



INTELLIGENCE AND
NATIONAL SECURITY
ALLIANCE

*Building a Stronger
Intelligence Community*

20
24



ANNUAL REPORT



ABOUT INSA

The Intelligence and National Security Alliance (INSA) is the leading nonpartisan, not-for-profit association that fosters collaboration among the public, private, and academic sectors to collectively address critical national security priorities.

INSA has more than 175 corporate members and includes current and former high-ranking intelligence, military, and government agency leaders, analysts, and experts from across industry and academia.

INSA programs and policy councils offer invaluable opportunities to showcase your thought leadership and expand your professional network.

For more information, visit [INSAonline.org](https://www.insonline.org).

INSA CHAIRWOMAN // Letitia A. Long

INSA BOARD OF DIRECTORS

David Appel

Dr. Linda Bixby

Maria Demaree

John DeSimone

Maisha Glover

Barbara Haines-Parmelee

Gordon Hannah

Dr. Stephen Homeyer

Jennifer Krischer

Michael LaRouche

John McNiff

Al Perez

Dr. Isaac Porche

Todd Probert

Janet Rathod

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

Bishop Garrison
Vice President for Policy

Jeff Lavine
Vice President for Development and Management

Allie Bailey
Events Coordinator

Lindsay Heisler
Fellow

Lauren Hewa
Administrative and Policy Assistant

Nicole Leung
Marketing & Communications Manager

Peggy O'Connor
Director, Communications and Policy

Toya Rich
Director, Meetings and Events

Adele Smith
Membership Manager

Leadership Letter

We are proud to share the Intelligence and National Security Alliance (INSA) FY 2024 Annual Report, celebrating a year of remarkable growth, innovation, and steadfast commitment to our mission. From October 2023 to October 2024, INSA expanded its reach and influence, strengthening public-private-academic partnerships to address the evolving needs of the intelligence community and drive solutions to pressing challenges.



This year, we welcomed 44 new corporate members, a 38% increase over last year, bringing our membership to a record 175. Among these, we added 23 small businesses, reflecting a 21% growth in this critical segment.

Our commitment to engagement and thought leadership was reflected across 39 events, which drew more than 15,000 registrants and featured 208 IC and DoD leaders. Highlights included the inaugural SCIF After Hours series, which sold out both sessions, and our co-hosted Intelligence and National Security Summit with AFCEA, which set new attendance records with over 2,100 registrants.



INSA's 10 policy councils and subcommittees tackled critical issues through 35 in-person and virtual meetings attended by over 1,200 participants and 37 speakers. This year, we introduced an Artificial Intelligence subcommittee to address the evolving technology landscape and released impactful thought leadership pieces on skills-based hiring, AI-driven cyber threat detection, cybersecurity workforce shortages, and the strategic value of OSINT.

Strengthening the intelligence workforce remained central to our mission. Our New IC symposium and Future of the IC Workforce webinar series addressed key recruitment and development challenges, while our Intelligence Career Conversations podcast amplified diverse perspectives from professionals across the field.

The INSA Foundation (INSF) also made a significant impact this year, launching the LtGen Vincent R. Stewart, USMC Scholarship to support minority students pursuing careers in the intelligence and national security community. With a record \$60,000 in scholarships awarded, INSF is helping to cultivate diverse talent vital to the IC's future.

Looking forward, we are excited to build off these successes through initiatives like the expansion of our Common Threads series to Charlottesville, more classified programming, and additional thought-provoking white papers and op-eds. We are deeply grateful for the support of our members and partners, whose commitment to our mission enables us to bring together the public, private, and academic sectors in a trusted environment where best practices are shared, and innovative solutions are developed. This foundation of trust and collaboration is what sets INSA apart, allowing us to tackle our nation's most critical intelligence and security challenges together.

Thank you for your continued support of INSA. We look forward to the opportunities ahead and are grateful to have you with us on this journey.



Letitia A. Long, INSA/INSF Chairwoman



Suzanne Wilson Heckenberg, INSA/INSF President



Events

39

 EVENTS

In Fiscal Year 2024, we set new records for attendance at our marquee events, as well as maintained a diverse schedule of virtual events, and expanded our common threads and classified programs to engage colleagues nationwide!

CELEBRATING OUR EMERGING LEADERS!

