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LETTER FROM THE PRESIDENT

I literally dream about the NCAPI. Over my nearly 3 years on the Board of Directors, with 2 as VP Programs & Education, and this year as President, it seems like my mind is always running with possibilities, new ideas, and my 'To Do' list. When I was appointed mid-2016 to VP Programs & Education to fill an unexpected vacancy, I had no concept of what was ahead or how the NCAPI operated. Truly, I had been minimally active in the NCAPI up to that point. I was honored to be considered and had never served on a board before.

Fast forward to present, I am still honored & appreciative of the trust placed in me to serve the membership in my current role. After much deliberation, I have decided not to run for re-election in 2019, because I need to focus more of my efforts & energy on our investigations company. It would be unfair to the NCAPI to run for another term when this is on my heart & mind. Along with the rest of the BOD, I will continue to do my best to benefit the Association over the coming months as I complete my term, and then support the new President from the Past President's seat.

With the Elections Committee seeking nominations to run for the 2019 Board of Directors, I wanted to make my intentions known to the full membership. I am happy to chat with anyone considering running for a position if it may be helpful. From my view, it is incredibly important to encourage & embrace new blood, fresh perspectives and evolving as an Association to stay relevant. Here's your opportunity to step forward to make a difference & give members a slate of candidates to select from when voting for the 2019 BOD. From where I started to where I am now, it's been an amazing experience. Who is up to the challenge?

As a BOD, we have made positive progress this year, and I'm proud of the work we have done & will continue to do in the coming months. I have tremendous respect for everyone who has given their time & talents to serve this Association through the years to present day. There is value in the history & knowing how things have been done in the past to inform our next steps, not to limit them. This is my mentality as I look forward to seeing who will step up to serve in a leadership role for 2019.

Prospective nominees for ANY office, including President, should notify the Elections Committee by e-mailing Elections@NCAPI.com. The nominee consent form is available on pages 20 & 21 of the newsletter.

Thank you for the continued opportunity to serve our membership & this industry.

Tamara D. Rabenold
 NCAPI President, president@ncapi.com
 NC PPSB #3633

REMEMBER TO FOLLOW US ON:



FROM THE DESK OF the Membership and Public Relations Committee Chairman:

As your Membership and Public Relations Committee Chairman, I am excited to announce negotiations are in the final stages of reaching a deal with Enterprise /National Car Rental Company to offer a discount to our members as a benefit. I have been working on this project for a long time and I think as we are going to press, it is going to happen. Details and package plans will be forthcoming as soon as possible.

I am happy to inform the membership that progress continues with the new website, if you have not logged on yet, I suggest you do so. It is fantastic! I know there is still some work to be done as things are migrated from the old site to completely bring the new site to full operation. There will be the possibility of creating a new tabs section along with other features to offer members a great variety of things that could not have been done before with the old site. As I said in the last newsletter, it works and people can use it, so let us all support the new site and look to a bright new beginning.

Just a short note on membership and the benevolence fund. As it stands now we have approximately 179 + paid members who have either joined as new members or rejoined the association. I welcome all renewing and new members.

The benevolence still stands at approximately \$3,500 + however, we still need your support for this worthwhile cause. Remember this fund is about helping a fellow PI who has fallen on hard times and is need of assistance.

I will be representing NCAPI and NCISS at the Fall Conference of the South Carolina Association of Legal Investigators which will be held in Columbia, South Carolina in October.

As many of you already know, it will be a very busy year for our board members dealing with issues that affect our industry and our association which has a direct impact on our profession. I would like to thank all the members of the association who have given their time and support.

The 2018 Conference in Atlantic Beach is getting close and I am looking forward to seeing each of you there. It is shaping up to be another great conference, so don't miss it.

Also, it is important to remember by attending the conference, business meeting and voting process as a member, this is your chance; **TO HAVE A VOICE IN HOW THE ASSOCIATION IS RUN.**

Just don't rely on your PI best friend or someone else who attended to tell you what is going on in the association. Come out and see for yourself, cast your vote, voice your opinions, thoughts or comments this is your association, so please support it.

As a reminder, encourage fellow PI's who are not a member of NCAPI to join the association. Remember there is strength in unity and numbers.

In closing, I feel there is a lot more work to be done in the areas of membership, recruitment and public relations— as members of this association please email me with your ideas, suggestions or comments on things you would like to see addressed. There are a great number of issues, ideas and things that the M&PR Committee will be working on in the coming months. So stay tuned and watch for changes.

Remember this is our association; we make it what it is, please come out and support it. At this point, I am going to stop, as time and space will not allow me to ramble on.

Until next time,
Best regards,

Bob Dunn,
Vice President- Membership & Public Relations Committee Chairman

BOARD OF DIRECTORS CONTACT FORM

President TAMARA RABENOLD 704-965-3254 president@ncapi.com	Vice President <i>(Legal and Legislative):</i> SHAUN MARSO 919-988-0617 legal.legislative@ncapi.com	Vice President <i>(Membership)</i> BOB DUNN 540-661-2793 membership@ncapi.com	Treasurer <i>(Budget & Finance):</i> JEFF KIKER 704-202-1692 treasurer@ncapi.com
Administrative Vice President <i>(Ethics and Bylaws):</i> DEBORAH WORLEY 919-608-4659 ethics.bylaws@ncapi.com	Vice President <i>(Programs & Education)</i> JIM GEIGER 336-580-1573 programs.education@ncapi.com	Secretary <i>(Scholarship Program):</i> HEATHER H BROWN 704-408-9785 secretary@ncapi.com	Past President GREG HATTEN 828-242-2047 or 828-280-0180 past.president@ncapi.com

TREASURER'S REPORT

Jeff Kiker, Treasurer NCAPI
 133 E. Council St. • Salisbury NC 28144
 704-636-9592

As of August 21, 2018:

