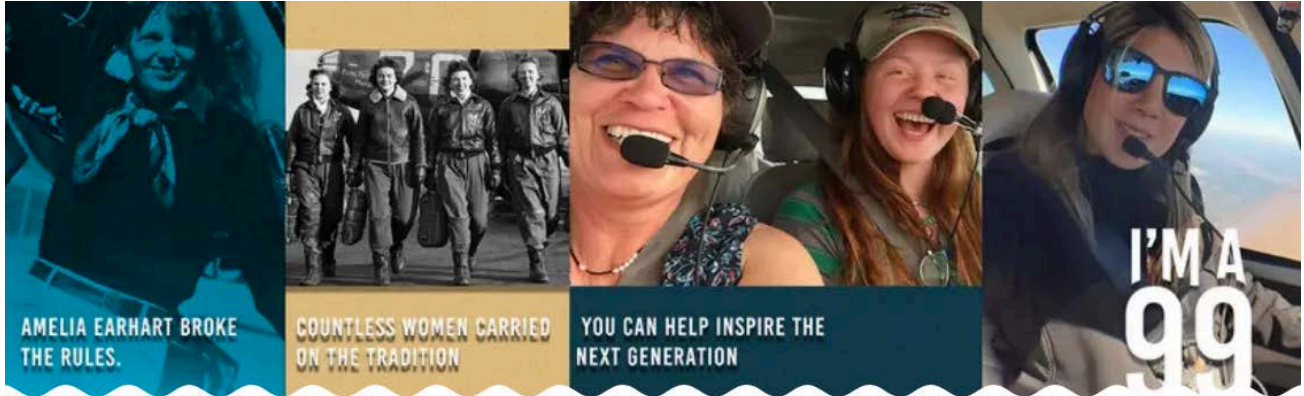


[View this email in your browser](#)



The Ninety-Nines Inc.

4300 Amelia Earhart Drive Suite A, Oklahoma City, OK 73159 USA



International Straight & Level: January 2026

From the President's Desk



As we step into a new year, there's a quiet sense of possibility in the air—the kind that comes from knowing we're part of something larger than ourselves. Whether you're planning your next flight, mentoring a new pilot, or simply staying connected to your Chapter or Section, your involvement matters more than you may realize.

With the new year also comes the opportunity to recognize excellence within our organization. Our International Awards honor members whose dedication, leadership, and service embody the spirit of The Ninety-Nines. I encourage you to think about the women who inspire you and take a moment to put their names forward. These awards are powered by peer recognition, and your voice is essential in telling their stories.

For our Chapter Chairs and leaders, you'll find an important article in this newsletter addressing first-year non-renewals and why the earliest months of membership matter so much. Retention is not about reminders—it's about connection. That article offers practical ideas for how Chapters can support new members, especially student pilots, during those crucial first 90 days and beyond. Strong transitions create strong, lasting membership.

Finally, I'm pleased to welcome a new member to our Headquarters staff. Bo joins us in January as our accountant, bringing additional expertise and support to our operations as the organization continues to grow. We're delighted to have Bo on board and look forward to the positive impact this role will have behind the scenes.

Thank you for all you do to keep The Ninety-Nines vibrant, connected, and moving forward. A new year gives us another chance to lift one another—and to keep opening doors for the women who follow.

Blue Skies,

Robin Hadfield
International President

CHAPTER CHAIRS: The First 90 Days Matter More Than We Think

What our membership data is telling us—and how Chapters can help.

Recent analysis of non-renewed memberships over the past three years has given us a clearer picture of when and why we are most likely to lose new members. The finding is consistent and important:

Most first-year non-renewals are decided in the first 90 days.

Members who do not renew after their first year rarely make that decision at month eleven. In most cases, the disengagement happens much earlier—often quietly—when a new member hasn't yet formed a personal connection, doesn't know how to get involved, or isn't sure what comes next.

This pattern is especially noticeable among student pilots and members who join during major recruitment periods, when enthusiasm is high but follow-up can be uneven.

The good news?

This is a problem Chapters are uniquely positioned to solve.

