

The INDIANA Investigator

Newsletter of the Indiana Society of Professional Investigators

2021

ISSUE 01

ANNUAL REPORT



INspiri

Indiana Society of Professional Investigators

The Professionals Who Provide Solutions

MEMBERSHIP HAS ITS BENEFITS

Networking

Leadership

Education

Exclusive Resources

Discounts

With the assistance
and commitment of all
our members we are
strong.

2020 ANNUAL REPORT EDITION

Indiana Society of Professional Investigators, Inc

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Kevin Whaley

Managing Director

We want to get to know you on a first name basis and become a valued partner of your security or investigative company's team. With more than 30 years in the business and thousands of clients, myself and my staff are uniquely suited to guide you through your security guard or private investigator insurance needs. We regularly help people review clients contracts, negotiate coverage terms and conditions to establish a fair middle ground, help with job selections (and what to avoid), and with safety and state licensing questions.

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TRADE SECRETS AND PEACE OF MIND PRESERVED

Message from our President

INspi is a valuable resource to assist and support the advancement of our profession; Thank you all for initially entrusting me to be your President in 2019 and again for your re-election support for the 2021-2022 term. It has been an honor, a privilege and a pleasure working for you. Please keep in mind that our society is only as strong as our membership. 2021 membership renewal notices have been sent and we anticipate everyone will continue their membership and support towards our organization. Thank you to all that have renewed and thank you in advance to everyone else that will be renewing soon.

As the calendar brings us the change of the year we reflect on the accomplishments of 2020. A special project to generate annual reports was implemented last year; after all, INspi is a non-profit organization and providing a general annual report to the members and supporters is a common responsibility of a non-profit group. Special thanks to all that contributed their time, efforts and funds towards the annual report project.

In 2020, INspi and the world were surprised by a pandemic that threatens everyone's health. The uncertainty generated slowed INspi's efforts that were planned for training conferences and networking events; however, it did not slow down the perseverance to continue the mission of INspi. As professional investigators uncertainty is not a new concept for many of us. I was reminded of a friend's powerful words "the only constant you can depend on is change." Changes and adjustments to plans were made constantly throughout the year. A review of how we adjusted to 2020 is presented within the Annual Report Edition. The accomplishments and efforts listed are because of the support and commitment of our society members, supporters and contributors.

The main benefit of our membership is simple. You, as a professional, belongs to a group that expects you to practice your trade with a certain code of conduct; and if you don't the group will not have you. It really is that simple. As members we can express to our clients that we have a commitment to follow certain professional standards and we value our trade. INspi is also a great resource of networking. It is easy to confuse resource networking with referrals. Some members may receive many professional referrals from other members, and some may not receive any. INspi is not an organization to provide commercial benefit to an individual business; the promotion of individual businesses belongs to the individual business owners. The networking that is available with our society is the ability to receive information, guidance and mentoring by professionals at various stages in their career and throughout a wide geographical region. This type of networking and support became even more valuable as the pandemic affected everyone with different business and personal challenges. Thank you to all that shared their wisdom and experience to assist us through some of these uncertain trends and challenges faced in 2020.

As the leadership of INspi, it is our goal to work towards developing an environment that will guide all our members to strive and operate successful professional practices. Thank you all for your continuous support and encouragement. Together we are strong!

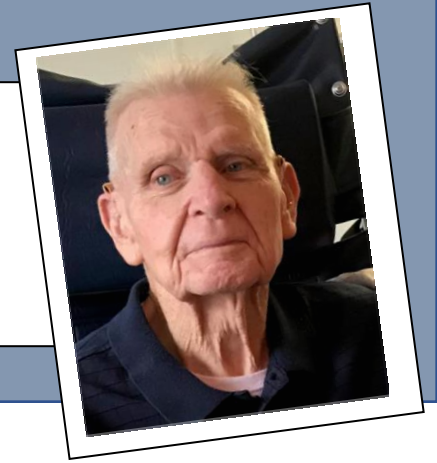


George Gergis, CLI
President-INspi

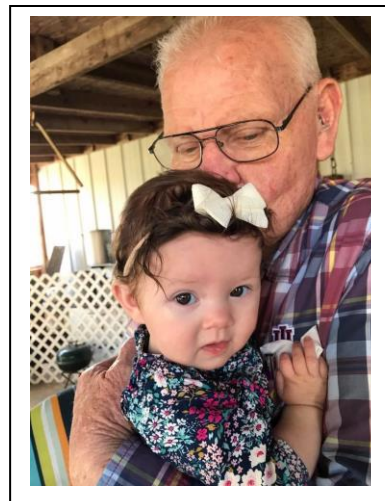


Gene J. Plummer

June 11, 1938 – July 19, 2020



During a Sunday Morning on July 19, 2020, Past President of INspi, great colleague and good friend to many in our profession passed away at the Indiana Veterans Home in West Lafayette, Indiana. Gene was born in Irvine, Kentucky and moved to Fayette County, Indiana as a teenager. He served in the United States Army and honorably discharged in 1957. In 1996 he was elected President of the Indiana Society of Professional Investigators. His professional practice as an investigator focused primarily on financial fraud cases for financial institutions. Gene retired and enjoyed spending time with his family and grandchildren, fishing and watching his favorite sports teams. His efforts were a great contribution to our society. May his memory be eternal.



MISSION STATEMENT

We, the members of the Indiana Society of Professional Investigators, in order to establish and promote a state society which will organize and educate our members, promote and enforce professional canons of ethics, develop and sponsor mutual feelings of good will and trust among ourselves and other investigative and related associations and organizations throughout the United States of America, and worldwide form this organization.

The society's purpose is to promote the competency and integrity of the investigative, contract security and private process service professions, to advance and safeguard the highest professional codes and ethics of said professions, and to cultivate and endorse those arts and sciences which will raise the standards and techniques of the professional investigative, contract security and process service fields of endeavor.

Professional Development

Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do. ...Pele



2021 Membership Dues Reminder

If you have not yet renewed your membership, please do so.

Membership can be renewed and dues paid online at

www.INDIANAINVESTIGATORS.COM

Or complete the application/renewal form within; mail to:

INspi
50710 Princess Way, Suite 300
Granger, IN 46530

NOT A MEMBER YET? Apply on-line or complete the application in this publication

2020 EXECUTIVE OFFICERS

PRESIDENT

George Gergis, CLI
Investigative Support Unit, Inc
P.O. Box 10231
South Bend, Indiana 46680
574.292.5171
ggergis@isu-net.com



VICE PRESIDENT

H. Steve Radde, CCDI
Radde Investigative & Security Agency Inc.
2027 East Mishawaka Avenue
South Bend, IN 46515
574.234.9091
raddepi@aol.com

SECRETARY

Roger Getz
Getz Investigations Inc.
259 W 700 N
Valparaiso, IN 46385
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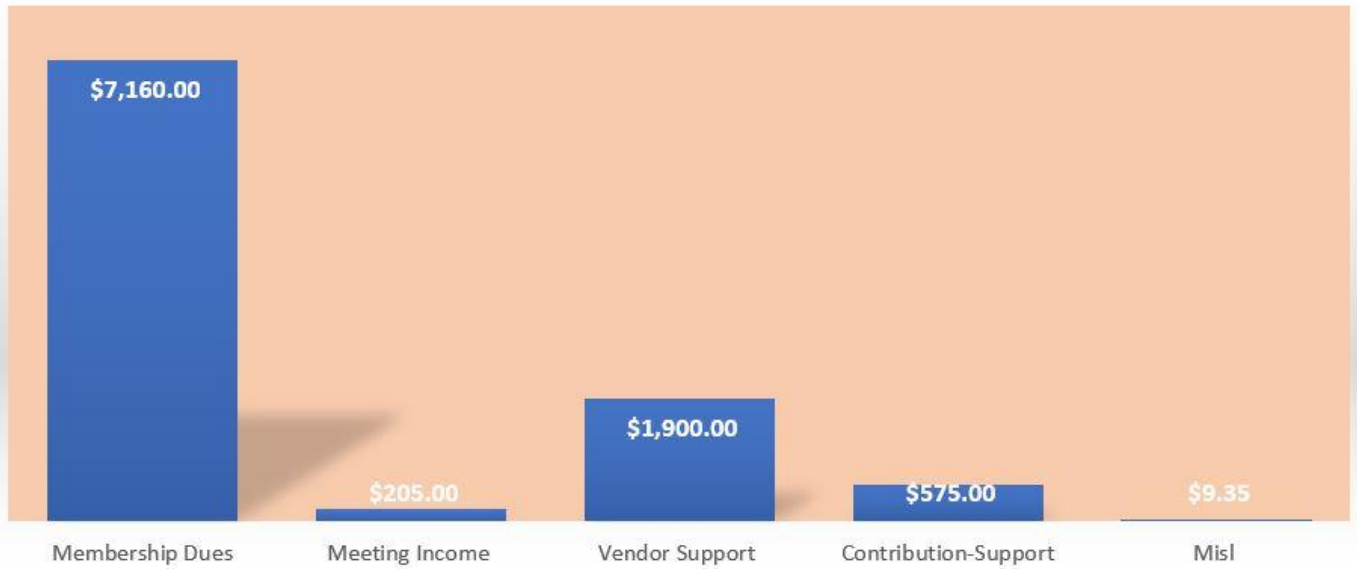
TREASURER

Brandy Lord, CCDI
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50710 Princess Way, Suite 300
Granger, IN 46530
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FINANCIAL REPORT 2020