1st Citizens On-demand Acct.	\$36,296.74	(\$5,691.12 increase from prior period)
CD 4041	\$ 6,065.25	(\$6.08 increase from prior period)
CD 4068	\$ 5,992.91	(\$6.00 increase from prior period)
Benevolence Fund	\$ 3,579.52	
Well Fargo Main Checking Acct.	\$10,903.05	(\$1,714.47 increase from prior period)
PAC Fund	\$ 5,409.30	

TOTAL FUNDS: **\$68,246.77** (\$7,417.67 total increase)

<u>June/July</u>	<u>In</u>	<u>Out</u>
On-demand Acct.	\$3,002.60	\$ 118.09
General Acct.	\$3,201.00	\$1,211.73 (itemized below)
Payments:		
HB/Secretary supplies		\$ 69.48
1st Citizens credit card		\$1,059.80 (June bill)
Callahan Designs for newsletter		\$ 0.00 (to be on next report)
1st Citizens May credit card		\$ 0.00 (July bill)
Bank/transfer Fees		\$ 82.45

CONFERENCE UPDATE / FUND TOTALS AS OF 9/7/2018:

(not all funds reflected above based on dates)

Attendee Registrations:	\$10,400.00 [85 total; 48(\$100); 36(\$150); 1(\$200)]
Paid Exhibitors/Sponsors:	\$ 2,500.00
TOTAL TO DATE:	\$12,900.00

[compiled by T. Rabenold to include in treasurer's report]



A note from the 'Elections Committee'

Now is the time to submit your name to the Election Committee should you want to seek a nomination to run for a position on the NCAPI Board! This is the opportunity for you to step up and if elected, make a difference in how this Association is run, and it's future direction, including its goals & objectives moving forward.

We are seeking involvement and participation from our ranks, from those individuals who feel they can devote the time and energy to maintain and grow NCAPI's preeminent status and recognition amongst our peers in this and in other states.

You may nominate yourself or someone else. If nominating yourself, please complete the nominee consent form (available on pages 20 & 21), and e-mail to elections@ncapi.com.

If nominating someone else, please provide his/her contact details via e-mail to elections@ncapi.com for us to notify accordingly. Please feel free to contact me and the committee by phone or e-mail if you have any questions.

All nominations & related paperwork must be received no later than midnight on October 6, 2018, in order to be eligible.

A huge thank you to our member volunteers serving on this year's Elections Committee, including Giovanni Masucci and Greg Scott.

Let's work together and make this a great year with a great slate of potential Board of Directors for 2019!

Harvey E. Morse - BAI, CII, CMI
Elections Committee Chair
T: 828-631-0000
elections@ncapi.com

For those attending the Atlantic Beach conference, there will be a candidate forum with Q & A session to provide an opportunity to get to know the candidates running for the NCAPI's 2019 BOD. The forum will take place Sunday night (11/5) from 5:00 – 6:00pm, and be moderated by the Committee Chairman. We look forward to seeing you there!

Front the Desk of the Secretary: Scholarship Winner

We have a winner! Our first NCAPI scholarship has been awarded to Caleb Conner, who is attending NC State University this Fall. He is the son of Russell Connor, Sheepdog International Inc. The essay topic was, "How would you encourage/help somebody to stand-up &/or move forward from bullying?" Caleb wrote a very persuasive argument addressing this question. His essay is included below for your reading pleasure.

Caleb will receive a \$1,000 check from the NCAPI. We wish him the best in his first year at NC State.

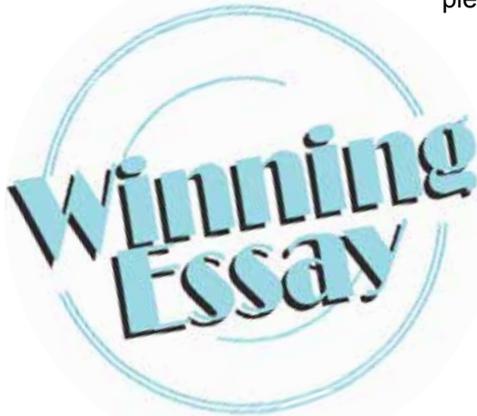
Thank you to all of those members who served on our Scholarship Committee - Suzanne Creech, Lisa League, David Kaiser, Jerry Pitman, & Ruth Cruz-Nichols. We will be announcing the 2019 essay topic at our upcoming conference in Atlantic Beach!

Thanks,
Heather H Brown

Winning Essay

by Caleb Conner

I think in order to say what I would do or encourage someone to do about bullying, it's important to define what bullying is. There has been much education/many programs in an effort to combat bullying. While this is a positive thing, it has also caused many people to call everything "bullying". Someone can be mean to you one time, call you a name, or even punch you. That is not bullying. Two people in a fight is also not bullying. Bullying is when someone who has power over another person (stronger or has access to damaging information) intentionally and repeatedly acts in a harmful, aggressive way toward another person for the purpose of causing them harm. Name calling, excluding, pushing and hitting are some examples of bullying.



I will say that I experienced and witnessed bullying the most while in upper elementary and middle school. There were two kids in particular who liked to push me and punch me when the grown-ups were not watching. I was frustrated and angered by this and also felt helpless. I'm sorry to say that I eventually reacted in a physical manner in both situations. After the physical reaction, however, I then began to avoid the people or use humor to deflect their meanness. I learned to become confident in who I was and not allow others words to hurt me and to stay away from those I knew could possibly hurt me. I also took on a role of being a defender of others and showed kindness, even to those who were often overlooked by others.

My girlfriend has also experienced bullying. She shared with me that she was turned into something she didn't recognize herself. It caused her to become insecure and feel that she was irrelevant to the people around her.

But most of all it made her feel angry, she was angry that people would feel okay doing this. She was angry that there were no consequences for them and that she was being made insecure and belittled by someone who was even more insecure than she was. She was bullied because they didn't know who they were and they were angry that she did. They were angry that she could see them for their true personality.