Why the First 90 Days Are Critical

Those first few months answer the questions every new member is asking—sometimes without saying them out loud:

- Do I belong here?
- Who do I know?
- What am I supposed to do now?
- How does this organization fit into my flying life?

If those questions remain unanswered, interest fades—even if the member still supports our mission.

Read what Chapter Chairs can do



Lightspeed Member Benefits:

We are proud to partner with Lightspeed Aviation to bring Ninety-Nines members an exclusive benefit! Experience unmatched safety, ultimate comfort, better hearing and the best ANR in the industry. The Lightspeed Delta Zulu ensures your safety with built-in carbon monoxide detection and better hearing with HearingEQity's personalized hearing profiles. Learn about your Ninety-Nines member benefit and see how Lightspeed delivers better hearing and safer pilots! [Lightspeed Member Benefits](#)

Headset Giveaway! Don't miss your chance to win a Lightspeed Delta Zulu ANR headset! Enter now for your chance to win! The giveaway runs through January 31, 2026—get your entry in today!

Enter to Win

BOGO Winner Spotlight! Congratulations to [Liz Shaffer](#) —

our December BOGO Membership Bonanza winner!

Liz renewed her membership in December and has earned *next year's dues free!* She's a proud member of the Greater Seattle Chapter, Northwest Section. Liz has been a member of The Ninety-Nines since December 2023.

Renew your Ninety-Nines membership on time and you could have next year's dues covered by us. Each month, one renewing member is randomly selected for a complimentary year of membership. Stay connected, stay empowered, and keep elevating women in aviation — your renewal might be the winning one ✈

Executive Director's Report by Jill vanEgmond

Aerospace and aviation are at the heart of Oklahoma's economy and identity, and The Ninety-Nines are helping ensure that women are at the heart of that story. As an international



organization of women pilots headquartered in Oklahoma City, The Ninety-Nines play a unique role in elevating women's voices, creating pathways into aviation careers, and connecting today's students with tomorrow's opportunities.

That leadership was on full display at the Women in Aerospace and Aviation Day luncheon on December 12, 2025, where The Ninety-Nines partnered with the Oklahoma Department of Aerospace and Aeronautics (ODAA) and industry leaders to celebrate progress and push for even greater inclusion in one of Oklahoma's most important industries. ODAA's Executive Director, Grayson Ardies, emphasized that this celebration had been in the works for nearly a decade and reflected a long-term vision to increase the number of women in aviation so meaningfully that it would reshape Oklahoma's workforce and help position aerospace and defense as the state's leading industry.

[Read the Full Report](#)



[2026 International Conference](#)
[Registration Open!](#)

July 8-12, 2026

Westin Gaslamp Hotel, San Diego, California

Make a New Year's resolution to attend The Ninety-Nines International Conference in 2026! Don't miss out on the friendship, education, and fun that awaits you in San Diego, California, July 8-12! There is a direct link to the Conference registration site on The Ninety-Nines homepage; just click on the Conference logo on the right side of the page for full **[Conference information and registration](#)**.

Discounted registration is available until March 31, 2026. Early registration is encouraged as several optional tours have a maximum attendance limit.

International Conference Sponsorships

Conference registration fees do not cover all of the costs associated with the Conference; we need corporate and individual sponsorship as well. Conference sponsorships provide the opportunity for a business or organization to promote their product or service while supporting the mission of The Ninety-Nines. Sponsorship information is available on the Conference registration website.

Individual members have the option to donate an individual sponsorship during the registration process, and will be recognized as individual sponsors in the Conference Program.

Merchandising Opportunities for Chapters, Sections, and Businesses

The International Conference provides a unique opportunity for Chapters and Sections to raise funds by selling merchandise at a table in the Exhibit Hall. Small business owners are also encouraged to reserve a table – people love purchasing souvenirs at Conferences! Exhibit table information is available on the Conference registration website under the **“Exhibitor/Sponsorship/Program Advertising”** tab.

