

In this post-conference newsletter I hope you can see in each picture the pride and joy we all felt in Las Vegas, greeting new and old members who flew in from around the world to celebrate the creation of ISA+21 and forty years of camaraderie with an amazing group of trail-blazing women. It was great that eleven of our charter members were able to attend and see what's become of their early efforts to reach out a hand in friendship to all of us who followed in their path.

I attended my first conference in 1983 and have very fond memories from the ones I've attended since. For some reason Bangkok, Cyprus, and San Antonio stand out for me. What are the differences between a good and a great event? It's not the location alone, although exploring a new city or country can be thrilling and it's not the quality of the hotel or the length of the business meeting that makes or breaks the conference. My memories of each of those events are inevitably about the people I connected with: In Bangkok it was Eva Brock who has become a life-time friend, in Cyprus it was Natasa Papadopoulou who is now my soul sister, and in San Antonio it was Becky Howell's partner, David Mandot, who I came to adore as we sat talking on a rocking chair at a little airport motel watching the sun go down.

As the Las Vegas 40th conference came to an end my partner and I went out with two first-time attendees for a dinner and show. The entire evening was truly wonderful from the incredible food to the mind-blowing Cirque show we chose. As conversation flowed effortlessly from work to home and family one of them said, "I feel like I've known you my whole life," and there it was again, the gift of our charter members to each of us. They gave us a chance to find friendship and support from women just like us, to celebrate our own unique stories and to mentor others in our path. It is a powerful and enduring legacy and I'll be forever grateful for their vision and drive.

See you all in Sydney, 2019! Chairwoman, *Glenys Robison*



How do I thank thee? Let me count the ways!

To paraphrase Elizabeth Barrett Browning, How do I thank thee? Let me count the ways. To all those who contributed to the ISA scholarship fundraisers at the 2018 conference, thank you! We raised \$9,940 at the auction, \$2,783 from the raffle, \$800 in scholarship Donations, and \$570 in general donations, for a **VERY GRAND TOTAL of \$14,093!** Well done!

Thank you to everyone who very generously bid and donated. And, special thanks to those who expertly assisted at the events: Tracy Leonard, Becky Howell, Strike Fongeallaz, Cyd Fougner, Kathy McCullough, Shannon Jipsen, and Tiana Daugherty, you are ISA Angels!

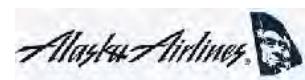


Plus, the auction and raffle are only as good as the items that are donated. Thank you so much to: Keith Johnson, Debbie McEndree, Thyra Blaom, Kathy McCullough, Terry Rinehart, Shannon Jipsen, Carolyn Pasqualino, Davida Forshaw, Lisa Norman, Lonnie Hrynk, Mary Poplawski, Terri Donner, Becky Howell, Pam Perdue, Judy Lee, Karen Nathan, Mary Trusler, Maria Ziadie Haddad, Nell Justice, Strike Fongeallaz, Koko Kostelny, Cindy Mandel, Tracy Leonard, Jenny Beatty, Jill Kost, Andrea Averyt, Eva Brock, Karen Kahn, Nivedita Bhasin, Niharika Bhasin, Maggie Eickhoff, Kathleen Malone, Nancy Novaes, and Sydney Hale. Your creativity and generosity are so greatly appreciated! If I have forgotten anyone, please accept my sincere apology and thanks....

And, we acknowledge our tremendously generous business patrons this year:



American Airlines (Beverley Bass)



Delta Airlines (Kathy McCullough)



Alaska Airlines (Stephanie Wallach)

The Abingdon Company (Abingdon Welch)



Jet Set Candy (Cindy Mandel)



Los Angeles Dodgers (Lynn Austin)



Renaissance Las Vegas Hotel



Qantas Airways (Lisa Norman, Davida Forshaw)

Thank you one and all! *Mary Bardon*

**Editor's Note: Thank you Mary,
for all you do each year to make
our auction so successful!**

ISA EVENTS CHAIR: Karol Welling

I want to offer a huge THANK YOU to everyone who helped to make this year's conference a success, especially Linda Wright, Kathy McCullough, Diane Helly, the entire Board, plus Mary Bardon, Tiana Daugherty, Pam Perdue, Beverley Bass, Katherine Wallace, Tracy Leonard, Liana Hart, and all the Hospitality Suite volunteers! We had an incredible turnout of 123 members and 30 guests, all of whom took time out of their busy schedules to attend this special anniversary gathering and to support the organization. Kudos to all of you!

