



## CHAPTER

613

May 2009

(Chapter 613 web site)

[www.eaa-chapter613.org](http://www.eaa-chapter613.org)

### News and Views: Bruce Richardson

May = Officially Spring

April is finally over, and I'm not one bit sorry that the last big snow event of the year that I'd been expecting (Murphy and whatnot), didn't come to pass. But now, a new challenge for the season... mowing the grass! So I'll be taking the snowblower off my lawn tractor this weekend, and getting the mower deck back on... sigh.

Along with the nicer weather, comes more opportunities for outdoor activities... here's an aviation-related one, courtesy of Peter Fisk, EAA Chapter 968 President:

Many of you know Brian Lindner, Vermont's resident expert on 'off airport landings'. He has found, documented and mapped the over 120 crash sites scattered in various corners of the State. The most famous of which is the Camel's Hump B-24. One that has eluded him is right here in our back yard. In 1957 an Army L-20 Beaver impacted the Green Mountains in Chittenden, somewhere between Mt Carmel and Brandon Gap, killing all on board. Brian knows that most of the wreckage was hauled away in the 60's but feels the heavy bits, like the engine might still be up there, somewhere. As usual he has all kinds of reports from the time of the crash - military, state police, eye witness, newspaper etc most of which is conflicting as to location. He's bush whacked the ridge several times without success.

THE HIKE - Saturday May 9th, rain or shine, Brian Lindner and a cast of ??? will ascend the Green Mountains at Bloodroot Gap in Chittenden in search of the L-20 Beaver crash site. The more eyes and feet we have the more likely it'll be that we find anything that might be remaining... and there's some doubt about whether there is. This is a fairly strenuous exercise as getting up to the Long Trail is 1200' vertical in the first mile or so and then we need to bushwhack to the top of the ridge which is another 400 feet or so. I'm not sure what Brian's search plan will be but we'll be stumbling around up there for a few hours for sure in some rough terrain.

After all that scary stuff if you'd like to join in the huffing, puffing and aching leg routine we will meet at 9:30 sharp in North Chittenden a few hundred yards east of the National Fish Hatchery at the junction of Holden Road and Rover Road ( Forest Service 57). Recommend strong boots, long sleeves and pants for plowing through the brush, plenty of water, some lunch and trekking poles or hiking stick.

[Editor's note: Based on the big ol' tick I had burrowed into my leg recently, I'd recommend plenty of DEET!]

Hot off the presses: I just got word that our very own **Hobie Tomlinson** has renewed his Master CFI accreditation. Hobie, a 4-time Master, is a charter pilot and an independent flight instructor as well as director of safety for Heritage Flight ([www.FlyHeritage.com](http://www.FlyHeritage.com)) at Burlington International Airport (BTV). He also serves as a FAASTeam representative and pilot examiner in the FAA's Portland Maine FSDO area. Hobie is one of only 3 Vermont aviation educators to earn this prestigious "Master" title.

**CONGRATULATIONS HOBIE!**

**April Minutes**

By Tom Edwards

It finally happened! We ran out of food! April 11 marked the final pancake breakfast for the spring season. We had over 50 members show up to see and hear Dan Marcotte and his presentation on aerobatics. Dan had requested a waiver for a show and that he did! He started out with a Q & A period and then flew a demonstration of what was discussed in his Cassutt. Frank Gibney gave us an account of what procedure was being flown all for the price of a pancake breakfast! Danny landed and after another Q & A session, he demonstrated again, this time in a Pitts! Huge thanks to Dan for his presentation for this meeting!



(Pictures from the Aerobatics Presentation)

April's pancake breakfast was prepared by returning culinary experts, Don Nowakowski, Matt Fitzgerald, and Don Taylor. Matt's mother even gets credit for baking us some muffins! They were hard at work hustling pancake and sausage for the largest crowd I've ever seen at a meeting. Even with all the diners, the team kept their cool and kept dishing out hot food until the cupboard was bare.



I was contacted by Bill Roberts for our Chapter to assist with an Emergency Preparedness Camporee at the Field Days site, October 2-4 this fall. They are looking towards 300 or so scouts earning a merit badge. They would like us to tie in some sort of event on signaling an aircraft in the event or an emergency and maybe have some Young Eagle Flights. Eric Richardson offered up some help to me for this and I'll be looking for some pilots that weekend and some hangars we can use for classes on Saturday. The hangars will be used for small classes with adults present.

