

# Director Candidates: 2022-2023 Term

**Candidates are randomly presented – click a candidate for more information – (I) Incumbent**

*Candidate statements are printed as received and may contain typographical or factual errors. Statements by candidates are not checked for accuracy.*



Dale Covington



Larry Dennis



Nelissa Milfeld



Steven Pearson (I)



Ben Pedersen-Wedlock



Pamela Kinnaird



Julia Knowles



Greg Kelley



Ric Caylor



Jonathan Mallory



Kimberly Phinney (I)

## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA # 97368

NAME Ben Pedersen-Wedlock

WHAT REGION DO YOU LIVE IN? 2 | No-CA, NV, UT

HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)? 6 years



WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?

I want to help support the organization in creating a long term strategy for improving access to flying for all pilots. USHPA is our national organization and is best placed to work towards increasing pilot access to our public lands on a national level.

I would also work on removing the hurdles that lead to high levels of pilot attrition after completing P2/H2 training. As an organization we are quite good at introducing people to foot launch flying but many people stop flying very soon after training. If we can increase retention levels of people who have already shown interest in free flight we could grow the sport and the organization.

HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS? No

### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING? 6

HOW MANY HOURS DID YOU FLY LAST YEAR? 120

WHICH WING TYPE IS YOUR PRIMARY? Paraglider

WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?

Mt Vaca, in Northern California, because it is an excellent cross country site with varied and interesting flying. Over the last few years we have changed it from a rarely used, dusty, difficult launch into a properly shaped, astro-turfed site and I love what it

shows about our flying community that so many people are willing to help with money and labor to make flying better.

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**WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?**

I am currently the president of Wings Of Rogallo (SF Bay Area club with approximately 400 members and managing 5 flying sites). In the past two years we have changed site rules to improve access for newer pilots, and introduced a system of site introduction teams who help new pilots continue flying after they get their initial rating by providing mentorship as they move from the training hill to our larger sites. We have also improved the club's finances and substantially increased cash reserves with the hope that we can someday use that money for a major site improvement or purchase of a new launch or LZ.

I run an informal "Mountain Newbs" group to encourage newer pilots to begin flying XC. This group helps bring the experienced pilots in our community together with the newer ones to provide support and mentoring as they make the shift from site flying to flying XC.

I am the main point of contact for the landowners surrounding the unregulated Mt Vaca site. I also organized the launch improvements and collection of \$6,000 (all pilot donations) to pay for bobcat time and Astro-turf. This involved coordinating the delivery and movement of 15,000 lbs of turf to the launch as well as heavy equipment rental and dirt delivery.

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## Experience

**WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?**

I have been self employed in the marine industry for many years and my work experience before that was working on and building boats. Being offshore as part of a small team requires being able to work together and problem solve as a group.

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**HAVE YOU SERVED ON ANY USHPA COMMITTEES?**

No

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**HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?**

No

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**HAVE YOU SERVED ON ANY OTHER BOARDS?**

Yes, Wings of Rogallo and the Northern California BSA Motorcycle Owners Club.

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**WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?**

I have helped maritime non-profits with planning for vessel refits and management.

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**WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?**

I have been on the board of Wings of Rogallo for two years in addition to my experience with long term sailing voyages and boat building and refits.

<b>WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?</b>	During my time working for a biofuels research company I was in charge of equipment operation, maintenance and construction.
<b>WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?</b>	<p>In 2020 I served as treasurer for Wings of Rogallo.</p> <p>Being self employed I am responsible for the record keeping of my business; these records are often used for insurance underwriting/claims and occasionally in legal cases.</p>
<b>WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?</b>	In my work as a Marine Surveyor doing pre-purchase inspections I had to communicate the issues I found in a professional way and explain them so they could be understood by clients who were often unfamiliar with the details of boat construction and design.
<b>DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.</b>	<p>I spent 5 years sailing doublehanded on a small sailboat from San Francisco to Boston via Southern Chile. I have also worked on several long term boat building and refit projects. Long term sailing voyages require extensive planning and constant work during the voyage to maintain the vessel and manage risk. My partner and I are currently building another boat from a bare hull so we can return to long distance sailing.</p> <p>I spent two years doing design and build work for a small company building experimental production scale biofuels processing equipment.</p>
<b>DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.</b>	I have worked in the marine industry my entire life and am a professional Marine Surveyor specializing in pre-purchase and insurance inspections.
<b>WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?</b>	During the last two years I have been part of the board at Wings Of Rogallo (treasurer, and currently president), which has made substantial changes to the organization to modernize and focus the club on its goals of improving access to flying sites, making site procedures transparent and appropriate, and acting as a steward for the free flight community. I would like to build on our local successes and work towards similar goals for the membership of the national organization.

## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA #	55248
NAME	Dale Covington
WHAT REGION DO YOU LIVE IN?	2   No-CA, NV, UT
HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)?	22 yrs
WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?	I am willing to serve on the USHPA Board to help enact some changes I think necessary for the evolution and growth of free flight in the US. I think our pilots, especially professionals, could be held to a higher standard. I would like to help facilitate the development of programs that can do that. I am passionate about instruction and learning new things, and look forward to making USHPA the best it can be.
HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS?	No



### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING?	33
HOW MANY HOURS DID YOU FLY LAST YEAR?	75+
WHICH WING TYPE IS YOUR PRIMARY?	Paraglider
WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?	Point of the Mountain. I love the community of pilots we have here
WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?	Besides being a USHPA P5, T3, Advanced instructor, and Instructor administrator, I am a master instructor in APPI, a global paragliding training and rating organization. I serve on APPI's pedagogical committee and Disciplinary committee, as well as represent APPI in the US.

I was quite active in regional, national, and international Competitions for a number of years, Now have been focused on teaching, both students and Instructors.

## Experience

**WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?**

I have been teaching paragliding and running my own school since 1990. I have been involved with several organizations on a volunteer basis for a number of years, USHPA and APPI.

**HAVE YOU SERVED ON ANY USHPA COMMITTEES?**

I currently serve on the USHPA training and certification committee, and was recently appointed to the USHPA Board of Directors, and would like to continue to serve the flying community in both capacities.

**HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?**

Currently serving on the USHPA board

**HAVE YOU SERVED ON ANY OTHER BOARDS?**

I am a member of APPI's Pedagogical Committee, Disciplinary Committee, and represent APPI in the US

**WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?**

Have served as member and intermittently as President of the Point of the Mountain Instructors committee for many years.

**WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?**

Running 3 different small businesses over the past 30+ years,(PG school, Import business, and Construction) before that management in the outdoor industry.

**WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?**

Running 3 different small businesses over the past 30+ years, before that management in the outdoor industry for 10 years.

**WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?**

running a Paragliding school for over 30 years, Import business for 5 years.

**WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?**

Work on the Point of the Mountain Instructors committee, the USHPA Training and certification committee, APPI Pedagogical committee, and APPI Disciplinary committee

**DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.**

All of the above mentioned committees and groups have required collaboration, cooperation, strategic planning, and patience.

DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.	30 years as a USHPA Instructor, 26 years flying tandems, P5 for 23 years, 12 years as an Instructor Administrator. APPI Master. 30 years of experience teaching and guiding Paragliding around the world.
WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?	I would like to continue on the USHPA Board representing the USHPA membership. the member pilots will be the center of every decision I make, and I look forward to hearing your thoughts and feedback on how we can make USHPA even better.

## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA # 55486

NAME Greg Kelley

WHAT REGION DO YOU LIVE IN? 3 | So-CA, AZ, CO, NM

HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)? 31 years



WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?

I have been involved with the USHPA Committees and the Board for several years, and have seen our organization go through multiple changes and difficulties. Being a fulltime paragliding instructor and tandem instructor, I am seeing big growth and renewed interest in free-flight, and would like to continue evolving this growth development through being an advocate for what the membership wants and needs by listening and sharing USHPA's goals and direction for the future. I would like to help simplify what USHPA represents and continue finding ways we can improve and develop our training programs and methods.

HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS? No

### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING? 31

HOW MANY HOURS DID YOU FLY LAST YEAR? 175 hours

WHICH WING TYPE IS YOUR PRIMARY? Paraglider

WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?

My home flying site is in Wolcott, Colorado. We have a morning and an afternoon site that works with daily variables of the mountain weather and conditions. You can set you watch to our morning site flying consistency. It works daily from sunrise to about mid day. When that site shuts down, our afternoon evening site can deliver favorable cross country flights and amazing evening glass-offs.

**WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?**

I started paragliding in 1991 and have been a paragliding instructor since 1995 and a tandem instructor since 1996. I've also been an Instructor and Tandem Administrator for several years. I attend competitions yearly, and travel abroad to other countries. I enjoy learning what other countries are doing to evolve paragliding and visit many paragliding schools while there to discuss and learn from their methodology.

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## Experience

**WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?**

I have been fortunate to collaborate with Instructors and organizations from other countries to facilitate technical, educational development and then sharing the contemporary sources of information with USHPA and the membership. I have also been the Chair of the Safety and Training Committee (Training and Certification) for 8 years working with multiple committee members and members of the Board to implement changes that may be influential in the future of free-flight.

**HAVE YOU SERVED ON ANY USHPA COMMITTEES?**

Chair of; Safety and Training (Training and Certification), Tandem Committee, Competition Committee

**HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?**

I served 5 years on the Board previously.

**HAVE YOU SERVED ON ANY OTHER BOARDS?** No

**WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?**

I have been an officer of local free-flight clubs and have donated time with running the certification program for Vail Resorts for ski instructors.

**WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?**

Being involved with the USHPA committees and PSIA organizations, as well as evolving training in the ski industry has lead to many collaborations with colleagues to decide on a forward moving path.

**WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?**

Being the Chair of the Safety and Training (Training and Certification) Committee. Managing the process of creation and development of the USHPA training methods.

**WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?**

Managing a paragliding business for 20 years, and managing hundreds of ski instructors through their certification process.

**WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?**

I have found that the truth is very important. I believe that treating everyone as equal and that the golden rule should be applied in difficult and sensitive situations. Respecting one feelings and thoughts is the basis for communication of difficult issues. Being

in an examiner role in PSIA and and administrator for USHPA where evaluation is part of the process, I believe sharing realistic expectations non-judgmentally and listening to others is critically important.

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**DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.**

Developing paragliding exams with writing, sharing with the committee, and then rewriting so it is relevant contemporary skills in the sport. Development of an autonomous Speed Flying program, managing and editing material for a finished product which will soon be implemented in USHPA. In the process of creating a contemporary Instructor training program for administrators by collaborating with other admins during training candidates.

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**DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.**

I've been involved in the ski industry as an instructor for 38 years. I was an examiner for PSIA -Rocky Mountain for 23 years. I have attended multiple National Academies for ski instruction. I have been a lead trainer at Vail Ski Resort for ski instructors for 30 years.  
I have been a paragliding instructor for 26 years, and an instructor and tandem administrator for USHPA for 15 years.

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**WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?**

My process and goals are simple. Respect for the organization and the membership. Respect for what free-flight has to offer. Respect for the rules and regulations that allow us to continue having free-flight in this country. Respect for all involved that allows us to fly including public entities, businesses, landowners, and the public. I want to continue to find ways we can keep this sport alive, and be a liaison to the future of our sport.

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## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA # 100749

NAME Jonathan Mallory

WHAT REGION DO YOU LIVE IN? 2 | No-CA, NV, UT

HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)? 1 Year



**WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?**

I believe in this sport, I am riding on the wings of giants. People going from jumping off sand dunes with plastic and poles to soaring skies in rigid wing super gliders and fabric and strings that can soar for hundreds of miles. These giants have gotten us this far, however the world of freeflight still has so much more to develop and explore. I am a strong advocate for pioneering the unknown and making whats already good, better. I believe serving on the USHPA board will allow me to be a voice for those who want development and pioneering of new sites to be more streamlined and bring the world of free flight to the skies near you. I see a US where paragliding is as popular as skateboarding and surfing, but every pilot is well trained and knowledgeable in the ways of the sky. The importance of preservation of self is highly emphasized, popularity is great, but longevity is key.

HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS? No

### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING? 3

HOW MANY HOURS DID YOU FLY LAST YEAR? 100

WHICH WING TYPE IS YOUR PRIMARY? Paraglider

WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?

My home site now is in Monroe Utah. Some will be familiar with this site as it is home of one of the largest, if not the largest, fly ins in North America called Red Rocks. The flying is superior as it offers all sorts of options for flying from hours of ridge soaring to massive XC flights. There is excellent hike and flys or you can pay a fair price and just catch a ride to the launch. The community around there is extremely friendly to the flying community and will offer you rides in a heartbeat and will even try to wave you out of the sky to land in their yard. I'm currently pioneering new lines for speedflying around the range so it offers a little bit of everything.

WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?

I am trying to pioneer new sites around the US in order to build a knowledge base for our sport. I have currently flown over 30 new places and hopefully will be in the hundreds within the next couple years to extend our knowledge of free flight in the US and see what is possible.

## Experience

WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?

My skillset is a bit wide however they all tell a common story. When I was in the Navy I led an aircraft shop and had to make decisions for our crew while deployed, when I got out of the military with an honorable discharge I became the Vice President of the Geology Club at the University of Tennessee while obtaining my degree. At the same time I was the head media manager at the local skydiving company. I graduated and became a Safety Officer in the US Army Corps of engineers and had to go to multiple projects ensuring safety of other coworkers. I'm now working as a Geologist at the Bureau of Land Management managing over 4.2 million acres of public lands.

HAVE YOU SERVED ON ANY USHPA COMMITTEES?

No

HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?

No

HAVE YOU SERVED ON ANY OTHER BOARDS? Not in the world of freeflight

WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?

I have a lot of volunteer experience outside of the world of freeflight. I've volunteered at animal shelters, wildlife rehabilitation centers, military service, also I volunteered doing search and rescue with the Cajun Navy during Hurricane Harvey.

**WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?**

I have had to make strategic decisions in the military. I also have experience in putting on multi day events that brought in thousands of people which requires a lot of planning and strategic decision making. Doing search and rescue there is also a lot that goes into the strategy and making the correct decision to possibly save someone, or yourself.

**WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?**

Working as an engineering technician for an engineering company, I had to inspect operations and make sure they were doing their job as described. Working at the US Army Corps of Engineers as a Safety Officer I would have to make sure that all regulations were being followed and proper care was taken to make sure employees safety was of utmost importance. Working as a Geologist for the BLM I have to oversee mining operations from start to finish in accordance with federal law.

**WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?**

One of my many jobs in the military was a record keeper. I spent 4 years overseeing and implementing proper recording procedures. I currently have to record everything that goes on public lands in regards to the National Environmental Protection Agency and and Mining that is either proposed, started, or completed.

**WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?**

I have to handle classified information on a daily basis for work.

**DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.**

Starting a mine on public land is not a simple process. There are lots of legal processes that have to be followed that require correct strategy, adjustments, and they can take years to complete. I work with this everyday.

**DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.**


I am a trained military aircraft mechanic, white water raft guide, skydiver, paragliding pilot, and geologist.

**WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?**

I have had the opportunity to see a lot of the ins and outs of this sports. I've seen what drama, tension, and ground suck can do to the sport and I've seen what people who honestly want the sport to develop and put their heads together can do. I want to put my energy, time, and resources into making this sport the best that it can be so hopefully our grandkids can see a more safe flying community from anywhere in the US. Thermal high and far my friends.

## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA #	96510	
NAME	Julia Knowles	
WHAT REGION DO YOU LIVE IN?	1   AK, HI, IA, ID, MN, MT, ND, NE, OR, SD, WA, WY	
HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)?	7 years	
WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?	<p>The only constant in life is change. As free flight rapidly grows and evolves in the USA, I bring a positive and solution-oriented attitude to the challenges we as a community face. From preserving site access to fostering a culture of responsibility I would work hard with the board, club chapters and schools to support pilots across the country.</p> <p>I was nominated to serve based on my leadership as president of the Jackson Hole Free Flight Club and as a mentor to new pilots here and at the Point of the Mountain, where I received my Basic Instructor rating. I want to contribute on the national level too as a pragmatic voice speaking for all types of pilots!</p>	
HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS?	No	

### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING?	6.5 years
HOW MANY HOURS DID YOU FLY LAST YEAR?	80 (injury shortened my season)
WHICH WING TYPE IS YOUR PRIMARY?	Paraglider
WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?	<p>Jackson Hole, WY (honorable mention for Point of the Mountain, UT). Flying the Tetons grants me a unique perspective on the terrain that I also enjoy on skis and bike. Thermaling above cliff bands and spires to scope out ski lines</p>

and observing how various ridges and drainages connect from a birds-eye view has given me a deeper appreciation for my backyard playground. The air, however, can be big here so I make regular trips down to the POTM (where I learned) to keep the fundamentals sharp. It has been great to participate in both circles: the sky cowboys who send it big in Jackson and the fresh-eyed students on the Southside training hill have all taught me valuable lessons along the way!

**WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?**

Paragliding is more than a sport. It has changed the way that I look at and understand the world. It has taken me to countless beautiful places and connected me to the most interesting people. I can't wait to see where it takes me in the years to come. The Tetons just got their first dusting of snow and I already can't wait for speedriding season!

## Experience

**WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?**

I have served as president of the Jackson Hole Free Flight Club (JHFFC) for almost three years. This role has taught me volumes about effective communication—including how to deliver difficult news, such as when we lost insurance for our most popular site, the Jackson Hole Mountain Resort. I successfully recruited and organized help, kept our community informed, and took highly effective actions that allowed us to re-open within a month. My full-time job as Administrative Manager for the Jackson Hole Mountain Sports School helped me develop the skills needed to resolve the situation in such a professional manner.

During my tenure as club president, we have rolled out new detailed site guides, quintupled our annual operating budget, experienced a nearly 300% increase of membership, and set up a co-op for oxygen users. There are still plenty more things I'd like to keep improving, but this has been a good start. I would love to bring this experience to the national level next!

**HAVE YOU SERVED ON ANY USHPA COMMITTEES?**

No

**HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?**

No

**HAVE YOU SERVED ON ANY OTHER BOARDS?** No

**WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?**

As club president, I have volunteered to administer the club website, insurance documents and site waivers, and manage communications to local and visiting pilots alike. My favorite

club duties are providing site intros and mentorship to visiting pilots or newer local ones.

Outside of JHFFC, my volunteer experience has included organizing a 5K fun run to raise funds for the American Red Cross and volunteering at a Kenyan orphanage to promote education and sponsorship for children placed there.

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**WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?**

Two philosophies guide my decision-making. First, anticipate any challenges and consequences as I approach a decision. How likely are they, and how would I deal with them? During winter and spring, I spend my weekends ski touring. My decision-making starts many days out with frequent assessments of the snowpack, weather forecast and terrain. I choose an objective right for the day and the group based on these assessments, and we build in a few options we can choose from as we go. As a friend once told me, "It's all about the planning phase."

