

ANNUAL REPORT

2017



NGPA

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.

ENCOURAGE
FOSTER
PROMOTE
PROVIDE



NGPA

In 2017, NCPA continued to evolve and grow beyond our imagination because of the support of members, allies, and sponsors—THANK YOU!

We hosted, attended, and created many firsts in 2017: a Transgender Social Weekend in Denver, CO, NBAA EBACE in Geneva, Switzerland, the Diversity & Inclusion Summit in Minneapolis, MN, Boston Pride, and more. Additionally, we strengthened and continued our presence at Women In Aviation, OBAP, NBAA, Sun n' Fun, Oshkosh, and numerous pride events. Flight school and university chapters grew with the additions of Southern Illinois University, Embry Riddle Daytona Beach, and Western Michigan University. NCPA and the NCPA Education Fund, with the support of sponsors, awarded over \$100,000 in scholarships including three Boeing 737 type ratings and our first private pilot and technical operations scholarships!

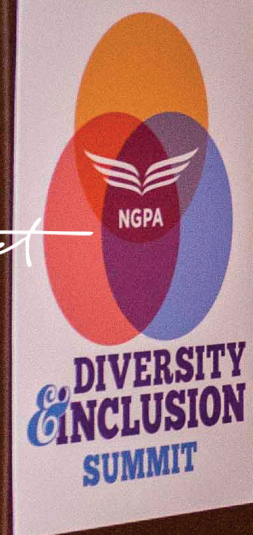
While NCPA has strengthened its financial foundation, there remains hard work and challenging days ahead. Your continued support increases programs and efforts to end homophobia and transphobia in aviation, provide more scholarships, mentor and encourage the LGBT and ally aviation community, and continue to provide increased value to you through NCPA memberships.

NCPA's 2017 announcement to merge the Education Fund and NCPA into a single organization will consolidate resources and expenses and allow for a uniformed leadership team as we proceed forward for decades to come. As you can see from our year-over-year financials, we continue to aggressively increase our programs and expenses directly related to charitable programs like advocacy, mentorship, and scholarships. You may have read about our "Be a Pilot" program that launched outside Washington D.C. The program allowed NCPA to spark interest in aviation to over 40 kids through airplane rides! The Diversity & Inclusion Summit welcomed over 75 airline industry leaders to Minneapolis to address homophobia and transphobia (and the threat it creates to safety) in commercial aircraft today. Because of the success of this event, NCPA planned a second summit for February 2018, expanding the focus to over 120 participants from airlines, corporate/business aviation, flight schools, universities, and more.

Continued support is critical to success in 2018 and beyond. We sincerely appreciate our members' dedication to helping change the culture of aviation to be more LGBT inclusive throughout the aviation community as we continue to build, support, and unite! Thank you for an incredibly successful year.



DAVID PETTET
PRESIDENT



As 2017 comes to a close, I'm both excited for the future and tremendously proud of all the accomplishments NGPA has achieved over the past year. As you may be aware in 2016 the directors of NGPA and the NGPA Education Fund undertook the strategic initiative of merging the education fund into NGPA. During the fourth quarter of 2017, the concluding steps in this process were completed and in the early new year we were granted regulatory approval by the District of Columbia for the conclusion of the transaction. This is a moment all members and contributors can certainly be proud. The newly elected officers and directors believe this will give the organization a very sound foundation for continued dynamic growth.

Throughout the past year our various committees have been working very hard to carry NGPA's mission and values out into the broad aviation world. As members and partners, you undoubtedly have been aware of our increased presence at various industry conferences, exhibitions, and involvement in our local chapters and groups. We now count over twenty five local groups and university chapters as part of NGPA. Your continued support both in terms of volunteerism and financial contributions are critical to this continued success.

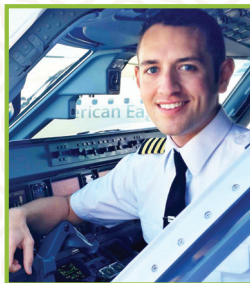
In 2018, the board and our executive officers will continue to move forward on all of our strategic initiatives and we thank you, the membership of NGPA for all of your spirited support. We have some wonderful plans for the coming year and beyond, so please stay tuned. Again, on behalf of the entire board of directors, thank you.



