



**2023**  
**Indiana Society of Professional Investigators**  
**Annual Report**

*“In the realm of shadows, investigators stand as silent sentinels, unraveling mysteries with tenacity and precision. Their dedication to truth and justice is the quiet force that illuminates the darkest corners of society, making them unsung heroes of our collective pursuit for a safer, more informed world.”*

*Anonymous*

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As members of INspi, it is important to be aware of all the accomplishments, as well as challenges, we have faced throughout the year. This report is presented to you as an opportunity for awareness, celebration, and a reminder of those challenges worthy of our focus in 2024!

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# Message from Our President—Steve Radde

INspi 2023 began with the changing of INspi's President. Former President George Gergis, who is a stand up individual and professional investigator who has mentored many, handed his role as INspi President to Steve Radde.

David Shelton (current Vice President) and Michael Jenkins (current Secretary) adopted new roles in 2023. Brandy Lord, one of the all-time favorite board members and a past President, still actively hands-on, stepped up, as she usually does, and took over the role of Treasurer. George and Brandy love their profession and know how important INspi is to all.

The INspi organization provides continuous education, seminars, round tables, and many other benefits to its members.

Jan Fye was a great asset in 2023. She stepped in as the Executive Administrator for INspi. Running an organization is not easy to do. Jan was a godsend and I'm guessing many of you have already heard from her. She has been organizing our conferences over the past couple of years and, in her new role, began screening our current and potential "continuing education speakers" and spent valuable time reaching out to new INspi prospects. She knows what it takes to continue building a strong organization like INspi.

*Please review the 2023 Highlights to learn more...*

Ignite Success (Event). I think the words stand for themselves. Radde Investigative Agency has been in business since 1983. I have yet to attend an INspi seminar/conference and not learned anything new. Your learning does not only come from the conference presenters but also from your peers and INspi members' success stories.

*Please try and join us on September 25, 2024 for our Annual Training Conference (to be held in South Bend).*

Efforts in 2024 will continue to focus on marketing for new members and to help all current members keep up to speed on events and continuing education.

*Upcoming events have been scheduled so be sure to watch your email for more information.*

As George Gergis stated 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 as successful professionals. So, what I would like to add to our 2024 quarterly newsletters is a piece of information that will help you succeed in your investigations, whether it is criminal defense investigations, surveillance, accident reconstruction, child custody, backgrounds etc. I would like to post something each newsletter. If anyone has a case they worked on and/or learned something that might help the other members in their own investigations, please send that information to Jan Fye at [admin@indiana-investigators.com](mailto:admin@indiana-investigators.com) so we can insert it into an upcoming newsletter.

As an example, I would like to share the Brady V. Maryland case. I have heard this same speaker a couple times now at the NALI conferences and he is tremendous. If you investigate any Criminal Defense cases, you need to know this case. I bring this up to every defense attorney I work with.

## Message from Our President (cont.)

*Recommended to ask for discovery through Brady V. Maryland in the beginning and at the end of the case before the trial.*

Brady was on trial for first degree murder in the state of Maryland along with a codefendant named Boblit. Brady's lawyer conceded guilt to the jury but argued that his life should be spared from execution. Brady was convicted and sentenced to death. After all appeals and postconviction matters were concluded, Brady learned that the state had withheld a statement made by his codefendant which, although implicated Brady in the crime, excluded him as the actual killer. Brady argued that this statement violated due process by not being turned over to his defense team. His position was that had the jury learned that he did not do the actual killing, the jury would have voted to spare his life. In 1963 the United States Supreme Court agreed in Brady V. Maryland and reversed for a new sentencing hearing. And Brady covers more...

Prosecution must turn over to the defense:

- 1) Evidence that tends to exonerate the accused
- 2) Evidence that material impeaches any fact or witness
- 3) Evidence that would lessen the punishment
- 4) Any evidence that supports a valid defense to the charge
- 5) Any material exculpatory evidence\*
- 6) And more....

\*Exculpatory evidence is material if there is a reasonable probability that the conviction or sentence would have been different had these materials been disclosed.

Hope you found this helpful, and I truly look forward to any information you can share that you think will help our other member investigators.

Wishing you all a prosperous and productive 2024!

