



IAPI NEWSLETTER

IOWA ASSOCIATION OF PRIVATE INVESTIGATORS

Editor/Publisher & Secretary

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FIRST QUARTER 2025 ISSUE

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President's Message

By: Carey Callaway

Hello, members!

As we transition out of the chill of winter, I hope you're all looking forward to a prosperous spring. The board has spent the winter months focusing on ways to increase the value of your membership and sharing that value with potential new members.

Networking has always been a cornerstone to our success and this quarter we're highlighting the work of Jonathan Stewart & Scott Ware. Stewart's expertise in keeping emotions at bay while working on sensitive cases led to his being profiled in Working PI magazine. With their permission, we're sharing that with you. As a certified USCCA weapons instructor, Ware is seeing firsthand how cultural shifts are putting pressure on safe havens, like churches to stay alert.

A pressing topic for all of us is adequate insurance coverage. John Pringle shares some insights on the changing insurance landscape and the importance of protecting your business from cyber threats.

It's also time to mark your calendars for our 2025 conference! We're planning on September 11th and 12th at the Holiday Inn Hotel & Suites in Des Moines. We'd love to hear what you'd like to learn about this year. If anyone has suggestions for topics, sponsors, or speakers - please let us know.

I'd also like to remind everyone that 2025 dues should be paid by May 1st. If you have questions about your due schedule, please send an email to iowapiassociationinc@gmail.com or call me at 641.849.0019.

Carey Callaway

HONORING THE LEADERS

WHO HELPED SHAPE IAPI

PAST PRESIDENTS & CURRENT OFFICERS

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To contact your Officers or Directors, please visit our website: www.iowa-investigators.com



IAPI Membership Benefits

Members have access to multiple sources of professional benefits including continuing education and training, publications, legislative monitoring, and networking among members.



Legislative Updates w/ NCISS

Through our membership with NCISS we keep you up to date on federal and state legislative changes that impact the investigative & security field.



Advertising & Marketing

Your agency will be featured on our exclusive website directory & interactive map, making it easier for clients to find and connect with you.



Continuing Education

Through our website, our members will access a list of potential workshops, seminars, and webinars that count towards Continuing Education Credits (CEC) approved (accredited) through the State of Iowa. This list ensures that our members can easily find reputable resources for continuing education credits, professional development, and industry-specific services, helping you maintain compliance and stay at the forefront of the field.



Quarterly Newsletters

Our quarterly newsletters keep you in the loop with the latest updates from the association, packed with helpful tips and all the essential information you need to stay current.



Annual Conferences

Join us every year for our Annual Conference! Network, earn 12 CE credits*, hear from industry leaders, and share your insights and feedback.



Networking

Join exclusive events to connect with fellow Iowa PIs and gain access to a wealth of resources, knowledge, tools, and mentorship. Build relationships for case referrals and receive assistance from board members. To find your designated director, visit the "Officers and Board of Directors" area



Annual Dues

Annual Dues are \$75.00 (due by March 1st)
Stay connected and make the most of your IAPI Association!

[http://](http://iowa-investigators.com)

iowa-investigators.com



[@IAassociationPlnc](https://www.facebook.com/@IAassociationPlnc)



iapiassociationinc@gmail.com

In Loving Memory of



Darwin Eugene Rittgers
August 24, 1957 – February 18, 2025

Darwin Rittgers, 67, of Waverly, Iowa, passed away peacefully at home on February 18, 2025. A devoted husband, father, grandfather, and friend, Darwin's life was defined by unwavering dedication, boundless kindness, and a signature sense of humor that left a mark on everyone he met.

Born in Waterloo and raised in Cedar Falls, Darwin graduated from Cedar Falls High School in 1975 and married the love of his life, Carolyn Pfeifle, in 1976. He began his distinguished career in law enforcement as Police Chief in Dunkerton, later serving with the Waverly Police Department for 18 years, where he was honored as Officer of the Year in 1998. Darwin went on to establish DER & Associates Professional Investigation, setting a high standard for professionalism and integrity in the private investigation field.

He was a longtime member of North Cedar Church of the Nazarene and deeply involved in his community. Whether cheering on the Waterloo Blackhawks, fishing with his grandkids, or attending concerts with his wife, Darwin cherished every moment with his family. He is survived by his wife, children, grandchildren, and siblings, who will carry his memory forward with love.

