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

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.
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 Cambino will assume responsibilities of the new format and maintaining corporate sponsorships in cooperation with the Executive Director and Development.

2013 - Coast 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: Prints 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.
FLIGHT DECK MEMBERSHIP

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.
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. 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. 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 REHNING
ADELYNN MROSKO
HUNTER CHUMBLEY
EVAN RIST

JERAMY SHOFFITT
JOHN FAULKNER
KATE KOCH
KATHERINE GUERRERO

LORENZO CABRAL
MICHAEL KOZLARZ
EMILY YTURRALDE

JAMIE ENGLER
TYLER OBELANDER
CHRIS OLMSTEAD
ODANYS VELAZQUEZ

NGPA EDUCATION FUND

As of December 31, 2016

ASSETS

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<tr>
<th>Bank of America</th>
<th>$64,684</th>
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<tr>
<td>Ameriprise (endowment)</td>
<td>272,351</td>
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<tr>
<td>(248,565 in 2015)</td>
<td></td>
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<tr>
<td>TOTAL</td>
<td>$337,035</td>
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ACTIVITY

| Donations | 45,770 |
| Auctions (PSP, FLL, PVC) | 20,324 |
| Expenses | (1,362) |
| Scholarships Paid | (91,000) |
| (includes Delta $10k received in 2015) |
| NET REVENUE | (28,288) |

SCHOLARSHIP ALLOTMENT

| Cycle 1 | 46,000 |
| Cycle 2 | 35,000 |
| TOTAL | $81,000 |

Steven Moore Memorial

| 32,044.40 | received |
| 20,651.60 | additional pledged |
| TOTAL | $51,696 |

ENDOWMENT

| Cash | 3.6% |
| Fixed Income | 58.4% |
| Equities | 29.1% |
| Alternatives (multi manager) | 8.2% |
| Other | 7% |
| TOTAL | $272,351 |

YEARS-TO-YEAR COMPARISON

<table>
<thead>
<tr>
<th>INCOME</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
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<tbody>
<tr>
<td>Donations</td>
<td>46,031</td>
<td>41,842</td>
<td>45,770</td>
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<tr>
<td>Auction</td>
<td>17,447</td>
<td>23,952</td>
<td>20,324</td>
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<tr>
<td>Ameriprise Change in Value</td>
<td>14,829</td>
<td>(2,521)</td>
<td>23,985</td>
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<td>TOTAL</td>
<td>$78,307</td>
<td>$63,273</td>
<td>$90,079</td>
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<table>
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<tr>
<th>EXPENSES</th>
<th>2014</th>
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<th>2016</th>
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<tbody>
<tr>
<td>General</td>
<td>2,151</td>
<td>4,800</td>
<td>3,382</td>
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<tr>
<td>Scholarship</td>
<td>21,000</td>
<td>27,000</td>
<td>91,000</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$2,315</td>
<td>$31,800</td>
<td>$94,382</td>
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ENDOWMENT VALUE

| TOTAL | $250,887 | $248,366 | $272,351 |

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
- DALLAS
- NEW YORK
- ORLANDO
- PORTLAND
- SEATTLE
- WASHINGTON, D.C.

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
- PORTLAND
- SEATTLE
- WASHINGTON, D.C.
- NEW FOR 2017

KIT WARFIELD
Education Fund Chair
ADVOCAacy

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 Lepley 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 Meritt, 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.