



INTELLIGENCE AND
NATIONAL SECURITY
ALLIANCE

20

ANNUAL REPORT



*Building a Stronger
Intelligence Community*

25



ABOUT INSA

The Intelligence and National Security Alliance (INSA) is the leading nonpartisan, nonprofit association dedicated to strengthening collaboration across the public, private, and academic sectors to address the nation's most pressing intelligence and national security challenges.

With more than 180 corporate members, INSA brings together current and former senior intelligence, defense, and national security leaders, along with experts from industry and academia, to advance practical solutions that drive mission success.

Through its policy programs, leadership initiatives, and powerful events, INSA provides trusted forums for dialogue, partnership, and professional growth.

Learn more about the work we do at [INSAonline.org](https://www.insaonline.org).

INSA CHAIRWOMAN // Letitia A. Long

INSA 2025 BOARD OF DIRECTORS

Megan Anderson, PhD	David Appel	LTG Scott D. Berrier, USA (Ret.)
Linda Bixby, PhD	John DeSimone	Barbara Haines-Parmelee
Gordon Hannah	Jennifer Krischer	Michael LaRouche
Christina Mancinelli	Cynthia Mendoza, PhD	Bill Pessin
Todd Probert	David Ray	Vernon Saunders
Jen Sovada	Roy Stevens	

SENIOR INTELLIGENCE ADVISORS

The Hon. Charles Allen

The Hon. Sue Gordon

INSA STAFF

Suzanne Wilson Heckenberg
President

John Doyon
Executive Vice President

Erin Harroun
Vice President for Development

Allie Bailey
Events Manager

Lindsay Heisler
Senior Manager for Strategic Programs

Hailey Hoffman
Administrative and Policy Assistant

Nicole Leung
Marketing & Communications Manager

Peggy O'Connor
Director, Communications & Policy

Anna Philmlee
Membership Manager

Toya Rich
Director, Meetings and Events

Letter from Tish & Suzanne

We are proud to share the Intelligence and National Security Alliance (INSA) Fiscal Year 2025 Annual Report, marking another year of remarkable growth, record participation, and meaningful impact across the intelligence and national security community.



From October 2024 through September 2025, INSA deepened collaboration among the public, private, and academic sectors to advance practical solutions to today's most pressing intelligence and national security priorities. This shared mission continues to define who we are and why we exist: to strengthen trust, foster innovation, and build enduring partnerships.

This year, INSA membership reached a record 180 corporate members, including 42 new organizations, reflecting strong engagement from both long-standing industry partners and emerging innovators. Our expanding membership base demonstrates the growing value IC professionals see in being part of the INSA community.

FY25 was also a landmark year for program participation. Across 28 events, INSA welcomed more than 11,000 registrants, a testament to the relevance and impact of our programming. The 40th William Oliver Baker Award Dinner brought together over 700 leaders to honor former CIA Director The Hon. William J. Burns, while the Intelligence and National Security Summit, co-hosted with AFCEA, set new records with more than 2,100 attendees and a sold-out exhibit hall.

We also expanded our classified programming, hosting four TS/SCI discussions with senior leaders from NSA, NGA, NRO, DIA, and the U.S. Space Force. These sessions provided trusted, mission-focused dialogue that strengthened collaboration across the intelligence enterprise.

Our policy councils remained the backbone of INSA's thought leadership, convening more than 1,200 participants through 37 meetings and releasing timely publications on AI and insider risk and an impactful op-ed on clearance reform. These efforts reinforce INSA's role as a convener of expertise and a catalyst for actionable solutions.

Beyond the Beltway, our inaugural Common Threads Charlottesville drew over 300 participants, underscoring the region's growing role as a national security hub and INSA's commitment to expanding engagement nationwide.

The INSA Foundation continued to invest in the future of the intelligence workforce, awarding \$60,000 in scholarships to eight outstanding undergraduate and master's students pursuing intelligence and national security careers.

Looking ahead, we will build on this momentum through expanded classified programming, deeper regional engagement, and new initiatives that elevate member impact and advance solutions to emerging challenges.

