

BUILD SUPPORT UNITE



2024 ANNUAL REPORT



NGPA



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NGPA

THE WORLDWIDE LGBTQ+ AVIATION COMMUNITY

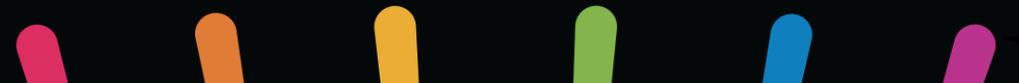
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Platinum
Transparency
2024

Candid.

DESIGN: THOM BARBOUR



OUR MISSION

BUILD. SUPPORT. UNITE.

The NGPA is the largest organization of lesbian, gay, bisexual, transgender, and queer aviation professionals and enthusiasts from around the world. The mission of the NGPA is to build, support, and unite the LGBTQ+ aviation community in the US and around the world. 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.



THE NGPA AT OSHKOSH
IMAGE: RYAN DAVIS

EXECUTIVE DIRECTOR
**Justin
Ellixson-Andrews**



IMAGE: IMAGES BY LANI

FROM THE EXECUTIVE DIRECTOR

As we reflect on the milestones of 2024, it's clear the NGPA continues to soar to new heights in our mission to build, support, and unite the LGBTQ+ aviation community worldwide. This year's significant achievements underscored our commitment to community engagement, paving the way for aspiring aviators, and advocating for our community.

One of our most notable accomplishments was the record-breaking success of the Industry Expo presented by United Airlines and Winter Warm Up presented by American Airlines. This event set new attendance records and solidified its position as one of the premiere pilot recruiting and aviation networking events in the industry. The two-day expo provides unparalleled opportunities for members to network with industry leaders, explore career pathways, and foster professional growth.

Our scholarship program continues to be a cornerstone of the organization. Since its inception in 1998, NGPA has awarded over \$2 million in scholarships to highly qualified members pursuing careers in aviation. The NGPA maintains its reputation as the gold-standard scholarship program, recognizing individuals who excel not only academically but also as impactful community leaders.

In November, we proudly hosted our inaugural student summit near Washington, D.C. This event brought together aspiring aviation professionals, educators, and industry leaders to

engage in meaningful discussions on mentorship, scholarships, and career development. The summit reinforced our dedication to building the next generation of LGBTQ+ aviators and ensuring they have the resources and support needed to succeed.

Our growing network of chapters & affiliates continues to bring our mission to life in communities across the country and around the world, setting new records for the number of events hosted annually. Local chapters are hubs for connection, offering members year-round opportunities such as behind-the-scenes tours, exclusive access to industry leaders, and monthly meet ups that create a welcoming space for members to grow, connect, and thrive in aviation.

As we look ahead to 2025, we are filled with courage and determination to continue forging paths and building community. Our plans include expanding our outreach programs, enhancing member resources, and fostering stronger partnerships within the industry.

Of course, none of our work would be possible without the generous support of volunteers, individual donors, and corporate sponsors. One of the most inspiring qualities of our organization is members' commitment to investing in the future of the LGBTQ+ aviation community. Thank you for the unwavering support and dedication that fuels the NGPA.

FROM THE BOARD

2024 was a year of remarkable progress for NGPA—one that showcased the strength of our mission, the dedication of our volunteers, and the continued demand for visibility, connection, and equity in aviation.

Building on the foundation laid in 2023, we focused this year on scaling our programs and strengthening our community impact. Our national events reached unprecedented attendance levels, including 2,039 attendees in Palm Springs alone. This growth reflects both the increasing demand for LGBTQ+ representation in aviation and the enduring value NGPA provides to its members, partners, and sponsors.

We saw extraordinary local chapter and university chapter momentum in 2024, which held 184 events across the country—more than any year in NGPA history—demonstrating the vital role of grassroots community-building in the NGPA mission.

We continued to grow the NGPA Aviation Inclusion Summit, now a cornerstone of our industry advocacy efforts, welcoming 114 leaders and professionals from across sectors and geographies. On the heels of the professional summit was the launch of our first student summit, bringing 81 students together

for career guidance, leadership training, and networking.