KYLE SPENCER MORGAN
CHAIR, NGPA BOARD OF DIRECTORS

NGPA EDUCATION FUND

In 2017, the NGPA Education Fund awarded over \$100,000 in scholarships to both general recipients and in partnership with our Alaska, Delta, United, and American partners. We awarded the Steven Moore Scholarship, honoring the legacy of our former Executive Director, and our first-ever Tech Ops scholarship—expanding the program's reach to include more in the aviation community. Our 2017 scholarships included cash awards of \$5,000 each from American Airlines, Delta Air Lines, and United Airlines, and type ratings from Alaska Airlines and American Airlines. We also awarded a \$5,000 Private Pilot scholarship in partnership with Cage Marshall Consulting. In addition, we awarded seven scholarships from the NGPA Education Fund, totaling over \$40,000. The Education Fund Endowment remains strong and we expect to once again award over \$100,000 in scholarships in 2018. We will have one application cycle and offer a diverse set of scholarships including airline-sponsored scholarships, instrument, commercial tailwheel, and seaplane awards, and Aviation credentialing (including A&P, Dispatch, and aviation studies).



KIT WARFIELD

Education Fund Chair

2017 SCHOLARSHIP RECIPIENTS

TOP ROW (L-R)

ERIC BEETS
LOGAN BROWN
LORENZO CABRAL

ROW TWO (L-R)

KYLE CANNON
RYAN DAVIS
COLE DILLON

ROW THREE (L-R)

JUSTIN GRAY
TROY MERRITT
JOHN MUNN
LEAH MURPHY

BOTTOM ROW (L-R)

AUSTIN PHILLIPS
AAKRIT SANGHERA
ERIC SPEARS
ODANYS VELAZQUEZ

2017 EXPO VENDORS

08LEFT.COM
AERO CREW SOLUTIONS
AIR WISCONSIN AIRLINES
ALASKA/VIRGIN/HORIZON
ALLEGiant TRAVEL
ALPA
AMERICAN AIRLINES
CAGE MARSHALL CONSULTING
CALIFORNIA COAST UNIVERSITY
COMMUTAIR
COMPASS AIRLINE
CREW OUTFITTERS
DELTA AIR LINES
DESERT JET
ENDEAVOR AIR
ENVOY AIR
EMBRY RIDDLE AERONAUTICAL
UNIVERSITY (ERAU)
EMPIRE AIRLINES
EPIC FLIGHT ACADEMY
ERAU ALUMNI
EXPRESSJET AIRLINES
FAA
FRONTIER AIRLINES
GOJET AIRLINES
HAWAIIAN AIRLINES
HILLSBORO AERO ACADEMY
JETBLUE
LATINO PILOTS ASSOCIATION
MESA AIRLINES
OMNI AIR INTERNATIONAL
PIEDMONT AIRLINES
PSA AIRLINES, INC.
REPUBLIC AIRWAYS HOLDINGS
SKYWEST AIRLINES
SPIRIT AIRLINES
SUN COUNTRY AIRLINES
TOTAL INVESTMENT MANAGEMENT
TRANSSTATES AIRLINES
UNITED AIRLINES
UPS
VIRGIN AMERICA
WESTERN MICHIGAN UNIVERSITY
WINGS FINANCIAL CREDIT UNION
XOJET

NEW IN 2017

PAST ATTENDEES

AIRLINE TRANSITION CONSULTANTS
AMERIFLIGHT, LLC
CANADIAN AVIATION PRIDE
CENTERLINE INTERVIEW CONSULTING
CORADINE AVIATION SYSTEMS
LOS ANGELES AIRPORT POLICE
PILOT FITNESS
SEAPORT AIRLINES, INC.
SOUTHWEST AIRLINES
TRUNK CLUB

NGPA INDUSTRY EXPO

In 2017, we saw nearly 1,500 people in a two-day event, over 50 volunteers and lunch provided both days for 200 volunteers and vendors combined. Logistical errors from 2016 were addressed, including an improved registration and badging process as well as the A/C problem. The Industry Expo public registration and exhibitor booth fees created a surplus of nearly \$70,000.