The newly rebranded **Charlie Allen Achievement Awards** took place on February 16 at the Army Navy Country Club, honoring seven exemplary early-to mid-career professionals for their remarkable contributions to the intelligence, defense, homeland, and national security communities.

CHARLIE ALLEN ACHIEVEMENT AWARDS

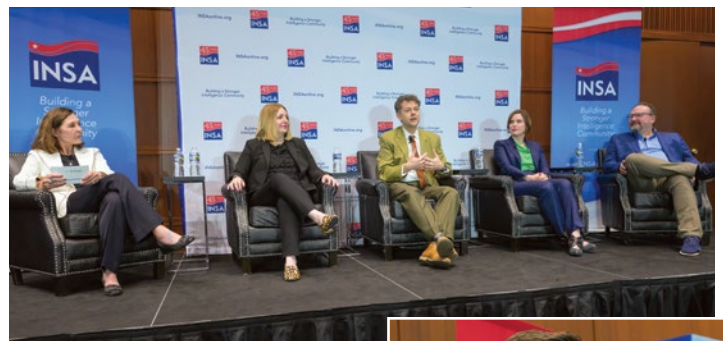


The evening kicked off with an inspiring keynote from **NGA Deputy Director Tonya Wilkerson**, setting a fitting tone for a night that celebrated the accomplishments and potential of these outstanding honorees.

TRANSFORMATIVE IMPACT OF AI ON THE IC

On April 4, INSA's **Spring Symposium** brought together 300 intelligence and national security professionals for a dynamic day filled with keynotes, panels, ignite rounds, and ample time for networking and relationship building!

SPRING SYMPOSIUM



The program opened with keynote remarks from **ODNI's Chief AI Officer John Beiler** and concluded with a fireside chat with **CIA's Sheetal Patel**. Throughout the day, attendees engaged in keynotes, panels, and ignite rounds that tackled pressing topics such as big data challenges, ethics and oversight, innovation, and the future of AI in the Intelligence Community.



208 SPEAKERS

15,174 REGISTRANTS

INSPIRATION & ACTION: BUILDING THE FUTURE IC WORKFORCE

The New IC drew over 250 attendees for an impactful day dedicated to the issues affecting women in the workforce. Kicking off with an energizing keynote from CIA CIO La'Naia Jones and closing with a fireside chat featuring The Hon. Harry Coker, the event explored ways to confront workplace challenges, strengthen connections, and inspire change.

THE NEW IC



The speakers open up and get vulnerable. It's not a New IC event if I don't cry at least once.

EXPANDED CLASSIFIED PROGRAMMING!

In FY24, INSA launched SCIF After Hours, a TS/SCI evening series for networking and direct engagement with senior IC leaders. These fireside chats, which featured robust Q&A on top agency challenges and priorities, sold out quickly, underscoring the high demand for this type of program format.

SCIF AFTER HOURS



FEB 2024

Suzanne White
Deputy Director,
DIA



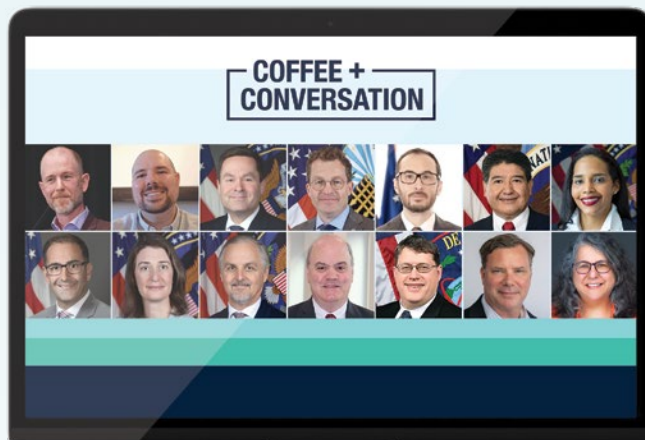
SEP 2024

Trey Treadwell
Associate Director
for Capabilities,
NGA

COFFEE & CONVERSATION SERIES



INSA's Coffee & Conversations continued to attract senior agency leaders for discussions on top issues and priorities.



In FY24 the 12 webinars drew more than 6,000 registrants!

+ NEW THIS YEAR

INSA offered four three-part #CoffeeandConvos focused on OSINT, big data, security policy, and emerging tech! Special thanks to our series sponsors:

VIRTUAL



THE POWER OF PARTNERSHIP!