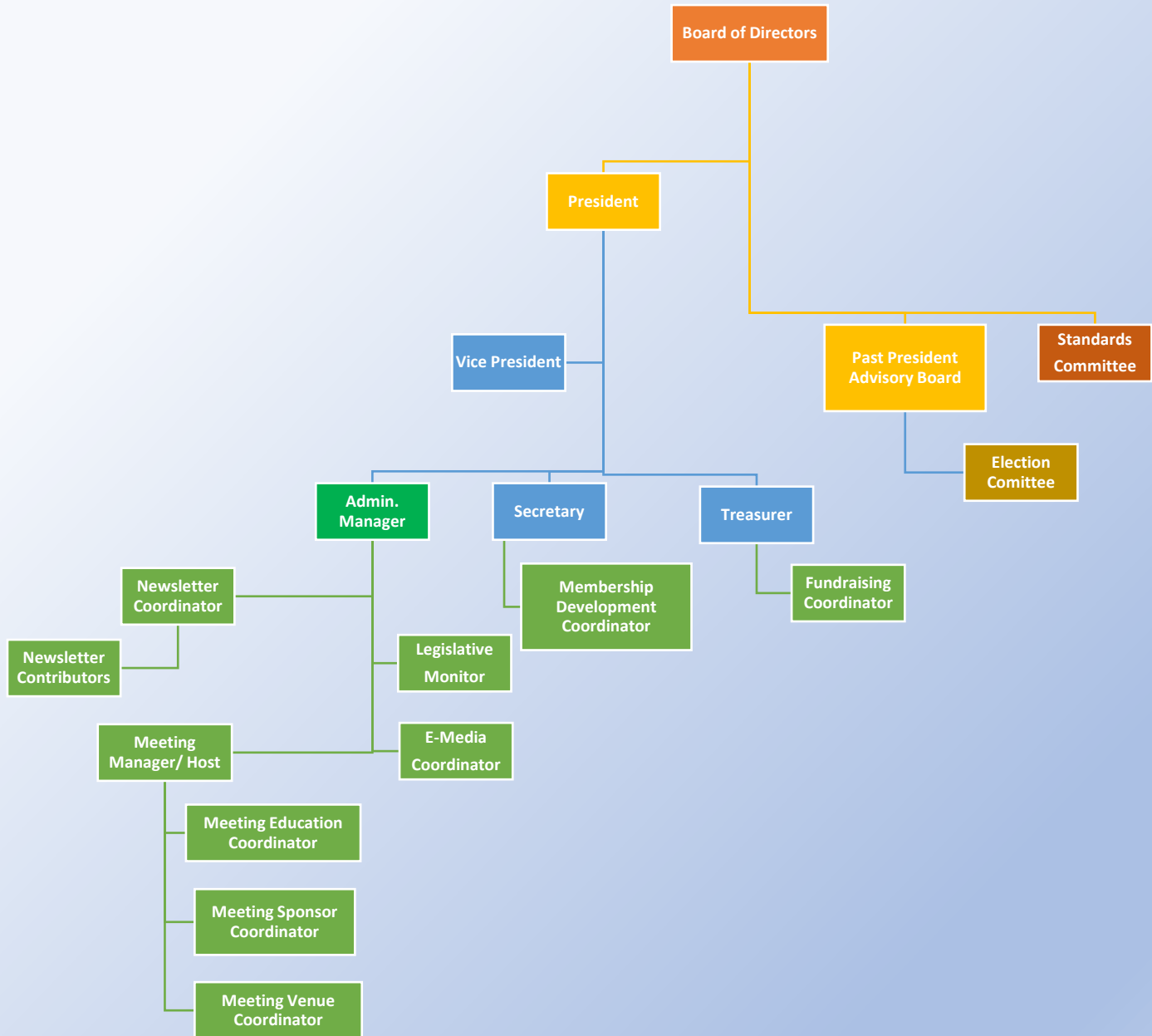
REVENUES 2020



EXPENSES 2020



INspi Organizational Chart 2021



INspi PAST PRESIDENTS

BRANDY LORD, CCDI
President 2015, 2016, 2017, 2018
Integrity Investigations Inc
Granger, Indiana
573.288.5911
www.IntegrityInvestigationsInc.com



KENNETH SHELTON
President 2011, 2012, 2013, 2014
Shelton Investigations LLC
Angola, Indiana
260.665.6050
www.SheltonInvestigations.com



RAYMOND MYSZAK
President 2007, 2008, 2009, 2010
Star Investigations and Security
Merrillville, Indiana
219.794.5241
www.StarSecurity.org



ROBERT HARPER
President 2003, 2004
2005, 2006
Retired
Noblesville, Indiana



CASEY MAJOR
President 2001, 2002
Retired
South Bend, Indiana



DON C. JOHNSON, CLI
President 1998, 1999, 2000
Trace Investigations Inc.
Bloomington, Indiana
812.334.8857
www.TraceInvestigations.com



LEGISLATIVE REVIEW

INspi is a member of the National Council of Investigation and Security Services (NCISS), and throughout 2020 INspi board members have been participating with regular national legislative watch meetings conducted virtually by NCISS. Special thanks to the Board Members and Legislative Committee Members that have taken time out of their busy schedule to keep our society updated and prepared for issues affecting our profession.

The most important function of NCISS is to monitor and guide federal legislation. NCISS plays an important role in acting as a conduit for state legislative information. Through joint efforts and other national and state associations of related industries, advocates keep a watch on bills which might affect our professions. Often, a law passed in a trend setting state will be adopted almost verbatim by other states wishing to follow. If an unfavorable law is enacted in one state, NCISS alerts other state associations who can take action to keep the problem from spreading. NCISS officers are frequently called upon to testify at federal and state legislative hearings giving our industry's viewpoint.

Every year NCISS also organizes a “Hit-the-Hill” event for investigators to meet federal legislators in person and advocate for the issues that affect our profession. Many good laws that have been considered over the years with unrealized collateral harm to our profession. With the assistance of NCISS and the INspi members that have attended the “Hit-the-Hill” events, we are able to keep legislators informed and assist in recognizing potential laws that affect us. Special thanks to the INspi members that have faithfully attended these events over the years.

Due to the 2020 federal election and a worldwide pandemic no “Hit-The-Hill” event was scheduled; however, NCISS lobbyists continued to work to benefit our profession. The event is anticipated to be scheduled in 2021. INspi will be planning to have members of our legislative committee attend; however, the more members that attend this organized event, the more powerful our voice and message can be.

INspi would like to request that all members consider attending and assisting with the efforts at the 2021 Hit the Hill event; and if the member can't personally attend consider sponsoring a member. It is not only a commitment in time and talent, but also a financial commitment to attend and participate in this event. Anyone that would like to sponsor a member or anyone that would like to attend, please contact George Gergis, INspi President to organize arrangements. We will keep you informed with the dates of the events once scheduled.



Indiana Bills Signed into Law in 2020

Bill Number	Description	Date Signed by Governor
HEA 1007	FISCAL MATTERS	1/29/2020
SEA 002	SCHOOL ACCOUNTABILITY	2/12/2020
SEA 061	EMS PERSONNEL LICENSURE INTERSTATE COMPACT	3/11/2020
SEA 139	ADULT GUARDIANSHIP SERVICES	3/11/2020
SEA 180	PUBLIC EMPLOYEES DEFERRED COMPENSATION PLAN	3/11/2020
SEA 181	SURVIVORS' BENEFITS	3/11/2020
SEA 187	ELKHART COUNTY COURTS	3/11/2020
SEA 197	PROHIBITED TECHNOLOGY PURCHASES	3/11/2020
SEA 238	VARIOUS HUMAN SERVICES MATTERS	3/11/2020
SEA 255	INSULIN DRUGS	3/11/2020
SEA 288	ANATOMICAL GIFT THROUGH HUNTING, FISHING OR TRAPPING LICENSE	3/11/2020
SEA 307	NATIONAL GUARD LIFE INSURANCE PROGRAM	3/11/2020
SEA 366	KANKAKEE RIVER AND YELLOW RIVER DEVELOPMENT	3/11/2020
HEA 1009	VARIOUS WELFARE MATTERS	3/11/2020
HEA 1081	COMMISSION FOR SUPPLIER DIVERSITY	3/11/2020
HEA 1095	CONTRACTS FOR EMERGENCY ROAD REPAIRS	3/11/2020
HEA 1104	HOUSING AND COMMUNITY DEVELOPMENT AUTHORITY	3/11/2020
HEA 1112	SKILLS ENHANCEMENT FUND GRANTS	3/11/2020
HEA 1129	INFANT SCREENING	3/11/2020
HEA 1143	DEVICE IMPLANTATION AS A CONDITION OF EMPLOYMENT	3/11/2020
HEA 1166	STATE COMMISSION AND BOARD MEETINGS	3/11/2020
HEA 1189	USE OF FIREFIGHTING FOAM CONTAINING PFAS	3/11/2020
HEA 1224	COUNCIL ON IMPAIRED AND DANGEROUS DRIVING	3/11/2020
HEA 1288	LOCAL OFFICE CAMPAIGN FINANCE REPORTS	3/11/2020
HEA 1334	RADON MITIGATION	3/11/2020
HEA 1370	REGIONAL REDEVELOPMENT	3/11/2020
HEA 1403	WASTE TIRES	3/11/2020
SEA 021	OUT-OF-STATE PRESCRIPTIONS	3/14/2020
SEA 039	SPECIALIZED DRIVING PRIVILEGES	3/14/2020
SEA 078	SHOVEL READY SITE DEVELOPMENT CENTER	3/14/2020