In 2018, we are reducing the Industry Expo to a one-day event on February 9 at the Renaissance Hotel. We will feature several guest speakers (including Doreen Welsh from US Airways Flight 1549—Miracle on the Hudson—and Col. Doug Hall), NBAA, many breakout sessions, American/Delta/United presentations, FAA, and more to drive attention and attendance. We will be providing FREE lunch to attendees, volunteers, and exhibitors as well. Given the change in the culture of pilot recruiting, we feel an educational day of presentations and more will drive our hotel room obligation as well as provide a great experience and new path for the Industry Expo going forward. Many corporate sponsorships are involved to help pay for lunch and other related expenses.

- 2013** CoJet 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** Two-day event. 44 airlines and vendors. Almost 1,500 attendees.
- 2018** One-day event including keynote and guest speakers, education and inspiring seminars, breakout sessions and lunch.

DIVERSITY & INCLUSION SUMMIT

Without a doubt, the NGPA Diversity & Inclusion Summit was a huge success. On-site surveys requested a second, longer summit. To that end, we have begun the booking process to host a two-day summit preceding the Industry Expo and Winter Warm Up in Palm Springs, CA in February.

We sent attendees from 22 airlines back with training materials and received information that six have already scheduled or held follow-up meetings with flight ops leadership to address the material and begin training. NGPA also sent training videos and two airlines have reported the implementation of the videos into pilot training curricula.

Many NGPA members, including board members, participated in the summit in different capacities. Kevin Sperling, Steven Tustin, and Brooks Beaudoin were present, and offered great insight and content for our program. Brooks and I attended a Delta Air Lines Chief Pilot meeting (80+ system chief pilots) in October in Seattle, WA. We were asked to provide an hour-long presentation on our content—focusing on management messaging and inclusion. We were very excited for that immediate opportunity following the summit and look forward to using the experience to help the remaining airlines in the industry.

Our intent with the two-day summit is to open up the event not only to airlines but also business aviation, flight schools, FAA and other facets of aviation. We are working

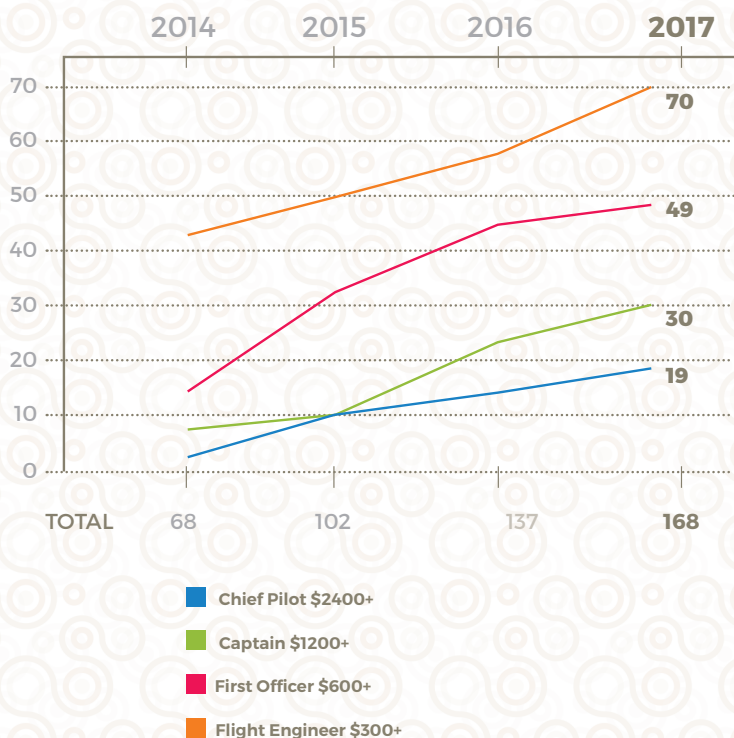
diligently to create an invitation-only list and planning for approximately 100-125 in attendance...nearly double August's summit. We have contracted and hired Terry Stone, a private consultant, to help prepare seminars, workshops and a comprehensive program. Many guest speakers on specific topics are being planned. Lunch and beverages will be provided for attendees through sponsorship and a \$75 registration fee. Registration for the summit opens on an invite-only basis this month.

