



# COALESCION

## 2023

# ANNUAL REPORT



**COALESCION "COALESCE + SCION"**

Bringing together the inheritors of the earth to operationalize sustainable human survival, security, and thriving

## ABOUT US

Coalescion is a charitable 501(c)(3) nonprofit whose vision is sustainable human survival, security, and "thrivability". Our organization represents the exciting expression and fusion of field-tested global security expertise, human interaction models, and capacity development sustainment best practices that our dedicated teams deploy to optimize and operationalize human security outcomes all over the world. Driven by the belief that the world cannot (co)exist on good ideas alone, Coalescion transforms ideas into meaningful action like our lives depend on it.

## 2023 HIGHLIGHTS

- \$686,991 IN REVENUE, 1.16% INCREASE FROM 2022
- 8 NEW DEPARTMENT OF STATE PROJECTS AWARDED TOTALING \$1,765,055.62
- 37 VOLUNTEERS AND 3,053 HOURS VOLUNTEERED

# OUR VISION

Sustainable human survival, security, and “thrivability”

# OUR MISSION

Advancing and operationalizing global security literacy, representation, outcomes, and human interaction models through mutually reinforcing research and analysis, engagement, education and training, and advocacy.

# OUR SERVICE PILLARS



## I. RESEARCH & ANALYSIS

Actionable data about existing, emerging, or evolving human security realities, trends, priorities, indicators, and the stakeholder communities (ecosystems) impacted by or impacting these dynamics and conditions.



## II. ENGAGEMENT

“On-the-ground” capacity development and stakeholder interactions conducted at home and abroad, particularly where a multitude of stakeholders with distinct roles and capabilities are working toward shared goals or building shared or complementary competencies.



## III. EDUCATION & TRAINING

Unique and experiential-based human security and relations curriculum taught in long and short courses, webinars, standalone learning modules, and other micro learning modalities for engaging and impactful virtual and in person experiences.



## IV. ADVOCACY

The culmination of all other Mission Pillars insofar as their outcomes and activities provide the frameworks, resources, and tools to promote change that optimizes human security outcomes and solutions leading to sustainable human coexistence and thrivability.

# A MESSAGE FROM THE CEO



“**Brick by Brick**” is the theme of Coalescion’s 2023 Annual Report. In 2023, Coalescion expanded and diversified its Pillar II “Engagement” projects, going from two U.S. Department of State funded projects for six countries, to eight projects for fifteen countries. New focus areas saw an expansion beyond our traditional chemical, biological, radiological, and nuclear (CBRN) and counter-WMD threat portfolios to technology supply chain security and strategic trade control (STC) of dual-use commodities. Our focus on new and emerging security issues will widen further in coming years as our global teams coach Ukrainian STEM professionals on individual and organizational cyber, dual-use, and research security practices. And we look forward to collaborating with policymakers, legal experts, and border security stakeholders in

the Balkans and Southeast Asia on drafting, operationalizing, and improving compliance rates with national STC and border security policy frameworks. Additionally, we will support U.S.-India bilateral cooperation on growing and protecting local semiconductor industries to ensure access to a critical technology used in computers, cell phones, vehicles, medical devices, and defense systems.

## **Building Capacity and Human Infrastructure**

To meet this expansion, Coalescion scaled its personnel and global consultant base; and continued our tradition of cultivating trusted teaming partnerships with some of the world’s leading for-profits, universities, and other nonprofit organizations. We welcomed human resources consultancy, unCOMPLICATE HR, to our corps of stellar professional service partners and built a new partnership with Louisiana State University NCBRT/Academy of Counter-Terrorist Education to provide border security training to partners in Cambodia, Laos, Thailand, and Vietnam. We also added Johns Hopkins, School of Advanced International Studies and George Washington University to our list of university partners. 2023 also saw the inauguration of “Rally Week”, a series of information Briefings, professional development Bootcamps, and organizational Brainstorms held for our global community of staff and supporters! A genuine example of the brilliant leading the brilliant, members of our staff, Board of Directors and International Advisory Board, and volunteer corps, facilitated 15 Briefings, Bootcamps, and Brainstorms on topics like Capacity Capture, briefing for government principals, responsible use of AI, monitoring and evaluation principles, the role of culture in security cooperation, U.S. government compliance 101, and more! Rally Week is one example of the extraordinary volunteer culture we are creating. In 2023, more than 37 volunteers contributed a total of 3,053 hours to further our mission and make an immediate impact within our community. As a Pillar IV “advocacy” activity, we hope to continue to build our catalog of Rally Week sessions and open them up to any interested global citizens! With continued and increasing volunteerism, that goal is well within our grasp!