Bill Number	Description	Date Signed by Governor
SEA 109	STATUTE OF LIMITATIONS	3/14/2020
SEA 358	BUSINESS ASSOCIATIONS OF REAL ESTATE AGENTS	3/14/2020
HEA 1015	RIGHTS OF PROFESSIONAL FIREFIGHTERS	3/14/2020
HEA 1047	JUSTICE REINVESTMENT ADVISORY COUNCIL	3/14/2020
HEA 1067	DENTAL HYGIENISTS	3/14/2020
HEA 1080	COLORECTAL CANCER SCREENING	3/14/2020
HEA 1082	VARIOUS HIGHER EDUCATION MATTERS	3/14/2020
HEA 1091	EDUCATION BENEFITS RELATING TO MILITARY SERVICE	3/14/2020
HEA 1093	ELECTRONIC DOCUMENT FILING	3/14/2020
HEA 1094	SUBSTANCE USE PREVENTION AND RECOVERY	3/14/2020
HEA 1151	SCHOOL RESOURCE OFFICERS	3/14/2020
HEA 1173	INDIANA DEPARTMENT OF VETERANS' AFFAIRS	3/14/2020
HEA 1174	YOUTH HELMET SAFETY	3/14/2020
HEA 1199	PALLIATIVE CARE	3/14/2020
HEA 1210	VARIOUS HEALTH MATTERS	3/14/2020
HEA 1218	LOCATING UNDERGROUND UTILITY INFRASTRUCTURE	3/14/2020
HEA 1301	DEPLOYMENT OF TRUCK SAFETY TECHNOLOGY	3/14/2020
HEA 1346	JAIL OVERCROWDING	3/14/2020
HEA 1002	TEACHER EVALUATIONS	3/21/2020
HEA 1003	EDUCATION MATTERS	3/18/2020
HEA 1004	HEALTH MATTERS	3/18/2020
HEA 1006	MINIMUM AGE TO MARRY AND EMANCIPATION OF MINORS	3/18/2020
HEA 1014	STATE MUSEUM AND HISTORIC SITES CORPORATION	3/25/2020
HEA 1022	PANHANDLING	3/21/2020
HEA 1032	INTERFERING WITH PUBLIC SAFETY	3/18/2020
HEA 1043	FIREFIGHTERS AND POLICE OFFICERS	3/18/2020
HEA 1045	HONOR AND REMEMBER FLAG	3/18/2020
HEA 1049	BUSINESS ASSOCIATIONS	3/21/2020
HEA 1052	PULASKI COUNTY LOCAL INCOME TAX	3/21/2020
HEA 1059	SALES TAX ON RECREATIONAL VEHICLES	3/18/2020
HEA 1063	PUBLIC SAFETY OFFICER DEATH BENEFITS	3/18/2020
HEA 1065	VARIOUS TAX MATTERS	3/21/2020
HEA 1066	VARIOUS EDUCATION MATTERS	3/21/2020
HEA 1070	DISTRACTED DRIVING	3/18/2020
HEA 1077	PROFESSIONAL LICENSING AGENCY	3/18/2020

Bill Number	Description	Date Signed by Governor
HEA 1090	ASSUMPTION OF CARE OF CEMETERIES	3/18/2020
HEA 1092	STATE MEDICAID PLAN AMENDMENTS	3/18/2020
HEA 1096	TECHNICAL CORRECTIONS	3/21/2020
HEA 1099	LOW HEAD DAMS	3/18/2020
HEA 1108	STATE BOARD OF ACCOUNTS	3/21/2020
HEA 1109	TELEPHONE SOLICITATION AND CONSUMER CREDIT	3/18/2020
HEA 1111	UNEMPLOYMENT	3/21/2020
HEA 1113	LOCAL GOVERNMENT FINANCE	3/21/2020
HEA 1120	COMMUNITY CORRECTIONS AND CREDIT TIME	3/18/2020
HEA 1131	UTILITY MATTERS	3/21/2020
HEA 1147	MUNICIPAL ELECTIONS	3/18/2020
HEA 1148	BOARD OF ACCOUNTANCY	3/18/2020
HEA 1153	GOVERNOR'S WORKFORCE CABINET	3/18/2020
HEA 1157	MOTOR VEHICLE AND CRIMINAL LAW ISSUES	3/18/2020
HEA 1165	MUNICIPALLY OWNED UTILITIES	3/21/2020
HEA 1176	FIRST STEPS PROGRAM	3/18/2020
HEA 1182	HIV, FATALITY REVIEWS, AND SYRINGE EXCHANGE PROGRAMS	3/18/2020
HEA 1198	PUBLIC SAFETY MATTERS	3/18/2020
HEA 1207	PHARMACY MATTERS	3/18/2020
HEA 1209	REIMBURSEMENT FOR EMERGENCY MEDICAL SERVICES	3/18/2020
HEA 1225	FAILURE TO YIELD TO EMERGENCY VEHICLES	3/18/2020
HEA 1235	PUBLIC SAFETY	3/18/2020
HEA 1243	GENETIC COUNSELORS	3/18/2020
HEA 1244	UNEMPLOYMENT HEARINGS AND APPEALS	3/18/2020
HEA 1246	AUTOMOTIVE DEALER SERVICES	3/18/2020
HEA 1264	CHILD CARE BACKGROUND CHECKS	3/18/2020
HEA 1265	DRINKING WATER TESTING IN LAKE COUNTY	3/18/2020
HEA 1267	WITHDRAWAL OF CANDIDATES	3/18/2020
HEA 1283	TEACHER PREPARATION PROGRAM CURRICULUM	3/18/2020
HEA 1305	GRADUATION RATE CALCULATION	3/18/2020
HEA 1309	DEPARTMENT OF ENVIRONMENTAL MANAGEMENT	3/18/2020
HEA 1313	COURTS AND FAMILY LAW MATTERS	3/21/2020
HEA 1326	COMMUNITY MENTAL HEALTH CENTERS	3/18/2020
HEA 1341	STUDENTS WITH DISABILITIES	3/18/2020
HEA 1343	NEW HARMONY AND WABASH RIVER BRIDGE AUTHORITY	3/21/2020

Bill Number	Description	Date Signed by Governor
HEA 1353	FINANCIAL INSTITUTIONS AND CONSUMER CREDIT	3/18/2020
HEA 1372	VARIOUS INSURANCE MATTERS	3/18/2020
HEA 1385	NATURAL RESOURCES	3/21/2020
HEA 1392	PHYSICIAN ASSISTANTS AND NURSES	3/18/2020
HEA 1414	ELECTRIC GENERATION FACILITIES	3/21/2020
HEA 1419	GOVERNOR'S WORKFORCE CABINET	3/18/2020
SEA 001	TOBACCO AND VAPING SMOKING AGE	3/18/2020
SEA 005	HEALTH PROVIDER CONTRACTS	3/18/2020
SEA 010	PENSION MATTERS	3/18/2020
SEA 019	ELECTRONIC TECHNOLOGY FOR OPHTHALMIC PRESCRIPTIONS	3/18/2020
SEA 020	PLAN COMMISSIONS	3/18/2020
SEA 025	MENTAL HEALTH DISABILITY REVIEW PANELS	3/18/2020
SEA 047	EXPUNGEMENT ISSUES	3/18/2020
SEA 050	VARIOUS TRUST AND PROBATE ISSUES	3/18/2020
SEA 080	CODE REVISION CORRECTIONS	3/21/2020
SEA 100	NONCONFORMING STRUCTURES	3/21/2020
SEA 132	DEPARTMENT OF HOMELAND SECURITY	3/18/2020
SEA 146	SEXUAL ASSAULT VICTIMS' RIGHTS	3/18/2020
SEA 148	ZONING AND HOUSING MATTERS	VETO
SEA 177	ADMINISTRATION OF THE BROADBAND READY PROGRAM	3/18/2020
SEA 179	ELECTION CYBERSECURITY	3/21/2020
SEA 184	NONPROFIT AGRICULTURAL ORGANIZATION COVERAGE	3/21/2020
SEA 190	CONTROLLED PROJECTS	3/18/2020
SEA 194	DRUG SCHEDULING	3/18/2020
SEA 206	DEPOSITION OF A CHILD VICTIM	3/18/2020
SEA 209	SEARCH WARRANTS	3/18/2020
SEA 216	DISCLOSURE OF PERSONAL INFORMATION TO OFFENDER	3/18/2020
SEA 229	MAINTENANCE OF REGULATED DRAINS	3/25/2020
SEA 230	LEASING OF LOCAL UNIT PROPERTY	3/18/2020
SEA 237	CARE OF CITY POLICE OFFICERS AND FIREFIGHTERS	3/18/2020
SEA 239	COVERAGE FOR BREAST PROSTHESES	3/18/2020
SEA 241	PHARMACY BENEFIT MANAGERS	3/18/2020
SEA 246	MENTAL HEALTH SERVICES	3/18/2020
SEA 249	EXPLOITATION OF DEPENDENTS AND ENDANGERED ADULTS	3/18/2020
SEA 254	WATER AND WASTEWATER UTILITIES	3/21/2020