Another key focus in 2024 was the development of member interest group committees including business aviation, general aviation, and vertical aviation. These new committees target programming, communication, and leadership pathways to better serve members working in diverse areas of the industry.

Behind the scenes, we continued executing our 2024-28 Strategic Action Plan (SAP)—a long-term framework guiding the NGPA's priorities in leadership, membership, advocacy, resources, and events. With the guidance of the board and the leadership of full-time executive director, Justin Ellixson-Andrews, we've made strong progress toward our goals while ensuring alignment with our mission and values.

None of this would be possible without our dedicated volunteers, committee members, and donors, whose commitment fuels everything we do. Their time, energy, and passion continue to move the NGPA forward—and together, we are creating a future where all LGBTQ+ people in aviation can belong, thrive, and soar.

CHAIR

Scott Konzem



IMAGE: IMAGES BY LANI



THE NGPA ON CAPE COD
IMAGES: THOM BARBOUR



MEMBERSHIP 4619

NGPA ended 2024 with strong growth over the past several years thanks to our flagship events, programs, local chapter engagement, and scholarships.

LIFETIME MEMBERSHIPS: 115

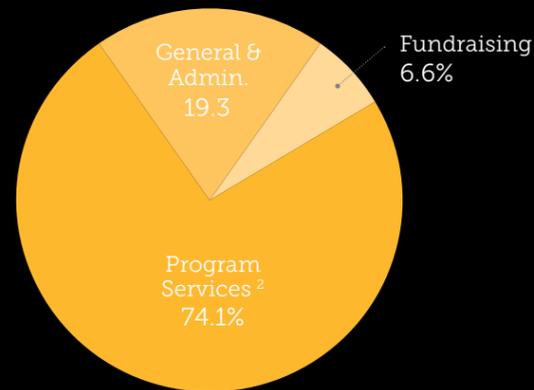
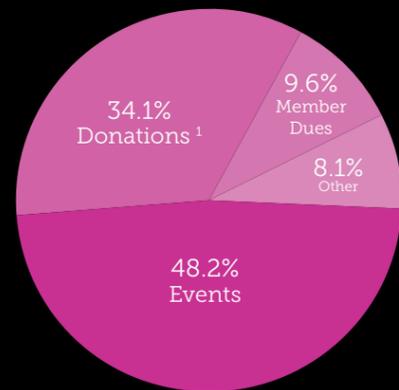
In late 2020, the NGPA launched a lifetime membership option. At the close of 2024, we have 115 lifetime members and are very thankful for this showing of member dedication to the NGPA's mission, vision, and values.

2024 FINANCIALS

2024 saw changes on the financial front, most notably moving from a January-to-December calendar fiscal year (FY) to a more “natural” October-to-September FY. “Natural” for us because a significant portion of our Palm Springs expenses go out in December while most of the revenue comes in February. Starting a new fiscal year in January between those two significant parts of one event repeatedly distorted the NGPA’s annual

picture. FY2023 had a short “stub year” (nine months), paving the way for FY2024 being the first full-year of the new fiscal calendar.

The NGPA treasurer, Alan Miles, stepped down in December, stepping into the role in 2019 and steering the organization through the tumultuous COVID-19 pandemic era. Taking over in 2025 will be Amber Stevenson (treasurer) and Kalli Boyne (assistant treasurer).



REVENUE Dollars in Thousands

Events (Tickets, Exhibitor Fees, Sponsorships, etc.)	835.5
Donations ¹	1,779.0
Member Dues	282.1
Other (i.e., Grants and Interest)	34.2
Dividend & Interest	16.3
Realized/Unrealized Gain or Loss	73.4
TOTAL	3,020.5

¹ Including restricted and unrestricted donations but not in-kind donations.

EXPENSES Dollars in Thousands

Program Services (Events, Scholarships, Advocacy) ²	1,899.3
General & Administrative	494.8
Fundraising	170.4
TOTAL	2,564.5

² Does not include type-rating scholarships funded by sponsoring airlines.