DEVELOPMENT COMMITTEE

Over the course of 2017, NGPA Development continued to grow towards becoming a better organized, mature fundraising arm of the organization. Development exceeded our annual goal of \$119,000 raising \$130,000 from individual donors within the organization. These funds were raised from a combination of Flight Deck memberships and targeted general membership appeals, including #NGPAForADay, National Giving Day Facebook Appeal, an End of Year Tax Deduction appeal, as well as a Matched Giving Awareness.

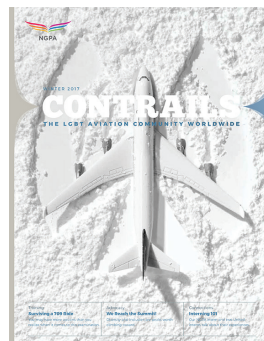
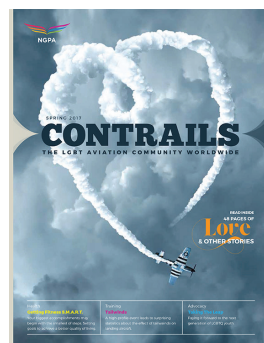
For 2018, NGPA Development has committed to the goals of refining and executing our annual fundraising program, professionalizing our internal Development processes, and increasing donor participation and retention. Our 2018 individual fundraising goal is \$145,000. In addition to our efforts last year and in order to meet our increased goal we've introduced new Flight Deck incentive levels, as well as rolling out two new general membership appeals (Annual Fund Drive Mailings and the 1, 2, 3, 4, 5 Stewardship Appeal). The entire Development team thanks NGPA's membership and sponsors for their generous continued support and looks forward to another fantastic year!

Flight Deck membership



SCOTT KONZEM

Chair



2017 NGPA TRADE SHOWS & EVENTS ATTENDED

AOPA FLY-IN—CAMARILLO, CA
CALIFORNIA AVIATION DAY
CAPE COD CLASSIC
DELTA AIR LINES
LEADERSHIP TRAINING
EAA OSHKOSH 2017
GIRLS IN AVIATION—SDF
INDUSTRY EXPO
NBAA EBACE—GENEVA
NBAA—LAS VEGAS
NGPA CANADA KICKOFF
OBAP
OHIO STATE DIVERSITY
AND INCLUSION PANEL
OUT AND EQUAL
SUMMIT—PHILADELPHIA
UNC, CHARLOTTE
CHAPTER KICKOFF
NGPA DIVERSITY &
INCLUSION SUMMIT
NGPA TRANSGENDER
EVENT—DENVER
TIM BRALY MEMORIAL
WINTER WARM UP
WMU HOLIDAY EVENT
WOMEN IN AVIATION

PRIDE

ATLANTA SAN DIEGO
CHICAGO TORONTO
LONDON TWIN CITIES
NEW YORK VANCOUVER
ORLANDO

WASHINGTON, D.C.

NEW IN 2017

2018 NGPA TRADE SHOWS & EVENTS PLANNED

AOPA FLY IN
CALIFORNIA AVIATION DAY
EAA OSHKOSH 2018
ERAU DAYTONA BEACH, FL
NBAA
NBAA EBACE
OBAP
PRIDE
ATLANTA
CHICAGO
DENVER
NEW YORK
ORLANDO
WASHINGTON, D.C.
UNIV. OF NORTH DAKOTA
WESTERN MICHIGAN
UNIVERSITY
WOMEN IN AVIATION

TREASURER'S REPORT

We closed out 2017 in the strongest financial position of the history of our organizations, with impressive growth achieved in terms of donations and corporate sponsorships. With this growth, we were able to fund our sustaining annual events and programs (Winter Warm-up, Cape Cod Classic, and Industry Expo) and also new events such as the first-ever Diversity & Inclusion Summit. We were also able to fund our growing NGPA committees, which empowered our volunteers and members to create new events and programs to further promote our collective mission.

As we announced previously, the NGPA and NGPA Education Fund Boards of Directors worked hard in 2017 to form a plan to merge both organizations. While at the end of 2017 we had yet to receive government approval of the merger, we have combined some of the 2017 financial graphics summaries to show the financial benefits of the merger. Because of the relatively low overhead and operating costs of the NGPA Education Fund, the merger will allow us to trim overlap in administrative functions, and more aggressively fund scholarship programs.