With her bullying experience she decided to take the high road. She knew that by being mean to them it would make nothing better. So, she was kind, loving, and true to who she was and reached out her hand to them. She stood up for herself but she also stood up for them. She learned that her bully had a hard home life, something that she is lucky enough to not be able to understand. She learned that they were insecure about themselves - insecure with their body and personality. They expressed that they were jealous and that's why they chose her.

Since starting high school, I have found that most of the bullying is done by girls. They call each other names and they exclude each other. A specific, tragic example involves a girl I will refer to as "E". She was a freshman. 13 years of age. In January of 2018 our high school was struck with the tragedy of E's suicide. As we mourned, a question was brought up " why". What made this young, brilliant and kind child take their own life? A couple of weeks after her tragic death it was brought to light that it was because of bullying. This is what hurt the most. It made us all think "what could we have done?". "What didn't we see?".

Our school needed to see change after E. so students took the initiative to start a SAVE (Students Against Violence Everywhere) Promise Club. This club aims to create a safe environment to discuss bullying, depression, and suicide. The turnout for the club was unbelievable and I was able to see and understand the impact that E. had on our student body. What was most impressive though was the number of students willing to stand up and say they had struggled with bullying, suicidal thoughts, and/or depression. It was enlightening and really helped to bring our school together.

Suicide due to bullying is the third leading cause of death in young people. Over 4,400 people take their lives every year because of bullying. 70.6% of kids say that they have seen people being bullied. Out of that, 20% have been bullied. What are we doing to prevent this? Before the Save Promise club at my school there was nothing being done about bullying. There was no outlet for a student to go to unless they had a really close teacher that they could talk to. The Principals would say that they would do things to stand up for the children being bullied when in fact they took the dress code more seriously than the issue at hand. To me this is ridiculous. In high school we struggle so much because we go through so many changes. With those changes come different hormones, friends, and life decisions. They're already hard enough on their own but when bullying is added into that mix, it makes everything that much harder.

As I mentioned previously, my girlfriend and I both discovered the importance of being kind to others even when they are not being kind. The importance of trying to understand what another person may be living. The SAVE promise club has the same moral as this, to treat others how you want to be treated. It helps to teach that it's okay to speak up and stand up for yourself. The SAVE promise club is not only for those who are bullied though, it also helps to reach out to bullies and ask them why? Why did they choose to be like this? It helps them to look at their life and to look at their decisions and rethink them. So instead of being a bully they can be a friend and mentor and an influencer.



UPCOMING MEETING DATES

October 24-25, 2018 - *(voted on by PPSB at 2/22 meeting)*

NCPPSB Committee Meetings on 10/24 & General Sessions on 10/25
Location: Holiday Inn North, 2805 Highwoods Boulevard, Raleigh, NC 27604

**No NCAPI BOD Meetings held this month.*

NOVEMBER 4-6, 2018

NCAPI CONFERENCE - In Atlantic Beach, NC - DoubleTree by Hilton Hotel,
2717 W. Fort Macon Road, Atlantic Beach, NC 28512

December 19-20, 2018 - Raleigh, NC

NCAPI Executive Meeting on Wednesday, 12/19 - 3:00pm - TBD in the Mordecai Room

NCPPSB Committee Meetings on 12/19 & General Session on 12/20
Four Hours of training classes available after this meeting from 1:00 - 5:00 pm

NCAPI BOD Meeting held 30 minutes after the conclusion of the PPSB meeting in the Mordecai Room
Location: Holiday Inn North, 2805 Highwoods Boulevard, Raleigh, NC 27604

You cannot afford to miss the NCAPI Conference in Atlantic Beach, and permit me to tell you why.

There is an outstanding team of presenters who will share information and ideas which will be helpful to your Private Investigative Business....even if you do not need continuing education credit hours!!!



- Brian Jones, Director Private Protective Services Board
- Dr. Len Lecci, Professor of Psychology, University of North Carolina Wilmington- "The Truth About Lying "
- Sandra Stibbards, Camelot Investigations - Open Source Intelligence
- Ariana Billingsley- Small Business Development Center at East Carolina University - "How to organize and Operate your small PI business profitably."
(Don't Be Tired and Hungry Too)
- Jeff Gallop - Director of Sales, Sinclair Broadcasting - Marketing and Advertising for Small Businesses
- Mark Williams, Attorney, Rice Law, PLLC, All Things Legal
- Sheriff Asa Buck, Carteret County Sheriff's Office- The drug crisis and working in Law Enforcement.

**YOUR INVESTMENT IN TIME AND RESOURCES WILL BE WELL SPENT.....
THE INFORMATION PROVIDED AT THIS CONFERENCE WILL HELP YOU OPERATE YOUR SMALL
PRIVATE INVESTIGATIVE BUSINESS EFFECTIVELY.....AND MAKE MONEY DOING SO !**



**Stay tuned for "Throwback Thursday"
next week on Thursday, Sept. 20th when we
throwback to EARLY BIRD Registration rates!**

You may have missed the worm so we will give you another chance!