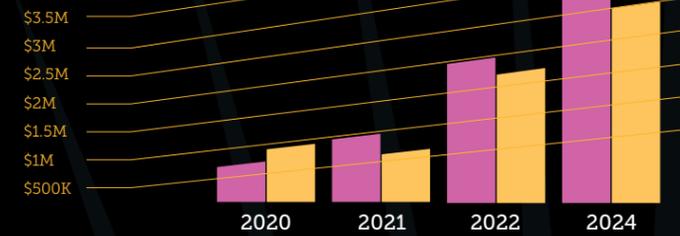
NET INCOME 456.1

■ **Fully one-third of annual NGPA revenue** comes from individuals—our flight deck and legacy donors (page 21). The overwhelming majority of this support goes directly back into programming—spending less than \$0.19 of every dollar received on overhead, well below the industry standard and a testament to the hard work of our volunteers. In 2024, we had more than 250 volunteers helping shape the future of the NGPA throughout the year.

250+

VOLUNTEERS IN 2024

YEAR-TO-YEAR



REVENUE	\$699K	953K	\$1.92M	3.02M
EXPENSES	\$822K	678K	\$1.70M	2.56M

Note: 2023 nine-month stub year: \$1.3M revenue and \$1.6M expenses.

ASSETS & LIABILITIES*

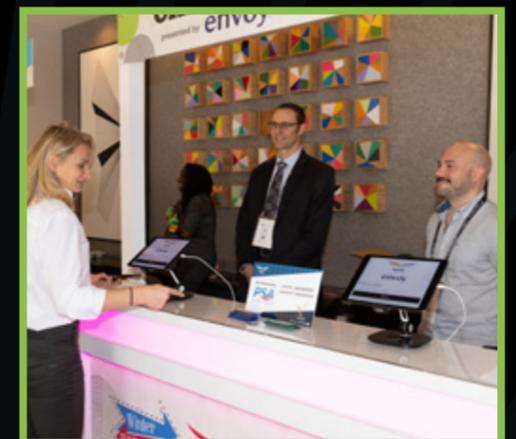
Dollars in Thousands

Unrestricted Assets	589.1
Restricted Assets	528.2
Other	2.8
Accounts Receivable	0.0
TOTAL ASSETS	1,120.1
Current Liabilities	(10.8)
TOTAL LIABILITIES	(10.8)
NET TOTAL	1,109.3

*As of close of business 9/30/24.



THOM BARBOUR



IMAGES BY LANI

Complete financial information can be found on our website at ngpa.org/financials.



THE NGPA AT PALM SPRINGS AIR MUSEUM
IMAGE: IMAGES BY LANI

2024 PROGRAMS OVERVIEW

In 2024, NGPA reached new heights—fueling our mission to build, support, and unite the LGBTQ+ Aviation Community in the U.S. and around the world through record-breaking engagement, expanded programming, and strategic growth across our entire organization. None of this would be possible without our members. We're proud to spotlight key milestones that defined this extraordinary year:

\$2M+ IN LIFETIME SCHOLARSHIPS

The NGPA surpassed a historic benchmark—over \$2 million awarded in scholarships since the program's inception. With every dollar, we remove financial barriers, launch careers, and invest in the next generation of LGBTQ+ aviation professionals.

OUR LARGEST NATIONAL EVENT

The Palm Springs Industry Expo presented by United Airlines and Winter Warm Up presented by American Airlines welcomed 2,039 attendees—making it our biggest national gathering ever. With career-building workshops, inclusive networking, a vibrant fly-in, and a fundraising gala that highlighted the year's scholarship recipients, this event embodied the full spirit of NGPA's mission.

MORE LOCAL CHAPTER EVENTS THAN EVER BEFORE

We saw a surge in grassroots engagement via new support systems, with 184 local chapter events, the most ever in a single year. Local chapter events are more than meetups—they are a growing national network of belonging, mentorship, and connection at the community level.

NEW INTEREST GROUP COMMITTEES TO SUPPORT INDUSTRY SEGMENTS

In response to member feedback, NGPA launched several new interest group committees in 2024—including General Aviation, Business Aviation, and Vertical Aviation. These committees are expanding community-specific resources, member communications, and representation across the spectrum of aviation.

2024 EVENTS

The NGPA's national events continue to set the standard for networking, celebration, and career development in the LGBTQ+ aviation community.

In 2024, our flagship gatherings saw record-breaking attendance with expanded programming—bringing our mission to life in powerful and visible ways.

