



NGPA



# ANNUAL REPORT

2016



# ENCOURAGE FOSTER PROMOTE PROVIDE



NGPA is the largest organization of lesbian, gay, bisexual and transgender pilots, aviation professionals, and enthusiasts from around the world. Through education, social events, and outreach programs we promote our primary organizational goals.

## CONGRATULATIONS ON A SUCCESSFUL 2016!

In 2015, there was a lot of change for NGPA and the Education Fund. We had a plan, a vision, and a passion for success. It has been my pleasure to stand with our membership since then and heading into 2017-18 with a budget plan tailored to the needs of NGPA, giving us more control and grasp on daily operations. The leadership is starting to take fundraising under its belt and create programs that better serve the membership and change lives.

My vision as the Executive Director is to continue strengthening our local chapters—equipping them with more resources to drive interest and encouraging new members while retaining current numbers. Since we announced our global vision for NGPA, the Advocacy Committee has received numerous inquiries from countries wanting assistance with training. I also see a need for NGPA to be more than two, big, annual events and we are responding to the call.

Thank you again for the support you have shown me as I lead us into 2017 with a strong vision and mission. Each of you play an important part of our success, and I look forward to seeing what we are capable of in the new year.

DAVID PETTET  
EXECUTIVE DIRECTOR

## GREETINGS NGPA MEMBERS!

As you will notice by the statistics enclosed in this report, 2016 was a year of record success for NGPA and the NGPA Education Fund. As Board Chair, it is my pleasure to relate that we have satisfied all of our specific fundraising goals and reached or exceeded each of our target appeals. Indeed, 2016 will be remembered as one of the most financially sustainable years in NGPA's history. Your support, and the continued support of corporate sponsors, put us well on our way to securing NGPA's future as the preeminent worldwide LGBT aviation community.

While the last several years have been very positive for NGPA, we have considerable work remaining to best position the organization for future growth and sustainability. The current Board of Directors and officers are working on several strategic opportunities that, when completed, will allow NGPA to reach new levels of influence and become an even more pertinent resource for LGBT aviators worldwide.

On behalf of the staff, officers, and directors of NGPA, Thank you for your continued volunteerism and financial support.

KYLE SPENCER MORGAN  
CHAIR, NGPA Board of Directors





## 2016 EXPO VENDORS

08LEFT.COM  
AERO CREW SOLUTIONS  
AIR WISCONSIN AIRLINES  
AIRLINE TRANSITION CONSULTANTS  
ALASKA AIRLINES/  
HORIZON AIR  
ALLEGiant TRAVEL  
ALPA  
AMERICAN AIRLINES  
AMERIFLIGHT, LLC  
CAGE MARSHALL CONSULTING  
CANADIAN AVIATION PRIDE  
CENTERLINE INTERVIEW CONSULTING  
COMMUTAIR  
COMPASS AIRLINES  
CORADINE AVIATION SYSTEMS  
DELTA AIR LINES  
DESERT JET  
ENDEAVOR AIR  
ENVOY AIR  
ERAU ALUMNI  
EXPRESSJET AIRLINES  
GOJET AIRLINES  
HAWAIIAN AIRLINES  
JETBLUE  
LOS ANGELES AIRPORT POLICE  
MESA AIRLINES  
PIEDMONT AIRLINES  
PILOT FITNESS  
PSA AIRLINES, INC.  
REPUBLIC AIRWAYS HOLDINGS  
SEAPORT AIRLINES, INC.  
SKYWEST AIRLINES  
SOUTHWEST AIRLINES  
TRANS STATES AIRLINES  
TRUNK CLUB  
UNITED AIRLINES  
UPS  
VIRGIN AMERICA  
WINGS FINANCIAL  
CREDIT UNION

## NGPA INDUSTRY EXPO

In 2016, we saw more than 1200 people at the one-day event held at the Renaissance Hotel in Palm Springs, CA. We had over 30 volunteers helping with check-in, queue lines, questions, set up/tear down, etc. and successfully hosted over 100 lunches for the working recruiters (receiving positive feedback from everyone). The A/C in the partitioned ballroom failed halfway through the day and Brian is charged with working with hotel administration to prevent a repeat and quickly execute a Plan B should it happen again.