Since the stemless wine glasses (sandblasted with the special 40th ISA Conference logo designed by our very own, very talented Pam Perdue) were such a hit as a memento of this milestone, we are offering a one-time opportunity for ordering additional glasses. Thus far, I have heard from 8 people who have requested a total of 28 glasses. I would like to place the order on June 30th, so if anyone else is interested, please contact me ASAP at krw83@comcast.net. The larger the order, the lower the price will be!



I also have a number of large and small group photos left over, which I would be happy to send (for the cost of shipping) to anyone who forgot to pick up theirs at the conference.

Many of you had the pleasure of meeting two of our Qantas team members in Las Vegas: Davida Forshaw and Lisa Norman. They are both so excited about Qantas hosting the ISA conference in Sydney next year! We are in talks with the Four Seasons Hotel, so stay tuned for more information. The second week in May 2019 was the best for Sydney so as to deconflict with their national school holiday, which would have made booking hotels, tours, and flights extremely difficult. We intend to return to the third week of April for 2020 as this seemed to work quite well for most members scheduling-wise.

ISA is all about making connections and supporting each other as we navigate life in this fabulous profession. I hope you all made some new friendships and rekindled some old ones. Please plan to do so again next year in Sydney!

Karol Welling events@iswap.org



MEMBERSHIP: Linda Wright

Julia Balch—SkyWest Airlines
Kenna Belling—SkyWest Airlines
Tierra Bickford—Compass Airlines
Jennifer Byrne—American Airlines
Alisha Davis—Alaska Airlines
Emma Edwards—Mesa Airlines
Gulcin Gilbert—American Airlines
Janice MacSween—Sunwing Airlines
Mollie Melton—Envoy
Carly Namihira—Endeavor Air
Morgan Parker—SkyWest Airlines
Nancy Snyder—SkyWest Airlines
Jamie Swihart—SkyWest Airlines
Hilary Surman—Cobham
Helen Trenerry—Qantas Airways
Julee Weyhmuller—UPS
Theresa Whiting—Endeavor Air

That brings us to date a total of 510 members from 19 countries including the USA!



Linda Wright presents the Captain's plaque to Aya Konstantinou (left) and to Luba Rylova (below), to take back to Russia for Alena Mukhamedova.



CAPTAIN'S CLUB: Katherine Wallace

2018 was a recent record for the Captain's Club with sixteen inductees, the highest number since Costa Rica. Congratulations to Thyra, Alena, Erika, Natascha, Pamela, Koko, Aya, Niharika, Monika, Lora, Mary Lou, Diane, Katja, Cassandra, Sapna, and Andrea. It was also another first—we believe this to be the first time a mother has inducted her daughter into the Captain's Club. Congratulations Captains Bhasin! A very special Thank You to my wonderful presenters: Luba, Linda, Keith, Lauren, Judy, Nivedita, Brittni, Camille, Liana, and our very special charter members: Beverley, Maggie, and Terry. An extra special thanks to Luba and Nivedita who did presentations in Russian and Hindi, and who hand carried plaques back to their respective nations, saving ISA much money in international postage.

If you are an ISA+21 member, in good standing and have upgraded to Pilot-in-Command in a qualifying aircraft (no matter how long ago!) (and no matter what you fly now) you can be inducted into the ISA+21 Captain's Club. If you plan on attending the conference in Sydney 2019, please contact me so that we can begin the process of having you inducted in Australia.

Thank you for your support! *Katherine Wallace* captainsclub@iswap.org



The photographs in this newsletter are reduced in size, but if you go to our website iswap.org you will find them all of them under PHOTOS (main header): Captain's Club. More information about each recipient can be found on the home page under MEMBER NEWS: New Captains.