**Mark your calendars to take advantage of TBT & visit
www.ncapi.com on 9/20 to complete your conference registration!**



North Carolina Association Of Private Investigators'

Fall Conference

ATLANTIC BEACH, N.C.
NOVEMBER 4 - 6, 2018



DoubleTree by Hilton Hotel, 2717 W. Fort Macon Road, Atlantic Beach, NC 28512
Approved by NCPPSB – PPS#18-419 (12 CE units)

Sunday, November 4, 2018

- 12:00 – 5:00pm Exhibitor set-up
- 4:00 – 5:00pm Attendee Conference Registration & Early Check-In
- 5:00 – 6:00pm Candidate Forum - Q&A with 2019 BOD Nominees
- 6:00 - 7:00 pm Welcome Meet & Greet cocktail hour with cash bar & snacks in Exhibitor Room

Monday, November 5, 2018 – Day 1

- 7:00 – 7:50am Conference registration, Complimentary breakfast in Exhibitor Room
- 8:00am Presentation of Colors by Carteret County Sheriffs Office
- 8:10 – 8:25am **NCAPI Welcome & Opening Remarks by Sheriff Asa Buck III**
- 8:30 – 9:20am **Private Protective Services Board; Brian Jones, Director**



In Brief - About the Presenter: Brian Jones began his public safety career as a correctional officer with Florida Department of Corrections. Later, he served as a patrol officer, community policing officer and detective for the Pensacola, Florida Police Department. After moving to North Carolina, he became an assistant district attorney for the Durham District Attorney's Office. Prior to his appointment as director of Private Protective Services, he was the director of planning and development for the Durham County Sheriff's Office. Dir. Jones received a bachelor's degree in criminal justice and master's in administration from the University of West Florida and holds a juris doctor from the Vermont Law School.

- 9:25 – 9:30 Vendor Highlights
- 9:30 – 9:45 Coffee Break in Exhibitor Room
- 9:45 – 10:35 **The Truth About Lying: A Psychologically Informed Perspective, Dr. Len Lecci**

In Brief - About the Presenter: Dr. Len Lecci is the Professor of Psychology, at the University of North Carolina Wilmington, and a clinical psychologist with an expertise in assessment. He is frequently an expert witness in court to help address issues related to false presentations. He obtained his Ph.D. from Arizona State University, completed an internship through Harvard Medical School, and has published numerous scientific articles and briefed congress.



- 10:40 – 10:45 Vendor Highlights
- 10:45 – 11:15 Coffee & Snacks in Exhibitor Room
- 11:15 – 12:10pm **The Truth About Lying, Dr. Len Lecci [cont.]**
- 12:15 – 12:45 Entertainment by Croatan High School Singers (Carteret County)
- 12:45 – 1:45 Lunch (on your own)
- 2:00 – 2:55 **Open Source Intelligence; Sandra Stibbards**



CROATAN HIGH SCHOOL
Chorus and Drama

In Brief - About the Presenter: An encore performance after the positive feedback from NCAPI's 2017 conference, Sandra Stibbards is back. She is owner/President, Camelot Investigations, Licensed Private Investigator in California (PI 18099). Ms. Stibbards has been presenting training seminars on Open Source Intelligence (OSINT) for over eight (8) years. The course was created originally for the US Federal Government. Ms. Stibbards is the Chairperson of the ASIS Investigations Council, holds a seat on the ASIS Women In Security Council and is an Advisory Board Member of FAPI. Sandra is also Certified as a B.A.I. (Board Accredited Investigator).



2:55 – 3:00	Vendor Highlights
3:00 – 3:15	Coffee Break in Exhibitor Room
3:15 – 4:15	Open Source Intelligence; Sandra Stibbards [cont.]
4:15 – 4:30	Elections Committee Set-Up & Transition
4:30 – 6:00	BOD Elections, Candidate Introductions, Voting & Counting
6:00 – 7:00	Meet the New NCAPI Board @ Cocktail Hour with Appetizers

Tuesday, November 6, 2018 – Day 2

7:00 – 8:00am	Networking & complimentary breakfast in Exhibitor Room
8:00 – 9:00	Small Business Management; Ariana Billingsley

In Brief - About the Presenter: Ariana Billingsley is the Regional Center Director, Small Business and Technology Development Center at East Carolina University. The SBTDC is administered by NC State University on behalf of the University of NC System and is operated in partnership with the US Small Business Administration. She has extensive experience providing business counseling to small and mid-size companies in Eastern NC, designing and delivering training programs and advising business owners on federal, state and local government contracting laws, policies and procedures.



9:00 – 9:15	Coffee Break in Exhibitor Room
9:15 – 10:15	Small Business Management; Ariana Billingsley [cont.]
10:15 – 10:45	Coffee Break in Exhibitor Room / Check-out [Check-out @ 11:00am]
10:45 – 11:45	Marketing & Advertising for Small Businesses; Jeff Gallop

In Brief - About the Presenter: Jeff Gallop has been Director of Sales for Sinclair Broadcasting in Eastern North Carolina since December 2017. Prior to that, Gallop was CEO of PowerPlay Mobile, a digital marketing company. Gallop co-founded PowerPlay in 2008 creating a business focusing on developing innovative multimedia marketing solutions for small to medium sized businesses. Gallop's career as a media executive spans thirty years, having worked with over 1,000 businesses.



11:45 – 12:00pm	Coffee Break in Exhibitor Room
12:00 – 1:00	Marketing & Advertising for Small Businesses; Jeff Gallop [cont.]
1:00 – 2:00	Lunch (on your own)
2:00 – 3:00	All Things Legal; Mark Williams



In Brief - About the Presenter: Mark Williams is an attorney and member/manager at Rice Law, PLLC, where he represents individuals on civil litigation issues including family law, real estate trusts and handles appeals of family law and civil litigation issues. Prior to becoming an attorney, Williams was the Director of Financial Aid & Veterans Services at the University of North Carolina at Wilmington and President of the Center for Higher Education Support Services (CHESS), a consulting firm serving colleges and universities. Williams has fourteen years' experience in the administration of federal student financial aid programs and analysis of higher education research topics.

3:00 – 3:15pm	Coffee Break in Exhibitor Room
3:15 – 4:15pm	All Things Legal; Mark Williams [cont.]
4:15 – 5:15pm	The Drug Crisis & Working in Law Enforcement, Sheriff Asa Buck

In Brief - About the Presenter: Sheriff Asa Buck is a Beaufort native and lifelong resident of Carteret County. He became a member of the Carteret County Sheriff's Office in 1998, was elected Sheriff in 2006, and re-elected in 2010 and 2014. Over the past few years, the Sheriff's Office, District Attorney's Office and local police departments have conducted several highly publicized efforts targeting suspects engaged in the illegal sale and diversion of prescription medication and illegal street drugs. These operations will result in over 500 suspects being arrested, charged and prosecuted. Sheriff Buck was selected to serve as a commissioner for the NC Commission on the Administration of Law and Justice, and as a member of The Governor's Task Force on Mental Health and Substance Use.