INSA Leadership Dinners and Breakfasts drew over 1,500 registrants for exclusive networking and direct engagement with senior leaders.



Attendees gained firsthand perspectives into top challenges and strategic priorities, along with insights into how industry and academia can best support mission needs.



INSA brings together the best and brightest to collaborate on shared common interests to promote our national security with partners and allies.



NOV 2023

The Hon. John Sherman
DoD



DEC 2023

GEN Paul Nakasone, USA
U.S. Cyber Command/
NSA/CSS



FEB 2024

The Hon. Christopher Wray
FBI



MAR 2024

VADM Frank Whitworth, USN
NGA



JUL 2024

General Timothy Haugh, USAF
U.S. Cyber Command/
NSA/CSS

LEADERSHIP DINNER & BREAKFASTS

INTEL SUMMIT 2024: ONE FOR THE RECORD BOOKS!

INSA and AFCEA welcomed over 2,100 professionals—setting a new attendance record—at the Intelligence and National Security Summit on August 27-28 at the Bethesda North Marriott Hotel and Conference Center.



This two-day powerhouse event featured six breakout sessions, five plenaries, lightning-round discussions, a bustling career fair, and an exhibit hall filled with innovative technological solutions.

INTEL SUMMIT

ENGAGING THE IC BEYOND THE BELTWAY!

INSA's **Common Threads** programs returned to Alabama, Colorado, and Fort Meade, connecting regional intelligence professionals with national leaders to exchange insights, hear agency priorities, and foster meaningful relationships.

COMMON THREADS



HUNTSVILLE - APR 17

Janice Glover-Jones
Director for Mission Services, DIA



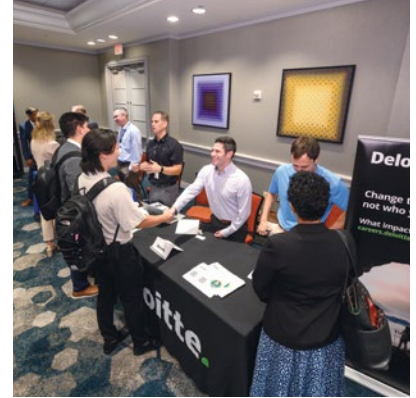
FORT MEADE - JUN 6

MajGen Melvin G. Carter, USMC
Deputy Director for Combat Support, NSA



DENVER - SEPT 11

Jenna M. Seidel
Director, NSA/CSS Colorado



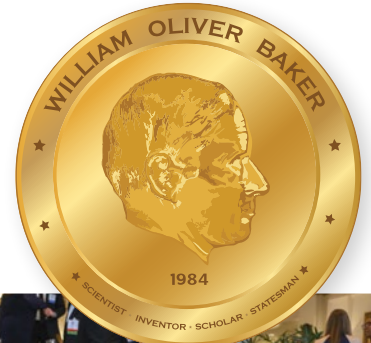
+ NEW THIS YEAR

INSA partnered with ClearanceJobs to host a **career fair** at each Common Threads location, enhancing opportunities for professional growth and career enhancement.



CELEBRATING A TRANSFORMATIVE LEADER

General Paul M. Nakasone, USA (Ret.), former Commander of U.S. Cyber Command and Director of the NSA/Chief, CSS, was celebrated at the **39th William Oliver Baker Award Dinner** on June 1, in Washington, D.C.



Attended by over 700 leaders, this must-attend event for the intelligence community celebrated General Nakasone's transformative leadership and lasting contributions to U.S. national security.

WILLIAM OLIVER BAKER AWARD



INSA continues to do an incredible job carrying on the tradition and legacy of William Oliver Baker, and it was a joy getting to celebrate this year!

Thought Leadership

COUNCILS & SUBCOMMITTEES

INSA's ten policy councils and subcommittees continued to advance key national security priorities through the development of white papers, op-eds, video, and podcasts. Our councils held **35 meetings** this past year with **1200+** participants and **37 speakers**.