Neal Slocum's widow, Beverly has packed up a load of flying magazines and videos for our library. I'll be picking them up soon and when I know the contents, I'll report it here.

Frank Gibney reported on the applications for Air Academy in Oshkosh this summer. After discussion we agreed to send two kids plus airfare for one this summer. After the meeting I was offered airline miles from

Eric Hard for one roundtrip. I just received the credit letter from Don Taylor from YE headquarters that the chits have now been increased from \$1 to \$5 for each YE flight! Our credit for last year is \$735! Additionally, the chits can be used for other purposes as Don will note later.

A sad note was reported to us that George Coy had a spinal stroke and was taken to a Boston area hospital. He has returned and is now in therapy at Fanny Allen. Our hopes and prayers are with George and his family for a quick and speedy recovery. Additionally, Ray Magee went in for a major surgery; our hopes and prayers are with Barb and Ray as well.

The 50-50 drawing had a new twist this month. Dan Marcotte offered up a t-shirt and other paraphernalia from his company Mindworks which we added to the drawing. Mike Crastina won half the pot of \$60 and promptly donated it back to the hangar fund. John Montage won the t-shirt.

## President's Column: Tom Edwards

## Help Wanted!

Your chapter needs your help! We have a hangar to finish and Young Eagles to Fly. We've been asked to help out the Boy Scouts and operate an ACE camp. Our mission which we decided to accept has been to enhance aviation in our community and to do this we need a few to step up and volunteer. Marge is looking for pilots and support staff for two YE flights, one in Montpelier and another in Swanton. We could use a secretary. Don Taylor needs help with the hangar. Don't ask us to search you out. Give an officer a call and we'll put you to work.

## Flight Advisor Corner: Hobie Tomlinson

## Annual Safety Issue

## How's Your Culture?

**Here in Northern Vermont**, the snow is finally gone, the mud is starting to dry out and there are even scattered rumors of people actually seeing the sun again! With all those things present, it is a sure sign that the 2009 flying season is about to begin in earnest. Having survived another Vermont winter, it is again time for our annual **May Safety Issue**.

**This year** I thought we would take a look at **Culture**, how it affects us all and colors the decisions that we make. Like so many issues in life, there are "Macros" and "Micros" when discussing culture. Of course what we are specifically going to discuss is "**Aviation Safety Culture**," (the **Micro**). Aviation Safety Culture is a subset of "**Societal Culture**" (the **Macro**) in which it exists. (Don't get me started on that one!) Talk to anyone who has flown in a multicultural cockpit or ridden on a "3<sup>rd</sup> World" airline and you will rapidly grasp the concept that Societal Culture affects Aviation Culture! The abysmal safety record of African Airlines stands as a mute testimony to this concept.

**The 5M Safety Evaluation Model** is a good place to begin. This will let us look at where culture "fits" in the overall safety picture. The FAA has developed a different safety evaluation model; however, I am still partial toward the straightforward process of the 5M model. It consists of the following steps:

- **Man** (i.e. Crew) – Training, Experience, Health, Fatigue, and Stress (Internal & External)
- **Machine** (i.e. Aircraft) – Airworthiness, Legality, Functionality
- **Mission** (i.e. Planned Flight) – Within Capabilities of Crew & Aircraft
- **Meteorology** (i.e. Weather) – Suitable for Planned Flight
- **Management** (i.e. System) – Policies, Procedures and **Culture**

**A System** is a framework (i.e. composite) of people, equipment, facilities, materials and tools (hardware and software) at any level of complexity. All aviation occurs within some system. Commercial Aviation operates within a very structured system, while personal flying operates in a quite unstructured one. Nevertheless, aviation always requires some “system” to support its existence. Whatever airport and organization you operate from is the one that comprises your “system.” This is an important concept to understand! *Until we begin to look at the system within which we operate, we cannot grasp the affect culture is having on our actions and decisions!*

**Climate** (Safety) is a group’s overall attitude towards safety including the group’s perception of what safety actually is. Although the terms *Climate* and *Culture* are sometimes used interchangeably, there are subtle differences. *Climate* is a temporal state based on people’s perceptions, while *Culture* is a deep rooted state based upon people’s values.

