



COALESCION

2022

ANNUAL REPORT



COALESCION | KŌ-ə-'LESH(ə)N | "COALESCE + SCION"

Bringing together the inheritors of the earth to create a more secure, representative, and mutually reinforcing world.

ABOUT US

Coalescion is a 501 (c)(3) nonprofit organization that represents the exciting expression and fusion of field tested, fine-tuned, and contemporary global security expertise, engagement models, and practices that we harness and deploy to improve and optimize global security outcomes. Driven by the belief that the world cannot (co)exist on good ideas alone, Coalescion transforms ideas into meaningful action.

2022 HIGHLIGHTS

- ANNUAL REVENUE INCREASED BY NEARLY 700%
- NEARLY DOUBLED PERSONNEL FOR A TOTAL OF 43 STAFF AND MEMBERS
- EXPANDED ENGAGEMENT TO INCLUDE 29 COUNTRIES REPRESENTED AT COALESCION ENGAGEMENTS

OUR VISION

Coalescion is committed to the pursuit of sustainable human survival, security, and “thrivability”.

OUR MISSION

We do this by improving and expanding global security literacy and deploying contemporary, mutually reinforcing human engagement models wherever a multitude of stakeholders are impacted, involved, or required.

OUR SERVICE PILLARS



RESEARCH & ANALYSIS

Customized modules, technical policy, or other international capacity-building security assistance initiatives and programs to ensure capabilities, skills, and knowledge integration.



ENGAGEMENT

Professional certification and training programs and instruction for national and international security practitioners.



EDUCATION & TRAINING

Unique written products focused on essential, yet often overlooked stakeholders, dynamics, and factors that impact international interactions and security assistance outcomes.



ADVOCACY

Activities that change and elevate the discourse, constructs, and assumptions informing international engagement and security mental models, policies, programs, and practices.

A MESSAGE FROM THE CEO



It continues to be my privilege and joy to nurture, refine, and grow our humble but mighty nonprofit organization and its mission to improve and expand global security literacy and deploy human engagement models that will yield a more sustainable and "thrive-able" human experience. In 2022, Coalescion, in its second year of operations, experienced tremendous growth and momentum in terms of core staff, advisory, and volunteer members, organizational affiliates and clients, and work conducted here at home with universities and professional associations and abroad in countries spanning Europe, the Middle East North Africa, and Southeast Asia.

The second year of any start-up entity, for profit or non-profit, often feels the pinch of balancing myriad scaling challenges such as maintaining staff enthusiasm, achieving a measured recruitment tempo, enacting viable profit and loss strategies, anticipating and creating sound governance and compliance practices, all while facilitating important work at a standard and quality that is expected by our executive and advisory leaders and global community of partners and practitioners. This is no small feat and yet, Coalescion has not only accomplished the above but done so with heart, grace, humor, flexibility, humility, and unparalleled competence. As you will see in the pages that follow in this 2022 Annual Report, the "Coalescion" of supporters that have come together in the last two years to champion, shape, and focus our important mission to achieve a safer, more secure, healthier, and more mutually thrive-able world, represent a diversity of voices and perspectives that are necessary to achieve those goals. As such, you will find that all aspects of our work and organizational model are deliberately designed, carefully curated, and intended to live our ethos of equality, diversity, respect, commitment, friendship, and cooperation.

As global citizens, we should all have the power and information to, in our own unique capacity, meaningfully contribute individual time, resources, perspectives, and ideas to shape our collective world so it is both a "safe" place to call home, but more importantly, is a world that can support thriving human ecosystems versus those that are at constant tension or inevitable conflict with one another.

Therefore, Coalescion takes seriously our mission to promote discussion about, develop and deploy, and advocate for evolved human engagement and capacity development strategies that are built for a world where everyone wins. Our communication, capacity development sustainability, and stakeholder science methods are grounded in reality, informed by those touched or impacted by the projects we have been tasked to shepherd, and are practically implementable and adaptable to the needs of the partners for whom these projects are designed.

Heading into 2023, our organization will focus on refining our mission pillar services, demonstrating clear linkages between them, and broaden and diversify our funding base to support sustained operations and staffing requirements, while enabling us to build out our training and education curricula and research and analysis tools and offerings. We will continue and expand upon important work abroad as those "field" experiences feed essential data into our other pillar activities. And, through our advocacy efforts, we will continue to professionally support, develop, and champion those within our security community of practice, while making global and national security understandable and accessible to those who are not. Finally, we will continue to assert our collective voice to propose new ways to consider and formulate international relations and foreign diplomacy decisions and design stakeholder engagement goals so that our community can produce improved and optimal outcomes.

