

Success In Flight

2015 Annual Report

NGPA & NGPA Education Fund



NGPA

**NATIONAL GAY PILOTS
ASSOCIATION**

NGPA Introduction

The National Gay Pilots Association (NGPA), is a 501 (c)(3) organization that provides through education, outreach programs, and social events, our primary organizational goals. Some of those goals are:

- » To encourage members of the LGBT community to begin piloting careers
- » To foster equal treatment of LGBT aviators through advocacy and outreach
- » To promote aviation safety
- » To provide an affirming social and professional network for LGBT aviators
- » To provide employment opportunities through our partners throughout the aviation industry

In the summer 2015, the NGPA evolved from a 501 (c)(7) to a 501 (c)(3), forever changing the future of the organization. NGPA started to accept restricted funds in late 2015 to support efforts focused on its operation, advocacy, and mentorship. These efforts continue through 2016, with hopes to add an endowment campaign in the near future. Early 2015, at the Winter Warm-Up, NGPA held its annual Industry Expo, where 23 airlines attended in a pilot recruiting capacity. Late 2015, NGPA appointed a director for the Industry Expo, which brought growth to expo in 2016 with airlines, aviation businesses, and vendors attracting over 35 vendors, and 1,200 attendees.

In 2015, NGPA had the following corporate sponsors:

- » **Executive Corporate Sponsors:** Alaska Airlines • United Airlines • Wings Financial Embry-Riddle Aeronautical University
- » **Gold Corporate:** Piedmont Airlines • Texas Jacobson • Robert Houghton
- » **Corporate:** AOPA • Phil Julien

In November 2015, NGPA and United Airlines entered into agreement, a Diamond Level Sponsorship, becoming the first of its kind. Effective January 1, 2016, United Airlines became the presenting sponsor of NGPA's "2016 Winter Warm-Up", and in addition award a United Airlines scholarship in 2016.

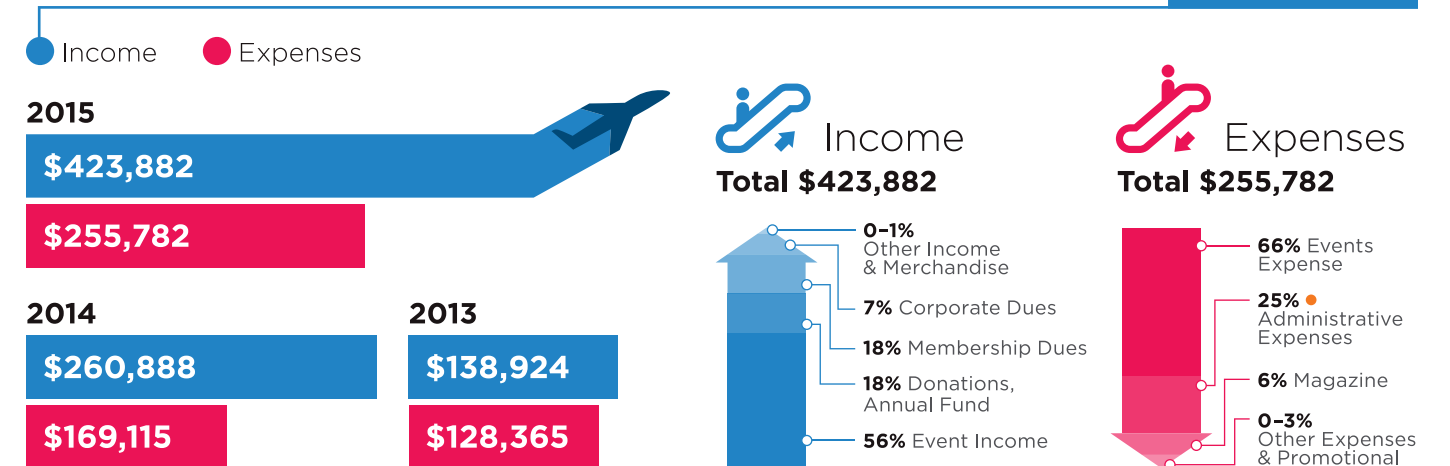
A message from Executive Director, David Pettet

2015 proved to be one of our strongest years yet, and 2016 is off to an even stronger start. Last year was a time to lay the foundation and put in place proper structure to manage the growth we envisioned. The key to NGPA's success is the success of its members. NGPA strives to provide the resources and tools to succeed in the capacity that its members individually want. As our events evolve, we continue to focus on programs that encompass all types of flying and pilots, so that it may best serve our entire membership. In the year(s) to come, the Board and Directors and I will continue to listen to our membership and its needs, so that we may be a strong voice for the LGBT community on behalf of the aviation community worldwide. Thank you to everyone in 2015 that supported NGPA with your time and/or your financial contributions. This support is necessary for the continued success and strengthening of your organization. I look forward to the years and future ahead for NGPA.

