Understanding the AOPA 2025 Form 990 Filing

Questions? Please email 990@aopa.org

Each year, AOPA and the AOPA Foundation file IRS Form 990s and post them on our website. These public filings show how nonprofit organizations like ours are funded, how they use their resources, and how they support their missions. The information on these 990s is presented differently than an annual report or consolidated audited financial statements, so this summary will review key numbers and what they mean.

AOPA's 990

AOPA is a 501(c)(4) not-for-profit corporation. This gives AOPA the freedom to lobby for causes and engage with political candidates to further its mission. However, it also means that donations to AOPA are not tax deductible.

One of the most important numbers for AOPA, or any organization, is revenue, which totaled $47.6 million in 2025.

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	1,936,279.	1,898,916.
9	Program service revenue (Part VIII, line 2g)	20,409,718.	19,543,886.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	8,912,770.	13,508,106.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	13,524,206.	12,661,757.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	44,782,973.	47,612,665.

Member dues, which accounted for $18.5 million of the $19.5 million in Program Service Revenue last year, are the single largest source of revenue for AOPA. The rest of that revenue came from the eFIRC course, the sale of airport data, and event registrations. It may be worth noting that not all members are represented by the "member dues" number. For example, lifetime members pay a one-time fee, which appears as revenue over twenty years, and youth ages 13-20 receive membership at no charge. Other factors, such as special memberships for active-duty military, monthly memberships, and three-month free trials also impact membership dues revenue.

			Business Code		
Program Service Revenue	2 a	MEMBERSHIP DUES	900099	18,474,720.	18,474,720.
	b	EDUCATIONAL COURSES	900099	755,802.	755,802.
	c	AIRPORT DATA	900099	207,131.	207,131.
	d	EVENT REGISTRATION	900099	106,233.	106,233.
	e				
	f	All other program service revenue			
	g	**Total.** Add lines 2a-2f		19,543,886.	

AOPA also received $2.2 million in royalties from sponsorships, life insurance products, an affinity credit card program, and other member benefits programs.

5	Royalties	2,207,873.		2,207,873.

Other revenue sources included $6.2 million in cost sharing revenue for functions provided by AOPA team members to affiliated entities, including $2.6 million from the AOPA Foundation. Those shared functions include legal, finance and accounting, data analytics, facilities, human resources, information technology infrastructure, and advertising space in AOPA's publications. An additional $4.3 million in advertising income was earned from external advertisers.

Miscellaneous Revenue		Business Code				
11 a	COST SHARING	900099	6,183,111.			6,183,111.
b	ADVERTISING INCOME	511190	4,324,295.		4,324,295.	
c						
d	All other revenue					
e	**Total.** Add lines 11a-11d		10,507,406.			

AOPA received $1.9 million in contributions and grants in 2025, including a $1.5 million grant from the AOPA Foundation that supports the Air Safety Institute, the work of the 2,300 Airport Support Network volunteers, and other mission-aligned programs. The remaining $400,000 in contributions came from the AOPA aircraft sweepstakes program.

Contributions, Gifts, Grants and Other Similar Amounts							
1 a	Federated campaigns	1a					
b	Membership dues	1b					
c	Fundraising events	1c					
d	Related organizations	1d	1,500,000.				
e	Government grants (contributions)	1e					
f	All other contributions, gifts, grants, and similar amounts not included above	1f	398,916.				
g	Noncash contributions included in lines 1a-1f	1g	$				
h	**Total.** Add lines 1a-1f			1,898,916.			

AOPA recorded $13.5 million in investment income in 2025, with investments totaling $143.7 million at the end of the year. AOPA's investments have grown to current levels primarily due to AOPA selling an insurance agency for $20 million in 2018, an affinity and financing commission program that no longer exists, and strong net investment returns over the past two decades. Having significant reserves allows AOPA to invest in things like member engagement, advocacy, and technology that may not be fully covered by member dues. Reserves also ensure that AOPA has the resources readily available to keep fighting for general aviation, even in the face of major disruptions like an extended economic downturn or pandemic.

11	Investments - publicly traded securities	38,414,379.	11	53,902,280.	
12	Investments - other securities. See Part IV, line 11	87,739,058.	12	89,784,502.	

Salaries and benefits of $23 million were the largest expense, which is typical for a service-oriented membership organization like AOPA. AOPA's team consisted of 166 people in 2025, including the Government Affairs staff that operates out of AOPA's Washington, DC office.

Expenses				
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	675.	3,000.	
14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.	
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	22,803,660.	23,014,843.	
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.	
b	Total fundraising expenses (Part IX, column (D), line 25) 561,240.			
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	20,208,874.	19,546,577.	
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	43,013,209.	42,564,420.	
19	Revenue less expenses. Subtract line 18 from line 12	1,769,764.	5,048,245.	

In all, more than $39 million (92%) of AOPA's 2025 expenses of $42.6 million focused on delivering program services.