We look forward to another year of growth and impact and welcome you to join our "Coalescion!"

OUR COALESCION

BOARD OF DIRECTORS

A dedicated, decorated, and service-oriented executive body with specializations in military, diplomatic, law enforcement, financial, legal, and environmental issues.



GEOFFREY M. ODLUM
PRESIDENT

FORMER SENIOR U.S. DIPLOMAT, INTERNATIONAL SECURITY, AND TECHNOLOGICAL AFFAIRS PROFESSIONAL



LONNIE COPLEN
VICE PRESIDENT

RENEWABLE ENERGY, REGENERATIVE DESIGN, AND SUSTAINABLE DEVELOPMENT EXPERT, HUMANITARIAN



GREGORY A. BAKER
SECRETARY

RETIRED SENIOR MILITARY OFFICER, FINANCIAL PLANNING AND FORECASTING PROFESSIONAL, ORGANIZATIONAL LEADERSHIP EXPERT



ELIZABETH SABIN
TREASURER

THOUGHT LEADER & STRATEGIST, PORTFOLIO MANAGER & INVESTMENT PROFESSIONAL, CULTURE-BUILDER & CHANGE AGENT



G.B. JONES
BOARD MEMBER

INTERNATIONAL SECURITY PRACTITIONER, CRISIS MANAGEMENT EXPERT, RETIRED FBI MANAGER, & PERENNIAL STUDENT



LAUREN TALERMAN
BOARD MEMBER

ADVISOR AND MIDDLE EAST SPECIALIST

OUR COALESCION

EXECUTIVE TEAM AND STAFF

A dynamic, talented, committed, and agile workforce of globally located full-time employees, contractors, and consultants who drive Coalescion's operations and 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 &
OPERATIONS CONSULTANT



SHAINA E. MASON
PROGRAM MANAGER &
RESEARCH ASSISTANT



EMILY G. SEARS
PROGRAM ASSISTANT &
RESEARCH ASSISTANT



CHASE M. THALHEIMER
PROGRAM ASSISTANT &
RESEARCH ASSISTANT

OUR COALESCION

INTERNATIONAL ADVISORY BOARD

A 16-member thought leadership cadre representing 10 countries across 5 continents. Accomplished and innovative practitioners with notable achievements in STEM, national and global security, systems thinking, change management, education, health, cultural competency, linguistics, and more.



Mr. Guy Johnston
United Kingdom



Dr. Liudmila Mikhailova
United States



Dr. Salim Khaleel
United States



Mr. Swapnil Kishore
India



Dr. Janna O. Schaeffer
United States



Mr. Gwyn Winfield
United Kingdom



Mr. Zarko Palankov
TBD



Dr. Isroil Samihardjo
Indonesia



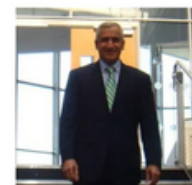
B.G. (RTD) Khaled Shoubaki
Jordan



Mr. David Amos
United Kingdom



Dr. Mohammed Al-Sharaa
Iraq



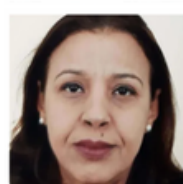
Mr. Hamza Shareef
Iraq



Dr. Maria Espona
Argentina



Dr. Falah H. Hussein
Iraq



Dr. Nezha Barakate
Morocco



Dr. Charles Dunlap
United States



OUR COALESCION

EMERGING PRACTITIONERS IN INTERNATIONAL SECURITY (EPIS)

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.

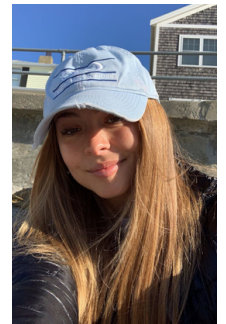


Emma Farrell

"Being a member of the EPIS program has allowed me to gain relevant work experiences that an ordinary internship would not. I have truly learned by doing over the past eight months and I look forward to continuing to do so."

Anna Festersen

"Last October, I sought to bridge the gap between my passion for international security and my desire for real-world experience. Just two months later, I was serving as a rapporteur for the Government of Iraq's 7th International CBRN Safety and Security Conference. I owe this transition to the EPIS Program. Becoming an EPIS member has granted me the opportunity to work alongside emerging and leading security practitioners from around the world towards a more safe and secure global environment, simultaneously shaping my understanding of what it takes to address real-world security problems."