2015 Financial Summary

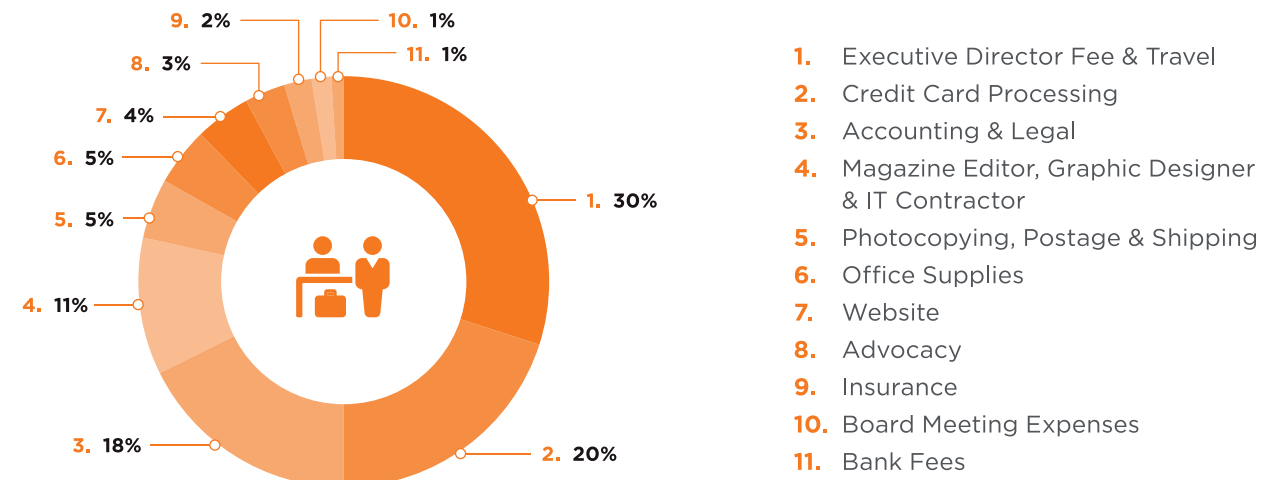
Year Over Year Comparison

↑ 205%
FROM FY 2013



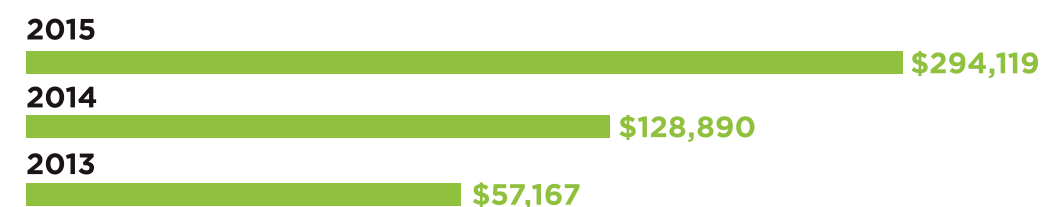
Administrative Expenses

\$63,603
TOTAL FOR 2015



Assets Yearly Comparison

\$294,119
TOTAL FOR 2015



Letter from the Board Chairman

NGPA celebrated many great accomplishments in 2015, and the thanks goes equally to both our membership as well as those who donate their time tirelessly and in a selfless manner. I'm pleased to report that, thanks to the hard work and dedication of NGPA's team including our executive director, your Board of Directors, and the countless others such as the likes of our editor-in-chief and head of special initiatives such as our work regarding advocacy, all of us have much to be proud of. We attended more industry events than ever before, hosted three sold-out events on our own, and the celebration of NGPA's 25th anniversary.