The second is to be adaptable. No one can see the future, and life often takes unexpected turns even when we do our homework. Therefore, we must build in margins for error with our decisions. Although an ounce of strategy is worth a pound of effort down the line, early recognition that it is time to shift gears is also key. With ski tours, this could mean that the group must bail on the original objective if weather moves in more rapidly than anticipated. The keys to adaptability are good communication and humility. We can all get attached to goals, but things go more smoothly when I accept and work with the status quo- which is easier if I did my planning phase right!

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**WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?**

As Administrative Manager for the Jackson Hole Mountain Sports School, I gained operational oversight experience last year when the Jackson Hole Mountain Resort switched to a new uniform vendor. As manager of our uniform warehouse, I coordinated the receiving and redistribution of \$1 million of new uniform pieces to fifteen different departments. The shipment was significantly delayed, and to get items out in time for opening day I had to plan carefully. My team and I did our best to anticipate bottlenecks before any boxes even hit our loading dock. We mitigated many, and adapted our plans on the fly where we didn't.

Most of the shipment arrived 72 hours before opening day. It was an incredibly stressful and exhausting three days, but we got the job done! It was rewarding to see everyone decked out in their new uniforms out on snow that weekend.

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**WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?**

Lots! At my job I manage communications, a complex pay system, financial reporting, and more for our department that

grows to nearly 700 during wintertime. Keeping and maintaining detailed records is literally my job! I helped our company transition to electronic hire packets for the first time last year, and I track uniform distribution for the company as well. It is important not only to keep accurate records but to anticipate ways to make record-keeping more efficient as our needs and technology change—because, let's be honest—we would all rather be out flying than tracking data!

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**WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?**

In spring 2021, I guided our club through the loss of insurance coverage for JHMR, an upsetting situation to many. Before announcing it, I made sure I thoroughly understood the issue and anticipated questions members would have. I crafted an FAQ sheet explaining the confusing situation and set up a way for members to get pass refunds.

I made the announcement and, as expected, reactions were heated. After talking some people off of ledges, I recruited help to brainstorm any and all feasible solutions and directed members' energies towards them. Much of the tension dissolved when people had ways lined out to work towards a solution.

Fortunately we were able to reopen within a month, thanks to members who stepped up to help (as well as the RRRG). This coordinated effort was born from that sensitive communication approach.

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**DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.**

Jackson Hole Mountain Resort used to print 20-page paper hire packets out for every seasonal employee year after year. This burdensome and wasteful process was tedious for employees and managers alike, and many of us advocated for change. When our Human Resources department finally decided to go electronic, I was tapped to help with the transition. I spent close to a year working with HR to express the needs of my department and staff as we developed the new electronic template. Simultaneously, I developed a new database and workflow for my department to use in preparing and tracking hiring information for our staff. It was rewarding to see my database integrate well with HR's new electronic platform. Employees now enjoy an easy onboarding process that saves us hundreds of hours collectively at the start of each season... More time for skiing pow!

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**DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.**

I have a dual degree in Oceanography and Economics; the former is surprisingly relevant to paragliding (understanding the sky is a lot like studying ocean currents). After internships and a job in Washington DC, I put my pursuit of fisheries management on the back burner to ski powder "for just one season" while I applied to grad schools. Somehow, grad school turned into paragliding school and ski school instead.

Here in Jackson, I have learned from leaders in the outdoor industry who surround me at work. I am naturally curious and love absorbing knowledge and wisdom from all types of people. Whether it be learning about snow pits or financial forecasting, I embrace all new experiences that add value to my contributions at work and my ability to relate to others.

Beyond my professional administrative experience, I have my P4, Basic Instructor, and M-1 ratings, plus numerous special skills signoffs. I am a trained Via Ferrata guide and have an Avalanche 1 certification through AIARE. I look forward to pursuing certs in ski instruction this winter, too!

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**WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?**

From day one as a paragliding student, I was all in. During my first three seasons, I worked as a janitor so I could fly all day and work at night. Paragliding was what I lived, breathed and dreamed about during all waking hours.


In 2017, after a successful week at my first competition, I let overconfidence creep in and paid a heavy price. I launched when I shouldn't have and was caught in a microburst, sustaining severe injuries after taking a collapse low to the ground. The last four years have been an uphill battle- mentally and physically- to get back to doing what I love. I am lucky to be walking, even if I walk a bit funny. The paragliding community has supported me and kept my hope alive throughout.

Though I still haven't yet racked up the hours or bucket list flights that I hoped for earlier, I am in it for the long game and know that incredible moments in the sky will continue to find me when they are meant to. My old attitude of "I have so much to prove" has given way to reflections of "What do I have to offer?" I hope to leave USHPA and our sport as a whole a bit better than I find them if elected to the Board.

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## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General – *Incumbent; 2019 Election Responses*

USHPA #	86543	
NAME	Kimberly Phinney	
WHAT REGION DO YOU LIVE IN?	1   AK, HI, IA, ID, MN, MT, ND, NE, OR, SD, WA, WY	
HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)?	4 years current grew up in OR	
WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?	<p>I have called USHPA &amp; my local directors so many times in the last few years for help with my local club, with site help, help with the BLM and FS, help with Admin issues, ext. USHPA nor my board members have provided me with any real help or support. Since I have had to go this on my own, had to dive in deep to those topics, seek help from Congressmen, Oregon Director of Outdoor recreation and more. I feel I could at the very least provide others in my community with some sort of help, more then I have been given for sure. I certainly don't want another director who wont even return calls, or do the small things they tell me they will do.</p> <p>I also want to help USHPA and PASA, at the current time it feels 50/50 on support for these 2 organizations. I understand both sides of this debate, however I truly support both organizations and wish to be able to help them regain support of their memberships. I have noticed in my own battles with my local governing boards all the work the Martin does for us, and how USHPA keeps us clear from the FAA governing our sport to much. In conversations with my mentors and those on committees who have actually called me back and listened to my concerns, they suggested I run for my local BOD spot as the only means of being able to get my suggestions heard, and or to make any sort of difference.</p>	
HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS?	No	
IF YES, PLEASE BRIEFLY ELABORATE:	No	

## Flying – **Incumbent; 2019 Election Responses**

HOW MANY YEARS HAVE YOU BEEN FLYING? 12/13

HOW MANY HOURS DID YOU FLY LAST YEAR? 100+ i dont keep count

WHICH WING TYPE IS YOUR PRIMARY? Paraglider

IF YOU FLY MORE THAN ONE WING TYPE, MAKE A BRIEF CASE FOR CHOOSING THIS ONE.

WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT? Pine Mt, its where I really learned how to fly and is a huge privilege to teach others here. New pilots can get lots of hours in rather benign conditions, but it provides just enough challenge of strong winds, and bumps to really mold fantastic pilots.

WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?

I've developed sites around the globe.  
I've participated in helping foreign pilots live there dreams, and change their lives.  
I have worked with the PWC, and ran Comps here in the USA

## Experience – **Incumbent; 2019 Election Responses**

WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?

I have been self employed for 18 years, running businesses and projects in the USA and around the world. I believe anything is possible, and can see opportunity where many do not.

HAVE YOU SERVED ON ANY USHPA COMMITTEES?

Yes

HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?

Yes

HAVE YOU SERVED ON ANY OTHER BOARDS? In the USA no

WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?

Youth centers & homeless shelters.  
Fundraising and global projects through NPO's.  
Working on establishing my own NPO to continue to do social work projects, through an ethical means.

WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?

**WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?**

Overseeing operations, between running 50k person festivals, to running my own businesses, running competitions, tour guiding around the globe, and assisting my mother in running 500+ person bicycle rides I think I have operations management down.

I handle stress and multi tasking exceptionally well, but hay I am human I do make mistakes too. I claim no perfection just honest desire and passion to do my best.

**WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?**

Honestly I suck at record keeping.

**WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?**

Thats easy its called respect and communication. I believe in using honesty, integrity, compassion, and understanding in dealing with sensitive issues. I think even the hard/negative things can be discussed in non offensive/harmful ways, if you just allow your self to see each of the different perspectives and communicate with kindness and compassion. Just this year I encouraged USHPA to handle a delicate situation with care and integrity, personally taking attacks as I dispelled the social media chaos myself.

**DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.**

Ultimate Descent- no one thought it was possible, but I believed in these guys, and we took what ever came our way before and after and managed to accomplish amazing feats like them completing the expedition and my 3 month fight to get Nat Geo to finally pay attention to paragliding. Those who know me know I poured my heart, soul, and finances in to this project, and any other project I have believed in.

Establishing a PG school in places where there has never been one  
Running international fashion business, and factory in Bali.  
Running Paragliding competitions. Developing Paragliding in foreign locals

**DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.**

P4- Advanced Instructor- 12/13 years full time flyer  
PPL certified  
Kayak, Mountaineering, Kiteboarding, Snowboarding cert over the years as well About to complete my USCG Captains License for Sailing

**WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?**

I normally like to keep to myself, I do not really like to boost about myself which is what this feels like. So I feel a bit out of my element here, I am just not sure how else to make change unless I get more involved.

I want to see change:


I want to see Speedflying taught by those who actually speedfly  
I want to see Admins being admins to all not just those who they benefit from  
I want to see our sites stay open, and new ones developed if possible  
I want to see the community aspect brought back to our sport  
I want to see a standardized training model, no more of this competition between schools/instructors, but supporting each other, all teaching the best they can.  
Above all I want to see "Less Drama and More Flying" I love this quote by a fellow pilot.

Please know its who you vote for that matters.(does not have to be me)

USHPA consists of 5 people, who are all amazing and work really hard. Its the people we vote onto the board that are really in control of the decisions. So if you are one of the ones who does not like the way USHPA is running right now, please consider who you are voting for. USHPA is the barrier between us pilots and the FAA, we need USHPA. So take time to vote for the people who you see doing things in your community that benefit all, people who are willing to stand up and do something.

## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA #	71713	
NAME	Larry Dennis	
WHAT REGION DO YOU LIVE IN?	4   AL, AR, FL, GA, KS, KY, LA, MO, MS, NC, OK, SC, TN, TX, VA, WV	
HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)?	20+ years	
WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?	It is an opportunity to help in fostering and expanding pilot training in hang gliding and paragliding.	
HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS?	No	

### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING?	23
HOW MANY HOURS DID YOU FLY LAST YEAR?	Due to COVID and working in a hospital, I have only kited only to keep up skills.
WHICH WING TYPE IS YOUR PRIMARY?	Paraglider
WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?	Eagle Rock, VA. It is close to home. There are two launches which face in opposite directions and are within walking distance of each other. You can drive to both launches and the local landowners are fabulous people who enjoy watching us fly. The LZs are quite large around the base of the mountain.

**WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?**

I have helped to develop and maintain a number of sites over the years. I own the flying site at Eagle Rock, which has a NW facing launch and a SE facing launch within walking distance of each other. You can also drive to both launches.

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## Experience

**WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?**

Bachelor's degree in Electrical Engineering. Worked at a laboratory for four years initially designing and procuring EMP simulators, which involved contracting with aerospace and engineering companies.  
Have worked as medical student coordinator in several different hospitals over the years.  
Worked as OB/Gyn residency program director in two different programs over the years.  
Worked as chairman of the OB/Gyn Department in a hospital doing 3,000+ deliveries per year.  
Director of Maternal-Fetal Medicine for many years.

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**HAVE YOU SERVED ON ANY USHPA COMMITTEES?**

Yes. Chapter Support and Site Maintenance and Creation. Currently serve as the Chapter & Site Committee Chair.

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**HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?**

Yes. Six years.

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**HAVE YOU SERVED ON ANY OTHER BOARDS?**

Salvation Army Board  
PTA Board

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**WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?**

Prior president of amateur radio club in Albuquerque, NM.  
Current president of the Skywackers Hang Gliding and Paragliding Chapter of SW Virginia.  
Prior president of PTA.

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**WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?**

Serving as chair of OB/Gyn as well as managing residency programs assuring that the residents receive appropriate training in the four year residency program necessary for physicians to become competent practitioners.

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**WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?**

As chair of OB/Gyn.  
As OB/GYN residency program director.  
As medical student coordinator.

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**WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?**

I work in a hospital as a practicing maternal fetal medicine physician. It's record keeping every single day. It never stops!

