickled me and her to death." Johnson, known as "Mama Bird," was inducted into the National Aviation Hall of Fame in Dayton, Ohio in 2007. She is said to have logged more flight hours, trained more pilots and given more Federal Aviation Administration exams than any other pilot on the planet.

When inducted into the Hall of Fame, Johnson had been flying for 55 years and had spent the equivalent of seven years in flight. Johnson began taking flying lessons during World War II while living in Jefferson City and began as a flight instructor in 1947. She gave former Sen. Howard Baker his private pilot flight test and the story of that test made the Congressional Record.

'We were flying a Beech Debonair and when we got to the stall series he said, 'This airplane wasn't made for stalls.' I told him that if we didn't do them he'd just have to get along without his private pilot's license. He did them," she told interviewer Joe Godfrey in 1999.

She also was one of the first female helicopter pilots.

A native of Corbin, Ky., as Evelyn Stone, she graduated from Tennessee Wesleyan and taught for a while before going to the University of Tennessee, where she met her husband, W.J. Bryan. She was born Nov. 4, 1909 in Corbin, Ky., the daughter of Edward William and Myme Estelle (Fox) Stone. A member of First Baptist Church of Morristown, she was an airport terminal executive, designated pilot examiner and manager of Moore Murrell Airport in Morristown since 1953.

The family will receive friends from 4 to 5:30 p.m. and from 6 to 7 p.m., on Tuesday at First Baptist Church in Morristown. A funeral service will follow at 7 p.m. with the Rev. Don Beach officiating. A graveside interment service will be at 11 a.m., Wednesday at Jefferson Memorial Gardens in Jefferson City. In lieu of flowers, memorials may be made to First Baptist Church Legacy of Promise, 504 W. Main Street, Morristown, TN 37814.



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