Our combined Industry Expo presented by United Airlines and Winter Warm Up presented by American Airlines was our largest Palm Springs event to date, welcoming **2,039 attendees** for a dynamic week of career networking, community building, and inclusive celebration. With an exhibitor hall, professional panels, educational workshops, and social events, the Expo continues to serve as the leading space for LGBTQ+ professionals in aviation to connect and advance. The Winter Warm-Up portion of the week brought members together for a fly-in, networking socials, a fundraising gala, and vibrant entertainment programming—celebrating the heart of our community while supporting NGPA's mission.

The Cape Cod Classic & Fly-In brought together **209 attendees** for a weekend celebrating general aviation, complete with networking socials and fly-in. It remains a beloved tradition that blends flying and friendship.

We also hosted one of our largest AirVenture BBQs ever, with **249 attendees** registered in Oshkosh. This high-energy gathering continues to affirm NGPA's deep and growing connection to the general aviation community.

2024 marked the debut of the NGPA Student Summit, a first-of-its-kind national gathering that exceeded expectations with **81 student attendees**. The Summit featured peer networking, interview prep, financial education, mental health support, and chapter leadership training—equipping the next generation of LGBTQ+ aviation professionals with tools for success.

We also continued to grow the impact of the NGPA Aviation Inclusion Summit, which returned in 2024 with **114 attendees** from across the industry and globe. With HR leaders, DEI professionals, and aviation executives in attendance, the Summit provided actionable tools, insights, and research to advance inclusion in workplaces throughout the aviation sector.

Together, these national events are more than gatherings—they are catalysts for connection, growth, and visibility in every corner of aviation.



THE NGPA IN PALM SPRINGS
IMAGE: THOM BARBOUR

INTEREST GROUP COMMITTEES

2024 marked a renewed focus on NGPA’s member interest groups—ensuring that our diverse membership sees their unique identities, experiences, and professional pathways reflected in our programming, outreach, and leadership. This year saw the revitalization and formation of several key committees focused on representing and supporting distinct aviation segments within NGPA.

BUSINESS AVIATION

Formed in 2024, the Business Aviation Committee was created to serve NGPA members working in or aspiring to enter the business and corporate aviation sector. This year, the committee made an immediate impact by enhancing visibility and connection within this growing membership segment.

2024 Highlights

- NGPA had a strong presence at NBAA 2024, with one of our largest-ever business aviation socials, drawing record attendance for networking and community building.
- The committee launched a Business Aviation Interest List, allowing members to opt into specialized communications, updates, and industry-relevant programming.
- Early strategic conversations began around building long-term partnerships with key players in the business aviation space, aimed at expanding NGPA’s influence and opportunities for members in this field.

GENERAL AVIATION

Re-formed in 2024, the General Aviation Committee was established to support one of NGPA’s most active and passionate segments: private and recreational pilots, CFIs, and aircraft owners.

2024 Highlights

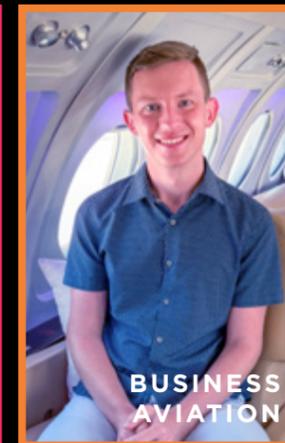
- The committee introduced a dedicated General Aviation Interest List, offering tailored updates and resources for GA members.
- Planning began for increased general aviation sessions, fly-in activities, and breakout content at future NGPA events, ensuring greater visibility and representation.

VERTICAL AVIATION

As NGPA continues to grow and reflect the full spectrum of aviation disciplines, 2024 saw the formation of our new Vertical Aviation Committee, representing members working in rotorcraft, eVTOL, and emerging vertical-lift sectors.

2024 Highlights

- The committee’s early efforts included the roll out of a Vertical Aviation Interest List, creating a direct communication pipeline for members to stay informed about sector-specific developments and upcoming programming.