We are deeply grateful to our members, sponsors, and partners for their trust, leadership, and unwavering support. Together, we are advancing a more unified and resilient intelligence and national security community.

With appreciation,



Letitia A. Long
INSA/INSF Chairwoman



Suzanne Wilson Heckenberg
INSA/INSF President

Membership

EXPANDING OUR COMMUNITY,
DEEPENING OUR IMPACT



At INSA, you feel part of a community that genuinely cares about the mission and the people doing the work. For us, membership is a no-brainer.



In FY25, INSA welcomed 42 new organizational members, including 22 small businesses and several member upgrades, bringing total membership to a record 180. This growth reflects INSA's continued value as a trusted community for collaboration among government, industry, and academia.

From defense and intelligence to space, AI, and technology, members drove meaningful dialogue across INSA councils, events, and thought leadership initiatives. Their collective insights strengthened partnerships and advanced practical solutions to national security challenges.

A RECORD NUMBER OF INSA MEMBERS!

New Members – 42

FY25 Total Members – 180

FY24 Total Members – 175

FY23 Total Members – 155

FY22 Total Members – 146



Events

28

EVENTS

FY25 set new records for attendance and engagement!

From sold-out SCIF After Hours to record-breaking Summit and Baker Dinner attendance, this year brought together mission-focused professionals from across the community, highlighting the critical role collaboration plays in strengthening national security.

CHARLIE ALLEN ACHIEVEMENT AWARDS

CELEBRATING THE NEXT GENERATION OF MISSION LEADERS!

The **15th Annual Charlie Allen Achievement Awards** honored six early-to-mid-career professionals whose integrity, innovation, and dedication strengthened the intelligence, defense, and homeland security communities.



CIA Deputy Director for Digital Innovation **Juliane Gallina** delivered inspiring remarks that set the tone for an evening of celebration and distinction.

SPRING SYMPOSIUM

DRIVING INNOVATION THROUGH DIALOGUE

More than 300 professionals attended our annual **Spring Symposium** for a day of keynotes, panels, and ignite rounds examining AI integration, technology acquisition, and counterintelligence challenges.



It was great to interact with senior leaders across government. The symposium offered creative ideas and practical solutions to tackle our shared tech challenges.

The program fostered collaboration, encouraged forward thinking on how innovation is reshaping mission delivery, and, as INSA events are known for, provided generous time for meaningful networking and relationship building.

11,424

REGISTRANTS

157

SPEAKERS

TRANSFORMING TALENT FOR TOMORROW

Now in its eighth year, **The New IC** Symposium welcomed more than 200 early- to mid-career professionals for a half-day program built around the theme Adapt, Innovate, and Lead. Through a fireside chat, engaging discussions, and ignite rounds, participants shared lessons learned, discovered new ideas, and reflected on what it means to grow and lead in national security.

THE NEW IC



The program was incredibly motivating from a career development standpoint. I left feeling inspired to be the light and make a difference. I also loved seeing so many women in leadership—thank you for that!



Celebrated as the community's premier gathering for emerging leaders, The New IC continues to strengthen connections, inspire career growth, and build a more resilient intelligence workforce.

TRUSTED FORUMS FOR CANDID, MISSION-FOCUSED DISCUSSIONS

INSA expanded its classified programming with one **SCIF After Hours** and three **TS/SCI panel discussions**. In addition, two Common Threads programs included classified sessions, extending these high-level dialogues to regional audiences. Together, these events drew more than 900 attendees for open, mission-driven discussions on cyber defense, space operations, and AI integration.



Mark Chatelain, NSA



Heather Chelson, NSA



Gabe Chiulli, Enterprise Cloud Mgmt Agency



Dave Luber, NSA



Zeke Maldonado, DHS



Maj Gen Chris Povak, USSF, NRO



Peter Ranks, CIA



Greg Ryckman, DIA



Mark Sullivan, NSA

CONVERSATIONS THAT CONNECT THE COMMUNITY

INSA's **Coffee & Conversation** webinars continue to bring together senior intelligence leaders for candid, mission-focused discussions. In FY25, ten virtual sessions drew nearly 5,000 participants, providing a direct line to government leaders in an accessible, interactive setting.