5:15 – 5:30pm	Farewell & CE Certificate Distribution
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TOYS FOR TOTS

Each year at our Fall Conference we support a local cause to “give back” to the community.

Last year we had a very successful Toys for Tots drive in Cherokee so we have decided to again support this endeavor through the Eastern North Carolina drive coordinated out of Camp Lejeune Marine Corps base in nearby Jacksonville, NC.

We will be collecting “unwrapped” toys for children up to 12 years of age. Drop off your contribution when you check in at the conference registration table.

Let’s have another successful year!



CHALLENGE – Last year, we collected 85 toys, 74 stocking stuffers & 8 books for Toys for Tots. Let’s see if we can beat that this year in Atlantic Beach!

Can You Make A Donation For Our Raffle?

Time is flying and our Fall Conference will soon be here. In a little over two months, we will be having our Benevolence Fund Raffle. It is only held once a year and helps us to raise monies for this cause.

We are very much in need of items to help us raise funds for this cause.

Items can be of any value but should be new. Examples include but are not limited to: a gift basket, a gift card or certificate, a bottle of wine, electronics, books on topics related to our industry, the “so ugly its cute” Christmas sweater, or a PI “gadget”.

Should you be willing to help out with this cause, contact DeDe Worley at ethics.bylaws@ncapi.com. Your donation will be very much appreciated and it will be acknowledged at the conference.

We cannot do this without you!



Ethics and By-laws Committee Update

Submitted by **DEBORAH WORLEY**,
NCAPI Vice President/Committee Chair

The Ethics and Bylaws Committee has reviewed the draft of the proposed Bylaws completed by attorney Robert Saunders and has submitted some comments to the Board of Directors. This draft is now currently under review by the board and will soon be posted to the general membership for comment.

When the document is posted, please take the time to read it and share your comments and questions with us. You can help us shape our association for the future.

Any input can be sent to our committee at ethics.bylaws@ncapi.com.

Your support is appreciated.

CODE OF ETHICS

PREFACE

A private investigator is dedicated to a search for truth and the furtherance of his client's interest consistent therewith. This search for truth makes possible the establishment of the American ideals of fairness and justice for the benefit of the client in every case that the investigator works on. It should be the intention of every investigator to deal honestly, justly, and courteously with all persons and to practice his profession according to this Code of Ethics.

PROFESSIONAL RELATIONS

The Private Investigator will extend the effectiveness of his profession by cooperating with other investigators and related professions, and by the exchange of information and experience so long as the interests of his clients or employers are not violated.

HE/SHE will not advertise his work, skill, or merit in an unprofessional manner or in dramatic, misleading, or exaggerated fashion, and he will avoid all conduct or practice likely to discredit or do injury to the dignity and honor of his profession.

RELATIONS WITH THE PUBLIC

The Private Investigator will, when the appropriate opportunity presents itself, explain to the public, the role of his profession in the furtherance of the administration of justice.

HE/SHE will not knowingly violate any right or privilege of any individual citizen which may be guaranteed or provided by the United States Constitution, any State constitution, or the laws of the State and Federal Governments or any subdivision thereof.

HE/SHE will make all his reporting based upon truth and fact. He/She will not disclose or relate or betray in any fashion that trust of confidence placed in him by either client, employer, or associate, without that person's consent. He/She will not suggest, condone, or participate in any fashion or degree, for any purpose whatsoever, in entrapment.

HE/SHE shall refrain from accepting an assignment or employment if a personal conflict of interest lies therein. He/She will deal fairly and equitably with his client or employer, and will clearly explain his duties and the basis for his charges in each case.

HE/SHE will guard against employing those techniques, or utilizing such equipment or devices that may threaten the life or safety of another.

HE/SHE will not allow personal feelings or prejudices to interfere with factual and truthful disclosures on the assignments in which he/she has been employed or consulted.

RELATIONS WITH INVESTIGATORS

HE/SHE will endeavor to provide the opportunity, education, and skill for the professional development and advancement of investigators in the profession.

HE/SHE will not directly or indirectly injure the professional reputation, prospects, or practice of another investigator. If he/she considers that an investigator is guilty of unethical, illegal, or unfair practice or designs, he/she will present the information to the proper authority for action.

HE/SHE will uphold, and never abuse, the principle of appropriate and adequate compensation for those engaged in investigative work. He/She will not criticize another investigator's work except in the proper forum for technical discussion and criticism.

HE/SHE will not compete illegally with other investigators in the solicitation of work and not engage in the unauthorized practice of law.

In Case You MISSED IT

Summary from PPSB & NCAPI Meetings in Raleigh (8/23)

The following are a few highlights on relevant topics discussed during the bimonthly PPSB meeting. We will endeavor to keep you informed of changes that have the greatest impact on our members in each newsletter.

NCPPSB Meeting:

Three new appointments assumed their new positions on the PPSB: Jerry Pitman, Stacy Buff & Gerry Stickl, which makes a total of 6 new PPSB members this year. You can learn more about some of these members in the 'Meet the PPSB' section on page 11.

Election of Board Officers: The elections were conducted and the following lists the members in their new (or reelected) positions.

David Arndt	Board Chairman
Vincent "Bud" Cesena	Board Vice-Chairman
Vincent "Bud" Cesena	Chairman of Training & Education Committee
Ron Burris	Chairman of Grievance Committee
Ed Cobbler	Chairman of Screening Committee
Nada Lawrimore	Chairman of Laws & Rules Committee
Eric Weaver	Chairman of Finance Committee
Debra Duncan	Board's Ethics Liaison to the Ethics Commission

A new standing committee was formed as a result of the ever-evolving technologies that are entering & affecting the PI & security industries. This new committee will be called the "Research & Development for Technology & Methodology Committee", or R&D Committee for short. More to follow as this new committee takes shape in the coming months.