IMAGES: NGPA

WOMEN

The Women’s Committee continued its mission of uplifting and empowering women within NGPA and across the aviation industry. In 2024, the committee led several high-impact initiatives:

2024 Highlights

- NGPA had a strong presence at Women in Aviation International (WAI) 2024, where 22 new members joined NGPA directly from the exhibit booth.
- The committee hosted a successful and well-reviewed social event at WAI 2024, welcoming double the attendees in previous years and creating a welcoming space for networking and visibility.

TRANSGENDER/NONBINARY

In 2024, the Transgender/Nonbinary Committee continued its vital work to support, uplift, and protect one of the NGPA’s most vulnerable member populations.

2024 Highlights

- Improved private social platforms to offer safer, more accessible virtual spaces for members to connect, ask questions, and find peer support.
- The committee’ annual social in Atlanta, GA was met with overwhelmingly positive feedback for its inclusive environment and meaningful connections. The event is powerful space for visibility, belonging, and joy.

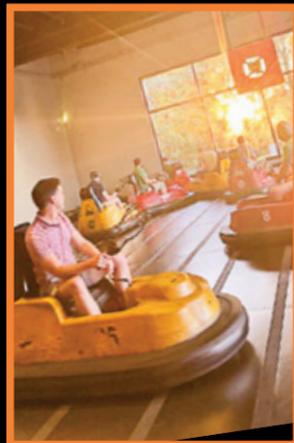


NATIONAL CO-CHAIRS COLE KERNS & ERIC MANN LOCAL CHAPTERS

Our local chapters continue to serve as vital access points for connection, support, and celebration within the NGPA community. These grassroots groups bring our mission to life across the country, providing spaces where members can gather, share experiences, and build lasting relationships.

For 2024, NGPA's team and volunteers placed a renewed focus on bolstering our local chapters and reinforcing their role as a central program in service of our mission. We provided direct operational and financial support, enhanced training for chapter leaders, and created new resources to ensure chapters feel equipped and empowered to serve their communities.

NGPA chapters hosted 184 events in 2024—our largest number of chapter-led events in a single year. From fly-ins and educational sessions to social gatherings and Pride celebrations, these events have deepened member engagement and demonstrated the power of localized, community-driven connection within our organization.