<p><b>WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?</b></p>	<p>Have had to deal with under-performing physicians and residents. In most cases things can be improved for the individual to continue to practice or complete training.</p>
<p><b>DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.</b></p>	<p>As chair of an OB/Gyn department and OB/Gyn Residency Program Director I, along with our faculty (6-10 or more physicians) have on a number of occasions needed to put individual residents on a Probation Status with Remediation. Probation status was usually for six months although in some cases 12 months of remediation was necessary. In most cases the residents improved in their academic and clinical skills going on to become a competent OB/Gyn physician. Unfortunately in several cases individuals had to be relieved of their residency training position or position within the organization.</p>
<p><b>DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.</b></p>	<p>Bachelor Degree in electrical engineering.          Worked for four years at the USAF Weapons Laboratory in Albuquerque, NM. Initially developing EMP simulators for two years and then two years doing laser research.          Medical School for four years in Philadelphia.          OB/Gyn Resident at USAF Medical Center, Keesler AFB, Biloxi, MS          OB/Gyn physician for three years at Andrews AFB, Maryland.          Maternal Fetal Medicine Fellowship for two years at The George Washington University Hospital, Washington, DC          Prior Director of Maternal Fetal Medicine at David Grant Medical Center, Travis AFB, Fairfield, CA          OB/Gyn Chair at Carilion Clinic, Roanoke, VA          Prior Director of Maternal Fetal Medicine at Carilion Clinic, Roanoke, VA          Prior OB/Gyn Residency Program Director at Carilion Clinic, Roanoke, VA          Currently continuing to practice Maternal Fetal Medicine at Carilion Clinic, Roanoke, VA</p>
<p><b>WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?</b></p>	<p>I have enjoyed my time on the Board of Directors in the past and would like to continue to assist in any way possible and necessary,</p>

## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA # 104273

NAME Nelissa Milfeld

WHAT REGION DO YOU LIVE IN? 3 | So-CA, AZ, CO, NM

HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)? 2021



WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?

I want to serve our community and region by advocating for and increasing site access, improving certification and training, and growing participation in our sport. I bring a unique perspective from being an elite climber and trial lawyer and believe my training and experience will be an asset to the board. Even though I am a new pilot, I have been involved in the paragliding community for the past six years through my husband Cedar and close friends. I am familiar with the problems and challenges in our sport and am well equipped to handle these issues. Vote for me!

HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS? No

### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING? Almost a year

HOW MANY HOURS DID YOU FLY LAST YEAR? 90

WHICH WING TYPE IS YOUR PRIMARY? Paraglider

WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?

Boulder is my home site and I love it. Our site is right next to the north side of town and sits on beautiful rolling foothills. From our site, you can see everything Colorado has to offer - mountains, dramatic cliffsides, lakes, and plains. What I love most about our community is how supportive, encouraging, and motivated everyone is. It's awesome to have both amazing flying and a great community!

**WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?**

I love to fly and want to do everything I can to preserve and grow this amazing sport. Even though I am a beginner, I have traveled to and flown extensively in California, Utah, Washington, Oregon, and Colombia. I spend most of my free time flying or talking to my mentors about flying.

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## Experience

**WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?**

I currently own and operate my own law firm, Milfeld Law LLC, and have supervised contract lawyers, investigators, social workers, and interns. Prior to starting my law firm, I worked as a public defender. In my work as a public defender, I served as the representative on the Community Corrections and Drug Court boards and served on these boards for two years.

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**HAVE YOU SERVED ON ANY USHPA COMMITTEES?**

No.

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**HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?**

No.

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**HAVE YOU SERVED ON ANY OTHER BOARDS?**

Yes - United Way, Copp-Dash Inspire Award, Willow Springs HOA, Community Corrections, Boulder County Drug Court

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**WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?**

I volunteer by doing pro bono work. In the past, I have been involved with the Ronald McDonald House, United Way, and the ACLU.

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**WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?**

I have extensive experience in strategic decision making. As a trial lawyer, I constantly make decisions that have the potential to affect a person's life. In mediations, I strategize on how I can reach a resolution that benefits my clients.

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**WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?**

I oversee a small staff at my law firm. I supervise their work and provide them with feedback and direction.

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**WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?**

I served as treasurer for our HOA Board. For my job, I am required to keep detailed notes regarding meetings and testimony during trials.

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**WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?**

In my professional capacity, I deal with people from all different backgrounds and viewpoints. I serve clients who are going through extremely difficult and unimaginable situations. As a trial lawyer who has represented clients facing the most serious charges, I have to distill and communicate sensitive issues to judges, juries, and victims.

DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.

I worked on a very difficult multi-year case with a large team involving social workers, investigators, and other lawyers. We shared the overall goal of getting the best possible result for our client, but had different opinions on the best way to get there. Although we struggled at times, we were able to keep moving forward through effective communication and being open to changing our perspectives. As a result, we achieved a far better result than we expected.

DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.


I started my career as a lawyer in 2008 at the Colorado State Public Defender. From 2008 to 2017, I was lead counsel on over 60 jury trials. In 2015, I was nominated for attorney of the year from over 400 lawyers for my compassionate and dedicated service. I also handled special assignments in other counties because of my litigation experience. In 2017, I joined a law firm to learn civil practice. In 2018, I formed my own law firm in which I handle divorce and criminal defense cases. In my practice, I research legal issues and briefs, participate in mediations, attend court regularly, and represent clients in court and jury trials. I am also on a small list of attorneys who handle serious public defender conflict cases in which the Court appoints me to represent indigent clients facing life sentences.

WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?

As a board member, I promise to listen, be open to feedback, and serve my community. Vote for me!

## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA #	101090	
NAME	Pamela Kinnaird	
WHAT REGION DO YOU LIVE IN?	2   No-CA, NV, UT	
HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)?	3 years	
WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?	<p>I hope to bring a fresh perspective as a newer pilot and am passionate to work on behalf of the entire free flying community to increase and maintain access to flying sites.</p> <p>I'm interested to explore ways that USHPA can better serve our membership (e.g. working with the RRRG to streamline insurance paperwork requirements).</p>	
HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS?	No	

### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING?	3
HOW MANY HOURS DID YOU FLY LAST YEAR?	120
WHICH WING TYPE IS YOUR PRIMARY?	Paraglider
WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?	<p>In the Bay Area, we are blessed to have a number of flying sites, so it's tough for me to pick just one that I call home. I love to hike and fly at both Ed Levin and Mission Peak. I'm just starting to learn of the potential that Mt. Diablo and Mt. Vaca hold. And flying our coastal sites is always such a joy, especially when the whales are feeding offshore.</p>

**WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?**

I have helped to clean-up, develop, maintain and increase the accessibility of the launch at Mt. Vaca. From spending multiple weekend mornings in the hot sun pounding rebar into astroturf, to making sure that no pilot is left without retrieve -- the community that has developed around this site has been inspiring!