A SPECIAL THANKS TO OUR SPONSORS!



VIRTUAL



TS/SCI CLASSIFIED PROGRAMS

CONNECTING LEADERS, STRENGTHENING PARTNERSHIPS

INSA **Leadership Dinners** continued to serve as a cornerstone for trusted engagement across the intelligence community. More than 1,100 participants attended these powerful programs featuring senior leaders from DIA, NRO, and the U.S. Space Force.

These events offered strategic insights into mission priorities and challenges while fostering genuine connections that strengthen collaboration and trust across the community.



The Leadership Dinner was a wonderful opportunity to hear honest insights from senior government leaders and connect with people who truly value collaboration and community.



NOV 2024

Lt Gen Jeffrey Kruse, USAF
DIA



MAR 2025

The Hon Christopher Scolese
NRO



JUL 2025

Gen Michael Guetlein, USSF
U.S. Space Force

INTEL SUMMIT 2025: A RECORD-BREAKING YEAR

Co-hosted by INSA and AFCEA, the **Intelligence and National Security Summit** reached new heights in FY25, welcoming more than 2,100 professionals to the Gaylord National Resort. The two-day program featured plenaries, breakout sessions, lightning talks, a **sold-out exhibit hall**, and a packed job fair connecting top talent with employers across the intelligence and national security enterprise.



BUILDING BRIDGES BEYOND THE BELTWAY

INSA's **Common Threads** series continued to strengthen regional engagement, connecting intelligence professionals with national leaders in Alabama, Colorado, and Fort Meade.



Each program fostered open dialogue on mission priorities while providing valuable networking and learning opportunities. The pre-event career fairs, hosted in partnership with ClearanceJobs, connected cleared professionals with top recruiters across the intelligence and national security communities.

COMMON THREADS



+ NEW THIS YEAR

Common Threads expanded to **Charlottesville, Virginia**, an emerging hub for national security innovation, research, and workforce development. The event drew more than 300 participants and featured conversations on advancing GEOINT, AI, and analytical capabilities, as well as the future of the Rivanna Futures Project and the Intelligence and National Security Innovation Acceleration Campus.

HONORING A LIFETIME OF LEADERSHIP & SERVICE!



More than 700 leaders from the intelligence, defense, and national security communities gathered on July 26 at the Omni Shoreham Hotel in Washington, DC, to celebrate the **40th William Oliver Baker Award Dinner**. The evening recognized **The Hon. William J. Burns**, former Director of the Central Intelligence Agency, for his extraordinary leadership, distinguished public service, and lasting impact on the intelligence profession.



The Baker Dinner is always a special night. It's more than an awards ceremony; it's a chance to reconnect, reflect, and celebrate the people who dedicate their lives to the mission.



WILLIAM OLIVER BAKER AWARD DINNER

Thought Leadership

COUNCILS & SUBCOMMITTEES

INSA's eight policy councils and subcommittees continued to advance key national security priorities through the development of white papers, op-eds, and podcasts.

ACQUISITION MANAGEMENT

CYBER

INTELLIGENCE CHAMPIONS

LEGAL AFFAIRS

SECURITY POLICY REFORM

— INSIDER THREAT SUBCOMMITTEE

TECH & INNOVATION

— AI SUBCOMMITTEE

White papers and op-eds on topics such as AI and Insider Risk Management, insider theft of national security technologies, and clearance modernization reflected INSA's ability to bring together experts to tackle shared challenges. From shaping policy discussions to informing operational approaches, INSA's thought leadership remains a trusted resource for the community.

37 COUNCIL MEETINGS

1,200+ PARTICIPANTS

30 GUEST SPEAKERS

INFORMING

DECISION-MAKERS



THE PRESIDENTIAL TRANSITION MEMO

Building a Secure Tomorrow outlined considerations for the new administration to help strengthen the intelligence enterprise.



