OUR MISSION

NGPA is the largest organization of lesbian, gay, bisexual, transgender, and queer aviation professionals and enthusiasts from around the world. Since 1990 our mission has been simple: to BUILD, SUPPORT, and UNITE the LGBTQ+ aviation community worldwide. Through education, social events, and outreach we advance our primary goals:

- PROMOTE aviation safety.
- PROVIDE an affirming social and professional network for the LGBTQ+ aviation community.
- FOSTER equal treatment of the LGBTQ+ aviation community through advocacy and outreach.
- ENCOURAGE members of the LGBTQ+ community to begin careers in aviation.

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It is easy to reflect negatively on the year with its loses of life, jobs, and in-person connection. I feel certain it is in our best interest to focus on the positive. Our organization rallied in an impressive way as 2020 crept along. From local chapter virtual hangouts to educational webinars to large-scale virtual events we banded together in new ways more than ever before! Our mentorship program went from idea to reality with a soft launch within university chapters and a planned organization-wide launch early in 2021! We provided a little more than $150,000 in scholarships to deserving candidates through our scholarship program despite a downturn in corporate sponsor support! We saw an uptick in member charitable giving and membership sign-ups and renewals, for which I am truly humbled and grateful. These should be recognized as a point of pride in an otherwise disastrous year.

Looking ahead, I am excited for 2021. The new year brings with it the opportunity for a return to normalcy. Ideally, we will return to living the lives we want, fueling passions, celebrating milestones, and continuing to work for positive change in the world. NGPA has done great work, 2020 included, and we have much to do. Troy and I are excited to get back to what fuels us as leaders and as a global LGBTQ+ family.

My vision going forward is one of unity and connectedness—getting away from divisive mindsets—supporting the message, spreading the message, and most importantly living the message that we are a community that demands inclusivity in our spaces and must be inclusive of all in our NGPA family. We must visualize broader horizons, become allies to those around us, befriend and socialize with new people at events, and create the connectedness of the NGPA family we all love. I promise to set an example of inclusivity and challenge myself and my fellow leaders to get to know more of our members and set the tone for the organization. The process isn’t easy, especially amidst the pandemic, but it is one I am committed to and believe will have the greatest effect on our organization and the LGBTQ+ community.

2020 altered many time-honored daily rituals and traditions. While the changes may have been upsetting, we had the opportunity to begin new traditions and celebrate in new ways. Thank you all from the bottom of my heart for toughing out 2020 with NGPA. We have much to be proud of, much to be thankful for, and much to look forward to in 2021.
FROM THE BOARD OF DIRECTORS

As 2020 closes, I couldn’t be more grateful for the resilience and compassion that our NGPA family has shown. The strength of our organization was tested through more change and challenges than anyone could have imagined. From the highs of the Winter Warm Up presented by United Airlines in Palm Springs to the dark days of isolation during the COVID pandemic, the NGPA spirit showed through in both good times and bad. 2020 was also a year full of introspection and reflection for your board of directors as we made the difficult decisions to protect and preserve the NGPA while creating the framework for future growth.

On behalf of the NGPA Board of Directors, I thank our steadfast membership for their ongoing support and confidence in the NGPA and its mission. As an organization that largely relies on hard-working volunteers for its many programs to function, the value of an affirming and supportive family committed to the wellbeing of its members in these trying times is immeasurable.

F R O M T H E B O A R D O F D I R E C T O R S

Steve Tustin

AREAS OF FOCUS IN 2020

- Onboarding a new association president
- Instituting a pause on in-person events
- Identifying alternative sponsorship sources
- Streamlining board leadership and adjusting the number of seats
- Approving multiple budget amendments to accommodate financial outlook
- Conducting the annual audit and financial review
- Updating and reviewing NGPA insurance policies and requirements
- Establishing formal orientation training for new board members
- Holding a virtual board retreat for training and strategic planning

Membership

MEMBERSHIP

NGPA members held strong supporting their fellow aviators during the pandemic. Throughout 2020, NGPA membership kept engaged with fellow members and the community.

LIFETIME MEMBERSHIP

In September 2020 NGPA launched a new lifetime membership option, enabling members to join the NGPA for life and provide the organization with revenue to help sustain the organization during the pandemic. By the end of 2020 NGPA had over 30+ dedicated lifetime member. NGPA thanks all of our lifetime members who stood up in support of NGPA’s mission during a critical time for all nonprofits.

2356 members AT THE CLOSE OF 2020

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LIFETIME MEMBERSHIP

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After serving a year as an apprentice to our outgoing treasurer, Kevin Robinson, learning all the ins and outs of the NGPA’s finances and its governance, I am completing my second official month as treasurer of the NGPA! I’m a private pilot who joined the NGPA in 2017 and the board in 2019. In my work life I’m an executive at Nielsen, a market research firm, and in my personal life I’m happily married to my partner of 26 years, Drew Glick.