Discussion of Certification for Digital Forensics – This has been brought before the Board so that they may begin developing this certification program.

The contract is reaching the end of its term for CRC. An ad-hoc committee was formed to accept solicitations for new vendors to handle criminal record checks as required during licensing & renewals.

RNC, July 2020 – Bud Cesena brought up the need for planning & training in advance of the upcoming RNC, as the convention will bring a variety of Executive Protection professionals that aren't properly licensed to perform EP within the state of NC (not being licensed NC PI/PIAs). It is critical that any unlicensed activity be reported immediately as/when it occurs. He said that as the local association with members across the state -- the NCAPI should be vigilant as the eyes & ears of PPSB and report unlicensed activity immediately when suspected.

Reports of unlicensed activity should be e-mailed to Kim Odom, Field Services Supervisor. She may be reached at 984-220-8626 or kim.odom@ncdps.gov

Director's Report & Permittium

Director Jones & PPS staff are working with Permittium to address the ongoing challenges. Staff meets with Permittium representatives on a weekly basis to fix issues. Staff has noted fewer complaints over the past few weeks. They also are working with Permittium on some additional administrative access to allow for PPS staff to address more licensee issues/questions to provide better response time when minor issues arise.

OBTAINING PERMITIUM LOG-INS / PASSWORDS

Who needs access?

Sole proprietors and Qualifying Agents (if multiple PI/PIAs at a company)

How to get access?

PPS Staff is now able to issue passwords for those who need credentials to log-in to Permittium. For fastest response, please e-mail requests to ppsm@ncdps.gov to obtain your password. This e-mail address was set up specifically for these requests & is regularly monitored by three different staff members.

If you have other questions/issues, please contact Garcia Graham (Garcia.graham@ncdps.gov; 984-220-8627) &/or Deborah Martin-Johnson (Deborah.martinjohnson@ncdps.gov; 984-220-8628).

NCAPI BOD Meeting

Any substantial news/updates are addressed elsewhere within this newsletter, including our first scholarship recipient!



Until further notice, PPS is not sending out reminders when it is approaching time to renew licenses. Be proactive to avoid missing important deadlines. Request your Permitium log-in & password by e-mailing ppsm@ncdps.gov now so you are ready when it is time to renew your license (or if you are a QA, for others in your company)! Once you have your Permitium access, mark your calendar for 45 – 60 days prior to your renewal date so you have plenty of time to get your renewal in using the new online system. Don't wait until the last minute & save yourself the stress!



Please keep our members & their families in our thoughts and prayers as Hurricane Florence hits the Carolinas. Stay safe everyone!

Get to Know the Faces of NC PPSB



Governor Appointee

Debra Duncan

Based out of Monroe, NC

ROLE: Public Member; During the August meeting, she was appointed to be the Board's Ethics Liaison to the

WHEN BEGAN SERVING? Appointed by Governor Cooper in May 2018

ANY PRIOR INVOLVEMENT IN PI INDUSTRY? I have more than 40 years in law enforcement, starting in the 1970's as a PI associate, armed security guard and then transitioning to company police officer all while working for Powers Detective and Patrol Agency in Greensboro. In 1980, I was hired with the High Point Police Department as a patrol officer. I have experience as a PI, even though it was many years ago, and am looking forward to serving on the Board.

YOUR DAY JOB? In 2013, I retired as the police chief in Monroe after which I went to law school and was elected to the Monroe City Council where I served one four year term. While in law school, I was hired by a consultant to be the interim police chief at Johnson C. Smith University in Charlotte. It was supposed to last for three months, but almost three years later I am still there (for the time being). I also conduct Title IX (civil rights) investigations for colleges and universities for the same consultant. Additionally, I am an attorney and a reserve police officer in Monroe.

WHAT EXCITES YOU MOST ABOUT THIS NEW APPOINTMENT? I look forward to working with the Board. I am a people person and love new challenges.

WHAT HOPE TO CONTRIBUTE? I hope to be part of the team that makes a difference and moves us forward as an industry.

FAVORITE QUOTE? Success is not final, failure is not fatal. It's the courage to continue that counts. Winston Churchill

ANYTHING ELSE YOU WOULD LIKE TO SHARE? Thank you for the opportunity to introduce myself!



SPEAKER OF THE HOUSE APPOINTEE

Jerry Pitman

Based out of Pfafftown, NC

Role: Industry Member; Committees TBD

WHEN BEGAN SERVING? I was appointed to the NCPPSB as of July 1, 2018 to serve a (3) year term expiring on June 30, 2021. I can be reappointed for an additional (3) year term at the expiration of the current term. I was appointed to the NCPPSB by The NC Speaker of the House, Tim Moore.

HOW BECAME INVOLVED IN PI INDUSTRY? I became involved and interested in NC the private investigations industry after serving a (30) year career in law enforcement with the Winston-Salem Police Department. I spent many years working as a Detective on Major Crimes, Vice & Narcotics, Special Operations and Organized Crime. I retired at the rank of Lieutenant working in Field Operations/ Patrol Administration.

I spend many years working and supervising Detectives in various assignments and operational divisions.

WHAT'S YOUR STORY? I have been a lifelong registered Republican. I have always been active with the NC Republican Party. I am currently the Forsyth County GOP representative for the 5th District of NC. I have also been active in the legislative process and how legislation can affect day to day law enforcement activities both in sworn and non-sworn/private investigations and security. After receiving my NC Private Investigators license, I joined the NC Association of Private Investigators in 2011. I spend (4) years on the NCAPI Board of Directors as the Vice President of Legal and Legislative Affairs. I frequented the NC legislature during my time while serving with the NCAPI Board of Directors. I came

to personally know many of the key Senators and Representatives as I lobbied for the NC Association of Private Investigators and other licensed private investigators across North Carolina.