In 2017, we are hosting a two-day event with the first day open to the public. We are charging admission and offering fast passes only to top carriers. Airlines will not be accommodating standbys.

In 2018, we transition to a one-day event on Friday, included as part of Winter Warm Up activities. The day will include industry icons as guest speakers, educational workshops and presentations on LGBT issues, aviation safety, the aviation industry, and education. As Expo Director, Brian Gambino will assume responsibilities of the new format and maintaining corporate sponsorships in cooperation with the Executive Director and Development.

- 2013** GoJet Airlines is the only airline in attendance.
- 2014** Five airlines, including Alaska and American Airlines, attended.
- 2015** Twenty-two airlines recruiting and ERAU Alumni. 297 attendees.
- 2016** Dr. Paul Foster, FAA, presented. Thirty-plus airlines and vendors. Over 1200 attendees.
- 2017** Change to a two-day event to help with early Saturday night.

## PUBLICATIONS

Jason Seider came aboard as Contrails Editor-in-Chief in 2016. Overall, he has excelled and continues to strengthen content and themes each quarter. Due to higher design fees and a proposed EIC fee increase from \$200 to \$250 per month, the total 2017 projected Contrails cost is \$43,120. As of this date, our corporate sponsorships and partnerships bring in \$40,400.

### CONTRAILS 2017 TIMELINE

#### Q1 / SPRING

JAN 13 Editorial/ads due to Jason  
JAN 27 Content to Thom  
FEB 10 Final Draft to Susan (DCG One)  
FEB 17 Print & Ship

#### Q2 / SUMMER

APR 14 Editorial/ads due to Jason  
APR 28 Content to Thom  
MAY 15 Final Draft to Susan (DCG One)  
MAY 22 Print & Ship

#### Q3 / FALL

JUN 30 Editorial/ads due to Jason  
JUL 14 Content to Thom  
JUL 28 Final Draft to Susan (DCG One)  
AUG 4 Print & Ship

#### Q4 / WINTER

NOV 3 Editorial/ads due to Jason  
NOV 17 Content to Thom  
DEC 1 Final Draft to Susan (DCG One)  
DEC 8 Print & Ship

## CREATIVE DESIGN

Early in 2016, we relieved Rosemary Miller as Creative Designer and, based on Kyle Szary's recommendation, hired Thom Barbour. The resulting quality, communication, and reliability are night and day and justify Thom's fee increase. In the proposed 2017 budget, we expect to hire him for the following: Contrails Magazine, Navegaytor, Media Kit, Brochure Updates, Scholarship Flyer (Cycle 1 & 2), and miscellaneous projects. Additionally, we utilized James Schaffranek, at the recommendation of Jason Seider, to work on small projects including the Annual Report. We plan to use him on ad hoc projects in 2017.

## PHOTOGRAPHY

We decided in 2015 to contract photographers to protect our partnerships between corporations, NGPA, and the photographers themselves. In 2016, we secured Jim Tavenner (Winter Warm Up and Cape Cod Classic) and Ray (Cape Cod Classic). Both attended for free with full access to all events. The contract states that no alcohol should be in images with visible corporate sponsorship(s), all images should be taken in good taste, and NGPA is liable for up to \$2,000 in damages to equipment caused by an event attendee. The contract process intends to rectify past issues with event images. We currently have a commitment from Jim for the 2017 Winter Warm Up.

## PROMOTIONAL VIDEO

We set a 2015 goal to produce a 2016 promotional video for NGPA marketing purposes. The early stages of planning a marketing campaign began at May's strategic planning meeting with Kyle Szary taking on responsibilities. As part of our 2017 United Airlines agreement, we are able to make the video production goal possible, with their help, starting with a series of short videos for Winter Warm Up this January. Additionally, we plan on using their resources, along with a partial donation to support specific advocacy-related videos, throughout 2017. We are also looking for outside firms to handle future marketing needs.