Conference Program Advertising

Is there a Chapter or Section member you wish to congratulate, thank, or commemorate? Purchase an ad in the Conference Program, and you will support the Conference at the same time. Conference Program advertising is also available to businesses and is a cost-effective way to promote products to an aviation audience while also supporting the Ninety-Nines. Conference Program Advertising forms are found on the Conference website under the **“Exhibitor/Sponsorship/Program Advertising”** tab.

Join Us in San Diego - Register Here

AEMSF DONATIONS November 2025: \$5,332.40

INDIVIDUALS: Amanda Alderete, Sheila M. Bauer, Maggie Cook, Terry L. Fiala, Tanis M. Hammond, Bridgett Eling Higgins, Jennifer Keppler, Marilyn Lisowski, Joan E. Knapp, Dominique Mellow, Susan Mirabel, Frances Rose, Terra Joyce Samson



IN MEMORY OF LOUISE BORNWASSER: Teresa M. Donner, Kentucky Blue Grass Chapter

IN MEMORY OF JEAN MARIE GRIFFIN (SCARO): Karen Borrelli, Evelyn DeLutis, Concetta A. DiPietro, Joanne Marie DiPietro, Barbara M. Garitty, Michelle Lube, Christine McElroy, Robert Scaro, Linda Stadelman, Jacqueline K. Tuthill, Andrew Warburton

IN MEMORY OF GRANDMA JEAN GRIFFIN: Michael and Victoria Bushman

IN MEMORY OF MARIAN LINN HUGGINS: Morgan Carrico

IN MEMORY OF FRANK D. AND PEGGY M. WILLIAMS: Gregory A. Cummins

LIGHTSPEED AFFILIATE PROGRAM

International Awards 2026 - Calling All Nominations!

Do you know a Ninety-Nine, or someone in the wider aviation community, who deserves to be recognized on an international stage? *Now is your chance* to honor their impact and celebrate their achievements!

The International Awards Committee is now accepting nominations for our prestigious awards, to be presented at the 2026 International Conference in San Diego, California (July 8–12, 2026). These awards shine a spotlight on individuals and organizations who make aviation stronger, safer, more inclusive, and more inspiring. But we can't do it without you—nominations come from our Chapters, Sections, and Trusts. The deadline for submitting nominations is **January 31, 2026**.

Please send questions and submissions: Awards@ninety-nines.org

Celebrate Her Achievements - Nomination Details Here

International elections will be held from March 15 - May 1, 2026

To those who participated in the recent survey on voting processes, thank you very much for your thoughtful input. We are now analyzing the results and will share key messages in the coming weeks.

On March 15, 2026, members will receive an invitation to vote in the International election for Officers, Directors, Trustees, and Nominating Committee members via email and text message (if you are registered for electronic voting), or via a printed ballot if you requested one. We are also looking at possible distribution of voting notifications using WhatsApp. We will update you when that is confirmed.

Choosing an electronic ballot helps The Ninety-Nines save on printing, mailing, and processing costs. If you are one of the members who still need to switch to electronic voting, please consider that every dollar saved can be reinvested in our various programs and outreach initiatives. Electronic voting is fast, secure, and convenient, making it easier than ever to have your voice heard in shaping our organization's future. Make the switch today and be part of this positive change! You can check your voting status on our website in the Members Area. On the right-hand side list, select *Update Information*. The Membership Update form is opened, with your name on the top. Scroll down, and you will see Online Voting. Make sure you have "Yes" checked off. If you require assistance to update your preference for electronic voting, please contact Laura Ohrenberg, hqmanager@ninety-nines.org.

All members should please verify that your email address and/or text/SMS number (or mailing address for printed ballots) are up to date. Thank you.

Clarification regarding the application of international Standing Rule VIII 1 concerning campaigning activities will be published in the January/February 2026 issue of the *Ninety-Nines* magazine.