TREASURER: Diane Helly**ISWAP****Statement of Activities
January through December 31, 2017**

	<u>Period Ended</u> <u>December 31, 2017</u>
Revenue and Support	
Membership dues	\$ 18,084
Public support	
Corporate donations	5,714
Individual donations	13,738
Total public support	<u>19,452</u>
Program income	
Conference fees	31,430
Total program income	<u>31,430</u>
Investment income	24,727
Total Revenue and Support	93,693
Expenses	
Awards and grants	49,129
Business expenses	875
Contract services	6,977
Operations	310
Other expenses	6,313
Program expense	27,631
Travel and meetings	<u>3,681</u>
Total Expenses	94,916
Other Income	
Unrealized gain	<u>26,612</u>
Total Other Income	26,612
Change in Net Assets	25,389
Net Assets	
Beginning of year	369,772
End of period	<u>\$ 395,161</u>

More detailed statements are available upon request. We welcome member involvement!

TREASURER: Diane Helly

ISWAP
Treasurer Report
Period Ending:
December 31, 2017

Bank of America

Beginning Checking Balance	\$ 38,458
Income	90,006
Expense	<u>(92,544)</u>
Ending Checking Balance	35,920

ALLOTTED AS FOLLOWS:

	Income	Expense
Scholarship donation	\$ 19,451	\$ 49,129
Scholarship LPL transfer	16,685	
Membership dues	18,084	
ISA Conference	31,430	
Merchant Service Error	4,356	
Operating		
Credit Card		1,682
IFALPA		1,500
ISA Conference		27,631
Marketing		630
Merchant fees		5,963
Professional fees		2,923
WAI		2,181
Other Expense		<u>905</u>
Total	<u>90,006</u>	<u>92,544</u>

Scholarship Fund

Fund Period Ending Account Balance	<u>363,597</u>
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Net Assets	<u>\$399,517</u>
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These financial statements have not been subjected to an audit, review, or compilation engagement, and no assurance is provided on them.



Camille Griffin presents
Diane Helly with her
Captain's plaque.

CHARTER MEMBERS: Tracy Leonard

During the recent 40th Anniversary conference I presented each of the founding members with a book that contains stories from some of the past scholarship winners. Each person's story highlighted the way that their ISA scholarship changed their lives and careers. I created this project as a way for the former scholarship winners to thank ISA for this life changing opportunity, and as a way for the founding members to see exactly how ISA+21 has impacted so many individual lives. Since 1988 ISA has awarded over 200 scholarships.

If anyone would like to purchase a copy of the book please contact me at tsleonard@yahoo.com or 702-858-1439. The cost is around \$23 depending on the discount that Snapfish is offering.

Thanks, *Tracy Leonard*

Right: Matt Curry and Tracy Leonard.



Below: Tracy at the Mob Museum Speak Easy with Lisa Norman, Davida Forshaw, Linda Flynn, and Kathy McCullough.

Left: Maria Haddad, Terry Rinehart, Karen Guadagni, and Tracy Leonard at the Opening Reception.



CHARTER MEMBERS: Beverley Bass & Terry Rinehart

You could have heard a pin drop at the Opening Reception and Silent Auction as Beverley Bass and Terry Rinehart gave their presentation and slide show. Everyone enjoyed the entertaining snippets on each charter member. (Founding members Stephanie Wallach and Beverley Bass put the presentation together, but Stefi was unable to attend for health reasons. She was dearly missed!) For those of you who missed this year's conference, Bev and Terry are re-enacting the presentation for TWU—available on their website later this year. Kathy McCullough has also put together a book on Shutterfly that will be available for purchase. Contact communications@iswap.org to preview it.