As everyone knows, 2020 was an unprecedented year in every possible way. The NGPA was fortunate to hold its Palm Springs event only weeks before the COVID-19 crisis shut down the world. By March, we realized that the NGPA was facing an in-flight emergency. First, we needed to AVIATE—stay focused on the NGPA’s core mission and continue to serve our membership—then NAVIgATE—build a new plan for the year—then COMMUNICATE all these changes to members.

The leadership of the NGPA really stepped up during this period, especially Kevin and the new president Brian Gambino. It was decided to prioritize our $150K scholarship program while creating new, virtual programs to engage and serve our membership—a virtual pride event, educational webinars, a worldwide gathering, and holiday party—to make up for the in-person programs that COVID-19 canceled. We also made a strategic decision to preserve the NGPA infrastructure like staff—albeit with reductions—to be able to emerge as fast as possible on the other side of the crisis, but we otherwise cut expenses considerably. This was necessary to meet a 30% reduction in revenue from the collapse of corporate sponsorships and event losses.

I am happy to report that the NGPA endured the crisis with stable finances. We have maintained our endowment, our operating reserves, and membership. We have found new sources of donations to partially make up for lost corporate sponsorships. Although we showed a significant loss for the year, this is only a paper loss because we booked 100% of Palm Spring expenses in 2020 but collected only two-thirds of revenue in 2020 (the rest came at the end of 2019).
A STRONG COMMUNITY PIVOTS TO HOSTING VIRTUAL EVENTS

The pandemic was a hard time for all event and network-based non-profit associations. During this time, NGPA successfully pivoted to the virtual landscape to keep members and partners engaged in positive, powerful ways.

LOCAL CHAPTER EVENTS NGPA local chapters hosted 35+ zoom get-togethers, which enabled members to gather, network, and socialize during the worst of the COVID-19 pandemic lockdowns.

EVENTS

WINTER WARM UP PRESENTED BY UNITED AIRLINES

Prior to the onset of the pandemic, the NGPA hosted its most successful Palm Springs event to date. We welcomed over 1,300 attendees and more than 65 companies to the industry expo and Winter Warm Up for career growth, educational opportunities, networking, and socializing.
FOR MUCH OF 2020, THE MENTORSHIP COMMITTEE AND PARTICIPANTS CRAFTED AN ORGANIZED, USEFUL PROGRAM TO HELP MEMBERS GET THE MOST OUT OF THE ASSOCIATION’S DIVERSE AVIATION POOL.

MENTORSHIP COMMITTEE
NICO MICHAELS

MENTORING

STARTING FROM THE GROUND UP

For members beginning their careers or new to aviation, having a mentor can be invaluable for navigating the unknowns of the future. A mentor can not only answer questions and offer advice, but also be a link to a much larger network.

This past spring, with all the uncertainty of the pandemic, the need for such a connection became clear. We started planning a program accessible to our youngest members of the NGPA—university chapter students. This allowed us to build on a known framework with (what we thought would be) a more similar set of needs. As it turns out, being close in age still meant a pool of interesting, unique individuals with a wide range of needs that we committed to helping as best we could. Our impressive pool of mentor volunteers allowed us to assign mentees based on their interests, careers, and locations. Along the way, we accumulated knowledge necessary for mentors to be as effective as possible.

With dozens of successful pairings made, we have also expanded our mission to plan and provide events like our Business Aviation Career webinar hosted this past October. Offering a panel of accomplished professionals in business aviation, program participants were able to learn about fascinating facets of the industry that they might not have previously considered. Our panelists provided concrete advice, positivity, and encouragement to university chapter members despite the challenges of socializing during the pandemic. Participants in the program have been able to network and build connections within the NGPA which, for some of our participants, has meant a link to answers on questions as broad as “where do I start?”

WITH NEARLY $150,000, A BOEING 737 TYPE RATING, AND TWO FLEX AIR SCHOLARSHIPS, 24 EXCEPTIONALLY QUALIFIED INDIVIDUALS RECEIVED AWARDS, INCLUDING A STEVEN MOORE MEMORIAL SCHOLARSHIP.

NGPA member Elizabeth O’Toole (f) and her mentor Aaron Insler, one of the leads of the Ascend mentorship program.