2017 HIGHLIGHTS

- 33% increase in membership donations
- 250% increase in corporate sponsor donations
- New corporate credit card program
- Implementation of Concur expense reporting and travel management system
- Introduction of Square point-of-sale systems for event cash transactions

We have also contracted with the independent accounting firm Markwell&Lewis, LLP to conduct financial audits of our 2015, 2016 and 2017 finances. Once completed, these audited financial statements will be available for public review through the GuideStar website at www.guidestar.org.

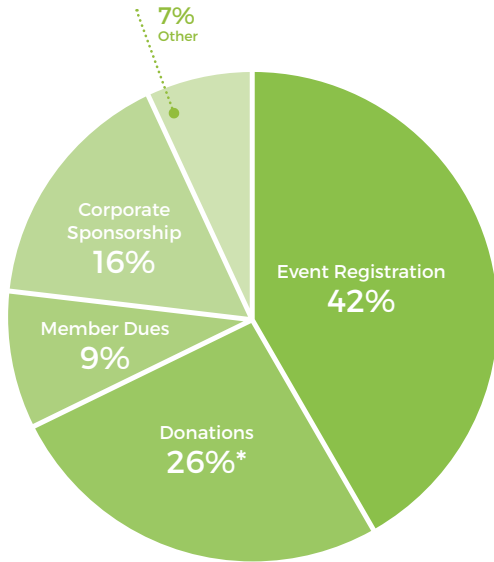
NONPROFIT DONATIONS

In 2017, we provided continued support to Camp Lightbulb and "the Center" in Palm Springs. Additionally, we provided a gift to the police memorial fund in Palm Springs in honor of their fallen officers not long before our event. These donations in NGPA's name add value for members while impacting recipients. In these two cases, our gifts directly led to the Mayor of Palm Springs attending our Winter Warm Up event and the Executive Director of Camp Lightbulb attending the Cape Cod Classic.

We also donated to the Hurricane Relief Fund, three separate nonprofits that support LGBT relief from hurricanes Harvey, Irma and Maria. We will also be supporting Savannah Pride, given the location of our board meeting, allowing us to promote NGPA and its mission in a strong aviation community. We spent below our projections for this category in 2017; it will be reduced in 2018 as we are focusing more on direct programs that exist through NGPA.

2017

REVENUE

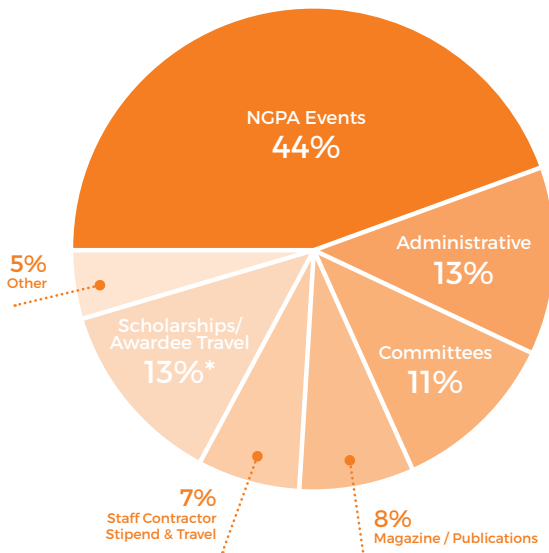


	NGPA	ED FUND	COMBINED
Event Registration	292,762	---	292,762
Donations *	172,794	8,367	181,161
Member Dues	63,752	---	63,752
Corporate Sponsorship	104,050	10,000	114,050
Other Income			48,948
Merchandise Sales & Auction	5,467	34,449	
Grants	1,000	---	
Advertising	450	---	
Miscellaneous (interest income, etc)	77	7,505	
TOTAL	640,352	60,321	\$700,673

* Including restricted & unrestricted cash donations. Does not include In-kind donations.

NOTE: As of 12/31/17, NGPA and the NGPA Education Fund remained separate operating 501(c)(3) organizations. Approval from both the NGPA and NGPA Education Fund Board of Directors, and paperwork submission to the United States IRS was completed by 12/31/17, with the intent to merge.