ACQUISITION MANAGEMENT

CYBER

— CRITICAL INFRASTRUCTURE

INTELLIGENCE CHAMPIONS

— JEDI SUBCOMMITTEE

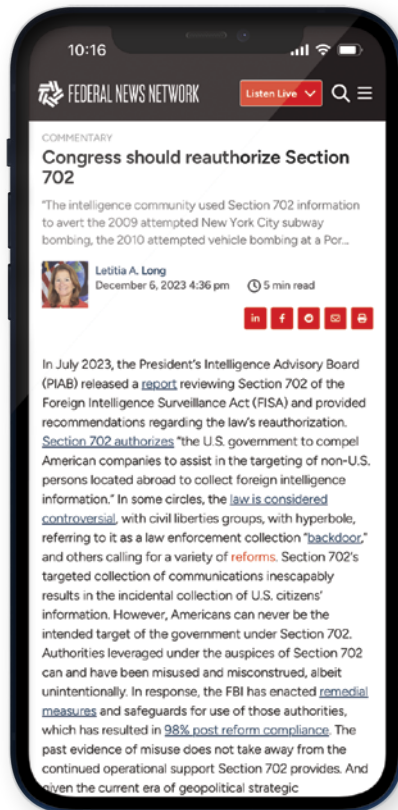
LEGAL AFFAIRS ROUNDTABLE

SECURITY POLICY REFORM

— INSIDER THREAT SUBCOMMITTEE

TECHNOLOGY AND INNOVATION

— AI SUBCOMMITTEE - **NEW!**



OP-EDS

CONGRESS SHOULD REAUTHORIZE SECTION 702

December 6
Federal News Network

INSA Chairwoman Letitia A. Long calling on Congress to reauthorize Section 702 before it otherwise lapsed in December — and do so in a way that preserves the law's full efficacy.

HOW AI CAN LEAD THE FIGHT AGAINST CYBER THREATS

May 20
Washington Technology

INSA VP for Policy Bishop Garrison and INSA Board member Janet Rathod examined how AI can serve as a force multiplier empowering cyber professionals to adapt and respond effectively in an evolving threat landscape.

ELIMINATE COLLEGE DEGREE REQUIREMENTS AND SECURE OUR NATION IN CYBERSPACE

July 2 // Federal News Network

Penned by Suzanne Wilson Heckenberg, INSA/INSF President, and David Mitchell, INSA Military Fellow, the op-ed supports National Cyber Director Harry Coker's call for the elimination of college degree requirements for cyber jobs with federal contractors.



VIDEO

TECH AND INNOVATION COUNCIL

OSINT EXPLAINER VIDEO // DECEMBER 2023

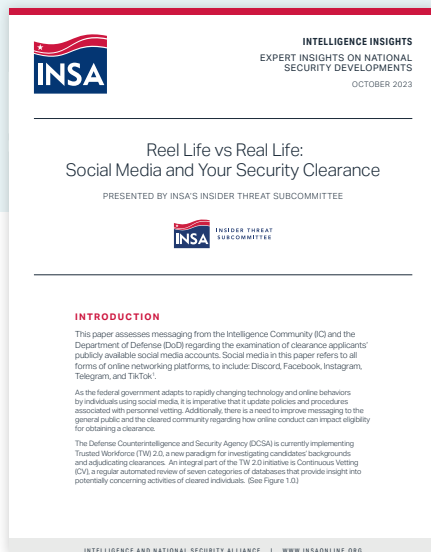
Sponsored by Janes, this video illustrated how the collection and analysis of information gather from publicly available sources can be used to understand military conflict, enhance cybersecurity, identify human trafficking data, and support the national security mission.

WHITE PAPERS

INSIDER THREAT SUBCOMMITTEE

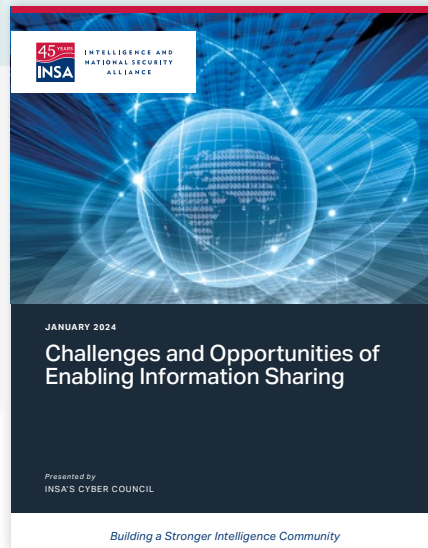
REEL LIFE VS REAL LIFE: SOCIAL MEDIA & YOUR CLEARANCE

This paper provides policy recommendations for the U.S. government to clarify how Trusted Workforce 2.0 and Continuous Vetting will address social media activities and how such activities will influence decisions regarding clearance eligibility.