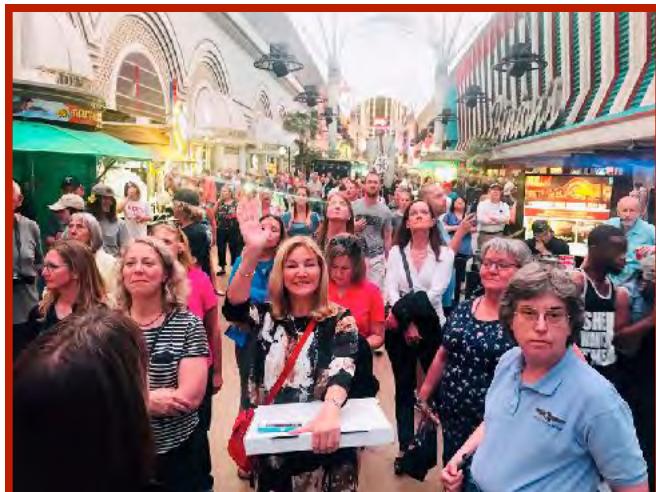
MONDAY SIDE TRIP: TECHATTICUP MINE

Our conference began on Monday with a side trip to Hoover Dam and the Techatticup Mine. Tracy Leonard rented a van and boldly drove all of us, chatting nonstop, all day long! We are taking up a collection for the therapy we are afraid she will now need. It was a wonderful day, including lunch, and ending with pizza at Fremont Street. Thank you so much, Tracy!





Hanging Around Vegas!





OPENING RECEPTION





OPENING RECEPTION



BUSINESS MEETING—HOT TIN ROOF—LUNCHEON

Wednesday Night Dinner and Play





Thursday tour!



Guys taking photos of gals!

LAS VEGAS 40TH SIDE TRIP by Carolyn Pasqualino



Nine eager ISA members and guests departed Vegas on Friday morning for a whirlwind weekend tour of some of America's grandest National Parks. After stopping at the Luxor to pickup other tourists from Holland, Italy, Australia, and Poland, our bus proceeded south towards the Grand Canyon. After a brief pit stop in Kingman, Arizona, we traveled along historic Route 66 to Seligman, stopping to admire the buildings there and buying a few souvenirs.

Continuing on to the South Rim of the Grand Canyon, we made a brief stop for photos and to admire the views. I had not seen the canyon from the ground since our last ISA sidetrip there in 1998. We then drove to the southeast corner of the canyon for a much less crowded viewing point with a better view of the Colorado River. A recent plaque had been placed there in memory of the 1956 mid-air over the canyon between a TWA Constellation and a United DC-7. After more photos, we proceeded to our layover for the evening at the Clarion Hotel in Page, Arizona. Several of our group, including the family from Australia, enjoyed dinner and margaritas at a local Mexican restaurant while others went to the local Thai restaurant.

The next morning we boarded the bus bound for Lake Powell. Having flown over this gorgeous lake many times over the years, I was looking forward to seeing it from a boat. We were not disappointed. The red rock canyon walls against the azure blue, clear water made for a relaxing, gorgeous boat ride. Our large cruising boat deftly navigated the tight canyon passageways, giving us a closeup view of the towering sandstone formations. All too soon we docked back at the marina and trekked back to our bus, heading north for Bryce Canyon.

Bryce was another one of these western landscapes I had flown over many times but had never visited. Words cannot adequately describe the incredible red rock formations encountered here. The Hoo-dos, as they are called, were all around us as we walked into the canyon. They change shape over the years due to the erosion caused primarily by ice in the winter, as the park elevation is over 8,000 feet.