IMAGES: NGPA MEMBERS



- 2024 Kickoff Lunch
- Slow Start
- New Year Gathering
- Twin City Flyers Pre-Palm Springs Happy Hour
- DFW Beginning Bash: Brazilian Bites, Beveraginos, Banter e mais
- Let's Eat!
- Houston Gulf Coast Flyers Kickoff Let's Eat!
- Arch City Aviators at The National Museum of The United States Air Force
- Friday at FlyteCo Brewing Dinner Social
- Post-PSP Social!
- Sin City Flyers Meetup 2: Electric Boogaloo!
- Throw Axes, Not Shade
- February Noodle and Karaoke Night
- Rock & Roll Aviators Tour
- Rock & Roll Hall of Fame
- United Airlines Training Center Tour
- Cleared for Takeoff: Queen City Flyers Social
- Let's Have a SkiSki
- DTW ATC Tour
- Out at the Rodeo
- Twin City Flyers Pride Night at the Minnesota Wild
- DFW Meetup with NBAA
- March Dinner and Social
- Upstate Retreat
- Rose City Flyers: Maiden Flight
- Shamrock Shindig
- Happy Hour at Shakers
- Steak Night
- March Meet Up!
- Hot Java Hangar Talk
- Monthly Mixer
- Chapter Dinner
- Meetup III: Rise of the Arts District!
- Mexico Chapter Inauguration
- April Meet Up at Slammers
- Death Valley Out and Back
- Queen City Flyers Meet Up
- Houston Approach Tour
- Dinner at a Member's Home
- Service Project at Skypark Airport
- Dinner at Hamburger Mary's
- Twin City Flyers Happy Hour
- Gotham Flyers Mixer
- Transgender and Nonbinary Social
- Mach 1 Flyers Social
- Pierce County Thun Field (PLU) Fly-In
- Out on the Runway Social
- Demystifying Flight Training
- Spring Meetup at Meeting House Tavern
- Southwest Airlines Maintenance Facility and Hangar Tour
- Brunch after the Southwest Tour
- San Diego Lindbergh Flyers
- Spring Get Together
- Happy Hour at Yum Bar
- United States Coast Guard Helicopter Tour
- Spring Brewpub Gathering
- PHX takeover Event
- Springtime Brunch @ Wasatch Brew Pub
- Out on the Runway Picnic at Washington Monument for General Aviator Flyover
- Good Neighbor Day
- PKD Airport
- FAA CLE ATC Tower Tour
- Cascade Flyers Dinner
- Twin City Flyers Happy Hour
- Preflight Festivity
- Dinner @ Sixty Vines
- AIDS Walk New York
- May Mixer after the NYC AIDS Walk
- Mach1 Flyers Social
- Out on the Runway Happy Hour
- Trivia Night at SD Taproom
- North Park
- DFW Pride Pool Party
- DFW JSX Pride Hangar Party
- NGPA Rock & Roll Aviators
- Cleveland @ Pride in the CLE!
- DFW Pride Brunch
- DFW Dallas Pride Parade
- World Pride
- Summer Kick-off BBQ
- Pride Kickoff Event
- Out on the Runway Parade!
- Dinner Social: Six Feet Under
- Queen City Pride Bash
- BBQ & Pool Party
- Arch City Aviators Columbus Pride March
- Gotham Flyers June Mixer
- Tacoma Narrows KTIW Fly-In BBQ
- Pride Month Movie Night: To Wong Foo, Thanks for Everything! Julie Newmar
- June Strikes and Bites
- Houston Astros Pride Night
- DFW Airport ERG Pride
- Twin City Flyers Brunch
- Out on the Runway Beach Party
- Sugarhouse Pride 2024
- June Pride Pool Party
- Chicago Pride Parade March
- Summer Cookout on the Bay
- July Happy Hour: Live at the Lake
- Rock & Roll Aviators Rockin on the Runway @ Altitudes Rooftop at the Aviator
- Airbus & NGPA Happy Hour
- Dinner Social
- Houston Police Department Air Support Tour
- Lunch after Air Support Tour
- Metroplex Flyers Go Texan
- Pool Party
- July Rooftop Mixer
- United Airlines NOC Tour
- July Monthly Happy Hour
- Sin City Flyers Presents: "Oh look! An Airplane!" Dinner at Lazy Dog Town Square
- Wasatch Wings Annual Campout
- Fly Above the Crowd on LinkedIn
- July Meet Up at Petty Theives Brewing
- Props and Pints
- Out on the Runway Lunch at Cambridge
- Twin City Flyers Happy Hour in the Park
- Orcas Island Eastsound Fly-In
- Pool & Potluck Party
- Downtown Dinner at Lou's!
- Day At The Lake/Dinner After The Lake
- August Summertime Sips Soirée
- Soak and Float the Provo River
- Pizza Party
- End of Summer Rooftop Mixer
- Rock & Roll Aviators Tour @ FLEXJET Global Headquarters
- Bingo Brunch is a DRAG
- Summer Beach Day
- August G
- Summer Kick-off BBQ
- Pride Kickoff Event
- Out on the Runway Parade!
- Dinner Social: Six Feet Under
- Queen City Pride Bash
- BBQ & Pool Party
- Arch City Aviators Columbus Pride March
- Gotham Flyers June Mixer
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- Airbus & NGPA Happy Hour
- Dinner Social
- Houston Police Department Air Support Tour
- Lunch after Air Support Tour
- Metroplex Flyers Go Texan
- Pool Party
- July Rooftop Mixer
- United Airlines NOC Tour
- July Monthly Happy Hour
- Out on the Runway and Pride@Airbus October Happy Hour
- High Flyers Hangout at BrewDog
- Spooky Sunday Funday at Sidetrack
- October Gathering (Boo!)
- Haunted House
- Halloween Drinks
- Halloween Happy Hour
- Halloween Bash
- Dinner at Rivas Italian Restaurant
- Top Golf with Queen City Flyers
- Twin City flyers at South of the River
- Endless Summer Pool Party 2024
- Metroplex Flyers Drag Trivia
- Gotham Flyers NYC
- November Mixer
- Arch City Aviators Holiday Potluck!
- Chicago Christkindlmarket
- November Social
- It's Giving Friends: November Get-Together!
- Friendsgiving
- Friendsgiving
- Holiday Soirée
- Goodyear Blimp Base Tour
- Big Gay Holiday Soirée
- Chicago Holiday Party
- Winter Pool Party presented by Mike Madlener!
- Rock & Roll Aviators Holiday Social @ Top Golf
- Portland Tower and TRACON Tour
- Twin City Flyers Holiday Happy Hour
- Cactus Flyers Holiday Party
- DFW HoliGay Soirée
- Holiday Brunch
- Citrus Wings (Orlando)
- Holiday Dinner
- 2024 Holiday Party and Dinner
- Omaha Holiday Social