In 2014, Governor Pat McCrory awarded me with the NC Order of The Long Leaf Pine for (45) years of public service to the citizens of North Carolina.

I own and operate J. D. Pitman Detective Agency, LLC in Forsyth County, NC. I work as the only investigator in my agency. My agency offers a full variety of investigative services, process server and armed executive protection. In addition to having the Armed Private Investigator license and Certification, I have applied for a NC Guard and Patrol license to enhance my knowledge and experience in dealing with situations and circumstances while serving on the NCPPSB. Especially in the areas of Guard and Patrol.

My work as a private investigator as taken me frequently to assignments across North Carolina and into other adjoining states.

WHAT ARE YOU MOST EXCITED ABOUT AS A NEW APPOINTEE TO NCPPSB? My appointment to the NCPPSB demonstrates to others in our industry that there is somebody always watching your activities and work ethic. I hope to inspire others to seek a position on the NCPPSB to learn how government works and how the legislature plays a part in our everyday activities. I am most excited to be able to provide input from an industry prospective of how life as a private investigator or security officer functions.

WHAT DO YOU HOPE TO CONTRIBUTE? I hope to bring to the NCPPSB a level of increased professionalism, experience and background in industry-related work and understanding for the investigator or security guard in the field, as well as raise the bar for what it means to be a NC Private Investigator or Security Officer.

Favorite quote? "It came to pass." A biblical quote but it applies to everything we do in our daily lives. Any trial or trouble that you are experiencing is temporary. Hold and stand fast to your beliefs, know that there are better days ahead, keep a positive attitude and enjoy life.

ANYTHING ELSE? My appointment to the NCPPSB was not a position that I applied for. I was contacted, and inquiries were made as to my willingness to serve on the board. My appointment reflects on my personal experience, background, NCAPI involvement, NC legislative involvement, working to better our industry and to promote professionalism. I am honored to have been appointed to the NCPPSB. I look forward to working with each of our licensees both in investigations and security.



**PRESIDENT PRO TEMPORE APPOINTEE
STACY E. BUFF**

Based out of Marion, NC

ROLE: Public Member

WHEN BEGAN SERVING? Appointed by the Senate Pro Tem Berger to serve a three-year term beginning in July 2018.

HOW BECAME INVOLVED IN THIS INDUSTRY? I worked as a security officer from the age of 18 until I turned 20 for Griffith Security in Hickory NC. At age 20, I went to work in law enforcement and worked in both local and state law enforcement for the next nearly 19 years. I worked for Morganton Public Safety, Burke County SO and NC DMV License and Theft Bureau. I also worked for PPS as an Investigator from 2001-2002.

WHAT'S YOUR STORY? In 2011, I was appointed as the Director of Law Enforcement Training at McDowell Tech Comm College. I had been teaching law enforcement training on a part-time basis at several community colleges since 1997. I have served as the Director until recently when I was promoted to Dean of Continuing Education and Workforce Development at McDowell Tech.

WHAT ARE YOU MOST EXCITED ABOUT AS A NEW APPOINTEE TO NCPPSB? I look forward to working with the other board members, the staff of PPS, and the industry to help move the industry forward. Professionalism is of utmost importance to me. The board and industry has worked diligently to make the industry recognized as a professional group of individuals and I hope to contribute to this continued success.

WHAT DO YOU HOPE TO CONTRIBUTE? I bring a wealth of training, education, and experience to the board. I hope to be a level head on the board that truly weighs the positive and

negative aspects of business before making decisions.

ANYTHING ELSE? I am married to my wife Amberlie, and we have two wonderful children, my son Zayden, 7 years old and my daughter Brylie, 2 1/2 years old.

As I (Tamara) have been reaching out to the new appointees, I have to add that Stacy also has a sense of humor. When initially contacting him (in advance of the August meeting), I thought we had three new female PPSB members & mentioned what a change it was – from Nada as the lone woman to four! To my complete embarrassment, he graciously corrected me & apologized for any disappointment. I appreciate him being so forgiving! Thank you, Stacy.



SPEAKER OF THE HOUSE APPOINTEE

Gerry Stickl

Based out of Raleigh, NC

ROLE: Industry Member

WHEN BEGAN SERVING? I was appointed by the Speaker of the House in July. I was contacted by his office after showing interest in the open board position. I provided my background and resume upon their request.

WHAT'S YOUR BACKGROUND? I was a Police Officer in Jupiter Florida for 10 years, 1986-1996, assigned to special operations, Marine Interdiction and Training Division. I was promoted to Sergeant in 1989, assigned to internal affairs and oversaw Special Ops and the Marine Unit. When not working Special Ops, I worked as Road Sergeant.

YOUR DAY JOB? I'm currently the Region Manager for Sunstates Security. I'm based in Raleigh. I manage a region of approximately 560 Uniformed Security Officers, from Burlington east to the Coast.

WHAT ARE YOU MOST EXCITED ABOUT DOING AS A NEW APPOINTEE? To see how I can help the industry be more efficient and work to better professionalize the industry as a whole.

WHAT DO YOU HOPE TO CONTRIBUTE? I hope I can bring good "inside the industry" knowledge to help streamline processes for the companies in the industry.

FAVORITE QUOTE/SAYING? Do what you say you are going to do!



PRESIDENT PRO TEMPORE APPOINTEE

William MacRae

Based out of Apex, NC

ROLE: Public Member; Serves as Chairman of the Training & Education Committee, serves on Screening Committee, Laws and Rules Committee and Finance Committee

WHEN BEGAN SERVING? I was appointed and sworn onto the board at the August 2012 Board Meeting. I applied to serve on the Board to Senator Berger and he was good enough to appoint me.