## **Building Knowledge and Community**

In 2023 our teams deployed all over the world. Our goal was to execute security cooperation projects, learn about different global security ecosystems, gain perspective, build and refine knowledge, and gather important information about current human security and threat trends, priorities, and perspectives. From the Defense Security Cooperation University’s “Security Cooperation Conference” in Washington, DC, to CBRNe World Convergence in Knoxville, to the Carnegie India Global Tech Summit in New Delhi, India, our teams represented our mission and were treated as respected and contributing stakeholders in our global security ecosystem.

Continuing with the theme of building knowledge and community, in 2023 we welcomed new Board of Director (BOD) members who bring specific abilities and resources to support essential revenue growth and mission service diversification efforts. Melisa Margraves (President), Anthony Diaz (Treasurer), and Charles Dunlap (Secretary) bring decades of private sector sales, revenue and service diversification, government and nonprofit grants, and business administration skillsets to the table which is in perfect alignment with growth focus priorities in 2024 and beyond.

# A MESSAGE FROM THE CEO

We are also grateful to retain the support of current BOD members, Lauren Talerman (member) and to those who stepped down in 2023, including founding BOD members, Lonnie Coplen (former Vice President), Elizabeth Sabin (former Treasurer), and G.B. Jones (former member at large). We salute them, as well as Greg Baker (former Secretary, now Vice President) and Geoff Odlum (former President now member at large) for their service as inaugural directors and are grateful for their setting the highest of standards for board stewardship of our important mission. Finally, we would be remiss if we did not extend a special acknowledgement of our esteemed International Advisory Board (IAB), Emerging Practitioners in International Security (EPIS) members, general volunteer corps, and of course, our extraordinary cast of staff, contractors, consultants, and affiliates! A group which continues to grow at a dizzying but exciting pace!

## **Building for our Future**

Looking ahead to 2024, we will deepen our focus on building a strong fundraising and charitable giving model to enable us to develop and execute Pillar III, “Training and Education” services and Pillar IV, “Advocacy” activities.

A healthy and consistent donor funding pipeline is critical to our ongoing growth and scale. It will provide us the resources to independently design and facilitate unique webinars, discussion forums, individual and group mentoring, and coaching services and to deploy educational and informational courses, short classes, and other smaller scale digital education offerings. This in turn will amplify our impact by improving representation in security sectors at home and abroad, ensuring genuinely sustainable practices are integrated into security cooperation and development programming, and raising global citizen awareness, fluency, and literacy on human security issues that impact our world every single day.

Until next year, we deeply appreciate your interest in our humble but mighty organization and for those who have contributed time, money, energy, expertise, moral or in-kind support last year or any previous year, on behalf of this team and mission, THANK YOU. Each of us, we are all “scions”, inheritors of this amazing place we call home. To ensure a future that goes beyond mere survival or basic security we must pursue and operationalize mutually reinforcing ways to THRIVE. So, fellow scions I invite you to “coalesce” with us as we create a powerful “Coalescion” that accepts nothing less than sustainable human survival, security, and “thrivability”!

*Shawn C. Baker-Garcia*  
**Shawn C. Baker-Garcia**  
Chief Executive Officer and  
Founder of Coalescion

# OUR COALESCION

## BOARD OF DIRECTORS

A dedicated, accomplished, and service-oriented volunteer executive body with specializations in defense, diplomacy, business, finance, law, and STEM.



**GEOFFREY ODLUM**



**GREGORY BAKER**



**LAUREN TALERMAN**

### NEW BOARD MEMBERS



**MELISA MARGRAVES**



**ANTHONY DIAZ**



**CHARLES DUNLAP**

### RETIRING MEMBERS



**LONNIE COPLEN**



**ELIZABETH SABIN**



**G.B. JONES**

CEO and Founder, Baker-Garcia thanks Elizabeth Sabin, Lonnie Coplen, and G.B. Jones for two years of service as BOD members and extends her heartfelt gratitude for their contributions and support during their tenure. They will hold an esteemed place in the annals of Coalescion's history in perpetuity as founding/inaugural BOD members. Ms. Baker-Garcia also extends her appreciation to Charles Dunlap, Anthony Diaz, and Melisa Margraves as the newest members of Coalescion's Board of Directors and is excited about this newly refashioned BOD cohort who are charged with shepherding Coalescion through the next phase of its mission.