Bill Number	Description	Date Signed by Governor
SEA 256	COURTS AND JUDICIAL OFFICERS	3/21/2020
SEA 257	AVIATION SAFETY	3/18/2020
SEA 258	FIREFIGHTER SAFETY	3/18/2020
SEA 267	ADMINISTRATION OF 211 SERVICES	3/18/2020
SEA 269	WORKER'S COMPENSATION	3/21/2020
SEA 272	INDIANA ECONOMIC DEVELOPMENT CORPORATION	3/18/2020
SEA 273	INDIANA BEHAVIORAL HEALTH COMMISSION	3/18/2020
SEA 295	VARIOUS EDUCATION MATTERS	3/18/2020
SEA 299	FETAL REMAINS	3/18/2020
SEA 302	INDIGENCY DETERMINATIONS	3/21/2020
SEA 319	PRACTITIONER OR ACCOMPLISHED PRACTITIONER LICENSE	3/18/2020
SEA 331	NATIONAL GUARD LICENSE PLATES	3/18/2020
SEA 334	ELECTION MATTERS	3/21/2020
SEA 335	CRIMINAL LAW ISSUES	3/21/2020
SEA 340	PRIVATE PROPERTY MATTERS	3/18/2020
SEA 343	RURAL COMMUNICATIONS COOPERATIVES	3/18/2020
SEA 346	STUDENTS WITH DISABILITIES	3/18/2020
SEA 350	CENTRAL INDIANA REGIONAL DEVELOPMENT AUTHORITY	3/18/2020
SEA 365	TOWN OF GRIFFITH	3/21/2020
SEA 367	REGIONAL DEVELOPMENT AUTHORITIES	3/21/2020
SEA 383	REPORTING ON MBE AND WBE CONTRACTING GOALS	3/18/2020
SEA 395	UNIFORM CONSUMER CREDIT CODE	3/18/2020
SEA 398	VARIOUS EDUCATION MATTERS	3/18/2020
SEA 405	EXEMPTIONS FROM DESIGN RELEASE REQUIREMENTS	3/18/2020
SEA 406	SURVIVOR BENEFITS	3/21/2020
SEA 408	VARIOUS TAX MATTERS	3/21/2020
SEA 409	EMPLOYMENT OF MINORS	3/21/2020
SEA 410	LIBRARIES	3/18/2020
SEA 424	ADDRESS CONFIDENTIALITY PROGRAM	3/21/2020
SEA 427	PROVISIONAL OCCUPATIONAL LICENSE	3/18/2020
SEA 430	RESERVOIR CONSERVANCY DISTRICTS	3/21/2020
SEA 433	REMOVAL OF RESIDENCES FROM CERTAIN FLOOD PLAINS	3/18/2020
SEA 438	REGULATION OF PESTICIDE USE AND APPLICATION	3/18/2020

Additional Information and description of the bills can be found on the Indiana Legislative website at the following link
<https://www.in.gov/gov/governor-holcomb/newsroom/2020-bill-watch/>

2020 INspi Elections

2020 was an election year for the INspi Board. The elections were conducted in December and electronic ballots were sent to members on 11/23/2020 with a deadline to be returned by 12/08/2020. The ballots were submitted electronically and reviewed by the special election committee formed for this purpose. The results of the election were announced on 12/14/2020. Thank you all that voted and continue to support the INspi mission.

Congratulations to all; and thank you all that participated in the voting process!

The board elected for a two-year term 2021 and 2022 are as follows:

President: George Gergis (Investigative Support Unit, Inc – South Bend, Indiana)

Vice-President: H. Steve Radde (Radde Investigative & Security Services – South Bend, Indiana)

Secretary: Roger Getz (Getz Investigations – Valparaiso, Indiana)

Treasurer: Brandy Lord (Integrity Investigations, Inc. – Granger, Indiana) -write-in candidate



Welcome to the future of investigations by Matthew Spaier, PI

2020 has certainly been a challenge for this industry, but it has given birth to a great resource tool for investigators. With investigative industry making a hard pivot towards offering education and training online, **Investigators-toolbox.com** has become a necessity to keep up with this transition. This networking community launched in August of 2020 and offers a comprehensive forum, high quality webinars, trainings, vlogs, blogs and articles. It also has resource listings of over 150 OSINT research websites that have been cataloged and categorized for placement in a private library offered to each member. The site is curated and is updated on a daily basis. Members of the community actually submit content to the site. Investigators-toolbox.com has partnered up with 16 industry related businesses that offer discounts available only to community members. These companies include CROSStrax, Delevepoint, IRB, Skopenow, PI Magazine, Heatherington Group, Paraben and The PI Institute of Education. There are over \$1200 worth of discounts available to community members. With associations and organizations moving their training to online events, there is more content available now than ever. Investigators-toolbox.com captures this content and archives it for future viewership. Membership to the community is \$200 for the year. INspi members can use code inspi201836 and save an extra \$15. Act now and join the future of Investigations. Can you afford .51 cents a day? If the answer is yes, then don't delay. www.investigators-toolbox.com

THANK YOU FOR YOUR SUPPORT!



**INVESTIGATORS
TOOLBOX**



Invest In Your business And Invest In Yourself
Join The Future Of Networking, Learning And Data
Resource Management

www.investigators-toolbox.com

Use Code inspi201836 to save 10%

SPECIAL THANKS to Matthew Spaier, an INspi Member and the founder of the Investigators Toolbox.

Matthew has sponsored and supported INspi events and projects throughout 2020. It is with assistance of our sponsors that allow us to fulfill our mission and goals.

Thank you, Matthew and Investigators Toolbox!

Support the people that support our profession!



INspi Quality Standards for Investigators

One of the most ambitious projects taken on by INspi in the recent years was to generate a handbook to assist in guiding members to operate a successful investigative business. In 2020, the project was completed with the assistance and contributions of many members and supporters of INspi.

The first edition of the **INspi Quality Standards for Investigation Guide** was completed and published by our society. All members of INspi were sent a copy of the guide as a benefit to their membership. The guide was only available in a printed version, and many investigators, attorneys and other professionals throughout the country also requested and purchased the guide. In 2021 we plan on continuing the project to review the guide and generate an edition in an E-Book format that will be available to members and other professionals.

It is recognized that society members are widely diverse in their businesses and operational missions, staffing levels, funding, management resources, and day to day operations; however, certain fundamental ethical behaviors and foundational standards apply to any investigative firm. The guide is comprehensive, relevant and sufficiently broad to accommodate a wide range of firms, including general practice firms, as well as firms specializing in specific areas, including criminal, civil, administrative laws, business relations and personal affairs. It was designed so it may be implemented into the operations of any firm in accordance with the mission and unique circumstances of the respective client base for the firm.

As members, leaders and protectors of our profession, we must set the standards that measures the quality of the services offered, enhance our profession and protect our clients and the public from abuses and incompetence of individuals that may offer commercial investigative services.

If any members or INspi supporters would like to volunteer time, donate funds and other support towards the INspi Quality Standards project, please contact the President. INspi is a non-profit organization looking out for the interest of Professional Investigators and Security Services, your donations and support are appreciated.

Donations made to a specific project should be indicated as such. Please note that our website now has a "Support & Contributions" section to allow members to contribute beyond the membership dues and allow the general public and others to offer contributions and support. "Together we are strong!"

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IASIR President Fabian P. Blache III Delivers Address on SURGE Initiative at the 2020 CAPSI Security Leadership Summit in New Delhi, India

NEW DELHI — Fabian P. Blache III, president of the International Association of Security and Investigative Regulators (IASIR), will deliver an address at the CAPSI Security Leadership Summit December 17 to introduce executives from India's private security industry and top government officials to IASIR's *Secure Urgent Response Global Endorsement (S.U.R.G.E.) Certification™*.

IASIR has developed and administers the S.U.R.G.E. international training certification for security personnel and their employers. The online program establishes a minimum training standard in order to meet requirements for license portability or reciprocity across jurisdictional boundaries.

S.U.R.G.E. Certified Security Officers are required to attain 100 percent on the final exam at each of three program levels, an achievement made possible through a state-of-the-art curriculum that tests at various checkpoints then retrains where mastery is not achieved. "In this way, we ensure that every individual has internalized the information in a way that will allow them to operationalize the training in the field," said Blache.

IASIR has partnered with the *Central Association of Private Security Industry (CAPSI)* and the Indian government to bolster CAPSI's accomplishments in the establishment of training standards. CAPSI, representing the world's largest security workforce with 7 million employed, is an international leader in the formulation of standards and best practices, particularly in regard to overcoming obstacles and barriers in times of crisis.

IASIR is a professional association made up of state and provincial government regulators of the private security, investigative and alarm industries, as well as law enforcement and industry members from across North America and other parts of the world. The Association focuses on collaboration between these groups to enhance public safety by promoting professionalism through effective regulation.



INTERNATIONAL ASSOCIATION OF SECURITY AND INVESTIGATIVE REGULATORS

IASIR is a coalition of licensing regulators from the security guard and alarm industries and the private investigator and protective professions around the U.S. and abroad. At present there are 20 states and seven Canadian provinces in IASIR, as well as regulators from France, South Africa and India. In addition, there are over 30 individual associate members from the various sectors represented by IASIR members.

As the recent press release (included above) shows, IASIR has taken a giant step in accomplishing a major component of its mission -- providing customized virtual training modules for private security officers around the globe, through its S.U.R.G.E. Certification. IASIR partnered with ProtaTECH, a California-based technological firm providing online training and educational services to regulators and private companies. At the 2019 IASIR conference in Scottsdale, representatives from the South African government and private security sectors were present for a presentation on the first training modules. South Africa and India have the world's largest security guard populations and standardized training is a priority in both countries, presenting an ideal opportunity for the launch of the S.U.R.G.E. Certification. As the press release addresses, IASIR's president traveled to India in December to present the program to India's private security industry.

Regulators in the U.S. will eventually have an opportunity to sponsor the S.U.R.G.E. training module for private security guards, which would alleviate some of the burden on licensing authorities and the contract guard industry in providing training standardization and services. One goal of the program is to provide "portability" of licensing, permitting security guards with the S.U.R.G.E. Certification to cross state borders to respond to national emergencies and disasters where security services are urgently needed and local providers are unable to meet the challenge. Whether or not a state's licensing authority sponsors the program, it will be available to contract guard companies and to private individuals who are seeking new employment opportunities.



Thank you to Don C. Johnson, CLI for his contribution.