## 2016 CORPORATE SPONSORS

**DIAMOND ELITE \$40,000 +**  
UNITED AIRLINES

**DIAMOND \$25,000 +**  
AMERICAN AIRLINES

**PLATINUM \$10,000 +**  
ALASKA AIRLINES  
DELTA AIR LINES  
ENDEAVOR AIR  
NBAA

**GOLD \$5,000 +**  
AOPA

CAGE MARSHALL  
CONSULTING

CALIFORNIA COAST  
UNIVERSITY

ERAU

GOJET AIRLINES

PIEDMONT AIRLINES

PSA AIRLINES

SKYWEST AIRLINES

WINGS FINANCIAL

**SILVER \$2,500 +**

08LEFT.COM

AIR HOLLYWOOD/  
PAN AM EXPERIENCE

ASA AVIATION SUPPLY INC.

CREW OUTFITTERS

EPIC FLIGHT ACADEMY

TOTAL INVESTMENT  
MANAGEMENT

XOJET

**ADDITIONAL SPONSORS**

CAPE AIR

EXPRESS JET

GIFFORD HOUSE

NEXAIR AVIONICS

SILVER AIRWAYS

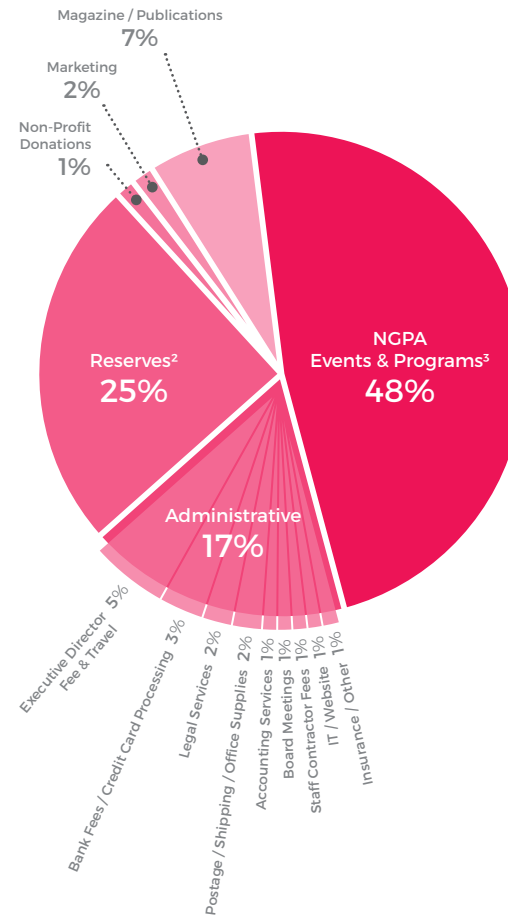
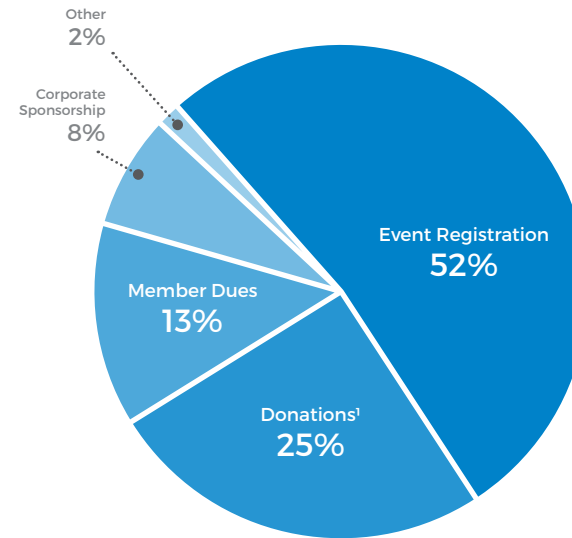
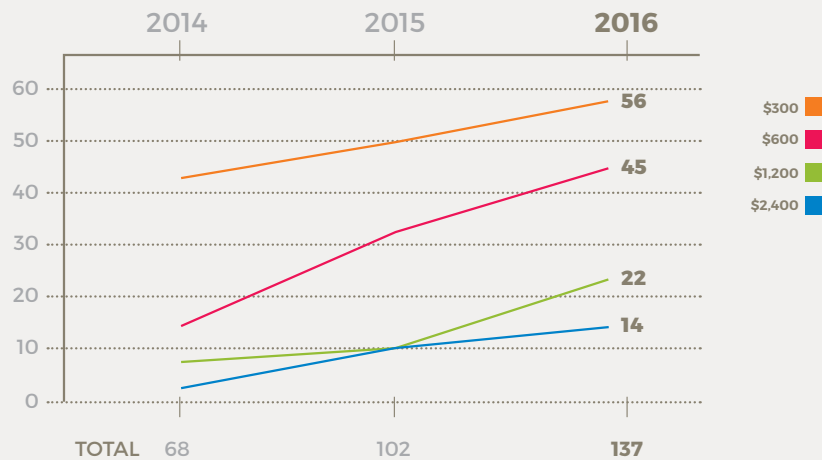
SPORTY'S