**Climate** defines the following:

- **What** is important
- **How** things work
- **The Way** things are done

**Culture** (Safety) is the values, beliefs, assumptions, rituals, symbols, and behaviors that define a group (i.e. the people within a system). It can be thought of as “The Character” of a group. (**Character is what you really are when no one is looking!**) *The Power of Culture is that it defines values.* (Cultures find ways to reward those who comply with their values and ways to punish those who do not.) *Values control behavior and behavior results in consequences!*

**The Safety Culture** within our group is what we want to evaluate. It is a subset of the general culture and defines the real (deep rooted) attitude toward aviation safety within the group. The more structure a group has equals the less leeway individuals within that group have to deviate from the culture. This is very good when a positive safety culture exists, but extremely bad when a negative safety culture has developed.

**The Law of Thermodynamics** state things move from order to disorder and decay. This is true of human organizations as well as physical objects. This means that absent any restraining or restorative influences, cultures (especially safety cultures) decline. The first step in arresting this decline is to clearly (and honestly) define the actual status of the culture we are associated with. Once we have done so, we can look at some mitigation strategies. The five types of safety cultures are as follows:

- **The Pathological Culture** is one in which the primary focus is in getting the job done with little concern for regulations, standards or safety. (“If it ain’t broke, don’t fix it.”) As this group continues to slide by without a major accident, it becomes “the way we do business.” This group will display the following *Hazardous Attitudes*:
  - **Invulnerability** (It will be OK) is probably the most common hazardous attitude. It develops subtly and is closely linked with complacency (i.e. nothing is going to happen).
  - **Anti-Authority** (You can’t tell me) occurs when people feel their experience level exempts them from additional training, standard operating procedures, checklists, etc. (i.e. “The Rules”)
  - **Macho** (I can do it) shows up when people with high natural talent begin to think that “The Rules” are for people of lower ability. It is similar to Anti-Authority, but derives from natural talent rather than perceived experience.
  - **Impulsivity** (Let’s do it) is the decision to do something without taking time to consider the possible consequences. It can manifest itself in the initiation (or continuation) of a flight, takeoff, maneuver, approach, or landing, regardless of all available information pointing to the inadvisability of doing so (Plan Bias).
  - **Resignation** (What’s the use) occurs when people in the group start to believe that they are unable to change or influence the situation. People in this group develop the perception that supervision is lacking and that no one is in control. Low structure systems are particularly susceptible.
- **The Reactive Culture** is one which only seeks to change things after an incident or accident has already occurred. (We have to change our policy since the accident.) It is typically a “complacent” system in which people are set in their ways and not predisposed to change. This group generally displays a “head in the sand” approach to safety and only acts on safety issues when required to do so.

- **The Calculative Culture** is the first one which begins to “look forward” on safety issues rather than react to past failures. This culture may have written safety policies, but they are typically not emphasized nor does the group have active participation from all members. Although group members may have a passing knowledge of their safety policies, they typically cannot explain nor do they fully comprehend them.
- **The Proactive Culture** is one in which group members have a positive attitude and dedication to the safety policies and procedures in place. The group meets regularly to address problems and improve current safety policy. New group members are trained in safety upon joining the group.
- **The Generative Culture** is the ultimate safety goal. This group has a serious attitude about safety with zero tolerance for unsafe behavior. Both group leaders and members are actively engaged in promoting safety and readily discard less effective approaches to safety. Group members have full confidence in their leaders with no fear of confiding in them on any safety issue. The Generative culture is a true safety culture which will exhibit the following characteristics:
  - **Informed** (Continual learning) is the state of this group. This will involve any or all of the following information sources:
    - **Regular Training** occurs (with experienced instructors) to keep pilot performance, ability, response to emergencies, and **A**viation **D**ecision **M**aking (ADM) at a high level.
    - **Annual Proficiency Checks** occur to validate pilot proficiency and adherence to safety policies and procedures
    - **Hazard Reporting** is practiced within the group and continually encouraged. An easy-to-use process is in place with effective feedback. This is a critical concept the group embraces, as there are always things going on “out there.” (They say “To err is human ~ but to report it is not!”)
    - **Group Surveys** are used anonymously and confidentially to measure the attitude of the group toward safety. (An old leadership axiom is that “You can’t manage what you can’t measure.”)
    - **External Audits** are used to obtain unbiased assessments of the safety policies, procedures, and attitudes of the group
  - **Just** (fair and balanced) reactions to incidents occur regularly within this group. While each incident is looked at on a case-by-case basis, a balance is struck between forgiveness and retribution. Although unintentional mistakes are not punished when promptly reported and learned from, willful negligence or disregard of rules, policies and procedures are not tolerated.
  - **Flexibility** (Adaptability) is exhibited within group. They are willing to learn from past experiences and then adopt new policies and procedures to preclude future undesirable events from occurring.
  - **Reporting** (Event Sharing) means that members of the group are willing to admit their errors and communicate them to the group in order to foster learning. Members are confident that the group will not “shoot the messenger.”