NGPA worked conscientiously with our fellow anti-discrimination and non-profit organization such as Women In Aviation, the Organization of Black Aviation Professionals, Aircraft Owners and Pilots Association; all the while deepening our stance as an organization while further cementing our relationship with each of those organizations mentioned, as well as many others which we have begun the process of beginning new relationships which we are committed to strengthening as we move forward. We have also begun to develop and explore partnerships with many of the nation's leading airlines in ways in which are simply humbling to all of those involved. We have moved from having a seat at the table to helping to set the agenda with those airlines who have welcomed our involvement and given us the opportunity to work together to both set the bar and raise it all in the same year; all of which we are grateful for.

As we move forward in 2016 and beyond, I am proud of what NPGA accomplished in 2015 and I am excited about the future. Our community is strong and vibrant, and together we will continue our efforts to eliminate discrimination, uphold human rights for all LGBT who either work in aviation or have a passion for it; and while our work is far from over we can be certain our progress in 2015.

G. Scott Shatzer

Board Chairman



2015 Highlights

2015 Board of Directors

NGPA

David Pettet
Executive Director

G. Scott Shatzer
Chairman

Kyle Morgan
Vice Chair

David Gosnell
Secretary

Gregg Smith
Treasurer

Mark Schmid

Chris Hoss

Michelle Yates

Kyle Szary

Daniel Reynolds

Tom Morin

Tom Buttgenbach

NGPA Education Fund

David Pettet
Executive Director

Gregg Smith
Chairman

Greg Sumner
Vice Chair

Kit Warfield
Secretary

Ron Davis
Treasurer

Mitch Hamilton

Greg Zunkiewicz

Julie Tizard

John Swaney

David Lasky

- » **1 Complete Corporate Re-Branding**
- » **9 Total Corporate Sponsorships**
- » **2 New Corporate Sponsors**
- » **480 new members**
- » **52% growth in membership**
- » **805 new members since January 2014**
- » **234% growth since January 2014**
- » **3 NGPA National Membership Events Hosted**
 - 490 attended 2015 Winter Warm-Up in Palm Springs, CA
 - 115 attended 2015 Spring Fling in Fort Lauderdale, FL
 - 240 attended 2015 Cape Cod Classic in Provincetown, MA
- » **5 Regional pride events attended**
 - Chicago, IL; Denver, CO; Orlando, FL; Portland, OR; Washington, D.C.
- » **3 National aviation conferences attended**
 - Flying Magazine Expo, Organization of Black Aerospace Professionals (OBAP) Annual Convention, Women In Aviation International (WAI) Annual Conference

Letter from the Education Fund Chairman

In November 2015, the EF Board met in Dallas, TX.

There were several changes that were made to the make up of the board. Diane Helly, Steven Tustin, and Paul Smith were elected to the board for the 2016-2017 cycle. All officers remained the same. David Pettet was re-elected as the executive director. Sean Cooper remains as chair of our Scholarship Selection Committee. During the meeting the EF Board approved \$46,000 in funds to be distributed for the 2016 NGPA-EF Scholarships. Julie Tizard, David Lasky, and John Swaney all finished their terms and did not seek re-election. The Education Fund is extremely grateful for their careful, thoughtful and dedicated work and responsible stewardship.

John Swaney thoughtfully presented criteria and procedures for the Steven Moore scholarship, derived from discussions with a special focus group, and that criteria was accepted into our bylaws and financial operating procedures. The first Steven Moore scholarship will be presented to a qualified candidate in 2016.

We also received our first donation toward airline scholarships from Delta Airlines — \$10,000! We had a special window for those candidates from Oct.-Dec. and selected three outstanding candidates which were approved by Delta. There will be a second, more airline focused scholarship cycle in mid-2016 where funds from United, American, and Delta will all be allocated to qualified candidates.

The NGPA Education fund has never been healthier! Thanks to our members' generous donations and proceeds from the auctions we have raised close to \$66,000 this year.

Our 30/30 campaign (30 qualified applicants to compete for \$30,000 in scholarships) was a big success thanks to the efforts of Greg Sumner and his marketing team (Mitch Hamilton, Kit Warfield and Greg Zunkiewicz) The Scholarship Selection Committee, chaired by Sean Cooper, worked hard to review and select the largest group of scholarship awardees in EF history. In July we awarded one \$6000 Charlebois award winner and eight \$3000 awards.