**NEW** IN 2016

## GIFTS

As planned in 2016, we committed **\$500** for a transgender community video project recommended by members Kelly Leply and Jessica Taylor. Monies are allocated upon completion. We gave **\$600** to Palm Desert, a Palm Springs LGBT community center, in a show of support to the 2016 Winter Warm Up host city. In September we presented a **\$1,500** gift to the AIDS Support Group of Cape Cod, one of the first such groups established in the United States. The group's CEO and Communications Director attended the Cape Cod Classic brunch to accept the gift. We also gave **\$1,500** to Camp Lightbulb, a Provincetown nonprofit serving LGBT youth ages 14-17. Because of this partnership, we plan on providing NGPA commercial pilots to attend their winter camp in Los Angeles, CA to talk about being LGBT in aviation. Lastly, we are gifting a San Diego LGBT nonprofit with **\$1,000** to show our support to the host city of our annual board meeting. In 2017, the Finance Committee, along with the Board of Directors, will determine amounts and organizations to continue our giving to, and support of, local communities.

## FLIGHT DECK MEMBERSHIP



## ASSETS

Unrestricted Cash	276,699*
Sustainability Fund	100,000
Restricted Cash Donations	3,785
<b>TOTAL</b>	<b>\$380,484</b>

\*January 2017 final payment for Winter Warm Up considered.

**NGPA** As of December 31, 2016

## REVENUE

Event Registration	269,187
Donations <sup>1</sup>	129,468
Member Dues	69,090
Corporate Sponsorship	38,711
Other Income	2,530
Merchandise Sales	1,891
Grants	1,000
Advertising Income	2,450
<b>TOTAL</b>	<b>\$514,328</b>

<sup>1</sup> Including both restricted and unrestricted cash donations. In-kind donations not included.

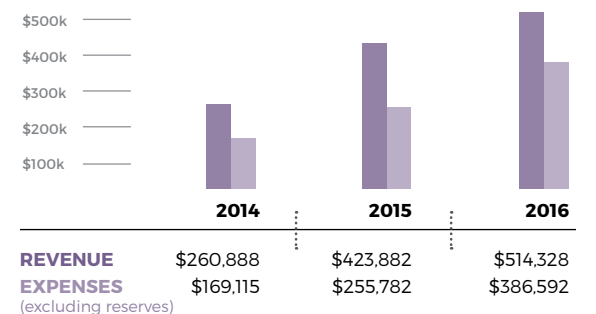
## EXPENSES

NGPA Events and Programs <sup>3</sup>	244,547
Reserves <sup>2</sup>	127,736
Administrative	90,240
Executive Director Fee and Travel	27,030
Bank Fees / Credit Card Processing	13,551
Legal Services	8,765
Postage / Shipping / Office Supplies	8,156
Accounting Services	7,488
Board Meetings	7,139
Staff Contractor Fees	5,950
IT / Website	5,932
Insurance / Other	6,228
Magazine/Publications	36,750
Marketing	7,933
Donations to Non-Profit Organizations	6,195
Capital	927
<b>TOTAL</b>	<b>\$514,328</b>

<sup>2</sup> At discretion of Board of Directors, funds may be used, in accordance with Financial Operating Procedures, for additional funding of NGPA programs or additional contributions to the NGPA Sustainability Fund.