In his capacity as a member of the Indiana Private Investigator and Security Guard Licensing Board, Don C. Johnson CLI -- a founding member and past president of the Indiana Society of Professional Investigators -- sits on the board of directors of the International Association of Security and Investigative Regulators.

Trace Investigations Inc.

Bloomington, Indiana

www.TraceInvestigations.com

Photo of Don C. Johnson

SAFETY, SECURITY & THE PROFESSIONAL INVESTIGATOR

By Kitty Hailey, CLI

A majority of investigators are sole practitioners. Routines vary from day to day. There is generally no set pattern to life in the field of investigation as cases don't happen 9 – 5. Witnesses aren't always home during the regular workday. Fortunately, this allows ample time to play golf and arrange a schedule around picking up children from day care. Unfortunately, it creates a safety issue. Interviews are often conducted in the homes of strangers, in rough neighborhoods and after dark. We sometimes forget to think of ourselves first. The issue of personal safety is infrequently raised; yet it is the most important part of an investigator's job.

In my own experience as a criminal defense, civil rights and personal injury investigator I can attest to numerous harrowing experiences where danger came in unexpected forms. I clearly remember the growling Pitbull I did not see when I walked up the front porch steps, the reluctant witness with the sawed-off shotgun, the enamored client who believed I was much more than just his investigator and the 6'6" brothers who physically muscled me out the door because they were angry at me for representing the man who killed their friend.

As an investigator with the Federal Defender Capital Habeas Unit the issue of safety came in many forms. We worked around the country and most often, alone. I would take one or two airplanes to my destination and then rent a car to drive more than a hundred miles into the Ozarks or up into rural West Virginia. While beautiful places to hike and vacation with family and friends, they are truly frightening to navigate alone while tired and unsure if the witness to a decades old murder is truly interested in having an engaging conversation with a stranger from Philly. In my long experience as a professional investigator, I have navigated swollen backwoods rivers in a Ford Fiesta, outrun one tornado and hunkered down for two more; alone and frightened. I've bravely stood up to gang members in the "Badlands" of North Philadelphia and squeamishly watched bugs, rats and assorted rodents nibbling off of garbage on the floors of trailers in rural America as I attempted to keep my composure and continue with an interview. ... (continue next page)

Special Thanks to **Ron May, CPA at Schroeder May & Associates** for his assistant
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SAFETY, SECURITY & THE PROFESSIONAL INVESTIGATOR

By Kitty Hailey, CLI....continued

Even with a gun permit in one state, there is not always the ability to carry in another. And then, would that really put me at an advantage? Or is my handy pepper mace a better friend? Are the three years of Ju-jitsu sufficient to protect me against the 280 lb Quarterback who doesn't want to talk to me? I go to the gym every day, but is that going to save me if I'm followed or kidnapped or held hostage in a stranger's home? I ask myself these questions and I worry about those that do not.

The growing interest in our profession has hundreds of young men and women entering into a field on nothing but the promise of adventure. Every media depiction of an investigative female is a beautiful young woman with guts, grit and a gun. Every young man is handsome, viral and capable of slamming a 300 lb. uncooperative witness against an iron fence. In truth, the rosy picture of adventure and excitement is replete with potholes and pitfalls. Like realtors who are asked to show a home in the woods in the dark, we are setting ourselves up as victims if we are not aware of our own safety issues.

As the former owner/operator of a rather large predominately female investigative agency I used to have safety classes monthly. They consisted of either a safety demonstration by a trained personal safety expert or a practical class in the best places to kick, punch or place a well pointed fingernail on an assailant. My own advice (which I follow) was to do the following:

1. Attempt to make planned appointments at a neutral and safe location: restaurant, coffee shop, library, or other public place with semi-privacy access.
2. If a cold call, scope out the neighborhood first (Google is amazingly handy) and recognize routes of exit before parking your car.
3. Remove any enticing materials from the seats of your vehicle or the view of passersby. That includes wrapped gifts, laptop computers, and bags of merchandise or money in the center console. Put them in the trunk BEFORE entering a neighborhood.
4. Women should not carry a pocketbook. It's something that can be taken away easily. Put ID in your pocket or wear a lanyard. There is never need to bring money into a witness's home. Lock it up in the trunk or leave it home.
5. Carry only what you need (cell phone, notepad, statement forms, pens, pencils, recording devices and business cards). Less is more. Mobility is less hampered if there is not much to grab while running. And yes, sometimes we all have to run...or move very quickly. ... (continue next page)

SAFETY, SECURITY & THE PROFESSIONAL INVESTIGATOR

By Kitty Hailey, CLI....continued

6. If it's dark or late or the location is iffy, call a friend. Professional associations are a great source of helpful colleagues who are sometimes needed to provide a show of strength. A woman or man walking alone at night from a distant parking space to the home of a stranger is often viewed as a target for robbery, a suspected drug purchaser or a complete idiot for being in a rotten neighborhood after 9 pm.
7. Tell someone of your destination. Even if you do not work with anyone there are options. Leave your schedule and the name and address of the intended destination on your desk. At least it will make it easy for law enforcement to pick up your trail. My own habit is simple. I call a trusted friend and provide the name and address of my destination. I also provide the telephone number for the local police or in many cases, forestry service. My instructions were simple: call me in one hour if I don't report in to you. If you do not reach me in an hour and a half, call the police and give them my info. Again, it might just make it easy to find the body, but that's something.
8. Above all, be aware and be alert. Don't text and walk, especially in a strange neighborhood. Keep your cell phone handy with 911 dialed in but not sent. Pressing one button in an emergency is easier than pressing four.

Do I sound like a worry wart? Maybe. Mostly I want investigators everywhere, men and women alike, to be conscious of the fact that our world is real. People we encounter are unpredictable. There is a level of trust and respect which we should give to others, but we would be foolish to expect it in return.

Thank you to Kitty Hailey, CLI for contributing the article.

Kitty is a Certified Legal Investigator and has authored and contributed to several investigative textbooks. She is the owner of Kitty Haley Investigations in Philadelphia.

Pennsylvania. We are thankful for her contributions and commitment to our profession and extremely happy to have her as member of INspi.

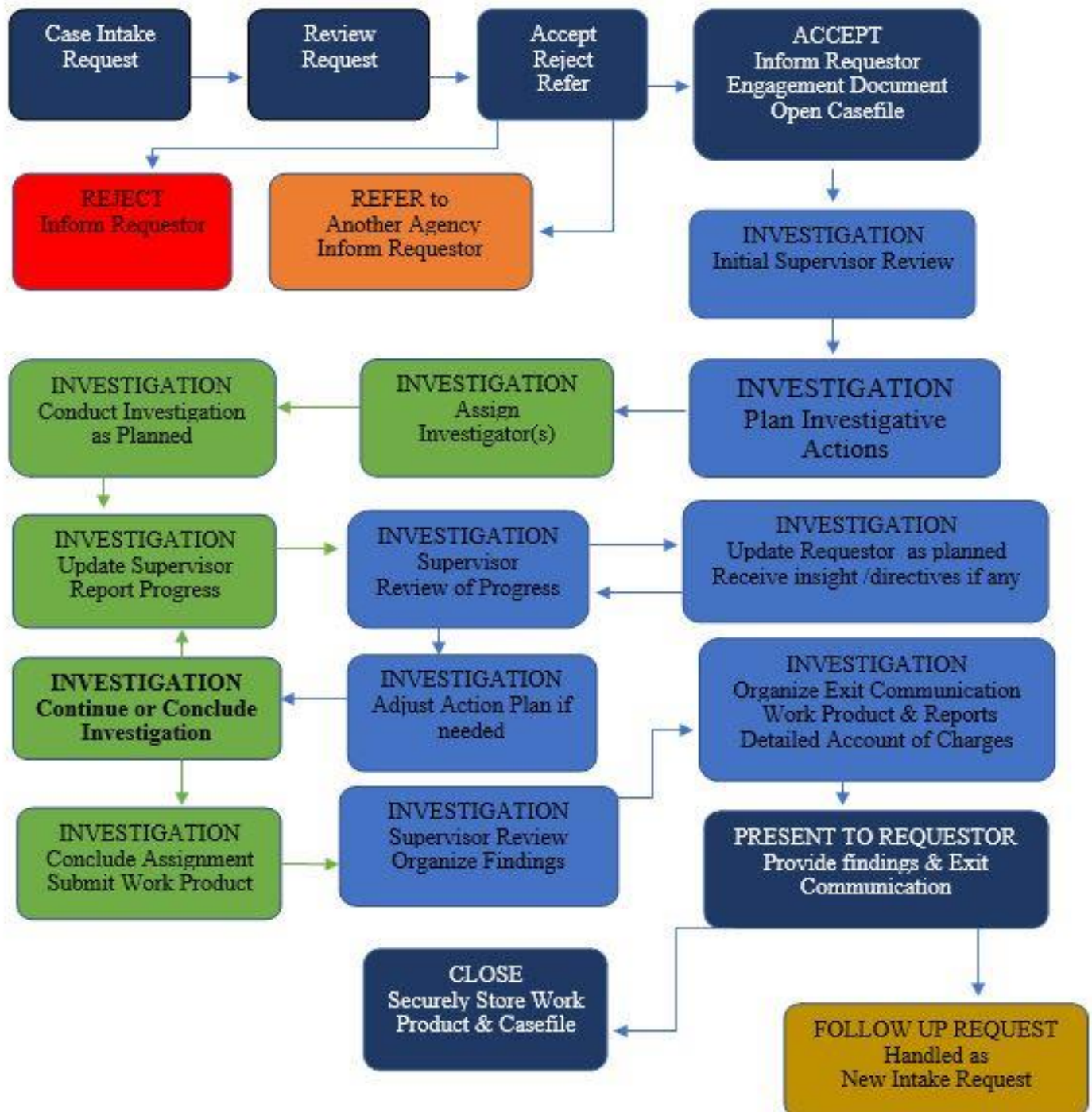
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Photo of Kitty Hailey

BUSINESS PLANNING FOR YOUR FIRM

Private Investigation File Flow Chart and Overview



BUSINESS PLANNING FOR YOUR FIRM

The INspi Quality Standards for Investigations Guide outline the General Standards, Quality Standards and Ethical Behaviors that assist private sector investigative firms to conduct quality operations. The general standards focus on competency, qualifications and due care. The quality standards focus on planning, executing, managing investigative events and operations.