# OUR COALESCION

## EXECUTIVE TEAM AND STAFF

A dynamic, diverse, committed, and agile corps of globally located employees, contractors, and consultants who drive and inspire innovation, operations, and mission success.



**SHAWN C. BAKER-GARCIA**  
CHIEF EXECUTIVE AND  
FOUNDER



**TERRY L. HALL**  
SENIOR PROGRAM  
MANAGER



**BETHANY BANKS**  
SENIOR PROGRAM  
MANAGER



**ERIC K. HOWELL**  
BUSINESS DEVELOPMENT  
AND OPERATIONS  
CONSULTANT



**SHAINA E. MASON**  
PROGRAM AND  
OPERATIONS MANAGER



**NIDAL ABU SAMMOUR**  
GLOBAL SECURITY AND  
ENGAGEMENT LEAD



**TRACY WILSON**  
PROJECT LEAD



**CHASE THALHEIMER**  
PROJECT LEAD



**EMILY SEARS**  
PROJECT LEAD



**EMMA FARRELL**  
PROGRAM AND  
RESEARCH ASSISTANT



**ANNA FESTEREN**  
PROGRAM AND  
RESEARCH ASSISTANT



**LAUREN ELLISON**  
PROJECT AND  
MEDIA ASSISTANT



**THUAN TRAN**  
PROGRAM AND  
RESEARCH ASSISTANT

# OUR COALESCION

## INTERNATIONAL ADVISORY BOARD

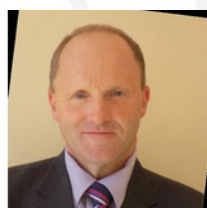
An 18-member thought and practice braintrust representing 10 countries across 5 continents. Distinguished and pioneering practitioners with notable achievements in STEM, national and global security, systems thinking, change management, education, health, cultural competency, linguistics, and more.



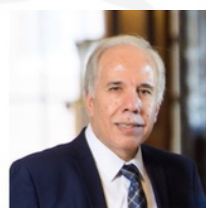
**Zarko Palankov**  
Spain



**Liudmila Mikhailova**  
United States



**Guy Johnston**  
United Kingdom



**Salim Khaleel**  
United States



**Falah H. Hussein**  
Iraq



**David Amos**  
United Kingdom



**Gwyn Winfield**  
United Kingdom



**Maria Espona**  
Argentina



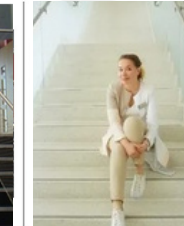
**Isroil Samihardjo**  
Indonesia



**Swapnil Kishore**  
India



**Hamza Shareef**  
Iraq



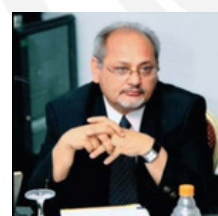
**Janna Schaeffer**  
United States



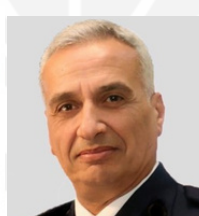
**Nezha Barakate**  
Morocco



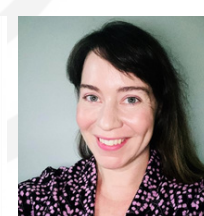
**Khaled Shoubaki**  
Jordan



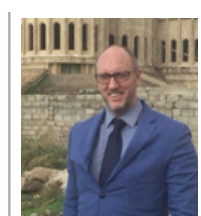
**Mohammed Al-Sharaa**  
Iraq



**Joseph Sarkis**  
Lebanon



**Andrea Viski**  
United States



**Stephen Royle**  
United Kingdom



# OUR COALESCION

## EMERGING PRACTITIONERS IN INTERNATIONAL SECURITY (EPIS) PROGRAM

More than a traditional internship, EPIS has characteristics of a classic apprenticeship model, whereby learning is immersive and hands-on but is unique in that EPIS members and the master practitioners with whom they engage are “learning” from each other.