In 2021, I participated in my first paragliding competitions (as both a competitor and volunteer) and would love to increase access to competitions for newer pilots in our country.

## Experience

**WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?**

I have been a founding software engineer at two small startups although the scope of my work went well beyond that of a typical software engineer. I was responsible for growing the teams, driving cultural discussions, shaping the product, making high-impact technical decisions, managing external customer relationships and caring for the emotional and social well-being of individuals and the organizations as a whole.

**HAVE YOU SERVED ON ANY USHPA COMMITTEES?**

Not yet

**HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?**

No

**HAVE YOU SERVED ON ANY OTHER BOARDS?**

- Board member of the Penn State Master Gardeners in 2012 - 2013.
- Vice President of the Bay Area Paragliding Association (BAPA) in 2020
- Vice President of Wings of Rogallo (WOR) in 2021

**WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?**

- 2021 - US Open of Chelan - I helped with launch setup, cleanup and retrieve coordination.
- 2021 - WOR VP and Site Committee Chair - I managed the transition of 2 BAPA sites to WOR, fostered our relationship with the GGNRA (NPS), and am currently organizing an event for our membership.
- 2020 - BAPA VP - Beyond supporting the President in the business and political work of the club, I also ran our annual survey, help maintain the website and contribute to the newsletter.
- 2018 - 2019 Kaleidoscope Art - I spent many weekends constructing a 6-story interactive art piece which was exhibited at Burning Man.
- 2010 - 2013 Penn State Master Gardeners - I managed the annual plant sale and contributed volunteer time to educate folks about gardening best practices.

- 2011 - 2012 Small Farm Volunteer - In addition to on-the-farm work, I helped manage the CSA and assisted the farmer with planning, operations management, and record keeping to keep up with the farm's growing needs.

**WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?**

I've driven quarterly and yearly planning for many of my software engineering teams. For example, last year, I felt that my team had been too focused on developing new features. I made the case to leadership that we needed to alter our short and medium-term plans to include specific reliability-focused projects that would better align our team's work with the overall company vision.

**WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?**

I ran a couple fundraising events for non-profit orgs which included recruiting and managing volunteers, proposing and reporting on budget, sourcing materials, site selection & layouts and advertising.

**WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?**

I managed budgets and scheduling of internal staff and 3rd party contractors for multiple \$1M+ projects during my time in software consulting.

**WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?**

As the site committee chair for The Stables, I've had to communicate with landowners, club leadership, local pilots, schools and tandem instructors about sensitive landowner issues in order to protect access to the site.

**DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.**

Setting up co-housing communities, founding companies, multi-year long enterprise resource planning software projects.

**DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.**

Bachelors of Science in Industrial & Systems Engineering. I spent the first part of my career as a software consultant for medium sized enterprises. I've been a founding member of two startups and have most recently worked as a software engineer at Stripe (online payments).


I'm a certified Wilderness First Responder and am currently apprenticing with a local paragliding school.

**WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?**

I intend to dive into the current issues facing the USHPA membership with a fresh eyes and a desire to make USHPA easier to do business with.

## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA #	93917	
NAME	Ric Caylor	
WHAT REGION DO YOU LIVE IN?	5   CT, DE, IL, IN, MA, MD, ME, MI, NH, NJ, NY, OH, PA, RI, VT, WI	
HOW LONG HAVE YOU BEEN LIVING THERE (AS A PILOT)?	9 years	
WHY DO YOU WANT TO SERVE ON USHPA'S BOARD?	<p>I'm passionate about the sport of hang gliding, so much so that I've accepted the roles as the organizer and meet director for the 2022 Green Swamp Sport Klassic. I have traveled all over the country and to Mexico to compete in competitions for the last four years. I was fortunate to have made the USA Sport Class team to represent our country in the 2020 Sport Class Worlds. My best friends in life are hang-glider and paraglider pilots. The sport of hang gliding seems to be in a low save mode, with our numbers declining continually every year. Many pilots, instructors, managers, and owners that I've talked with feel that USHPA isn't doing enough, and in fact, that USHPA is part of the problem. I'm willing to roll up my sleeves to help be a part of the solution to enable more people to achieve their free-flight dreams.</p>	
HAVE YOU HAD ANY USHPA SUSPENSIONS OR REVOCATIONS?	No	
IF YES, PLEASE BRIEFLY ELABORATE:	No	

### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING?	9 years
HOW MANY HOURS DID YOU FLY LAST YEAR?	57
WHICH WING TYPE IS YOUR PRIMARY?	Hang Glider

IF YOU FLY MORE THAN ONE WING TYPE, MAKE A BRIEF CASE FOR CHOOSING THIS ONE.

I fly a Moyes RX5 Pro. This wing is beautifully crafted. I just made the transition to flying a topless glider and to competing in open class competitions, and I could not be more comfortable on this glider. In addition, the customer service that I receive from Moyes is first class.

WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?

Wilotree Airsports in Groveland Florida is my second home, and where I fly the most. It has an amazing community of pilots. They are passionate about flying cross-country, sponsor competitions, and it is where someone brand new can experience a life-changing experience. Flying in the flatlands is challenging, yet that region can have great conditions for long-distance flights. A friend of mine once said that "People get into this sport for the flying, but one stays in the sport because of the people." Wilotree has both.

WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?

Stated above

## Experience

WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?

I have owned and managed a successful business for 24 years.

HAVE YOU SERVED ON ANY USHPA COMMITTEES?

No

HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?

No

HAVE YOU SERVED ON ANY OTHER BOARDS? No

WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?

I have participated in non-profits organizations directing various management functions. Currently organizing the hang gliding mentor event called the Green Swamp Sport Klassic for 2022.

WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?

I have own several different types of contracting services-related businesses that served different sectors from residential to commercial customers.

WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?

Business owner managing employees.

**WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?**

Business owner managing the administration end of running a business.

**WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?**

I'm a father of three beautiful daughters who are now adults living on their own. I couldn't be more round of them as their father.

**DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.**

I have been collaborating with several other pilots to help me market and run a successful GSSK for 2022.

**DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.**

College graduate. I've taken several sales and management training systemized training programs.

**WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?**

I'm a committed person who strives to make a positive impacting difference in this world.

