



Annual Report 2025

New Chapter. Forever Mission.

Guide the Transition.

Grow in Your Position.

Give Back to the Mission.

Culper is a 501(c)(3) nonprofit that provides a powerful network and purposeful programming to support current and former Agency officers at every stage of their professional journey.

EIN 92-3345962 · 501(c)(3) · culperconnect.org · partnerships@culperconnect.org



This is Culper's First Annual Report.

When we started Culper in 2018 as an informal network of officers, the premise was simple: those who served from the shadows and sacrificed in silence deserve a community that shows up for them even after they turn in the badge.

Today, Culper has more than 3,800 members, representing all directorates. Our members have developed technology that supports national security, created policies and systems that protect intellectual property, refined dual-use technologies, served as chiefs of security at global companies, and strengthened institutions in countless other ways. They leverage Culper, one of the most exclusive talent pools in the world, to achieve their professional goals while continuing to serve the nation.

Culper is a 501(c)(3) nonprofit that provides a powerful network and purposeful programming to support current and former Agency officers at every stage of their professional journey. Our mission remains clear: **Guide the Transition. Grow in Their Position. Give Back to the Mission.**

Service in the Agency requires sacrifice. Culper exists to ensure that, after years of sacrifice, former officers can secure meaningful employment and economic stability for their families while continuing to strengthen the economic and national security of the United States. When that chapter ends, the next one can feel uncertain as officers often navigate transitions bound by the secrecy required of their service.

Culper provides long-term reintegration, career development, and a trusted professional network, resources officers consistently say they need to thrive beyond government service. Through year-round programming, mentorship, connection, and a community built on shared experience, Culper helps officers carry their sense of mission and commitment to silence forward into the private sector, where their training, leadership and integrity continue to support the United States in meaningful ways.

We are a non-partisan, unclassified, and volunteer-driven organization that operates with discretion, professionalism, and mutual support. We believe there is honor in service that continues even after you turn in your badge.

THE BOARD OF DIRECTORS AND LEADERSHIP TEAM



LETTER FROM LEADERSHIP

BOARD OF DIRECTORS

Culper is governed by a Board of Directors composed of former Agency officers and trusted leaders who bring diverse experience and a shared commitment to the national security mission.

INDEPENDENT

Aaron Kozmetsky
President, KMS Ventures

Kyle Bass
Founder, Hayman Capital

David Napach
Founder, Pacific Strategic Investors

RESIGNEE DIRECTORS

Ryan Joyce
Co-Founder; CEO GenLogs

Steven Witt
Co-Founder; CEO Anno.Ai

Laura Thomas
CSO, Fuse

Jeohn Favors
Fmr DHS Asst Secretary

RETIREE DIRECTORS

Sheetal Patel
retired CIA AD/T2MC

Brian Carbaugh
retired CIA D/SAC; CEO Andesite

Tom Sylvester
retired CIA DDO

THE TEAM

Dee Anna Smith
Chief Operating Officer

Claire Butler
Director of Partnerships



2025 BY THE NUMBERS

ONE OF THE MOST EXCLUSIVE TALENT POOLS IN THE WORLD:

 **HARVARD**

1 in 25
admitted
(Source: Harvard)

 **GOOGLE**


1 in 200
hired
(Source: CNBC)

 **CIA**

1 in 1,500
hired
(Source: LA Times)

GEOGRAPHIC REACH

2,000+ in VA/DC/MD · 160+ in CA · 120+ in NY · 100+ in FL & TX · 20+ states

 **3,800+**
Total Members

 **1,300+**
New Members in 2025

 **70+**
Culper Certified Leadership Coaches

 **80% +**
Open Rate for Culper Newsletter

 **100+**
Culper Mentors

 **175+**
Culpers in Academia - networked

CULPER MEMBERS QUOTES

"I landed my first role because of the networking opportunities through Culper."

"A Culper member is the reason I got my new job."

FROM THE 2025 EMPLOYMENT OUTCOMES SURVEY (300+ respondents)

73%
Would like to maintain their clearance

40%
But only 40% claim to maintain an active clearance in their current positions
2024: 32%

45%
Fully or mostly Remote work
2024: 75%

"All of my post employment jobs have come from networking with formers."

67%
Report better work-life balance
2024: 77%

\$200-224K
Most common total compensation – first job out and 4 years later

68%
Remote or hybrid work
2024: 65%

"Culper is THE community for former Agency officers."

Great network of colleagues willing to provide advice, connect you with others, flag opportunities, etc.

PROGRAM HIGHLIGHTS

GUIDE THE TRANSITION



Culper Cohorts

6-week transition program: resume workshops, mock interviews, compensation negotiation, exec coaching. Winter, Spring, Summer, Fall.



COTO

One-on-one executive coaching for officers navigating transitions.



Culper Mentoring

100+ peer mentors providing 1:1 guidance at every career stage.



Culper Jobs Board

Private job board with warm introductions and referrals for members.



Culper Annual Survey

Private job board with warm introductions and referrals for members.