184 CHAPTER EVENTS

Over half of NGPA members reported attending a local chapter event during 2024.



ascend
MENTORSHIP PROGRAM



THE NGPA AT THE INDUSTRY EXPO
PRESENTED BY UNITED AIRLINES
IMAGE: IMAGES BY LANI

CHAIR
AMBER BRIERLY

Mentorship is more than guidance—it's a lifeline for LGBTQ+ individuals navigating a complex and often non-inclusive industry.

In 2024, our mentorship committee initiated a full program audit to eliminate unverified and non-active members from the program, resulting in a statistical decrease in overall participation numbers from 2023.

The committee next worked tirelessly on better connecting members across experience levels and specialties with the launch of connection requests. A resulting dip in numbers from 2023 is a byproduct of prioritizing enrollment accuracy and upgrading the program's quality.

With the program audit and improved connection criteria, a deeper engagement with stronger goal tracking has emerged for members, creating a 53% increase in completed mentorship meetings.

294

TOTAL MATCHES

This reflects a 34% decrease from 2023 due to a full program audit and strategic shift toward intentional, high-impact pairings and connection requests.

231 Mentors

A 22% increase over 2023 facilitated by increased mentor engagement and dual-role flexibility.

237 Mentees

A strengthened focus on verified, actively engaged members dwindled this number by 19% over 2023.

167 Completed Pairings

Since the mentorship program inception.



THE NGPA AT DFW AIRPORT
IMAGES: DFW AIRPORT

ADVOCACY

The NGPA's voice remains strong on the front lines of inclusion, representation, and LGBTQ+ rights in aviation. In 2024, our Advocacy Committee continued driving meaningful, industry-wide change by elevating lived experiences, sharing data-informed insights, and equipping our partners with practical tools to foster inclusive environments.

A major highlight this year was the 2024 Aviation Inclusion Summit, which brought together 120 registered attendees from across the aviation industry—HR professionals, DEI leaders, executives, and flight department managers. Through targeted sessions and panel discussions, the Summit provided tools, strategies, and real-world case studies that underscored the urgent need for inclusive practices across all sectors of aviation.

In addition, we introduced our Upstander Guide—a one-page resource distributed to business members—to support allies in creating more respectful and affirming workspaces for LGBTQ+ colleagues.

Our 2024 Industry Expo and Winter Warm-Up also featured a range of impactful advocacy programming, including session on DEI, understanding mental health barriers in aviation, and the importance of language, identity, and representation in flight departments and training environments.

In a climate where LGBTQ+ rights remain under pressure, NGPA remains firm, informed, and unrelenting in our mission—defending our members and building a more inclusive and equitable industry for all.

Over 200,000 passengers move through DFW airport daily, which statistically speaking, means about 17,500 LGBTQ+ individuals each and every day.

219
COMPLETED
APPLICATIONS



ALEX



AMBER



THOMAS



HENRY



NOAH



BENJY



MAX



TAYLOR



OLIVIA



COMPTON



DEVON



SAMIHA



ASHLEY



KAITLYNN



ANDI



REYA



SHANLEY



ALEX



JERRY



CHARLES



DAIKI



CHIHARU



AMANDA



JARED



BEAU



JOSHUA



OLIVER

CLASS OF 2024 SCHOLARSHIPS

In 2024, NGPA proudly awarded over \$400,000 in scholarships to aspiring LGBTQ+ aviation community members, reinforcing the organization's mission of building, supporting, and uniting the LGBTQ+ aviation community. With applications coming in from across the globe, the NGPA continues to be a vital source of support for those within the LGBTQ+ community pursuing aviation education and training.