## USHPA DIRECTOR CANDIDATE QUESTIONNAIRE

### General

USHPA #

27470

NAME

Steven Pearson



WHAT REGION DO YOU LIVE IN?

3 | So-CA, AZ, CO, NM

HOW LONG HAVE YOU BEEN LIVING THERE  
(AS A PILOT)?

46 years

WHY DO YOU WANT TO SERVE ON USHPA'S  
BOARD?

The future of the USHPA is more tenuous than at any other time in the history of our organization. The challenges of managing safety, supporting growth, maintaining insurance coverage and meeting budgetary constraints are increasing relentlessly. I believe that many promising solutions to these headwinds are already well developed within our community of members, schools, general aviation and other stakeholders, and that the USHPA would be more effective by identifying and supporting these best practices. I would like the USHPA to become an organization that every member wants to belong to because of the value of the products and services they provide rather than because membership is required for site access. Altogether, I'm confident that I can substantively and effectively contribute to these issues.

HAVE YOU HAD ANY USHPA SUSPENSIONS  
OR REVOCATIONS?

No

IF YES, PLEASE BRIEFLY ELABORATE:

No

### Flying

HOW MANY YEARS HAVE YOU BEEN FLYING? 48.5 years

HOW MANY HOURS DID YOU FLY LAST YEAR? 100 flights and 45 hours

WHICH WING TYPE IS YOUR PRIMARY?

Hang Glider

**IF YOU FLY MORE THAN ONE WING TYPE, MAKE A BRIEF CASE FOR CHOOSING THIS ONE.**

Hang gliding. I started flying paragliders routinely in early 1990, completed an SIV course in 1990 and flew tandem PIC in 1991. I had more PG than HG flights for a few years but my overall flight experience is much more HG than PG.

**WHAT FLYING SITE DO YOU CALL HOME AND WHAT DO YOU LOVE ABOUT IT?**

Crestline (now Andy Jackson Airpark). I was introduced to the site in 1973 and have flown there continuously since 1975. Crestline is blessed with a long flying season, great terrain features and an extraordinary group of pilots who have developed the community.

**WHAT ELSE WOULD YOU LIKE THE MEMBERSHIP TO KNOW ABOUT YOUR INVOLVEMENT IN THE SPORT OF FREE FLIGHT?**

I became obsessed with hang gliding at 15, built my first hang glider at 16 in 1973, moved to California in 1975 and have flown between 50 and 300 hours per year every year since including 5000 different gliders in that period. My association with Wills Wing began in 1976 and I joined the management after Bob Wills died in 1977. As the product development engineer at Wills Wing, I have designed over 100 models which have achieved notable success in the marketplace, with technological innovations and competition/record achievements for which I received the USHGA Presidential Citation in 1990. I met my future wife on a tandem hang glider flight in 1988 and our relationship developed flying paragliders together before my daughter was born. My wife and daughter subsequently became hang glider pilots after lessons at Wallaby Ranch and Lookout Mountain. I am especially thankful for my 44-year friendship with my business partners Mike and Linda Meier and the late Rob Kells. Mike and Rob contributed immeasurably in years past to the USHGA, HGMA and other community groups and I'd like to contribute in the same way. I've been a licensed private pilot since 1983.

## Experience

**WHAT EXPERIENCE DO YOU HAVE THAT MAKES YOU QUALIFIED TO RUN AN ORGANIZATION?**

I've been an officer/owner at Wills Wing for 44 years. My principal responsibility is engineering and product development but I share decision-making in every area of administration and management.

**HAVE YOU SERVED ON ANY USHPA COMMITTEES?**

Yes

**HAVE YOU SERVED ON USHPA'S BOARD IN THE PAST?**

Yes

**HAVE YOU SERVED ON ANY OTHER BOARDS?** Yes, Wills Wing and 2 other private corporations

<b>WHAT OTHER VOLUNTEER EXPERIENCE DO YOU HAVE?</b>	nothing of significance to this position
<b>WHAT EXPERIENCE DO YOU HAVE IN STRATEGIC DECISION MAKING?</b>	I am currently a director or managing partner in 5 Corporations with responsibility for strategic planning
<b>WHAT EXPERIENCE DO YOU HAVE IN OVERSIGHT OF OPERATIONS?</b>	I'm the IT manager at Wills Wing and have developed and administered most of the systems for the development, production and service of more than 25,000 hang gliders and other administrative functions over the last 44 years.
<b>WHAT EXPERIENCE DO YOU HAVE IN RECORD KEEPING?</b>	See above
<b>WHAT EXPERIENCE DO YOU HAVE IN DISTILLING AND COMMUNICATING SENSITIVE ISSUES?</b>	My job depends on working effectively with my business partners, our employees, suppliers, dealers, customers and other professionals who support the functions of Wills Wing. I am a firm believer in principles of open and transparent communication.
<b>DESCRIBE ONE OR TWO EXAMPLES WHERE YOU HAVE COLLABORATED WITH OTHER PEOPLE TO ACCOMPLISH SOMETHING THAT REQUIRED A STRATEGY, ADJUSTMENTS ALONG THE WAY, AND TOOK AT LEAST SIX (6) MONTHS TO FINISH.</b>	My 44-year tenure at Wills Wing has included 100s of projects of 6 months or more associated with product development and other strategic initiatives, in collaboration with my partners and other stakeholders. For example, each new hang glider design requires concept and market evaluation, feature and prototype development, flight evaluation, airworthiness testing and certification, manufacturing training, organization, scheduling and documentation, supplier and purchasing administration, marketing and sales planning, customer support and documentation, and much more. In my experience, the key to success requires more than just experience and planning but also the ability recognize failures and unintended outcomes with appropriate corrections.
<b>DESCRIBE YOUR PROFESSIONAL TRAINING AND EXPERIENCE.</b>	I have a BS in mechanical engineering with graduate studies in aeronautical engineering. My entire professional career has been engaged with designing and developing hang gliders, and managing the business operations of Wills Wing.
<b>WHAT ELSE DO YOU WANT USHPA'S MEMBERS TO KNOW?</b>	At Wills Wing, I was the initial advocate for integrating paragliding (Fred Stockwell and the APA) and the USHGA. Wills Wing introduced paragliding to dozens of flight schools with training programs and seminars, conducted one of the first SIV courses in the US, and sold 2000 paragliders between 1991 and 2006. Despite our differences, I think both hang gliding and paragliding communities are stronger together, and our diversity, experience and technologies complement each other.