Landin Hayter

"EPIS is the kind of internship/apprenticeship experience every aspiring international security professional needs but rarely finds. Coalescion provides a dynamic work environment that gives you genuine experience with the perfect balance between mentorship and space to develop skills without micromanagement or coddling. It's also an opportunity to brush shoulders with the international security sector's finest."

Kelsey Heller

"As a Coalescion EPIS member, I have been afforded the unique opportunity to learn and collaborate with fellow security practitioners from varying experience levels. EPIS has fostered an environment in which I am able to provide my own learned experiences as an equal contributor while also benefiting from the knowledge and education provided by seasoned security professionals. As an EPIS member, my contribution to Coalescion's mission is valued and applied, all while continually absorbing invaluable knowledge to carry with me through my career as a security practitioner."



INTERNATIONAL ENGAGEMENTS

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

Project Objective: In partnership with Thin Blue Line, International, this initiative will improve partner capabilities in Southeast Asia to conduct and collaborate on WMD and WMD-precursor river vessel searches, interdiction, and investigations.

**Mekong Regional WMD Interdiction Initiative
Senior Stakeholder Meeting
05 - 07 September 2022**



INTERNATIONAL ENGAGEMENTS

Explosives Precursor Tracking and Control in Jordan and Iraq

Project Objective: In partnership with Conflict Armament Research, this initiative will strengthen explosives precursor security in Jordan and Iraq through effective management and tracking of weaponizable chemical imports and exports.

Explosives Precursor Tracking and Control in Jordan and Iraq Senior Stakeholder Meeting 25 - 27 July 2022



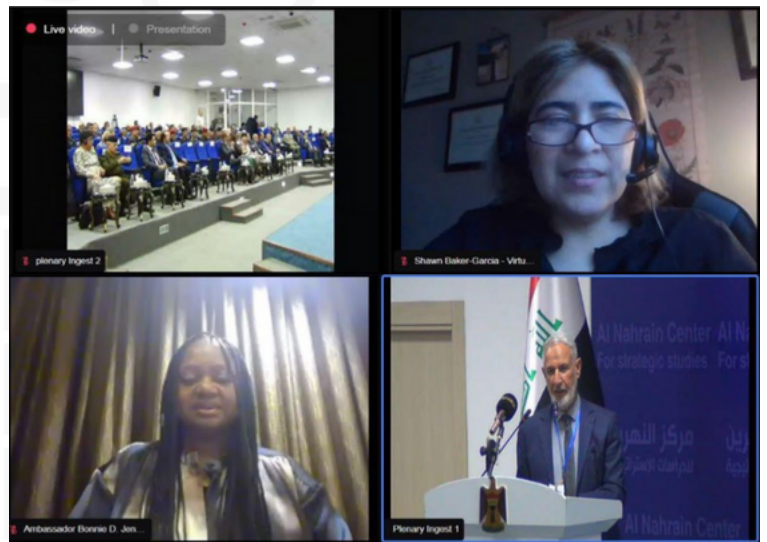
ADVOCACY EFFORTS

INTERNATIONAL CONFERENCES

7TH INTERNATIONAL IRAQ CBRN SAFETY AND SECURITY CONFERENCE



Iraq National Security Advisor, His Excellency, Qassim al-Araji giving a keynote speech during the conference proceedings at Al-Nahrain Center for Strategic Studies in Baghdad, Iraq.



Ambassador Bonnie Jenkins giving a keynote speech during the conference proceedings, showing virtual and in-person conference attendees, Ms. Shawn Baker-Garcia and IAB member Dr. Falah Hussein, as well as a shot of the in person plenary session.



A conference attendee presents her accepted poster to Iraq National Security Advisor, His Excellency, Qassim al-Araji, as IAB member Dr. Falah H. Hussein looks on.



In-person conference attendees gathered in the main conference hall at Al-Nahrain Center for Strategic Studies.

ADVOCACY EFFORTS

INTERNATIONAL CONFERENCES

International Technology, Education, and Development (INTED) Conference, Spain

In March, Coalescion CEO Shawn Baker-Garcia, and IAB members, Drs. Mohammed Al-Sharaa, Janna Schaeffer, and Falah Hussein co-authored a paper entitled, “Iraq Chemical, Biological, Radiological, and Nuclear (CBRN) Security Conference: A Case Study for a New Model of International Cooperation” that they presented at the Spanish hosted INTED 2022 Conference.