CYBER COUNCIL

CHALLENGES AND OPPORTUNITIES OF ENABLING INFORMATION SHARING



This paper supports improved information sharing among private sector firms, stressing the need for timely, relevant, and detailed threat information to mitigate cyberattacks, aid in system recovery, and enhance the resilience of commercial networks.



INTELLIGENCE CAREER

CONVERSATIONS PODCAST

In FY24, the Intelligence Champions Council released 28 episodes of the popular Intelligence Career Conversations podcast! Host **Jim Donnelly** welcomed senior leaders for discussions on IC career paths; education and certification requirements, current trends and challenges, and advice and lessons learned.



Guests include leaders from INSA member companies as well as FBI, NCIS, NIU, NRO, ODNI, and OUSD(I&S).

SUBSCRIBE TODAY!



Intelligence & National Security Foundation



Over the past year, INSA's Foundation increased its offerings including a new scholarship, enhanced programming and partnerships, and development of an important white paper focused on the IC workforce.



+ NEW THIS YEAR

INSF awarded the inaugural LtGen Vincent R. Stewart, USMC—Endowed Intelligence Career Pathways Scholarship, which provides \$10,000 per year to a Black or African American undergraduate student pursuing a career in the intelligence or national security community.

+ COMING IN FY25

The launch of the Vincent R. Stewart Pathways Initiative, which will provide executive coaching, mentoring, and career development opportunities for a small cadre of undergraduate and graduate students!

+ NEW THIS YEAR

The INSA Foundation was a supporting partner of **The New IC** symposium. In partnership with the JEDI council, INSF helped shape the Blueprint for Action: Implementing the IC DEIA Maturity Model discussion.



EMBRACING NEURODIVERSITY IN THE IC WORKFORCE



The INSA Foundation is proud to be a founding partner of the NatSec Neurodiversity Network. This collegial working group focused on advancing meaningful career opportunities in the IC for neurodiverse individuals, hosting two programs in FY 24 including a movie screening of *Temple Grandin* at the Arlington Draft House and a career and networking event at LMI.

2024 SCHOLARSHIP RECIPIENTS

A diverse, skilled workforce with varied experiences and perspectives is essential to national security. In 2024, INSF awarded \$60,000 in scholarships to eight undergraduate and master's students eager to embark on rewarding IC careers.

INVESTING IN THE FUTURE OF THE IC WORKFORCE



Lena Ayesh
University of North Carolina at Charlotte



Desmond Egyin
Texas A&M Bush School of Government & Public Service



Emerson Johnston
Stanford University

+ NEW

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



Alexis White
Louisiana State University

LETITIA A. LONG ENDOWED INTELLIGENCE SCHOLARSHIP



Emma Bohse
Pennsylvania State University

GOVERNOR THOMAS J. RIDGE ENDOWED SCHOLARSHIP



Andrew Weaver
Columbia University

REINVENTING GEOSPATIAL INTELLIGENCE, INC. (RGI) SCHOLARSHIP



Taryn Ingalls
University of Michigan



We are incredibly proud to have received a record number of submissions this year, each showcasing the remarkable quality and passion of students eager to serve the national security mission.

SUZANNE WILSON HECKENBERG // INSA/INSF PRESIDENT

The Future of the IC Workforce: Technology and Talent Transformation

INSF partnered with ClearanceJobs and GDIT for a three-part “Future of the IC Workforce: Technology and Talent Transformation” webinar series. Through this effort, INSF hosted private, public, and academic sector leaders to discuss key factors affecting the intelligence community’s ability to recruit and maintain a competitive workforce.

SERIES MODERATOR: Lindy Kyzer, *Director, ClearanceJobs.com*

EPISODE 1

Jo-Ellen Adkins,
Acting Director, Human Development Directorate, NGA

Aaron Bedrowsky,
Senior VP, Intelligence & Homeland Security, GDIT

Lauren Bean Buitta,
Founder and CEO, Girl Security

EPISODE 2

Kimberly King,
Career Service Manager for Analysis, DIA

The Hon. John Sherman,
Dean, The Bush School of Government and Public Service, Texas A&M University

EPISODE 3

Loren Schulman,
Associate Director, Performance and Personnel Management, OMB

Stephanie O’Neill,
Performance Manager, OMB

WHITE PAPER HIGHLIGHTS

Closing the Cyber Skills Gap: Skills-based hiring is needed to help fill over 500,000 U.S. cybersecurity vacancies, creating pathways for a diverse workforce drawn from nontraditional backgrounds.