## INspi Mission Statement

*The Indiana Society of Professional Investigators Inc. is formed in order to establish and promote a state society which will organize and educate its members, promote and enforce professional canons of ethics, develop and sponsor mutual feelings of good will and trust among its members and other investigative and related associations and organizations throughout the United States of America, and worldwide.*

# INspi Code of Ethics

## **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 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 ensure 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.

# Executive Officers



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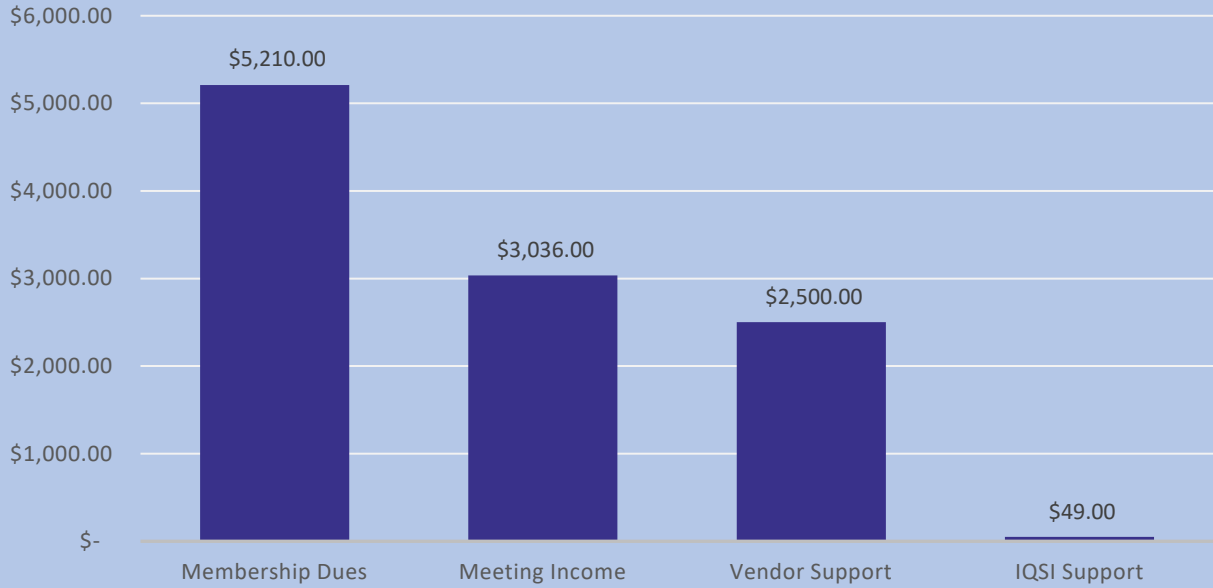


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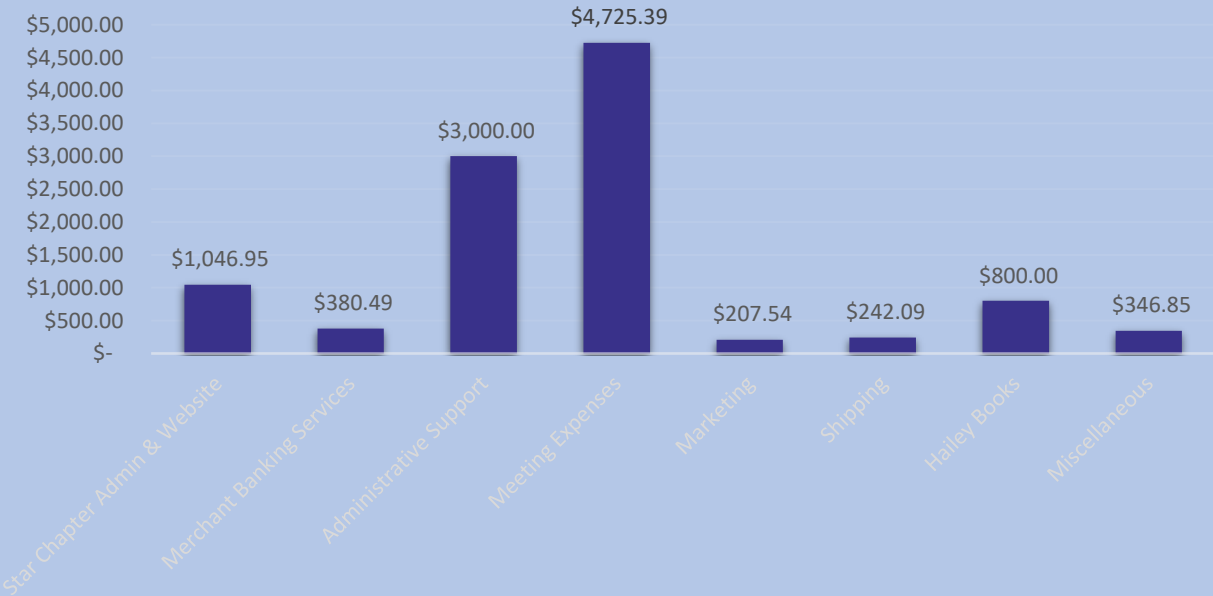
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# Financial Report