Most licensing requirements for private investigators require several years of experience conducting investigations; however, once an investigator is licensed, he or she finds themselves operating and managing an investigative business. The experience in conducting investigations often fall short to provide substantial experience to manage and operate an investigative firm. We learn that working as an investigator does not necessarily prepare us to operate and manage an investigative firm.

The above investigative file flow chart demonstrates an example of the steps considered and executed when conducting a private sector investigation accordance with the proper quality and planning standards. The flow chart is color coded by the roles associated with each of the tasks outlined. The four (4) tasks color coded in GREEN are typically the tasks conducted by most in the role as an investigator to earn the experience needed to be licensed; however, once in business the firm is responsible to conduct and manage the remaining thirteen (13) tasks.

This simple diagram demonstrates the need to continue to learn and follow commonly accepted standards to provide quality services to our clients, enhance our profession and operate a successful investigative firm.



The printed edition of the 2020 INspi Quality Standards for Investigations Guide was sent to all 2020 INspi members.

The guide is still available while supplies last. Visit the INspi website and request your copy.

www.IndianalInvestigators.com

(\$49 donation to INspi)

THANK YOU FOR YOUR SUPPORT!

Throughout 2020, INspi has been blessed with the contributions and support of many people and businesses supporting the goals and mission of INspi. It is with extreme gratitude that we accept their contributions that assist in making our organization productive. Please support the people that support our profession!

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Nicole Cusanelli and James Nanos from PI Magazine and PI Gear have been great supporters of INspi over the years. They have provided PI Magazines and door prizes as well as support for educational meetings and conferences. PI Gear is where you can find professional grade equipment for investigative and surveillance projects. www.pigear.com

PI Magazine is a trade publication that enhances every professional investigator's practice. Articles regarding new trends and changes are published regularly. Special thanks for highlighting INspi in several editions of the magazine. Subscribe to PI Magazine at: pimagazine.com

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Join our host, Matthew Spaier, PI for this dynamic Podcast weekly as he dives into the perspectives of what it takes to be a successful Private Investigator. Also, tune in and hear the perspectives of the very best minds in the investigative community. This Podcast has topics of interest for the novice gumshoe all the way up to the seasoned professional. You never know who's perspective will be under the magnifying glass each week.

P.I. Perspectives Podcast

www.pi-perspectives.com or wherever you get your Podcasts

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Thank you to PI-Perspectives and the Host, Matthew Spaier for offering a quality podcast with a professional perspective to our trade. Many INspi members were featured on the podcast in 2020!

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2020 INspi Members

Our Society is strong thanks to the hard work and commitment from our members.

Special Thanks to all our members for making the commitment to themselves, their businesses, our colleagues, our profession and the people of Indiana.

By being a member and supporting INspi you have shown a commitment to the value of our profession. "Together we are strong!"

Thank You!

THANK YOU FOR YOUR SUPPORT!



Join our host, Matthew Spaier, PI for this dynamic Podcast weekly as he dives into the perspectives of what it takes to be a successful Private Investigator. Also, tune in and hear the perspectives of the very best minds in the investigative community. This Podcast has topics of interest for the novice gumshoe all the way up to the seasoned professional. You never know who's perspective will be under the magnifying glass each week.

P.I. Perspectives Podcast

www.pi-perspectives.com or wherever you get your Podcasts

INspi Code of Ethics & Conduct

PREAMBLE

The Indiana Society of Professional Investigators hereby states that a member should at all times exhibit high professional standards, and should protect and further his or her client's interest and confidentiality, in a manner consistent with all applicable laws and circumstances. It should be the intention of every member to deal honestly, justly and courteously with all, and to practice his or her profession according to this Code of Ethics.

PROFESSIONAL RELATIONS

Section 1. Each member of the society will cooperate with other investigators and related professionals, and by the exchange of information and experience promote the welfare of his or her profession in all matters not in conflict with the member's relationship with a client or employer.

Section 2. A member will not advertise his or her services in a manner which would be deemed unprofessional or inappropriate by his or her peers, or in a dramatic, misleading, or exaggerated fashion. A member will not engage in conduct which would bring discredit, dishonor, or injury to the dignity and honor of his or her profession, or to this society.

RELATIONS WITH CLIENTS AND THE PUBLIC

Section 3. Upon request, the member will give to each client a full explanation of the work to be performed, rates and fees to be charged, and reports to be rendered.

Section 4. The member will preserve the confidentiality of the client or employer and the client's or employer's interests unless directed otherwise by the client or employer, or unless under a specific order of legal authority.

Section 5. The member will make all reporting based upon truth and fact and will offer honest opinions and conclusions based thereon.

Section 6. The member will conduct all aspects of his or her business within the bounds of legal, moral, and ethical considerations.

Section 7. The member will not accept his assignment or employment if a personal or professional conflict of interest lies therein.

Section 8. The member will not utilize techniques, equipment, or devices which might threaten the life, limb or safety of another.

Section 9. The member will strive to improve as a professional, to respect the individual rights of others and to insure the same of those under his or her employ, or in his or her sphere of influence.

RELATIONS WITH INVESTIGATORS AND OTHERS

Section 10. The member will participate in continuing education as may be directed by the Board of Directors.

Section 11. The member will not directly or indirectly injure the professional or personal reputation or business opportunities of another member. If a member believes that another member is guilty of unethical conduct, illegal activity or unfair practice or designs, the member will present the information to the proper authority or body for action.

Section 12. The member will not criticize another member's work or business practices except in the proper forum for technical discussion and criticism.

Section 13. The member will not compete illegally with another member in the solicitation of work.

Section 14. A member will not engage in the unauthorized practice of law.

Section 15. A member will not solicit clientele for any attorney.

2020 CONTINUING EDUCATION MADE VIRTUAL

Like almost every organization in the world the 2020 pandemic took INspi by surprise. Educational events in the planning were derailed; however, thanks to technology and our perseverance, our society's mission to provide quality professional development and education did not stop, it continued on a virtual track.



In April of 2020, INspi coordinated with Tara Godoy of Godoy Medical Forensics and offered four virtual webinars: (4 CEU)

- Blunt Force Trauma
- Strangulation
- Reading Medical Records
- Traumatic Brain Injuries & Intoxication

In the summer of 2020, INspi made arrangement with F.I.S. so that every member of INspi had discounted access to the P.E.A.C.E. Investigative Interviewing Course virtually. The course is designed to provide investigators with a method to gain the maximum amount of truth and information during an investigative interview.



THANK YOU FOR YOUR SUPPORT!

Throughout 2020, INspi has been blessed with the contributions and support of many people and businesses supporting the goals and mission of INspi. It is with extreme gratitude that we accept their contributions that assist in making our organization productive. Please support the people that support our profession!

THANK YOU!



GODOY

**MEDICAL FORENSICS
INCORPORATED**

Tara M. Godoy, BSN RN CFN LNC

Godoy Medical Forensics, Inc.

www.GodoyMedical.net

www.Strangulationexpert.com

Call: (925) 425-7182 Email: Tara@GodoyMedical.net

Godoy's unique background in working with both criminal and civil attorneys gives your team a perspective that you will not find anywhere else.

THANK YOU FOR YOUR SUPPORT!

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THANK YOU!



Forensic Interview Solutions Mission

“To provide scientifically based, ethical investigative interviewing scenario-based training courses to organizations empowering them to protect themselves, their customers, and communities from risk.”

Training providers for the **P.E.A.C.E.** Investigative Interview Method
The P.E.A.C.E. framework embodies the drive to ETHICAL fact finding using scientifically endorsed interview methods.

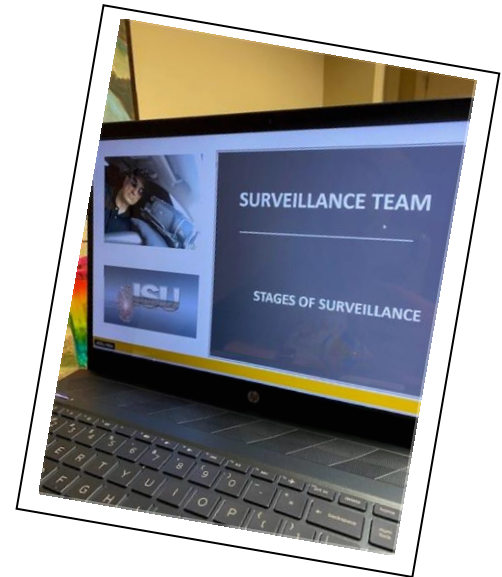
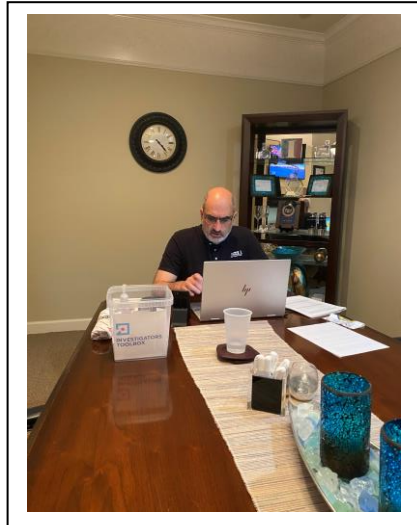
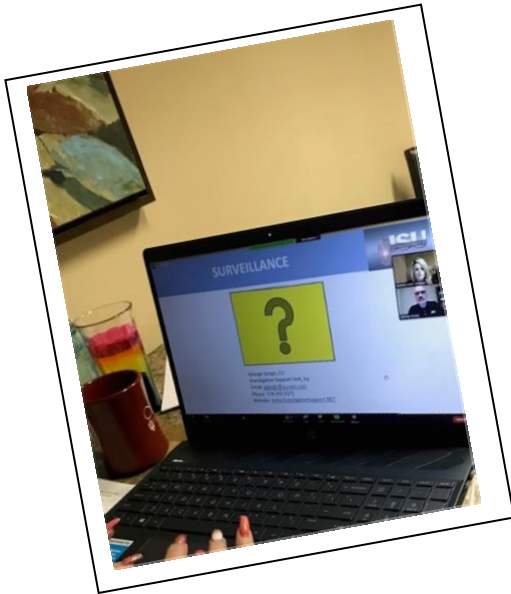
TO BE THE BEST INVESTIGATIVE INTERVIEWER YOU CAN BE!