HOW BECAME INVOLVED IN INDUSTRY? My involvement with the PI industry is rather minimal outside of the Board. I became involved in the Security Industry in 2010, when a friend of mine asked me to manage a site here in Raleigh. That experience caused me to want to aid in making the Security Industry a more professional occupation.

YOUR DAY JOB? I am the President and CEO of a small local Security Company. In that role I spend most of my time training staff and matching the skills and temperament of my officers with the needs of my clients.

WHAT ENJOY MOST ABOUT SERVING ON NCPPSB? Having input into the policies and procedures directly affecting the industry.

WORDS OF ADVICE TO SOMEONE NEW TO THE PI/SECURITY INDUSTRY? Success will be based upon intent. If someone enters the industry to make money, they will probably do so for a short time. If one enters the industry with the intent to serve both his clients and his employees,

he will have much longer success.

FAVORITE QUOTE/SAYING? If it is not written down, it didn't happen.

SPEAKER OF THE HOUSE APPOINTEE

Vincent P. "Bud" Cesena

Based out of Charlotte, NC

ROLE: Industry Member; Serves as Vice-Chairman, Serves on the Training and Education Committee, the Screening Committee and the Laws and Rules Committee

Preferred not to answer these questions.

THOSE STILL TO BE INTERVIEWED... President Pro Tempore Appointee, Eric Weaver Sr., and next up, our plans are to interview the Private Protective Services staff.

Using the NCAPI Listserv

UPDATE

GOOD NEWS!! Many of you complained about the numerous messages being received when someone hit 'reply' when responding to a listserv message (vs. that reply only going to the original sender). We heard you!! As it turns out, this was a setting that was missed in the original listserv set-up. NOW – when sending a message through the listserv, anyone may hit 'REPLY' and the response will be sent ONLY to the original sender of that message, not the entire membership. Sorry about any frustration caused!

Need help on a case? Or looking for a recommended resource?

Reach the NCAPI membership through the members-only listserv, NCAPImembers@ncapi.memberclicks.net

As an FYI -- when sending an e-mail through the listserv, you must use the e-mail address on file in your member profile. E-mails sent to the listserv address from unrecognized e-mail addresses will be rejected, and not go out to the membership.

For more details & other Listserv tips/etiquette, please see below as distributed in The Carolina Investigator, June/July 2018 Edition.

Also available online at <https://www.ncapi.com/newsletters>

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ADVERTISEMENTS

To advertise in the newsletter please contact any of the Board Members for more information. Advertising fees are on a per edition basis with the advertiser providing the advertisement in a PDF format.

Advertising fees are:

FULL PAGE: \$125

HALF PAGE: \$100

QUARTER PAGE: \$50

BUSINESS CARD: \$25

THE NCAPI NEWSLETTER NEEDS YOUR HELP!

We want to know your ideas, we need input from you.

The NCAPI Newsletter is by our membership and for our membership.

The newsletter staff would like your opinions on what you would like to see in our upcoming issues. Here are just a few things we are looking for.

- We need articles of interest to the Private Investigation World
- Technical articles on equipment you may have used on cases or know about and are willing to share information with other colleagues.
- Let us know about current events in which you or other PI's in your area have been involved in.
- Advertise your company, offer your services to other PI's, help your business grow (please see advertising section for details).

It is all about what YOU want and what is interesting to YOU! So why not take just a few minutes and help make your next by newsletter a roaring success by contributing.

Please submit ideas, comment or questions to Hope at news.editor@ncapil.com

Reminder: Using NCAPI Logos



Members who wish to use the NCAPI Logos on their websites and other forms of media should only use logos that conform to the NCAPI Constitution requirements for the uses of the logos. The Emblem of the ASSOCIATION shall be used on all official documents of the ASSOCIATION, as determined by the Board of Directors. The Emblem may not be used by any member in any form of advertising, promotion, or identification without first inserting the proper words: "CHARTER MEMBER", "ASSOCIATE MEMBER", OR "MEMBER" on the Emblem inside the innermost circle, above the NC / VA state line. The Emblem shown to the left has been adopted as the official Emblem of the ASSOCIATION and may be reproduced only in colors or color combinations approved by the Board of Directors. Logos are available for download on your Member Profile home page after logging into www.ncapi.com.



North Carolina Association of Private Investigators

2019 Board Elections

Nominee Consent Form

Please return this completed form along with a digital photo to the NCAPI Elections Committee at ELECTIONS@NCAPI.COM no later than midnight on October 6, 2018. Once you submit the form, you should receive an acknowledgement of receipt within 24 hours. If you do not, please contact an election committee member. Thank you for your interest in serving this Association.

Name: _____

Company Name: _____

Physical Business Address: _____

Owner: _____ or Employee: _____

If you are an employee, is your employer aware of your desire and understand the sacrifice made in order to serve the NCAPI? YES _____ NO _____

NC PI or PIA License Number: _____

Additional Licenses Held & Numbers: _____

Number of Years as a Licensed NC PI/PIA: _____

Year Joined NCAPI: _____

Are you aware that serving in any position with the NCAPI is a voluntary position and that no compensation is provided for your service? YES _____ NO _____

Prior Experience/Involvement in Association

NCAPI Elected Offices Held and year held:

Office: _____	Year: _____

NCAPI Committees Served Upon and year served:

Committee: _____ Year: _____
Committee: _____ Year: _____
Committee: _____ Year: _____
Committee: _____ Year: _____

NCAPI Board Position Desired: (check one)

President: _____ Vice President (4 positions): _____
Secretary: _____ Treasurer: _____

Have you spoken with a person who is currently serving or has served in the past in the elected position you desire to learn about the responsibilities and duties of the position?

YES _____ NO _____

What do you feel that you can bring to NCAPI if elected to the desired position? _____

If you have served in an elected position previously, what position did you hold and what best describes your accomplishments and those things you wish you could have accomplished?

I am willing to serve in the office of _____ if selected for nomination and elected by the membership.

Signed: _____ **Date:** _____