<sup>3</sup> Includes national/local events, advocacy, mentorship, and scholarship programs.

## YEAR-TO-YEAR COMPARISON





KIT WARFIELD  
Education Fund Chair

## NGPA EDUCATION FUND

In 2016, the NGPA Education Fund awarded over \$81,000 in scholarships (to both general recipients and in partnership with our Alaska, Delta, United, and American partners). We also awarded the first Steven Moore Scholarship, honoring the legacy of our former Executive Director. The Education Fund Endowment remains strong and we expect to award over \$100,000 in scholarships (\$45,000 in general scholarships and the remainder in airline partner scholarships) and add our first Private Pilot scholarship. In an effort to enhance unity between the NGPA and NGPA Education Fund, we combined efforts late in 2016 to create fundraising campaigns and appeals. Thus far, it has proved successful and should reap benefits in 2017.

### SCHOLARSHIPS

NGPA strengthened its 501(c)(3) charitable cause by facilitating the Alaska/K & S/B737 Type Rating scholarship this year. Alaska Airlines plans to continue this program, which includes a guaranteed interview with Alaska Airlines after successful completion of the type-rating course, into 2017. As part of our 2016 agreement, Cage Marshall Consulting is offering \$2500 towards a private pilot scholarship to be awarded during our Cycle 1 scholarship in 2017. The NGPA Education Fund is considering matching funds to bring the total award to \$5,000. Additionally, Cage Marshall and NGPA created a "giveaway" opportunity for active members to receive a full interview prep course or résumé review benefit in December.

### 2016 SCHOLARSHIP RECIPIENTS

(L-R)  
ALEX KENNING  
ADELYNN MROSKO  
HUNTER CHUMBLEY  
EVAN RIST



JERAMY SHOFFITT  
JOHN FAULKNER  
KATE KEOGH  
KATHERINE GUERRERO



LORENZO CABRAL  
MICHAEL KOZLARZ  
NICOLE HUANG  
EMILY YTURRALDE



JAMIE ENGLER  
TYLER OBERLANDER  
CHRIS OLMSTEAD  
ODANYS VELAZQUEZ



## NGPA EDUCATION FUND As of December 31, 2016

### ASSETS

Bank of America	64,684	
Ameriprise (endowment)	272,351	(248,365 in 2015)
<b>TOTAL</b>	<b>\$337,035</b>	

### ACTIVITY

Donations	45,770	
Auctions (PSP, FLL, PVC)	20,324	
Expenses	(3,382)	
Scholarships Paid	(91,000)	(includes Delta \$10k received in 2015)
<b>NET REVENUE</b>	<b>- \$28,288</b>	

### SCHOLARSHIP ALLOTMENT

Cycle1	46,000	(includes Moore \$1k award)
Cycle 2	35,000	
<b>TOTAL</b>	<b>\$81,000</b>	
Steven Moore Memorial	32,044.40	(received)
	20,651.60	(additional pledged)
<b>TOTAL</b>	<b>\$51,696</b>	(awarded \$1,000)

### ENDOWMENT

Cash	3.6%	1,6327
Fixed Income	58.4%	159,062
Equities	29.1%	79,290
Alternatives (multi manager)	8.2%	22,212
Other	.7%	1,847
<b>TOTAL</b>		<b>\$272,351</b>

### YEAR-TO-YEAR COMPARISON

INCOME	2014	2015	2016
Donations	46,031	41,842	45,770
Auction	17,447	23,952	20,324
Ameriprise Change in Value	14,829	(2,521)	23,985
<b>TOTAL</b>	<b>\$78,307</b>	<b>\$63,273</b>	<b>\$90,079</b>