AI ACTION PLAN RECOMMENDATIONS

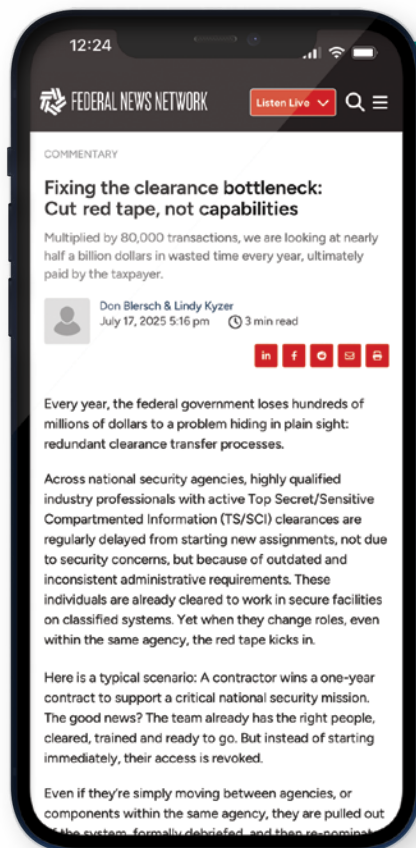
The AI Subcommittee provided feedback to the Office of Science and Technology Policy on its AI Action Plan, emphasizing the importance of interoperability, workforce development, and public-private collaboration.

OP-EDS

FIXING THE CLEARANCE BOTTLENECK: CUT RED TAPE, NOT CAPABILITIES

July 17
Federal News Network

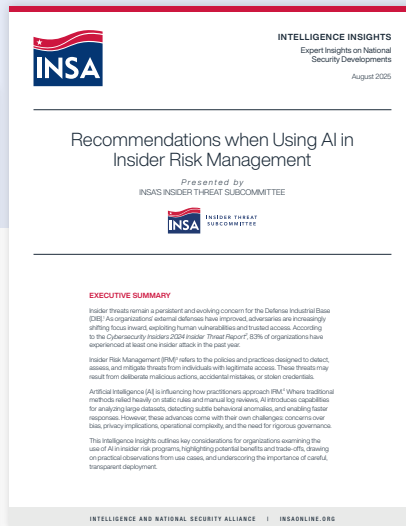
The July op-ed, *Fixing the Clearance Bottleneck: Cut Red Tape, Not Capabilities*, by [Security Policy Reform Council Chair Don Blersch](#) and [Vice Chair Lindy Kyzer](#), appeared in *Federal News Network*. It emphasized the need to modernize and standardize clearance transfer processes across agencies so the intelligence workforce can move efficiently where it is most needed, strengthening mission agility and reducing administrative barriers.



WHITE PAPERS

COUNTERING
INSIDER THEFT
OF NATIONAL
SECURITY
TECHNOLOGY

INSA's **Insider Threat Subcommittee** released a white paper examining the growing risk of insider-enabled intellectual property theft targeting U.S. national security technologies. The paper outlines how foreign adversaries, particularly the CCP, are increasingly using cyber and human intelligence operations to gain access to sensitive innovations developed outside the traditional classified space.

RECOMMENDATIONS WHEN
USING AI IN INSIDER RISK
MANAGEMENT

In August, the Insider Threat Subcommittee released an Intelligence Insights paper that examined how AI can support early detection of risky behaviors and accelerate response to potential insider threats. The publication underscored the importance of balancing technological innovation with ethical use, human oversight, and clear governance frameworks.



ICC PODCAST

REAL CONVERSATIONS.
REAL CAREER LESSONS.

The **Intelligence Career Conversations** podcast continued to grow in popularity and impact over the past year, offering listeners authentic insights and practical advice from leaders across government, industry, and academia. In FY25, the Intelligence Champions Council released 29 new episodes featuring honest discussions, lessons learned, and guidance for those navigating careers in intelligence and national security.