“ My journey through the EPIS program at Coalescion has been such an immersive experience that goes beyond ordinary internship programs. Thanks to this team I have grown professionally and gained so much insight and knowledge about the international security field. I am so grateful to have the opportunity to be mentored by an incredibly intelligent and hardworking team. ”



“ As a current EPIS Program member and a full-time Program & Research Assistant at Coalescion, I've actively engaged with security professionals internally and externally, spanning diverse sectors and experience levels. The EPIS program not only introduced me to the fundamentals of international security but also provided a secure and open platform for me to contribute insights to Coalescion. As a recent graduate in international relations and security from Duke, this program has allowed me to apply my academic knowledge while continuously absorbing new, invaluable insights that will shape my trajectory as a security professional. ”



# INTERNATIONAL ENGAGEMENTS

## Explosives Precursor Tracking and Control in Jordan and Iraq

In partnership with Conflict Armament Research (CAR), this two-year initiative supported Jordanian and Iraqi efforts to strengthen explosives precursor security through effective border management and tracking of weaponizable chemical imports and exports.

### Explosives Precursor Tracking and Control Workshop 20 January - 5 February 2023 (Amman)



# INTERNATIONAL ENGAGEMENTS

## Research Vetting, Individual Cybersecurity, and Knowledge Security Training for Ukrainian Scientists, Technicians, and Engineers

In partnership with the Science and Technology Center in Ukraine (STCU), Coalescion provided instruction on research vetting, individual cybersecurity, and knowledge security best practices for Ukrainian STEs who have been displaced or had their research/livelihoods disrupted due to the ongoing war. Courses were held in Prague and Warsaw.

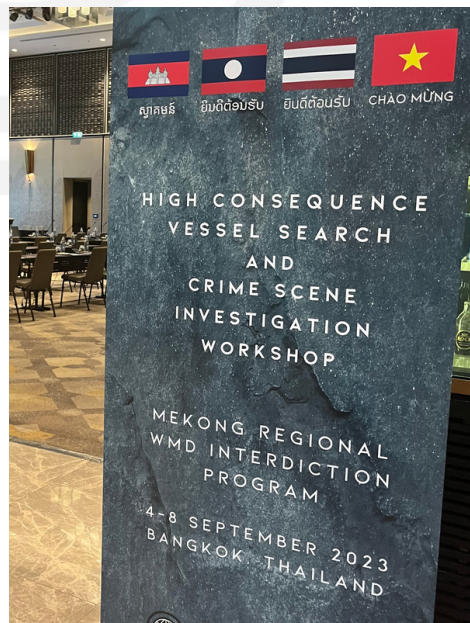


# INTERNATIONAL ENGAGEMENTS

## Golden Triangle River Vessel Weapons of Mass Destruction (WMD) Interdiction Initiative

In partnership with Louisiana State University-NCBRT, Coalescion worked with customs, law enforcement, security policy, and other partners in Cambodia, Laos, Thailand, and Vietnam to build regional WMD and WMD-precursor river vessel search, interdiction, and investigations capabilities proximate to the Golden Triangle region of Southeast Asia.

### WMD - High Consequence Vessel Search and Crime Scene Investigation Workshop 04 - 08 September 2023 (Bangkok)



# COALESCION IN THE COMMUNITY



## COVINTS Counter-Terrorism Expo, India

Coalescion CEO Shawn Baker-Garcia presented a U.S.-Iraq CBRN security cooperation case study for the COVINTS CounterTerrorism Expo hosted by COVINTS CEO and Coalescion International Advisory Board member, Swapnil Kishore. The CT-Expo reflects a genuine “ecosystem” experience with defense, intelligence, policy, private sector, research and development, and other experts convening to discuss topics like how to improve ecosystem coordination on anticipating and countering terrorism threats and more!

## COVINTS CBRNe Safety Training, India

Coalescion, in a partnership with India-based, COVINTS, traveled to India to facilitate information and awareness raising sessions on CBRN/E safety and security for civil defense practitioners and volunteers as part of COVINTS-Government of India (GOI) CBRNe Safety Training held for India’s Directorate of Civil Defense Volunteer Program.



## CBRNe Convergence, USA

Convergence brings stakeholders across the defense spectrum together to learn about each other’s mission spaces, build collaborative relationships, browse exciting technical solutions, and take part in live demonstrations. From policy professionals to the boots on the ground, CBRNe Convergence reflects the vibrancy of this important community and ecosystem!

# UNIVERSITY ENGAGEMENTS

THE GEORGE  
WASHINGTON  
UNIVERSITY  
WASHINGTON, DC

GEORGETOWN  
UNIVERSITY

SAIS  
JOHNS HOPKINS  
SCHOOL of ADVANCED  
INTERNATIONAL STUDIES

## COALESCION PARTNERS WITH UNIVERSITIES AROUND THE WORLD TO:

- Advance understanding and cooperation between academia and more traditional security stakeholders,
- Advance contemporary concepts and theories that shape national and global security practices and international relations,
- Provide students a platform and ability to impact national and global security initiatives,
- Offer students access to master security practitioners practicing their tradecraft,
- Propagate young and emerging professional engagement models,
- Conduct student and course exchanges.