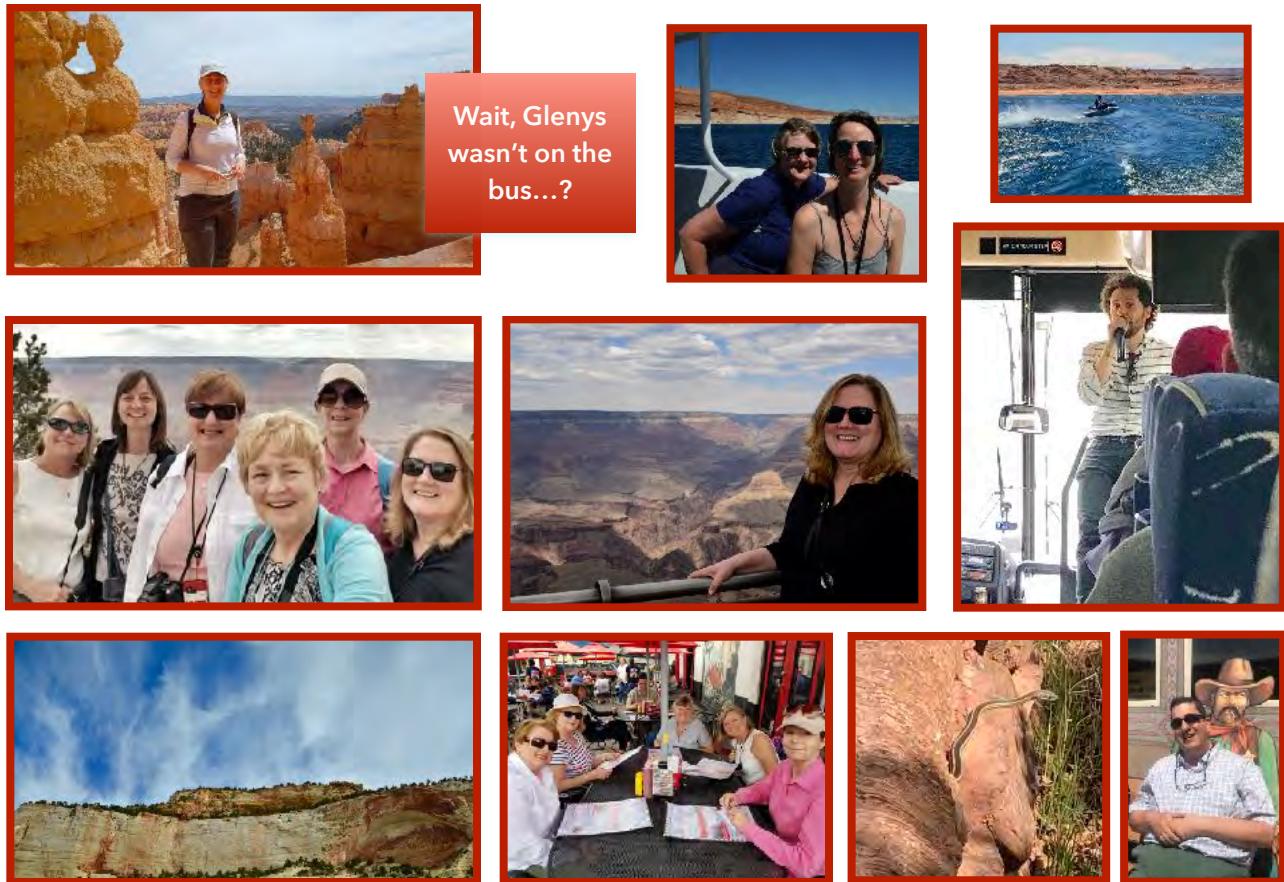
LAS VEGAS 40TH SIDE TRIP by Carolyn Pasqualino

We backtracked south again, headed for our next hotel in Kanab, Utah. Kanab definitely had an old west feel to it and several enjoyed steak for dinner there.

The next morning we continued on to Zion National Park, also in Utah. Many awesome views were enjoyed from the bus windows before we stopped for a two hour stay here. Most went on one of the short hikes recommended by our wonderful tour guide. Yours truly, in her quest for another National Park Passport stamp, boarded one of the park trams to take me to the visitor center for the elusive stamp. When the tram pulled into the visitor center parking lot, my heart sank as the line to re-board the tram and heading back to where our bus was waiting had hundreds standing in it. I ran into the visitor center for the coveted stamp, mind racing on how I was going to make it back the five miles or so in time. Cell phone coverage in the park was spotty at best. I decided to hike back up the road to where the tram makes its first stop, a mile or so away. This turned out to be a fortunate decision as I was allowed on the standing-room only tram and made it back to our bus with thirty minutes to spare. As it turned out I was glad I had made the trip for the stamp instead of going on the short hike with the others since they had encountered a large snake on their hike!

All too soon we were back on the bus returning to Vegas. We had a short taste of these wonderful western parks, enough to convince me I want to return to all of them for longer stays. Anyone want to rent a houseboat on Lake Powell with me?

Carolyn Pasqualino



MINUTES: Christine Albertson

THESE MINUTES WILL BE AVAILABLE ON THE WEBSITE AFTER APPROVAL

Spring 2018 General Business Meeting

Date: Wednesday, April 25th, 2018

Time: 0830 to 1200 PDT

Location: Renaissance I, Renaissance Las Vegas Hotel
3400 Paradise Road, Las Vegas, NV 89169

Chairwoman—Glenys Robison

Call to Order

Designate Sergeant at Arms

Introductions of the ISA Board of Directors

Member Recognition and Roll Call

Opening Remarks

Secretary—Christine Albertson

2018 Election results

Treasurer—Diane Helly

Treasurer's Report—Account Totals

\$19 personal donations

\$6432 personal/corporate donations January-March

LPL: \$363k, \$358k

Request help with money collection for donation items

+\$9k on silent auction last night!