JULIE 
NICHOLAS
KATIE
GWENDOLINE
OLIVIA
SHANNON
JONATHAN
HUNTER
ADRIAN
CODY
STEPHAN
JOHN
NICOLE
DEREK
CHELSEA
DAVID
ZACHARY
SARAH
BRANDON
SAMUEL
MARY ANNA
MARIN
JACOBI
DAVID
DEVELOPMENT

DEVELOPMENT COMMITTEE
DALTON LANE

2020 was a year that taught us gratitude, and more specifically to be grateful to our friends and family around us. For the NGPA, it meant coming together with the onset of the COVID-19 pandemic and affirming our belief that we are not just colleagues, but a family. As we were forced into the virtual world, we remained close. Three major events brought us together online and I sincerely thank everyone for the unity and support. The first was our VIRTUAL PRIDE EXTRAVAGANZA raising a grand total of $18,474! This was the first significant virtual event and it proved successful. Showing our pride and love for the LGBTQ+ community in late June allowed us to not only show that we remained connected but also strong together. The

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CHIEF PILOTS $2,400
Janice Anderson & Koré Grate
Kevin Amett & Greg Sumner
Scott Askalson & Andrew Ross
Patrick Ball
David Bentley & Curtis Hawkes
Jonathan Bellante & Brian Gambino
David Bockoff
William Broderick
John Burdick & Jeff Lee
J' son Burnett & Todd McClusky
Marc Champion & Patrick Powell
Craig Deslauriers & John Spannagle
James Hackman
Connor Henhey
Christian Juel & Steven Tustin
Dalton Laine
Keith Martin, Don Phillips & John Yeglic III
Victor Nagi
Luke Paparella
Greg Popovec
Dimitri Rachko
Jason Seider & Steve Shanks
Kira Singh
Michael Stewart
Jeffrey Wadsworth
Steven Williamson
Anonymous

CAPTAINS $1,200
Leslie Altman & Kyle Digan
Douglas Carr & Scott Snyder
Brian Case & Mark Williams
Marc Cervantes
Charles Copeland
Joseph Gamarrano IV & Kent Snider
Nancy Gershenfeld & Kit Warfield
Martin Hebel
Ron Jones
Scott Konzem & Ron Thompson
Kris Krie

FIRST OFFICERS $600
Trevor Braaten
Brian Brown
Thomas Brumlik
Ron Chapman & Crane McCune
Calen Chrzan
Hunter Chumbley & Kyle Petsche
Jefferson M. Coffman
Brandon Outright & Doug Secord
Tyler Davis
Erika & Paula Delong
Vincent C. Di Lauro & Paul Vesely
Nick Donner
Andrew Dunn & John Harvie
Kathi Durst & Shen Dye
Derek Edwards & Gary Pendleton
Andrew French
Anthony & Eileen Gambino
Zach Gebner & Tim Gleeson
Michael Giordano
Matthew Greeness & Brad Masterson
Troy Hansen & Troy Merritt
Gregory Hazel & Jeffrey Tarnoff
Jared Herndon
R J Casey & Morris Neer
Steve Jensen & Cedric Stribley
Alex Kenning
Corey Larder
Justin Lawler
Andrew Levine
Christopher Lindsey
Thomas Little

WRIGHT FLYER FELLOWSHIP $50,000 DONATION
Thomas Buttenbach
Scott Chana
Anonymous

TRIPPE CLIPPER CIRCLE $25,000 DONATION
Anonymous

EARHART VOYAGER CLUB $10,000 DONATION
Eric Eknes
Jeff Montgomery
Thomas (Tom) Tustin
Lucy Young
Anonymous

LEGACY ALUMNI
Andreas Bentz & Mike Nichols
Earhart Voyager

Steve Dunn & Neil Purcell
Earhart Voyager

Nancy Gershenfeld & Kit Warfield
Trippe Clipper

Chandler Wonderly
Earhart Voyager

FLIGHT DECK AT THE END OF 2020

Andreas Bentz & Mike Nichols
Earhart Voyager

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second event was our **GIVING TUESDAY** which raised $21,347, the most of any Giving Tuesday in NGPA’s history. This event is historically the largest day of giving in the nonprofit world, and members truly came together to demonstrate why. Throughout the day, Brian and Troy went live and were able to speak to you as members and see what you want in the future of NGPA. The third event was our **WORLDWIDE GATHERING**, which is why we call ourselves the worldwide LGBT aviation community. This event spotlighted our international chapters and members and “bridged” us across the oceans of the world.

Finally (and I can’t express this enough)… Thank You! Membership in the NGPA supports mentorships to friendships, all of this couldn’t be done without you.

**CONTRAIRS MAGAZINE**

Contrails started 2020 with a new editor in chief as Jason Seider stepped down after four years. To celebrate the organization’s 30th year, a large feature on two founding members was produced in the Q2 issue with a supplemental feature appearing in the Q4 issue. As the COVID-19 pandemic took hold of the nation and air travel dwindled, a decision was made by the board and executive leadership to halt print editions of the magazine beginning with the Q3 issue. Corporate sponsorship was now an uncertainty and cost-saving measures were put in place across the organization. The Q3 issue of Contrails became a digital-only magazine, and we researched the best ways to deliver the same high-quality product to members’ inboxes instead of mailboxes. Looking ahead, the magazine will remain a digital-only publication as we progress and assess any pandemic-driven financial fallout from donors and sponsors.

**NAVEGAYTOR**

The electronic newsletter was halted in February as part of a cost-saving measure during the COVID-19 pandemic.
THANK YOU FOR A GREAT 2020 AS WE PLAN FOR 2021.