## Revenue 2023



## Expenses 2023



2023 Revenues	\$10,795.00
2023 Expenses	\$10,749.31
Net Gain/Loss	\$ 45.69

# 2023 Highlights

## Marketing

- INspi membership invitation letters sent to all licensed professional investigators in Indiana who are currently not members. These letters also included information about the upcoming September conference.
- INspi membership invitation letters sent to all Michigan licensed professional investigators who hold licenses in Indiana
- Reviewed those members who do not currently list specialties in the website and encouraged them to update their profiles so as to be included in website directory searches by prospective clients.

## Administrative

- Contracted with Jan Fye to help maintain the “behind the scenes” duties as an Executive Administrator. Thank you to George Gergis who has so successfully performed those duties in the past.
- Communication of events and information of interest.
- Set up Gaggie.mail listserv to replace cumbersome online Member Forum

## Events

- **Ignite Success!** conference featuring presentations by Brad Keffer, Attorney at Law (Professional Investigators: Understanding the Current Legal Environment); Bill Bell, Digital Consultant (From Browser to Client: Winning Digital Strategies for Professional Investigators); Kitty Hailey, CLI (Ethically Challenged Investigations); and George Horn, Jr., Attorney at Law (Making the Best of the Attorney/Professional Investigator Relationship). Twenty-four people, members and non-members alike, attended this conference
- Holiday Dinner Celebration

## Legislative Advocacy

- An area of continued interest for the Board, we worked with a lobbyist consultant (with a background in licensing) to help us prepare for potential legislative licensing requirement bills.
- With the help of dedicated members, monitored additional legislation that potentially could impact membership. Thanks to Kim Ridding for her support in this initiative.

## Financial

- See Financial Report.

## Technology

- Working with AI consultant to identify, develop, and implement resources for professional investigators’ use administratively as well as investigative tools

# 2024 Focus

In order for an organization to grow, we must constantly maintain the efforts that are successful and look for new initiatives that will add to that success. Here is a quick overview.

## **Marketing**

- Reach out to new Indiana licensees with an membership invitation
- Participate/sponsor events that can help gain access to potential new members
- Continue to actively market events and resources to our membership and encourage participation

## **Administrative**

- Increase use of the Gaggle.mail listserv to increase interaction between INspi members

## **Events**

- Annual training event is scheduled for September 25, 2024 and presentations will be customized to membership needs and interests
- Holiday dinner is scheduled for December 7, 2024 (a Saturday) to encourage an increase in attendance
- Offer a minimum of one remote training event

## **Legislative Advocacy**

- Continue monitoring legislative activity
- Encourage members to engage with their local legislators

## **Financial**

- Operate with a focus on no less than break-even and potentially at a profit to allow for increased services and resources to members

## **Technology**

- Continue partnership with AI consultant in the hopes of offering innovative and effective products and services to our members

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- 74 Total Members
- 27 Members Outside Indiana
- 7 New Members
- 7 Members Retired/Deceased

## New Members in 2023

Richard Borchert  
Michele Harris  
Steven Havlin  
Chad Knecht  
Todd Siebert  
Robert Wigley  
Allen Wolak

### A Special Thank You to Jack Sandlin

Jack passed away in  
September of 2023.  
He was a dedicated  
member and he will  
be greatly missed.



# Thank You for Your Support

We are extremely lucky to have members and sponsors who support INspi not only financially but through their volunteer leadership and product offerings.