Video description of the course: [Click Here for Video](#)

WEBSITE: www.fis-international.com

2020 CONTINUING EDUCATION MADE VIRTUAL

In September of 2020, the INspi SURVEILLANCE DAY virtual event was held, providing some of the best private sector surveillance training available. The event was at no-charge for INspi members and offered 4 hours of CEU.



The INspi Surveillance Day was sponsored and supported by The Investigators Toolbox, that also rewarded two attendees at random with an annual subscription and access to the Investigators Toolbox.

(Photos: center George Gergis, from Investigative Support Unit, Inc. instructing the event. Right and Left photos depict the computer used by Brandy Lord of Integrity Investigations, Inc. co-hosting the event)

INspi also worked with the National Association of Legal Investigators to bring our members additional quality training at no cost to the members.

In July 2020, a 1-hour CEU training webinar
Vehicle Sightings Instructional Webinar

In November 2020, a 1-hours CEU training webinar
How Quality Data Saves Investigators



AFFILIATE ORGANIZATIONS

MCPI: The Michigan Council of Professional Investigators is an organizational network of investigators from across the State of Michigan founded on integrity, professionalism and high industry standards. The organization strives to provide investigators with education, legislative support, business opportunities, and synergistic forums to gather and exchange ideas. The MCPI members maintain the highest standard of ethics and confidentiality to promote trust and support amongst their clients and colleagues.

INspi and MCPI have a long history of cooperation and work in conjunction to provide members of both association with educational opportunities and support. Many professionals in Michigan are members of INspi as many Indiana Professionals are members of MCPI. The cooperative relationship has been a mutual benefit to our respective state associations and a great benefit to our profession.



When considering investigative services in Michigan, first consider the members of MCPI.

www.mcpihome.com

AFFILIATE ORGANIZATIONS

NCISS: The National Council of Investigation and Security Services is a legislative action organization protecting the interest of investigative and security professionals. Many INspi members are members of NCISS. Joining NCISS is considered the minimum that a professional can do at the national level to assist in protecting and promoting our profession. INspi encourages all members to consider joining NCISS and contributing to their mission, which is also our cause.



"YOU NEED BOTH HALVES"
for the **BEST**
LEGISLATIVE PROTECTION

1st Half Member of State Association	2nd Half Member of Nati'l Council Investigation & Security Services
---	---

Many of your state association leaders
have the 2nd half.

PROTECT YOUR BUSINESS!
JOIN TODAY



Join NCISS!

NCISS is the National Voice of the Investigative and Security Professions - Your Voice in Our Nation's Capital! NCISS is your insurance policy protecting you at every turn.
Visit www.nciss.org/Join-NCISS

Are YOU Represented? *Learn More!*

THANK YOU FOR YOUR SUPPORT!

Throughout 2020, INspi has been blessed with the contributions and support of many people and businesses supporting the goals and mission of INspi. It is with extreme gratitude that we accept their contributions that assist in making our organization productive. Please support the people that support our profession!

THANK YOU!



El Dorado Insurance Agency providing A-Rated insurance coverage for investigators and security guards has sponsored and support INspi throughout 2020. Special Thanks to Jesse Barber, our local representative from El Dorado.

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www.eldoradoinsurance.com

10-minute application process

Jesse Barber: Toll free: (800) 221-3386 x 4527

Direct: (313) 355-3261

If your insurance is due for renewal, let Jesse provide you a quote; for the best deal let him know you're a member of INspi.

NATIONAL IMPACT

In review of the 2020 INspi members list one can see several members that practice throughout the neighboring states and throughout the corners of our nation. It is refreshing to note the number of investigators not only committed to the profession but committed to such a level to participate and support our society. Many times, as an Indiana firm when seeking qualified people to assist with casework outside the state, the first resources checked is the INspi membership list.

On the occasions, that a need to hire an out of state investigator arises, as a prerequisite a request for that investigator to become an INspi member is made. This should not be an exception, but the norm. An out of state investigator working an Indiana based case agreeing to the professional oversight of an Indiana civilian authority is the minimum commitment that can be demanded.

Having a national reach and impact is a great benefit to INspi and Indiana. Resources and assistance are offered to members on a regular basis; information regarding trends throughout the nation are shared; educational programs and conferences are made available at reduced rates throughout the nation; legislative research and assistance is shared. It is encouraged that all members ensure that every investigator in their firm is a member of INspi and follows the ethical code of conduct required of INspi members, as well as when working with other investigators to seek INspi members, demand Indiana based investigators be INspi members, and request that all out of state investigators be members of our society. This is the simplest most efficient method to ensure that one is working with an investigator committed to our profession and to their practice.



El Dorado Insurance Agency providing A-Rated insurance coverage for investigators and security guards has sponsored and support INspi throughout 2020. Special Thanks to Jesse Barber, our local representative from El Dorado.

THANK YOU!

www.eldoradoinsurance.com

Jesse Barber: Toll free: (800) 221-3386 x 4527

Direct: (313) 355-3261

If your insurance is due for renewal, let Jesse provide you a quote; for the best deal let him know you're a member of INspi.

SPECIAL RECOGNITION

On behalf of all the members of INspi we want to thank Christine Hurley for her support and membership with our society. She has served our profession ethically and honorably, and her service has benefited her clientele, our state and our profession.

Her support and commitment to INspi, our profession and the people of Indiana has been noticed and appreciated. Her honorable service for several decades to our profession and our community is to be commended.

INspi has issued Christine Hurley an honorable retired status lifetime membership. We look forward for our society to continue to benefit from her experience and valuable input.



The Campbell Group



Thank You to Kevin Whaley & THE CAMPBELL GROUP INSURANCE!

The Campbell Group is the first corporate sponsor of INspi for 2020!

****THANK YOU, Campbell Group for your commitment to the professionals of Indiana****

The Campbell Group offers a variety of business insurance packages to meet the needs of professional investigators and security guard agencies.

www.thecampbellgrp.com

Kevin Whaley has arranged a special rate program for INspi members
an on-line application process that can be accessed via: www.INspiInsurance.org

**** Support the People that Support our Profession****

[Apply for Insurance On-Line](#)

or Contact Kevin Whaley phone: 616.541.1435 email: kwhaley@thecampbellgrp.com



Kevin Whaley

Managing Director

We want to get to know you on a first name basis and become a valued partner of your security or investigative company's team. With more than 30 years in the business and thousands of clients, myself and my staff are uniquely suited to guide you through your security guard or private investigator insurance needs. We regularly help people review clients contracts, negotiate coverage terms and conditions to establish a fair middle ground, help with job selections (and what to avoid), and with safety and state licensing questions.

INspi E-Mail List-Serve

INspi over the last decade has had an Electronic List-Serve that is available to all members. This useful tool allows members to seek advice, assistance, make announcements and receive information in an effective method right from our emails on our computers, smart phones and tablets. **The value of the information shared on the listserv sometimes far surpasses the cost of the membership dues.**

The email address to send emails to the list-serve is Indiana-investigators@googlegroups.com ; the invitation to participate was also sent to the members from that email address.

INspi would like all members to make sure that they are receiving emails from the listserv group and all have access to post information as needed. If any members don't have access to the new listserv, please let us know by sending an email to info@indianainvestigators.com along with a request to join the listserv group; an invitation will be sent within 72 hours of the request.

One must be a member of INspi to be eligible to participate on the listserv discussions. They're also some simple rules to follow:

- Professional Conduct Only (keep in mind the ethics and code of conduct expected by an INspi Member)
- The listserv is NOT a moderated list – if needed, individuals may be notified and moderated.
- ALWAYS use a signature block – it is your networking card.
- No personal attacks, flaming or unwarranted criticism.
- If something is found to be objectionable, please email info@indianainvestigators.com to report.



PLANNING FOR 2021

One of the most ambitious plans initiated by INspi was to generate a handbook to assist in guiding members of INspi to operate successful investigative businesses.

Members of INspi strive to build and assist others to build successful investigative practices in a constantly changing and challenging business environment. Private sector investigators play key roles in facilitating civil and criminal justice, assisting with honest ethical commerce by businesses and assisting individuals to handle personal affairs with the individual and private manner entitled to each individual citizen.

In 2020, INspi published the first edition of the **INspi Quality Standards for Investigations Guide**. The 2020 print edition of the guide was made available to all INspi Members at no cost to the member. The guide was a great benefit to the membership and our profession.