The balance of the Education Fund surpassed \$350,000 for the first time in our history! Fundraising was particularly strong thanks to our generous donors and the hard work of our volunteers and board.

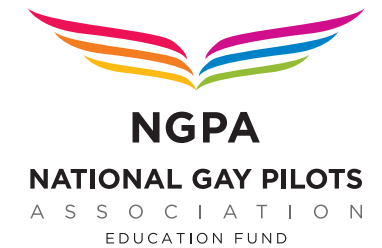
We have filed our 2015 Form 990 and it should be available for viewing on Guidestar soon. Here's the link: <http://www.guidestar.org/organizations/52-1992000/ngpa-education-fund.aspx>

Once again, thank you. The NGPA Education Fund is one of NGPA's proudest achievements and we have helped many further their aviation careers. This would not be possible without the generous support from our members!

Gregg Smith

Education Fund Chairman

2015 Financial Condition of the NGPA Education Fund



At the beginning of the year, the Ameriprise Endowment portfolio had a balance of **\$250,887**. At the end of 2015, the value was **\$248,366** which represents a decrease in value of **\$2,521**, not surprising, given the flat performance of the financial markets, particularly bonds, in 2015.

Donations amounted to **\$41,842** for the year and income from both Provincetown and Palm Springs auctions was **\$23,952**. Total fundraising for the year amounted to **\$65,794**. There was **\$4800** in general expenses and **\$27,000** for scholarship expenses for the 2015 winners. **Total net income for the year was \$33,994.**

NGPA Education Fund Statement of Financial Position

As of December 31, 2015

ASSETS »		ACTIVITY »	
Current Assets » Bank Accounts		1/1/2015 - 12/31/2015	
Checking	\$115,953	Donations	\$41,842
Endowment	\$248,366	<i>Including Delta</i>	\$10,000
TOTAL ASSETS	\$364,319	Auctions (PSP, FLL, PVC)	\$23,952
		TOTAL	\$65,794
Scholarship Funds allotted for 2015 »		Expenses	\$4,800
	\$30,000	Scholarships Paid	\$27,000
1 Charlebois	\$6,000	<i>Max Davies returned</i>	
8 Standard	\$24,000	NET REVENUE YTD	\$33,994
TOTAL	\$30,000		
Steven Moore Memorial		Ameriprise Portfolio Allocations »	
Received So Far	\$27,696	As of December 31, 2014	
Pledged	\$25,000	Cash (2%)	\$4,720
TOTAL	\$52,696	Equities (39%)	\$95,727
		Fixed Income (59%)	\$147,919
		TOTAL VALUE	\$248,366
		PORTFOLIO (100%)	

Three Year Financial Comparisons

Income	2013	2014	2015	Expenses	2013	2014	2015
Donations	\$5,257	\$46,031	\$41,842	General Expenses	\$2,187	\$2,151	\$4,800
<i>Education Fund</i>				Scholarship	\$21,000	\$21,000	\$27,000
Auction Income	\$15,117	\$17,447	\$23,952	TOTAL EXPENSES	\$23,187	\$23,151	\$31,800
Ameriprise	\$19,532	\$14,829	(\$2,521)				
<i>Change in Value</i>				Endowment Value	\$216,526	\$250,887	\$248,366
TOTAL INCOME	\$39,906	\$78,307	\$63,273	<i>As of December 31</i>			

THE WORLD'S
LARGEST NETWORK
OF LGBT AVIATORS
AND ENTHUSIASTS

25 YEARS

There's still a lot of progress to make, and we're ready for the challenge.

The NGPA is a leader in helping aviators, whether it's through career enhancement, advocating for civil rights, or having killer networking and social events. We've given away over \$255,000 to aspiring aviators to further their education. We welcome everyone, gay or straight, to join us and

SEE WHAT WE CAN ACHIEVE TOGETHER.



NGPA

JOIN THE GLOBAL LGBT AVIATION COMMUNITY AT NGPA.ORG

UPCOMING EVENTS

NGPA CAPE COD CLASSIC / PROVINCETOWN, MA 9.18-20/2015

NGPA WINTER WARM-UP & INDUSTRY EXPO / PALM SPRINGS, CA 01.21-24/2016



REACH AN AFFLUENT COMMUNITY OF LGBT AVIATORS AT THE NGPA INDUSTRY EXPO. E: DAVID.PETTET@NGPA.ORG