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Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	3,000.	3,000.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	5,875,375.	5,766,208.	109,167.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	13,354,219.	12,577,809.	776,410.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,004,233.	941,424.	62,809.	
9 Other employee benefits	1,556,826.	1,454,456.	102,370.	
10 Payroll taxes	1,224,190.	1,161,671.	62,519.	
11 Fees for services (nonemployees):				
a Management				
b Legal	138,761.	130,250.	8,511.	
c Accounting	216,460.	201,040.	15,420.	
d Lobbying	148,000.	148,000.		
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	470,726.		470,726.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,448,558.	2,348,451.	55,398.	44,709.
12 Advertising and promotion	1,624,045.	1,319,892.		304,153.
13 Office expenses	3,069,283.	2,762,086.	103,022.	204,175.
14 Information technology	2,911,302.	2,744,127.	166,436.	739.
15 Royalties				
16 Occupancy	642,608.	206,241.	436,367.	
17 Travel	1,283,266.	1,275,634.	3,866.	3,766.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,304,892.	1,304,643.	63.	186.
20 Interest	89,746.	83,353.	6,393.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,281,121.	1,118,874.	162,247.	
23 Insurance	503,516.	478,689.	24,827.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a MAGAZINE PRODUCTION	1,261,685.	1,261,685.		
b RENTALS	527,809.	435,668.	92,141.	
c DUES LICENSES & SUBS.	338,628.	324,508.	14,120.	
d REPAIRS & MAINTENANCE	267,766.	262,135.	2,119.	3,512.
e All other expenses	1,018,405.	999,282.	19,123.	
25 Total functional expenses. Add lines 1 through 24e	42,564,420.	39,309,126.	2,694,054.	561,240.

AOPA's 2025 Form 990 also lists the top five highest compensated independent contractors. These included contractors used for magazine, IT infrastructure, outreach events, investment management, and membership engagement. Using contractors to provide these services gives us a cost-effective way to access specialized tools and capabilities, like magazine printing.

(A) Name and business address	(B) Description of services	(C) Compensation
QUAD GRAPHICS INC. P.O. BOX 842858, BOSTON, MA 02284-2858	MAGAZINE PRINTING	1,370,766.
1888 WORKSHOP LLC 230 MENDON CENTER ROAD, PITTSFORD, NY 14534	SHOW/CONVENTION PRODUCTION	598,378.
SALESFORCE.COM INC. P.O. BOX 203141, DALLAS, TX 75320-3141	SOFTWARE DEVELOPMENT	371,177.
CAMBRIDGE ASSOCIATES, LLC P.O. BOX 412015, BOSTON, MA 02241-2015	INVESTMENT MANAGER	354,084.
MEMBERSHIP MARKETING PARTNERS, 11250 WAPLES MILL RD, ST 310, FAIRFAX, VA 22030	MARKETING AGENCY	234,000.

AOPA strives to attract and retain top talent to serve our members, but 2025 was a particularly expensive year for executive compensation, in large part because of deferred retirement payments.

After almost 12 years at the helm, Mark Baker retired in 2025. As reflected in Schedule J, Mark received his regular salary for the first six months of 2025, shown in the first column labeled Base Compensation. He also received his earned bonus for the year, shown in the next column. In addition, Mark's retirement triggered the distribution of his non-qualified 457(f) retirement plan, which had been accruing annually during his tenure. As part of his contract, he also received a final payment when he retired. These two payments are reflected in the last section of Column B labeled Other Reportable Compensation. Both were the result of his long service to the organization.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MARK R. BAKER	(i)	471,402.	971,009.	2,154,251.	10,850.	8,299.	3,615,811.	525,000.
CEO/PRESIDENT (THRU 06/25)	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) DARREN L. PLEASANCE	(i)	656,827.	32,103.	9,832.	26,425.	1,914.	727,101.	0.
CEO/PRESIDENT (AS OF 01/25)	(ii)	0.	0.	0.	0.	0.	0.	0.

To make sure that deferred compensation is not counted twice—once in the year it is accrued and again in the year it is paid out—the IRS requires organizations to list any payments reported in Column B that were already reported on prior year Form 990s in Column F. In this case, the $525,000 in Column F was from prior years, not 2025. To support a smooth leadership transition and provide continuity for the mission, Mark's service overlapped with that of incoming President and CEO Darren Pleasance. In contrast to the amounts listed for Mark that include compensation earned through his long tenure at AOPA, Darren's reported 2025 compensation is tied to his one year of service and reflects his annual contribution to AOPA.

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CEO/PRESIDENT (AS OF 01/25)	(ii)	0.	0.	0.	0.	0.	0.	0.

Like any tax filing, AOPA's 2025 Form 990 is a snapshot that reflects where the organization was at that time. Since then, AOPA has made changes that recognize the challenges of the past and focus on delivering a stronger future for general aviation. Today, we have new Board leadership and updated bylaws that include term limits, give members a voice in who serves on our Board, and make electronic voting possible. We are committed to continuing to provide information, like this analysis, that gives members greater insight into AOPA's health and direction.

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