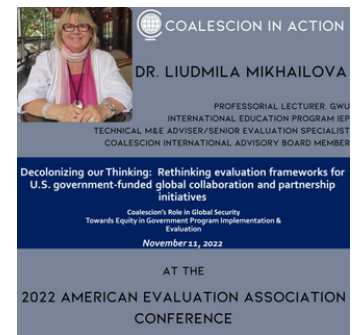


COVINTS Counter-Terrorism Expo, India

In February, Coalescion CEO Shawn Baker-Garcia talked about the importance of mapping and understanding CBRN stakeholder ecosystems as an expert panelist in this Indian-hosted Counterterrorism conference organized by Coalescion IAB member and COVINTS CEO, Swapnil Kishore .

American Evaluation Association Conference, New Orleans

In November 2022, Coalescion IAB Member, Dr. Liudmila K. Mikhailova, presented at an American Evaluation Association (AEA) Conference in New Orleans, highlighting Coalescion’s current global projects efforts and how the novel way we integrate monitoring and evaluation (M&E) elements from the beginning of and throughout a capacity development project lifecycle to produce unique new metrics and demonstrated sustainability outcomes.



4th Middle East and Gulf Cooperation Council Regional Counter-WMD Symposium, Germany

Coalescion Founder and CEO, Ms. Shawn Baker-Garcia, served as a Tabletop Exercise (TTX) co-facilitator and co-moderator for the annual Department of Defense (DoD) hosted C-WMD Symposium held in Garmisch, Germany in July. This 5-day event, facilitated by the Defense Threat Reduction Agency and United States Central Command, worked to build regional understanding, connectivity, and cooperation on countering WMDs in the Middle East and Gulf states.



ADVOCACY EFFORTS

UNIVERSITY ENGAGEMENTS

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.



Ms. Shawn Baker-Garcia and Coalescion Contributor Mr. Nidal Abu Sammour presenting at Mae Fah Luang University's Conference on Border Studies and International Development on 8 SEP 2022 in Chiang Rai, Thailand.

2022 ANNUAL RALLY



On 27 AUG, 2022, Coalescion held its second Annual Rally, with some attendees gathered in Alexandria, VA, and many of our international members joining online. During the rally, Coalescion celebrated the great success achieved in just 1.5 years. Board of Directors President Mr. Geoffrey Odum and Coalescion Founder and CEO Ms. Shawn Baker-Garcia presented EPIS members with certificates of contribution and two staff members with Coalescion's "Pillar of Service" award.



2022 YEAR IN REVIEW

3 NEW STAFF MEMBERS **5** NEW IAB MEMBERS **1** NEW BOD MEMBER **4** NEW EPIS MEMBERS

AND **10** VOLUNTEER CONTRIBUTORS

6 ACTIVITIES CONDUCTED IN **4** COUNTRIES SPANNING **3** CONTINENTS

\$593,252.32
IN WORK PERFORMED

UNIVERSITY PARTNERSHIPS **4** COUNTRIES REPRESENTATED IN COALESCION ENGAGEMENTS **29**

2023 YEAR AHEAD



ORGANIZATIONAL

- New **IAB, BOD, EPIS, and Staff** members
- Develop **fundraising and foundation grant** strategy
- Expand **business development efforts** across all service pillars
- Develop **human resources and administrative infrastructure**



RESEARCH & ANALYSIS

- Refine **research models and products**
- Develop **visualization and analytical tools**
- Expand in-house **research on topics of import**



ENGAGEMENT

- **5-Day Technical Training in Amman, Jordan** for the *Explosives Precursor Tracking and Control in Jordan and Iraq* project.
- **Two 5-Day Technical Trainings in Southeast Asia** for the *Golden Triangle River Vessel Weapons of Mass Destruction (WMD) Interdiction Initiative*.
- Diversify and expand **national and global engagement sponsorships**



EDUCATION & TRAINING

- Build and pilot **education & training courses**
- Create **credential program(s)** for select Coalescion training offerings
- Conduct webinars for global audiences to **beta test curricula** in development



ADVOCACY

- Support **Counter-Terrorism Expo in New Delhi, India**, FEB 2023.
- Support **8th International CBRN Safety and Security Conference in Baghdad, Iraq**, DEC 2023
- Increase **University Engagements** (global)
- Debut **E-Newsletter**
- Increase in-house **authorship and publications**
- Deploy **podcast/social media production** capability
- Expand **partnerships** to support security communities and practitioners