The screenshot shows the 'Members Area' of a website. On the right is a sidebar with a list of links: Directory, Friends of 99s Directory, Job Opportunities, Library, Amelia Earhart Scholarships & Awards, Annual Election, Member Benefits, IBOD Meeting Packets – Spring/Fall, International Trusts & Committees, Straight & Level, **Renewal/Donation**, **Update Information** (with a red arrow pointing to it), Change Password, Register as an Instructor, Find an Instructor, and Log-Out. The main content area on the left contains several sections: 'Magazine' with a note and radio buttons for 'Yes' and 'No'; 'Email Renewal' with a note and radio buttons; 'Online Voting' with a note and radio buttons, highlighted by a red oval; and 'Membership Resource Database Information' with a note.

Legal Corner: Ninety-Nines Library Updates

Flying Event Liability Waiver Agreement

A new [Flying Event Liability Waiver Agreement](#) is now available in the “Forms, Lists and Guides” section of the library. Please be sure to use this updated form for Let’s Fly Now events or any similar flying activities with volunteer pilots. This Waiver Agreement is enforceable and workable in both Canada and the U.S. where The Ninety-Nines organizes introductory flight events, and strengthen protections for its chapters and sections, volunteer pilots, and host venues.

Chapter Bylaws Guide

In the “Leadership” section of the Library, the guide to Chapter Bylaws has been updated and separated from the Leadership Manual. You’ll now find it under [Sample Chapter Bylaws](#). This template is designed to help Chapters begin drafting or revising their own Bylaws. When working on your Bylaws, please consult with your Section (to ensure alignment) and reach out to The Ninety-Nines, Inc. legal group at legal@ninety-nines.org for guidance.

Hotel/Event Contract Review

A heartfelt thank-you to Martha Phillips, who has generously supported us for many years by reviewing Hotel and Event contracts. As Martha steps back from this role, please direct all future contract review requests to the Legal Team at legal@ninety-nines.org.

We are delighted to share that Kathy Fox has been appointed to the Order of Canada by the Governor General.

Kathy—of the Eastern Ontario Chapter and East Canada Section—is Chair of the Elections Procedures Committee and a past Governor of The Ninety-Nines. This honor recognizes her trailblazing contributions, leadership, and lasting impact, qualities that have defined her service to aviation and to our organization.

Established in 1967, the Order of Canada is one of the country's highest civilian honors, celebrating those who have enriched the lives of others and made a meaningful difference to Canada.

Congratulations, Kathy. The members of The Ninety-Nines are immensely proud of you and your many achievements over the years.



Kathleen Fox, C.M.

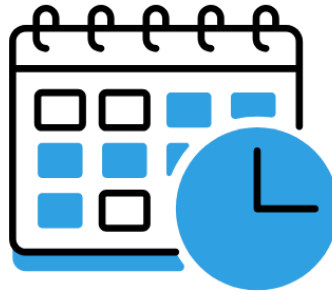
Aviator Kathleen Fox has made vital contributions to transportation safety for decades. As chair of the Transportation Safety Board of Canada, she championed the development of policies and changes to regulations that reduced risks for all travelers. A trailblazing mentor, she has empowered women to pursue leadership roles in the field.



Your New Issue Has Landed!

The January/February 2026 issue of the *Ninety-Nines* is now available online. Past issues since November 1929, are available on our website.

Virtual Library



Click here to access the online calendar

Section Statistics of Members, as of December 31, 2025

African	19	Member at Large	14
Arabian	55	Mexico	1
Australian	33	Mid-Atlantic	487
Austrian	3	Nepal	12
Brazil	2	New England	249
British	18	New York-New Jersey	219
China	2	New Zealand	15
East Canada	372	North Central	917
Far East	3	Northwest	626
Finnish	10	Russian	3
French	13	South Central	1,073
German	55	Southeast	1,276
India	42	Southwest	1,965
Israeli	4	West Canada	242
Italian	4	TOTAL	7,734

Procedures for Notices in Straight and Level

Information for the Straight & Level must be received by noon on the 25th of the month (except for February when it is needed by noon on the 23rd) for inclusion in the next month's issue.

Send articles and/or questions to: StraightLevel@ninety-nines.org.

It is helpful to have articles in a Word document, 10 point Arial font.

Past issues are available in the [Straight & Level](#) area of the website.



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