# CLIENTS AND COLLABORATORS



Odesa Center  
for Nonproliferation

**OdCNP**

Одеський Центр  
з питань нерозповсюдження



The Pontica  
Group, LLC



**MOTIVE  
INTERNATIONAL**

# 2023 ANNUAL RALLY



On **19 AUG 2023**, Coalescion held its third Annual Rally, with team members coming in from all of the United States to “coalesce” in Alexandria, VA, while global members joined online. This annual meeting and rally offer our global community of Coalescion supporters an opportunity to commune, celebrate successes, brainstorm challenges and new initiative rollouts, and honor the collective efforts, energy, and commitment to build momentum and grow our mission impact. Scavenger hunts, Rally Week Briefings, Bootcamps, and Brainstorms (more on these in the CEO letter), food, drink, fun, and friendship are just a few key words that sum up this annual team-building event!



## 2023 YEAR IN REVIEW

**6** NEW STAFF MEMBERS   **3** NEW IAB MEMBERS   **3** NEW BOD MEMBER   **2** NEW EPIS MEMBERS

AND **3,053** HOURS VOLUNTEERED

**11** ACTIVITIES CONDUCTED IN   **7** COUNTRIES SPANNING   **3** CONTINENTS

**\$686,991**  
IN IMPACT ACHIEVED

**4** UNIVERSITY PARTNERSHIPS

**8** COUNTRIES REPRESENTATED IN COALESCION ENGAGEMENTS



# 2024 YEAR AHEAD



## ORGANIZATIONAL

- CONDUCT AN INTERNAL USG AUDIT TO ASSESS ORGANIZATION OVERSIGHT PROCESSES, MECHANISMS, AND COMPLIANCE.
- BUILD HUMAN RESOURCES POLICIES AND PROCEDURES.
- BUILD FINANCIAL ANALYSIS AND FORECASTING CAPABILITIES.
- REFINE THE WEBSITE TO REFLECT ORGANIZATIONAL EVOLUTION OF SERVICES, IMPACT, AND INFORMING PHILOSOPHIES.



## I. RESEARCH & ANALYSIS

- ADD 3-4 UNIQUE RESEARCH AND ANALYTICAL OFFERINGS TO OUR PILLAR I SERVICES.
- BUILD OUT AND MORE EFFECTIVELY INTEGRATE IMPACTFUL DATA VISUALIZATION TOOLS INTO RESEARCH AND ANALYTICAL PRODUCTS.



## II. ENGAGEMENT

- DIVERSIFY AND DEEPEN GLOBAL PARTNERSHIPS WITH GOVERNMENT SPONSORS, TECHNICAL COMMUNITIES, UNIVERSITIES, PRIVATE SECTOR STAKEHOLDERS, AND MASTER SECURITY PRACTITIONERS.
- BETTER HARNESS AND FOCUS THE TALENTS AND EXPERTISE OF OUR INTERNATIONAL ADVISORY BOARD (IAB).



## III. EDUCATION & TRAINING

- FINISH DESIGNING AND DEPLOY CURRICULUM FOR 3-5 UNIQUE COURSES OR MODULE-BASED TRAININGS.
- INTRODUCE MICRO LEARNING E-LEARNING SEGMENTS AND COACHING REELS.



## IV. ADVOCACY

- PRODUCE THOUGHT PIECES PROMOTING IDEAS FOR EVOLVED OR NEW STRATEGIC MODELS THAT SHAPE INTERNATIONAL RELATIONSHIPS, PARTNERSHIPS, AND COOPERATIVE SECURITY EFFORTS.
- CHAMPION HUMAN ECOSYSTEM STUDIES AND PRACTICES AND CAPACITY CAPTURE AS A TOOL FOR OPERATIONALIZING LEARNING OUTCOMES.
- SERVE AS A CONNECTOR, MENTOR, AND COACH FOR UNDERREPRESENTED OR LESS TRADITIONALLY REPRESENTED GLOBAL SECURITY STAKEHOLDERS TO EXPAND THEIR ACCESS AND ABILITY TO CONTRIBUTE TO SHAPING GLOBAL SECURITY.
- EXPAND THE EMERGING PRACTITIONERS IN INTERNATIONAL SECURITY (EPIS) MODEL TO INCREASE MEMBERSHIP AT HOME AND ABROAD.