Early STEM Engagement: Build STEM pipelines via partnerships with high schools and universities to introduce students early to careers in national security.

Cross-Sector Flexibility: Develop policies that enable talent to move between public and private sectors, fostering career flexibility and driving innovation.

Upskilling & Retraining: Emphasize ongoing technical and soft skills training, including communication, critical thinking, and teamwork.

Underwritten by:



ClearanceJobs



INSF

OCTOBER 2024

Future of the IC Workforce: Technology and Talent Transformation

OVERVIEW

In FY24, the INSA Foundation, in collaboration with ClearanceJobs and GDIT, hosted a three-part webinar series, “The Future of the IC Workforce: Technology and Talent Transformation.”

This programming brought together leaders from the private, public, and academic sectors to explore the evolving dynamics of recruiting, retaining, and developing a diverse and competitive intelligence and national security workforce. Emphasis was placed on increasing representation in STEM careers and ensuring the workforce is equipped to meet the challenges posed by emerging technologies.

TECHNOLOGY AND TALENT TRANSFORMATION
Moderated by Lindy Kyzer, Director at ClearanceJobs

SEPTEMBER 5, 2024	SEPTEMBER 17, 2024	SEPTEMBER 30, 2024
Speakers: Jo-Ellen Adkins, Acting Director, Human Development Directorate, NGA Aaron Bedrowsky, Senior VP, Intelligence & Homeland Security, GDIT Lauren Bean Buitta, Founder and CEO, Girl Security	Speakers: Kimberly King, Career Service Manager for Analysis, DIA The Hon. John Sherman, Dean, The Bush School of Government and Public Service, Texas A&M University	Speakers: Loren Schulman, Associate Director, Performance and Personnel Management, OMB Stephanie O’Neill, Performance Manager, OMB

INTELLIGENCE AND NATIONAL SECURITY FOUNDATION | INSAONLINE.ORG/FOUNDATION 1

Thank You to Our FY24 Event Sponsors!

Accenture
Federal
Services

apira
TECHNOLOGIES

ARCFIELD™

ARIEL
SECURE TECHNOLOGIES

AT&T

aws

BAE SYSTEMS

base-2 solutions®



BlackBerry | Government Solutions

Booz
Allen.

CACI
EVER VIGILANT

carahsoft.

CISCO

ClearanceJobs®

DATA
MACHINES

Davidson

Deloitte.

Deltek.

elastic

ELDER RESEARCH
— DATA SCIENCE · AI · MACHINE LEARNING —

Enabled Intelligence

esri
THE SCIENCE OF WHERE™

EVERFOX

EXIGER

EY

FedLearn

FinchAI

FREEDOM
Life. Liberty. Technology.

GDIT

Google
for Government

GORDON
VENTURES

Guidehouse
Outwit Complexity

HawkEye³⁶⁰

InSPIRE
CORPORATION

intel

Jacobs

JANES

leidos

LOCKHEED MARTIN

LMÍ

ManTech.
Securing the Future

melwood
YOUR PATH AWAITS

Microsoft

MITRE

NIGHTWING

NobleReach
FOUNDATION

ORACLE
Cloud

Peraton

percipient.ai.

THE POTOMAC ADVOCATES

Primer

PRYON

PennState
Applied Research Laboratory

PYRRA

QINETIQ

Quadrint
Experience Powering Intelligence

Raytheon
An RTX Business

Red Hat

rgi

RIVER HAWK
CONSULTING

ROYCE GEO

SAIC

salesforce

SANDBOXAQ™

SIMS®
SOFTWARE

Stealth
COMMUNICATIONS

STRONGBOX
Cyber Solutions

TEXAS A&M UNIVERSITY
The Bush School
of Government & Public Service



INTELLIGENCE AND
NATIONAL SECURITY
ALLIANCE

Learn more about the work we do.

INSAonline.org



2 0 2 4