\$465 from epaulettes, airplane ornaments

\$2000+ before today for raffle

Feedback

Budget 2019

Vice Chairwoman—Tara Traynor Cook

IFALPA Update

Luxembourg, Representative on female pilot issues

Singapore had 4 pilots, 3 remain. Strategize working conditions with Singapore ALPA
to advance industry for women

Spanish ALPA group: October 2-3, Girls in Aviation Day

Women's Working Group—one of 8 women to promote diversity and encourage
women to enter this profession

Meeting in fall to address maternity issues

Membership—Linda Wright

Membership Report 500+ members

MINUTES: Christine Albertson (continued)

Sponsor new members, talking to other females, social media, retirees joining 17 at WAI (in past 30-40, but handful signed up prior)

Since beginning of 2018: 50+
19 countries, 71 different airlines
All of ISA website
United Airlines (79), American Airlines (64), Delta Air Lines(50), SkyWest Airlines (23)
Advertising, increasing ISA's visibility
Special Events

Communications—Kathy McCullough

Recognition/thanks: Kari Harris (website), Tracy Leonard, Tiana Daugherty, Katherine Wallace (Captain's Club), Sandy Anderson (archives), Lucy Young (photos), Alicia Kubida (photos), Krisan Wismer (photos)

Report on Website—Go to the website! Need your feedback to correct errors. Work in progress, documents embedded so may be difficult to find things. Email if you have any questions. Most people go on Facebook, and only use the website to register for conference. Our website is expensive. Please use it more!

Social Media: Marie Haddad (5-10)

Update communication policy: Tara Cook, Nancy Novaes, Glenys Robison
Board maintains control of three Facebook groups: Public, Private, Retiree
(Linda approves all members.)
Reactive instagram (Miyukiko Kostelny aka: Koko), Twitter, No LinkedIn,
WhatsApp (102 members)—remove yourself from the group if you do not want communications after the conference is over.

Reporter requests every day. They have their own agenda. Be very careful what you say. Never answer questions about accidents. Don't use our group name to avoid conflicting opinions.

Speaking Opportunities: If interested contact Kathy McCullough
Newsletter Deadline: May 15, 2018, Goal: Publish by June 1st

Sandy Anderson: TWU

History and recognition of relationship of ISA and TWU
Collection of data and archiving
Document of donations to TWU
Scrapbook digitized
Go to the website for the questions you will use for your career history so that Contact Sandy to record your "Oral History"
Solicit donations to archives, books, photos, etc.
List of every airline that members have flown for, including defunct airlines

MINUTES: Christine Albertson (continued)

Mary Bush Shipko: ISA Book

Will be available for pre-sale on website; will be available on Amazon by 2019
 Distribution at WAI, Sydney
 Bonnie Tiburzi and Kathy McCullough helping

Break: 9:45-10:08

Scholarship—Karen Guadagni

Scholarship Report: Two 737 types, One A320 type, Four \$5k for CFI
 Announcement of 2018 Winners:

Type Rating: Chelsea Bartlett, Sara Rovner, Pema Lama,
 CFI: Katherine Wisniewski, Heather Kelly, April Miklos, Natalie Shemigon

ISA Scholarship historical totals: \$1.3M in scholarship

Interview and selection committee recognition: Kara Hatzai, Becky Howell, Sandy Anderson, etc.

Tracy Leonard: Past scholarship winners stories, books to charter members.
 Recognition of winners in room (stand)

WAI Coordinator—Kara Hatzai

2018 WAI Conference Recap

Attendance, back to roots of purpose of conference. Excellent seminars

Scholarships & Memberships

Meet candidates and conducted interviews

Cost savings for carpet and furniture

Volunteers: Liana drove banners to Reno and will drive to Long Beach, Strike Fongeallaz for setup and teardown, hydration. Chelsea Bartlett: Social ISA Chair—fabulous, wonderful turnout (120 people) hopefully she will do it again next year. Kyoko Kimura backup setup. Michelle Yates, Ellen Brinks, Jennifer Davis, Uli Faye, Camila Turietta, Natasha Fuller, Maria Z, Koko Kostelny, Tracy Leonard, Kathleen Malone, Agata Pares, Suzanne Skeeters.