In 2021, it is anticipated that a second edition of the guide will be generated and available in an Electronic Format; thus, it can be distributed to members of our society and other professionals. The goal of the guide is not only to assist investigators to perform with high quality standards; however, also provide knowledge to the general public on how to recognize quality in services provided by private investigative firms.

It is recognized that private sector investigators are widely diverse in their businesses and operational missions, staffing levels, funding, management resources, and day to day operations; however, certain fundamental ethical behaviors and foundational standards apply to any investigative firm. The guide is a comprehensive, relevant and sufficiently broad to accommodate a wide range of firms, including general practice firms, as well as firms specializing in specific areas, including criminal, civil, administrative laws, business relations and personal affairs. It is designed so it may be implemented into the operations of any firm in accordance with the mission and unique circumstances of the respective client base for the firm.

PLANNING FOR 2021



If any members or INspi supporters would like to volunteer time, donate funds and other support towards this project, please contact the President. INspi is a non-profit organization looking out for the interest of Professional Investigators and Security Services, your donations and support are appreciated.

Donations made to a specific project should be indicated as such. Please note that our website now has a “Support & Contributions” section to allow members to contribute beyond the membership dues and allow the general public and others to offer contributions and support. Together we are strong.

Professional Networking

“Coming together is a beginning; keeping together is progress; working together is success”

...Henry Ford



2021 Membership Dues Reminder

If you have not yet renewed your membership, please do so.

Membership can be renewed and dues paid online at

www.INDIANAINVESTIGATORS.COM

Or complete the application/renewal form within; mail to:

**INspi
50710 Princess Way, Suite 300
Granger, IN 46530**

NOT A MEMBER YET? Apply on-line or complete the application in this publication

2021 Committee Call

A CALL FOR A CHAIR!

In 2020 INspi formed an Election Committee to handle the nomination and voting process for INspi Officers for the term of 2021 and 2022. Thank you for the work and effort by the Election Committee chaired by Brandy Lord with Integrity Investigations, Inc. in Granger, Indiana.

Dean Gluth with The DeBugging Experts was appointed to Chair the INspi Legislative Committee for 2021. We look forward to his contributions throughout the year. Dean has also been involved with NCISS and has assisted INspi with navigating several legislative issues in the past. Special thanks to Dean for accepting this position. If anyone would like to assist with the Legislative Committee, please contact Dean Gluth (**Business Phone:** (847) 301-1475 dean@thedebuggingexperts.com)

INspi is also in need of members to assist with the Public Relation & Continuous Education Committee. If any members are interested, please contact the President.

2021 TRAINING / EDUCATION CONFERENCE PLANNING

In the early part of 2021, INspi will continue to make arrangements for virtual on-line training. It is our hope that with the assistance of our nation's scientist, medical professionals and the efforts of all, the health threat caused by the pandemic will have been eliminated. We will continue to monitor the progress and adjust our efforts to fulfill the mission of INspi.

We anticipate that in the third quarter of 2021, INspi will be arranging a continuing education conference. Planning and organizing a successful conference requires much time, talent and funds. A four-person leadership team is anticipated to be formed to fill the following positions:

- | | |
|---------------------------------------|----------------------------------|
| 1) Meeting Manager/ Host | 2) Meeting Education Coordinator |
| 3) Meeting Sponsor/Vendor Coordinator | 4) Meeting Venue Coordinator. |

Additional assistance will also be required at the direction of the coordinators and manager. INspi needs your help; any members that are interested in volunteering for these positions, please contact the President or email INspi at info@indianainvestigators.com

CLASSIFIED ANNOUNCEMENTS

HELP NEEDED!

NEWSLETTER COORDINATOR

INspi is seeking volunteers to work as a Newsletter Coordinator. Duties include assembling information regarding news and events that affect our profession and the members of our society; organizing and generating a newsletter layout and preparing for electronic publication. This position reports to the President and the Executive Board. The position is anticipated to require 4 to 8 hours of volunteer time per month. Please email your interest for this position at

Info@indianainvestigators.com with the subject line "Newsletter Coordinator"

HELP NEEDED!

NEWSLETTER CONTRIBUTOR

INspi is seeking volunteers to work as Newsletter Contributors. Duties include collecting information, reporting news that affects our profession and members of our society; as well as collecting and submitting original digital images for publication. This position reports to the Newsletter Coordinator and the President of INspi. The position is anticipated to require 2 to 4 hours of volunteer time per month. Please email your interest for this position at Info@indianainvestigators.com with the subject line "Newsletter Contributor"

HELP NEEDED!

3rd QUARTER MEETING

MANAGER / HOST INspi is seeking a volunteer to work as a Meeting Manager and Host of the next INspi conference. This position reports to the President and Executive Board. Duties to include managing and hosting the INspi training conference to be scheduled during the third quarter of 2021. This position is anticipated to require 40 to 60 hours of volunteer time between the beginning of the year until the completion of the conference. Any conference fees for person holding this position will be waived. Please email your interest for this position at Info@indianainvestigators.com with the subject line "Meeting Manager"

HELP NEEDED!

3rd QUARTER MEETING VENUE COORDINATOR

INspi is seeking a volunteer to work as the Venue Coordinator for the next INspi conference. This position reports to the Meeting Manager and President. Duties to include coordinating and assisting with the facilitating and organizing a venue to provide a positive productive experience for the attendees at the INspi training conference to be scheduled during the third quarter of 2021. This position is anticipated to require 30 to 40 hours of volunteer time between the beginning of the year until the completion of the conference. Any conference fees for person holding this position will be waived. Please email your interest for this position at Info@indianainvestigators.com with the subject line "Meeting Venue Coordinator"

HELP NEEDED!

3rd QUARTER MEETING SPONSOR COORDINATOR

INspi is seeking a volunteer to work as the Sponsor/Vendor Coordinator for the next INspi conference. This position reports to the Meeting Manager and President. Duties to include coordinating and assisting with the recruitment of sponsor/vendors and coordinating efforts to provide a positive productive experience for the vendors and attendees at the INspi training conference to be scheduled during the third quarter of 2021. This position is anticipated to require 30 to 40 hours of volunteer time between the beginning of the year until the completion of the conference. Any conference fees for person holding this position will be waived. Please email your interest for this position at Info@indianainvestigators.com with the subject line "Meeting Sponsor Coordinator"

HELP NEEDED!

3rd QUARTER MEETING EDUCATION COORDINATOR

INspi is seeking a volunteer to work as the Education Coordinator for the next INspi conference. This position reports to the Meeting Manager and President. Duties to include coordinating and assisting with the educational programs and presenters at the INspi training conference to be scheduled during the third quarter of 2021. This position is anticipated to require 30 to 40 hours of volunteer time between the beginning of the year until the completion of the conference. Any conference fees for person holding this position will be waived. Please email your interest for this position at Info@indianainvestigators.com with the subject line "Meeting Education Coordinator"

CLASSIFIED ANNOUNCEMENTS

HELP NEEDED!

MEMBERSHIP DEVELOPMENT COORDINATOR INspi is seeking a volunteer to work as the Membership Development Coordinator. This position reports to the Secretary and the Executive Board. Duties to include promoting membership recruitment and retention; participating in recruitment and retention planning; and following directive of plans. This position is anticipated to require 4 to 8 hours of volunteer time a month. Members holding this position are eligible for a 10% reduction in their membership dues for every new member accepted by INspi that was recruited by the coordinator. Please email your interest for this position at Info@indianainvestigators.com with the subject line "Membership Development Coordinator"

CLASSIFIED ANNOUNCEMENT

If any members is interested in placing a classified announcement in future INspi Newsletters please email Info@indianainvestigator.com with the subject line "Classified Announcement"

HELP NEEDED!

FUNDRAISING COORDINATOR INspi is seeking a volunteer to work as a Fundraising Coordinator. This position reports to the Treasurer and Executive Board. Duties to include promoting fundraising efforts through sponsorships and other donations; participating in fundraising planning; and following directive of plans. This position is anticipated to require 4 to 8 hours of volunteer time a month. Members holding this position are eligible for a 10% reduction in their membership dues for every \$100 raised by the coordinator. Please email your interest for this position at Info@indianainvestigators.com with the subject line "Fundraising Coordinator"

HELP NEEDED!

LEGISLATIVE MONITORS INspi is seeking volunteers to work as Legislative Monitors. These positions report to the Legislative Committee Chair. Duties include the monitoring of the 2021-22 Indiana Legislative sessions; report issues and concerns affecting our profession; participating in efforts addressing identified concerns; and reporting efforts during board meetings. This position is anticipated to require 1 to 2 hours of volunteer time a month. Please email your interest for this position at Info@indianainvestigators.com with the subject line "Legislative Monitor"

INspi is a non-profit organization that is managed by volunteers and is funded by membership dues, sponsorships and donations. It is not an organization designed to provide individual commercial benefit to specific businesses. We are composed of dedicated professionals that work hard to develop an environment allowing us all to practice and enhance our skills for the benefit of our trade and citizens of Indiana.

www.Indianainvestigators.com



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www.InvestigativeSupport.NET

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Illinois: 117.001577



GEORGE GERGIS, CLI
ggergis@isu-net.com

SPECIAL THANKS

SPECIAL THANKS to the contributors and supporters of the INspi 2020 ANNUAL REPORT!

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**THANK YOU
FOR YOUR SUPPORT!**

Together we are Strong.



Indiana Society of Professional Investigators

The Professionals Who Provide Solutions

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Granger, IN 46530

(574) 288-5911

Email:

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Website:

www.IndianalInvestigators.com

INSPI is a Non-Profit Organization