\$400k+



BAILEY



ADAM



RYAN



BRENDAN



JOE



ASH

33 RECIPIENTS



THE NGPA AT PALM SPRINGS
IMAGE: NGPA

UNIVERSITY CHAPTERS

23 ACTIVE STUDENT CHAPTERS

In 2024, THE NGPA deepened its investment in student engagement by expanding our university chapter network and creating new, meaningful leadership opportunities for LGBTQ+ students pursuing aviation careers. With a focus on support, connection, and professional development, we worked to ensure students feel empowered both on campus and within the broader industry.

We proudly supported our **largest number of active university chapters to date**—offering resources, training, and connections to help students build inclusive aviation communities at their schools. A major milestone in this effort was the launch of the NGPA’s first-ever student summit in November. This event welcomed 81 student attendees for a day of programming tailored to their needs.

With collaboration from our events and mentorship committees, university chapters engaged in programming and supported the NGPA’s broader support for student development. Investing in students today shapes a more welcoming, equitable, and innovative aviation industry in the future.

THE NGPA STUDENT SUMMIT
IMAGES: NGPA

CHAIR
DAVID NELSON



MARKETING AND PUBLICATIONS

Utilizing multiple platforms—print, digital, and social media—enables the NGPA to effectively reach and engage its diverse populations (with varied preferences) and ensure accessibility and inclusivity. Print media offers credibility and permanence, digital platforms provide depth and interactivity, while social media delivers immediacy and broad reach. This multi-channel approach maximizes visibility, reinforces messaging through repetition, and allows for tailored content to suit each medium. It also increases the likelihood of audience engagement, fosters stronger connections, and enhances the organization’s impact, essential for relevance and sustained audience attention in a media-rich environment.

MARKETING COMMITTEE CHAIR
TAYLOR RAWLEY

The marketing committee ushered in a huge era of growth this year while striving to reach new audiences across multiple platforms. The *On the Fly* (OTF) newsletter, our monthly email publication, continues to be the up-to-date source of events, information, and updates from leadership. Under the helm of Taylor Rawley, OTF reached a record 61% open rate in October. Engagement from individual chapters has also reached an all-time high. A 70% open rate is the goal for 2025.

In addition to the newsletter, the marketing committee worked on site at the Aviation Inclusion Summit and student summit to publicize event awareness to our social media followers in the larger aviation community.

The NGPA social media presence finished the year with over 13k followers on Instagram alone. Posts aimed to highlight our spectacular community, industry-leading events, and aviation news that impacts members. We aim to make the most engaging and useful publications possible and continually seek input that makes our offerings work best for members.



Record year: social media posts reached nearly 5M accounts across multiple platforms. The above image reached a record-setting 11K and received 660+ likes, 8 comments, and was shared 74 times.



Record year: Over 14,000 issues of *Contrails* magazine directly reached 85% of active NGPA members in 2024.

EDITOR-IN-CHIEF, *CONTRAILS*
THOM BARBOUR

The quarterly, members-only *Contrails* magazine distributed over 14,000 copies in 2024. The organization’s printed, opt-in publication written by members for members continues to build, support, and unite the LGBTQ+ aviation community by holding space for thoughtful, in-depth features that highlight NGPA events and the inner workings of various populations of the NGPA community at home and abroad.

2024 Highlights

- Q1** Women’s mental health, scholarships, local and university chapter growth, local chapter events, inclusive airline uniforms
- Q2** NOAA hurricane hunters, transgender/nonbinary social, mentor program
- Q3** Pilot fatigue, emigrating for success, flight deck fears for LGBTQ+ pilots, business aviation, police air support, ally-ship
- Q4** Hurricane relief flights, FAA master aviator member, trans in ATC, aviation inclusion summit, local chapter events

2024 DEVELOPMENT

The NGPA's work is made possible by the generosity of our donors. Your support fuels every aspect of our mission—from scholarships and mentorship to peer support, advocacy, and education. In 2024, donor contributions directly empowered our programs, strengthened our community, and expanded opportunities for LGBTQ+ individuals across the aviation industry.

We extend our heartfelt thanks to all the donors listed below. Your commitment ensures that NGPA can continue to serve, uplift, and advocate for our members year-round.

THANK YOU!

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