GROW IN YOUR POSITION



CulperCon 2025

520 attendees. Senior Agency & Congressional speakers.



Monthly Webinars

Expert-led sessions on career and industry topics, hosted by Culper members.



Regional Events

Happy hours and Founders' Forum meetups in major US cities.



Culpers in Academia

175+ members teaching, sharing syllabi, and bringing real-world experience into classrooms.

All programs are free to members — because their service was enough. No dues. Only donations.

CULPERCON 2025 HIGHLIGHTS



520

CulperCon 2025 Attendees



4 in 5

Attendees Found Opportunities Through Culper

"Culper has been fundamental to helping so many former colleagues get jobs, develop new business, and find investors."

"CulperCon reminds us not only that there is a community out there... but that we 'are' the community."

"It's way easier to transition using your network of people that knew what you did on the inside."

"The consulting job I currently have is directly because of CulperCon 2024. It changed my life!"

CULPERCON

ATTENDEES REPORTED:

Respondents could select all that apply

41% Valuable referrals

19% Mentoring/coaching

12% Job offer

12% Working the network

10% Business partnership

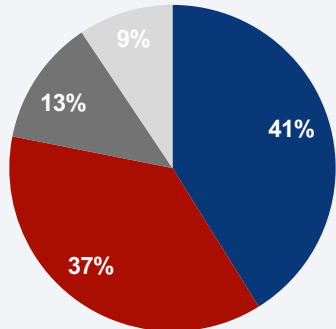
25% attendees reported that they were in transition and actively seeking positions.

"CulperCon is worth WAY more than the \$100 ticket – the networking, connections to private industry, and information available from entrepreneurs, experts, sponsors, etc are all super valuable!"

FINANCIAL STEWARDSHIP

No dues. Only donations. Your Service was Enough.

2025 Revenue Sources



■ Contributions (Cash & Stock) ■ Sponsorships ■ Grants ■ CulperCon Tickets

2025 TOTAL REVENUE

\$520,470

Up from \$207,252 in 2024

▲ 151%
Growth

2025 TOTAL EXPENSES

\$257,855

81¢ of every dollar goes to program delivery*

NET INCOME

\$262,615

STATEMENT OF FINANCIAL POSITION (as of December 31, 2025)

\$336,333

Total Assets

\$139,320

Cash & Bank

\$197,013

Invested Securities

81¢

(Est) of every dollar supports programs

2025 REVENUE DETAIL

Sponsorships	\$192,479
Contributions (Cash & Stock)	\$214,096
Grants	\$65,000
CulperCon Tickets	\$48,895

2025 EXPENSE DETAIL

CulperCon & Events	35%
Member Services & Programming	57%
Operations & Infrastructure	8%

THE ENDOWMENT GOAL:

Build a permanent financial foundation solidifying Culper as community organization dedicated to Guiding the Transitions, Growing in Their Position, Giving Back to the Mission.

COMMUNITY VOICES

I give to Culper because they are the only organization solely focused on the Agency - not the USG, not the IC, the Agency. And beyond that, it's the only organization that I know of that supports current staff as well as resignees and retirees, and I think that if I can contribute to that cause then it's money well spent. -- A 2023 Retiree

I happily give to Culper, and to try to get others to do so as well. As the only organization of its type -- dedicated to helping this remarkable group of people -- I treasure what it provides to, and for, our community as we take our paths outside the building. If we don't step up to help, then who will? -- Mid Career Resignee

THANK YOU TO OUR SPONSORS

Your partnership powers our community — and changes lives.

OUT OF THE BOX — Premier Annual Partners



GAME CHANGER - CulperCon



OPTIMIZER — Community Partners



WHAT OUR SPONSORS SAY

"I think people who come from the organization are already driven, mission-focused and that translates well in corporate America."

"We came to Culper to help develop leads. We left with three new hires, investors, and a two qualified BD leads after just our first conference."
- VICTUS

"AV Inc. (formerly BlueHalo) celebrated its third year as a corporate sponsor at CulperCon 2025, where our team showcased CUAS and intel solutions to a record-breaking crowd. AV Inc. representatives praised the event as a premier networking success, highlighting Mike C.'s impact as a panelist and high-quality engagement with key government and industry partners."

"You can still support the mission on the outside."

LOOKING AHEAD

Give Back to the Mission — 2026 Goals & Beyond

Identified by the Community as needs that align with Culper's mission.



Founders' Program

Dedicated support for member-founded businesses. Connecting founders, investors, and the national security tech pipeline. A sample of Culper-founded companies represent \$4.45B in combined valuation.



Culper Cadre

A *proposed* program for alumni as a way to preserve access to cleared former intelligence officers in support of the national security mission.



ScatterGoods

A specialty outlet for Culpers, member-requested, member led, Made in USA gear that lets you carry the mission forward. Proceeds support Culper programs.

“Culper is not about itself, but rather for its members...and that has made all the difference.”

Get involved. Give back. Stay connected.

Donate

Support officers
in transition

Volunteer

Mentor, coach, or
lead a program

CulperCon 2026

Sept 25–26
Washington, DC

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