Membership drive: normally 40, this year 17 (More signed up before and after; Reno is difficult to get to.)

ISA Social recap

2019 WAI Conference—Long Beach, CA

Events—Karol Welling

2018 Las Vegas Conference update

10 charter members

123 members here

30 guests

150 at reception

Thanks to Linda Wright, Pam Perdue (designed logo specifically for this conference), Mary Bardon (silent auction/raffle), Maria Haddad for answering questions on WhatsApp, Beverley



MINUTES: Christine Albertson (continued)

Bass for last night's presentation (Terry Rinehart, Stephanie Wallach), volunteers for check-in, and Kathy McCullough for table tents and coasters.

Luncheon at 12:30, Group Photo—roof of parking deck

2019 Sydney, 41st Conference Update

Lisa Norman and Davida Forshaw from Qantas: overview of what to look forward to for next year. Suggest arriving 3 days early because of jetlag.

Check visa requirements

7-9 May 2019, Qantas Campus

Optionals beforehand: Bridge climb, Wine Tour, Koala clubs, Aviation Museum, Blue Mountain 3-day tour, Cannes/GBR Tour, Spit Bridge/hike

Commitments, Hotel issues

2020 Conference Proposal: Domestic

How to submit: Website: Docs > Ops Manual > Conference > p. 7/8

New Business (25 minutes):

Parental Issues for United—looking for volunteers for committee

Commemorative Air Force: Rise Above, membership solicit membership

Vacation/event planning for conference next year

Group date for Come From Away in Los Angeles, possibly November 29th

Toronto Come From Away June 5th—confirm attendance soon

Pam: Motion to adjourn 1114

Liz: Second

**THESE MINUTES WILL BE AVAILABLE ON THE WEBSITE AFTER APPROVAL
(as well as pre- and post-BOD meeting minutes)**



Davida Forshaw (glasses, above left) and Lisa Norman (photo bomber, right) from Australia are the Qantas ambassadors for our 2019 conference in Sydney. Thank you both for coming the distance!

Chairwoman
Glenys Robison
chairwoman@iswap.org
Vice Chairwoman
Tara Traynor Cook
taratraynorcook@gmail.com
Secretary
Christine Zoerlein
secretary@iswap.org
Treasurer
Karen (Diane) Helly
treasurer@iswap.org
Membership
Linda Wright
membership@iswap.org
Communications
Kathy McCullough
communications@iswap.org
Scholarship
Karen Guadagni
[Scholarship@iswap.org](mailto:scholarship@iswap.org)

FACEBOOK

We have a closed ISA+21 page:
Request access using the link on the ISA homepage, or contact Maria Haddad at:
lilcad@gmail.com

Don't waste your color ink printing the photo pages of the newsletter! The photos are reduced in size.

Education & Outreach

Kara Hatzai
education@iswap.org

Events
Karol Welling
events@iswap.org
Archives/Museum
Sandra L. Anderson
archives@iswap.org

WAI Event Coordinators
Kara Hatzai
WAIEvent@iswap.org
Captain's Club
Katherine Wallace
CaptainsClub@iswap.org
Facebook/WhatsApp
Maria Ziadie Haddad



Please, please go onto the ISA+21 website and update your information, especially with a picture of yourself. It makes it so much easier for admin!

November 29, 2018
Come From Away
ISA+21 in Los Angeles!
Go to Current Events
www.iswap.org
To buy tickets



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.

A "Qualifying Pilot" is a woman who serves as a Flight Crew Member and holds a seniority number at a FAR Part 121 or 129 Air Carrier or ICAO equivalent and possesses an Airline Transport Pilot Certificate or ICAO equivalent. This includes all pilots who are on medical leave, furloughed or retired.



Thank you Karol Welling (pictured with me above) for putting together such a great 40th conference! And Becky Howell for proofing! *Kathy McCullough*