EXPENSES



	NGPA	ED FUND	COMBINED
NGPA Events (Expo, WWU, CCC)	292,926	---	292,926
Administrative	77,927	4,562	82,489
NGPA Committee	74,097	---	74,097
Magazine/Publications	51,060	---	51,060
Staff Contractor Stipend & Travel	44,778	---	44,778
Scholarships/Awardee Travel*	32,549	51,250	83,799
Promotional Items	18,623	---	18,623
Non-Profit Donations	5,000	---	5,000
Website / IT	4,761	---	4,761
Capital	1,800	---	1,800
TOTAL	603,521	55,812	\$659,333

* Does not include Type-Rating Scholarships funded by sponsoring airlines.

NGPA & NGPA Education Fund Combined

ASSETS

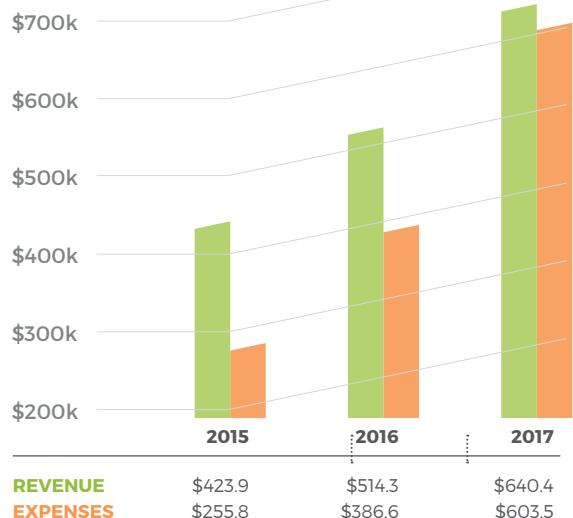
Unrestricted Cash	474,551
Endowment Balance	304,809
Accounts Receivable	22,579
Prepaid expenses for FY18	7,033
TOTAL	\$808,972

LIABILITIES

Accounts Payable	1,908
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TOTAL EQUITY & LIABILITY	\$807,064
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YEAR-TO-YEAR (NGPA ONLY)



LOCAL CHAPTERS

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

UNIVERSITY CHAPTERS

ERAU PRESCOTT
SOUTHERN ILLINOIS
UNIVERSITY
UNIV. OF NORTH DAKOTA
WESTERN MICHIGAN
UNIVERSITY

NEW IN 2017

• REACTIVATED

NGPA LOCAL CHAPTERS

The governance committee and the NGPA leadership team is creating language and guidance for our chapters across the globe, including flight schools and universities. Our desire is to have chapters run and govern independently, but under the by-laws of the NGPA. The intent is that NGPA financially supports any NGPA Chapter and works jointly with affiliates.

NGPA INTERNATIONAL CHAPTERS

NGPA hosted the first international chapter event in 2017 for U.K. members. We kicked off the event with a march in the London Pride parade to bring visibility and introduce the NGPA brand internationally. Chapter leader Bruno Hallwood pilots the effort across the pond and is currently pursuing British Airways and EasyJet partnerships. We plan to march once more at London Pride 2018, as well as host a booth for people to stop by, become members, and learn all about what we do. Bruno will be attending our Geneva EBACE conference in 2018.

NGPA Canada Chapter was born from a need for branding in support of our Canadian membership. Dean Sela facilitated an excellent event in Toronto and we are hoping to host again in 2018. Canadian Airlines participated in this year's NGPA Diversity & Inclusion Summit and we will work with them on pilot recruiting needs—either on a carrier-specific basis or Industry Expo style—in 2018.

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.

INTERNSHIP PROGRAM

In 2017, we hired Luke Schneider as our first NGPA intern. It is our intent to post an opening for the internship after Luke finishes. He has proven to be a hard worker and is well-organized.

2017 CORPORATE SPONSORSHIPS



DIAMOND ELITE

\$40,000+



DIAMOND

\$25,000+



PLATINUM

\$10,000+



GOLD

\$5,000+



SILVER

\$2,500+



BRONZE

\$1,000

OVER 25 YEARS

In 1990, the first organized event in Provincetown, Massachusetts 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 their 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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