Why Good Pilots Make Bad Decisions is the proverbial question. Pilots (and cultures) typically make poor choices for some of the following reasons:

- **Economic** ~ in the financial interest of the individual (or company)
- **Sense of Pride** ~ can get the job done
- **Passenger-Driven** ~ satisfy “customer” demands
- **Individual Desires** ~ Get-home-itis
- **Try Something New (Exciting)** ~ attempting a flight (or maneuver) without adequate training or experience.

**Where Are We?** The April 2009 EAA Safety wire had some interesting statistics in an article by Mr. Joe Norris. There are currently 30,000+ amateur-built aircraft on the FAA registry representing 10% of the total U.S General Aviation (GA) fleet. ***While these aircraft fly only 3.5% of the GA hours, they have 25% of the fatal accidents.*** Our fatal accident rate is over three times the GA rate per 100K hours and climbing! In FY 2008 **47% of amateur-built accidents involved loss of control.** Lastly, 27% of our accidents were fatal vs. 18% for GA as a whole!

**Particular Note** should be paid to the Lancair designs. Lancair aircraft compose only 3.2% of amateur-built aircraft but have 16% of the fatal accidents (60% of Lancair accidents are fatal)! Clearly we are not doing well and therefore have attracted the FAA's attention!

**In Summary**, culture exerts a powerful influence on how we all make decisions. **Culture determines values; values control behavior; and behavior governs consequences!** We are all currently in an existing culture. The real question is – What kind is it! Answering that question will help us mitigate the undesirable effects of a less than desirable culture. Good cultures are like guardrails - they protect! Bad cultures have the opposite effect - they place one at risk! Cultures take massive-combined efforts and long-time frames to change. **Should you find yourself enmeshed in a bad culture, run - don't walk - to the nearest exit!**

The thought for this month is **"If you keep doing what you are doing, you're going to keep getting what you've got."**  
~ *Yogi Berra*. Until next month, be sure to **Think Right to FliRite!**

## **What's Wrong in this Picture?**



(Intentional Gear-Up Landing ~ TF51 "Crazy Horse" ~ Kissimmee, Fl. ~ Mechanical)

**Did You Know?****The U-6A / L-20 Beaver**

The de Havilland Aircraft of Canada, Ltd. (DHC) L-20 Beaver entered the Korean War late but proved to be a superb liaison aircraft and also served later in Vietnam. The rugged bush-born Beaver's wide landing gear made it useful in off-field applications. In 1962 the L-20 was designated the U-6.

Nearly 1,700 DHC-2 Beavers were built between 1947 and 1967; of those, about 970 went to the US Army and the US Air Force as U-6As. More than 200 L-20As went into USAF inventory between 1952 and 1960 to be flown in utility transportation and liaison roles. The principal mission of the USAF L-20a was aerial evacuation of litter and ambulatory patients. Other missions included courier service, passenger transport, light cargo hauling, reconnaissance, rescue, and aerial photography. The L-20A saw USAF service in both the Korean Conflict and Vietnam War.

**TECHNICAL NOTES:**

Armament: None (provisions for two racks under each wing capable of carrying one 250-lb. bomb or chemical tank on each rack)

Engine: One Pratt & Whitney R-985 of 450 hp

Maximum speed: 163 mph

Range: 455 miles

Span: 48 ft.

Length: 30 ft. 4 in.

Height: 10 ft. 5 in.

Weight: 5,100 lbs. loaded



Sources: <http://www.globalsecurity.org/military/systems/aircraft/u-6.htm>

[http://www.nationalmuseum.af.mil/factsheets/factsheet\\_print.asp?fsID=373&page=1](http://www.nationalmuseum.af.mil/factsheets/factsheet_print.asp?fsID=373&page=1)

<http://www.transchool.eustis.army.mil/museum/VietnamAviation.htm>

**Young Eagles: Donald Taylor**

There is only one pilot reporting Young Eagle flights for 2009:

George Coy - 1

Young Eagle fly-ins for 2009:

International Young Eagles Day - Franklin County Airport (FSO), Highgate, VT,  
Saturday June 6th, 9:00am - 4:00pm

Edward F Knapp State Airport (MPV), Berlin, VT, Wednesday June 10th (rain date: Thursday June 11th)

Shelburne Day - Shelburne Airport (VT8), Shelburne, VT, Saturday September 19th, 9:00am - 4:00pm

Newport State Airport (EFK), Newport, VT, Saturday August 1st and Sunday August 2nd, 9:00am - 4:00pm

Adirondack Regional Airport (SLK), Saranac Lake, NY - No date yet

I got a letter from Steve Buss, Executive Director of the Young Eagles program, stating there are a lot of changes in the program for 2009.