SUBSCRIBE TODAY!

Apple
Podcasts

Spotify



+ NEW THIS YEAR

A new joint council podcast, **The Unredacted Resume**, focused on in demand job skills, interview tips, resume writing, transitioning from federal service, and more!

COMING IN 2026!

Stay tuned! In 2026, INSA Councils will launch **The All Source Podcast**, a new series of council-led conversations examining key intelligence and national security issues. Each 6–8 episode series will spotlight a priority area, from the AI Action Plan to the latest developments in data and analytics.



Intelligence & National Security Foundation

INVESTING IN THE NEXT GENERATION OF
INTELLIGENCE PROFESSIONALS



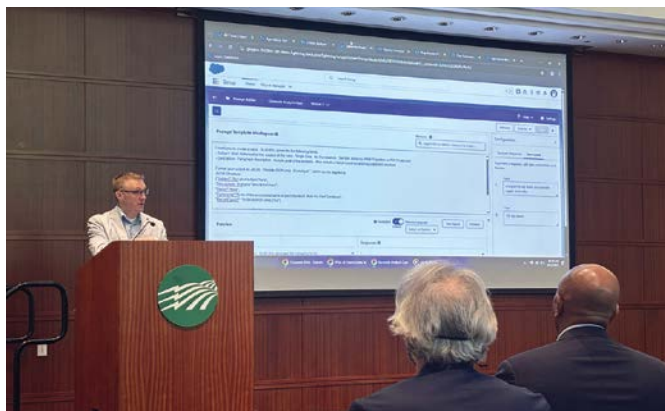
The Intelligence and National Security Foundation (INSF) continued to advance its mission of supporting the next generation of intelligence and national security leaders through scholarships, educational programming, and partnerships that strengthen the workforce pipeline.

+ NEW THIS YEAR

AI SKILLS-BUILDING WORKSHOP

In FY25, the INSA Foundation launched its **AI Foundations: Skills-Building Workshop** to strengthen AI literacy.

The half-day program, underwritten by Knexus and Salesforce, offered government, military, industry, and academic professionals' practical insights into AI capabilities and mission applications. This new series underscores the Foundation's commitment to advancing workforce readiness and mission-driven innovation.



Thank you to our underwriters!

KNEXUS

salesforce

2025 SCHOLARSHIP RECIPIENTS

In FY25, the Foundation awarded **\$60,000 in scholarships** to **eight** outstanding undergraduate and graduate students pursuing careers in intelligence and national security. Since 2021, the Foundation has awarded \$210,000 in scholarships.

INVESTING IN THE FUTURE OF THE IC WORKFORCE

*Master's Scholarships
Underwritten by*

NIGHTWING



**Hannah
McCoy**

Johns Hopkins
University



**Erin
Naumann**

George
Washington
University



**Buckley
DeJardin**

Carnegie
Mellon
University



**Raven
Dukane**

Georgetown
University

LETITIA A. LONG INTELLIGENCE SCHOLARSHIP



Sarah Curry

Coastal
Carolina
University

GOVERNOR THOMAS J. RIDGE ENDOWED SCHOLARSHIP



**Gauri
Niwargi**

Embry-Riddle
Aeronautical
University

LTGEN VINCENT R. STEWART, USMC – INTELLIGENCE CAREER PATHWAYS SCHOLARSHIP



**Imran
Hussein**

Virginia Tech
University

RGI SCHOLARSHIP

Underwritten by

rgi



**Khris
Gonzalez
Pebe**

University
of Southern
California

Thank You to Our President's Circle Members!



BAE SYSTEMS

**Booz
Allen**

Deloitte.

GDIT



LOCKHEED MARTIN 



NIGHTWING



Peraton

SAIC

T **T-MOBILE
FOR GOVERNMENT**

Thank You to Our FY25 Event Sponsors!





INTELLIGENCE AND
NATIONAL SECURITY
ALLIANCE

2 0 2 5



Learn more about the work we do.

INSAonline.org