### EXPENSES

General	2,151	4,800	3,382
Scholarship	21,000	27,000	91,000
<b>TOTAL</b>	<b>\$2,3151</b>	<b>\$31,800</b>	<b>\$94,382</b>

### ENDOWMENT VALUE

<b>TOTAL</b>	<b>\$250,887</b>	<b>\$248,366</b>	<b>\$272,351</b>
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### 2016 TRADE SHOWS & EVENTS ATTENDED

CALIFORNIA AVIATION DAY  
EAA OSHKOSH 2016  
FLYING MAGAZINE EXPO  
OBAP  
UNIV. OF NORTH DAKOTA  
WESTERN MICHIGAN UNIVERSITY  
WOMEN IN AVIATION

### PRIDE EVENTS

ATLANTA  
CHICAGO  
NEW YORK  
ORLANDO  
WASHINGTON, D.C.  
PORTLAND

### 2017 TRADE SHOWS & EVENTS PLANNED

CALIFORNIA AVIATION DAY  
EAA OSHKOSH 2017  
ERAU DAYTONA BEACH, FL  
ERAU PRESCOTT, AZ  
NBAA  
OBAP  
PURDUE UNIVERSITY  
SUN N' FUN  
UNIV. OF NORTH DAKOTA  
WESTERN MICHIGAN UNIVERSITY  
WOMEN IN AVIATION

### PRIDE EVENTS

ATLANTA  
CHICAGO  
DALLAS  
NEW YORK  
ORLANDO  
WASHINGTON, D.C.  
PORTLAND  
SEATTLE

NEW FOR 2017



BROOKS BEAUDOIN  
Advocacy Chair

## ADVOCACY

NGPA is blessed with Brooks Beaudoin, who comes with a wealth of advocacy experience and has successfully stepped into the position of Advocacy Chair after Erin Recke stepped down in January 2016. Brooks helped assist NGPA's response to the North Carolina, Tennessee, and Mississippi anti-LGBT laws targeting Transgender. Members Kelly Leply and Jessica Taylor assisted with drafting letters to the White House, Charlotte's Mayor, and the Governor of North Carolina. Taking a stance on causes that effect NGPA membership is one of the highest priorities for us as our visibility increases within the aviation community. Brooks' greatest need is volunteers for subcommittees. University and flight school chapters are growing and Brooks, along with Subcommittee Chair Troy Merrit, is tackling several schools now and expecting more next year.

## VOLUNTEERS

In order for NGPA to succeed, it takes bodies and commitment. The larger and stronger we become, the more faces we will see—creating a need to ensure positive, public representation. The Governance Committee has been tasked to assess and implement standards to which all NGPA volunteer members will adhere when representing NGPA across the country and beyond.

## NGPA LOCAL CHAPTERS

A task on the Governance Committee and membership committee is to create a more controlling procedure that outlines duties and requirements to be an official chapter, how to conduct meetings, how often, etc. I would like to see this before the end of the year to enter 2017 with this in place. PIC of local chapters are volunteers of NGPA, and should sign our volunteer form.

### LOCAL CHAPTERS

- CANADA
- ATLANTA
- BOSTON
- CHICAGO
- DALLAS
- DENVER
- KANSAS CITY
- MINNEAPOLIS/ST. PAUL
- NEW YORK
- ORLANDO
- PHILADELPHIA
- SAN FRANCISCO
- SEATTLE
- SOUTHERN FLORIDA
- SOUTHERN CALIFORNIA
- WASHINGTON, D.C.

### UNIVERSITY CHAPTERS

- UNIV. OF NORTH DAKOTA
- WESTERN MICHIGAN UNIVERSITY

NEW IN 2016



# OVER 25 YEARS

In 1990, the first organized event was held in Provincetown, Massachusetts and included a handful of gay pilots who communicated by telephone and were discreetly identified by sporting an airplane on their shirts. At the time, members risked losing jobs or being dishonorably discharged from the military if they were outed as gay. From that group, a national organization has evolved.

**NGPA**

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**ngpa.org**



**NGPA**