April 10, 2009

Donald Taylor  
11 Ferris St  
Swanton, VT 05488

Dear Donald:

This is your Chapter's official Young Eagles credit letter for 2008. First, let me thank you for your patience. Normally the credits are issued earlier in the year. However, because of the tremendous success of the Gathering of Eagles fundraiser, we are able to increase the value and scope of the credit program. It took a bit to iron out the specifics, but I think you will be pleased with the results.

Of most importance is the value of each credit has grown from \$1 to \$5 each. In addition, we have removed the restrictions on how many credits can be used for Air Academy scholarships and have also allowed for a wider range of uses for the credits.

**Your Chapter, EAA 613, has earned 147 credits for a total value of \$735.00. —**

Please read through the enclosed documents to learn more about how to redeem credits to send a youth to Air Academy and support your local Young Eagles efforts.

I am very proud of the accomplishments of our volunteer pilots and ground support personnel. Your hard work, dedication and commitment to safety have resulted in this program expansion. The aviation industry recognizes that EAA members are doing good things for aviation. Their support is proof that Young Eagles is making a difference.

Thank you for your support and please feel free to call us with any questions you may have about the expanded credit program.

Sincerely,

EAA Young Eagles Program



Steve Buss  
Executive Director

Young Eagles Office • PO Box 2683, Oshkosh, WI 54903-2683 • Ph: 920.426.4831 • Fx: 920.426.6579

## UPCOMING EVENTS

### Young Eagle Rally – MPV!!!

Mike Pecue has arranged the fourth annual Young Eagle Rally to be held at MPV on **Wednesday, June 10th** [please note the date change]. There will be approximately 100 8th graders from the Barre Town Middle and Elementary School anxiously awaiting their Young Eagle ride. These kids have to “earn their wings” in order to participate in the rally. Their flight will come at the end of a six-week unit on the physics and history of

flight. They must earn an 80% or better on their flight unit test that covers all of the physics studied during the flight unit and they must maintain a 90% or better work completion for the 4th quarter. Needless to say, the kids that qualify are really looking forward to their Young Eagle ride! In the past Mike Pecue held some of these classes for the kids at the school. This year, due to the fact he is getting married (congratulations Mike and Kathy!), Ron York will be filling in for Mike. Ron has helped out in all the past YE rallies at MPV. Soooooo.....**We need some pilots!!** If anyone can help out with the paperwork, that would be great too. Please contact Marge Butterfield at 878-6337 if you're free on June 10th to help out at this Young Eagle Rally. Thanks!

### Calendar of Events

May 9	L-20 Beaver crash site hike, Bloodroot Gap, North Chittenden, 9:30am
June 9	Young Eagle Event @ MPV, <b>Wednesday</b> 10 June, <b>PILOTS NEEDED</b> , Rain Date: Thurs 11 June
July 27-August 2	AirVenture 2009, Wittman Regional Airport (OSH), Oshkosh, WI

FAA Testing (Computer Assisted Testing Service - CATS)  
at the  
Burlington Technical Center

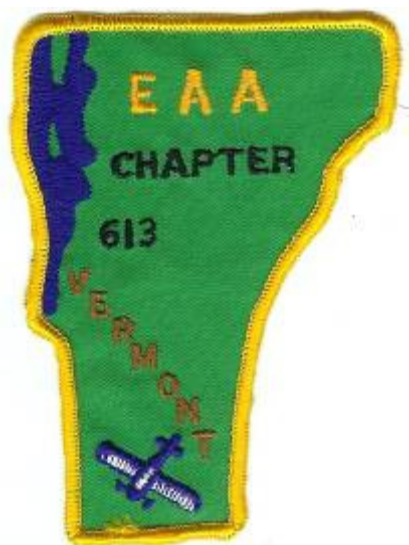
Call Bill Morelli for  
an Appointment  
1-802-881-0044

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**FIRST CLASS MAIL**



May 2009