Darwin's impact on law enforcement and private investigation was profound. He served across all divisions—patrol, undercover work, investigations—and earned multiple commendations throughout his career. As team leader of Waverly's Tactical Anti-Crime Team, he was a beacon of calm leadership, innovation, and dedication. But Darwin was more than his resume. He was my mentor, my friend, and a man whose wisdom shaped so many—including me. I often called him my "walking encyclopedia" because you could talk to him about anything: music, family, casework, life. His laughter was infectious, his stories endless, and his ability to make others feel seen and valued was a gift not many possess.

Darwin inspired those around him not just through knowledge, but through heart. He saw things in people—especially in me—that they didn't yet see in themselves. And then he quietly, persistently helped them grow into that vision. That's a rare and precious kind of leadership. He was a cornerstone of the IAPI community. His influence helped shape our association from the ground up, and his legacy will continue to guide it for years to come.

Above all, Darwin was a family man. His love for his wife, children, and grandchildren radiated from every story he told and every smile he shared. He was proud of his family—and we were all proud to know him.

Darwin will be deeply missed, but never forgotten. May his memory be a blessing—and his legacy, a guiding light.

~Amanda Clement

IAPIS IS FINALLY ON SOCIAL MEDIA!

Do you have Facebook?

Make sure you add the page:

<https://www.facebook.com/IAassociationPlinc>

& join the group:

<https://www.facebook.com/groups/iaassociationpiinc>

or search with this username:

@IAassociationPlinc

Tap or click the icon's below and they'll take you there!



*Feel free to add your business page or personal profile's—either is accepted

Working PI

Working Sexual Assault Cases

Working PI, 7 (Summer), pg's #28-30.

Spotlight on IAPI Member: Jonathan Stewart
JSQ Investigations

Team Adam Consultant with the National Center for Missing & Exploited Children



Republished with permission from Working PI magazine, published by OREP Insurance, a leading provider of E&O and General Liability insurance for private investigators (www.OREP.org).

by Kendra Budd, Editor

Private investigators often become specialists within the profession. Some may focus on cheating accusations or pre-employment background checks, while others take a particular interest in finding missing persons, financial crime, insurance fraud and so on. In many instances, specialization requires specific knowledge and/or skills to excel. Others, such as working sexual assault and abuse cases, require investigators to take on an emotional endeavor.

Though every facet of private investigation work requires emotional stability and professional skills, working emotionally charged cases like sexual assaults can be mentally taxing and difficult. These types of cases require investigators to remain compassionate and exhibit empathy, while also seeking the truth. Not only do you need to identify and interview relevant parties to gather accurate information, you must be mindful to make every interviewee feel safe. This requires impartiality, which can be a difficult feat when a case is particularly stress and anger-inducing.

Jonathan Stewart, a private investigator in Des Moines, Iowa, happens to specialize in sexual assault cases. *Working PI* recently sat down with Stewart to ask him what makes these cases different from others as well as how investigators may need to prepare emotionally and professionally when conducting such an investigation.

Impressive Résumé

Stewart has built an impressive career résumé. As a 28-year veteran of the U.S. Marshals Service, a retired major in the U.S. Army Reserve, a former criminal investigator for the Department of Justice (DOJ) and background investigator for the FBI, Stewart's reputation precedes him. He also donates his services and lends his expertise as a Team Adam Consultant with the National Center for Missing & Exploited Children, a private nonprofit with a mission to help find missing children, reduce child sexual exploitation and prevent child victimization.

His transition into private investigation was relatively seamless. After mandatory retirement from the DOJ, Stewart started working as a private investigator shortly after beginning his stint with the FBI. He began concentrating on PI work when a large FBI case he was offered had the potential for a conflict of interest. "It wouldn't have been an issue, but I did say that the PI stuff comes first," recalls Stewart. "So, we [the FBI] mutually agreed to terminate my contract. ... I just didn't want the hassle. I wasn't going to give up my PI business for it, and it was a smart move."

With previous experience working federal court cases, Stewart's services were highly sought after by attorneys who needed private-investigative help. "It was just a matter of saying, 'I'm starting a PI business,' and I had people knocking on my door before I could even get up and running," says Stewart. Eventually, attorneys started asking for his help on sexual assault cases, which brings us to his work today.



Continued on next page...

Finding Cases

Stewart currently works with three investigators as president and CEO of JSQ Investigations, in addition to running a security service in which he offers executive protection. A majority of his business practice falls into criminal defense work, which is where his expertise in sexual assault cases comes into play.

Typically, these cases come to Stewart from attorneys hired to defend clients from sexual assault accusations. This often occurs on referral or from previous experience, including recently when he says he was contacted by three separate attorneys representing clients who “were accused of sexual assault involving a fraternity.” In that instance, he had previously worked with two of the lawyers; however, attorney-based work isn’t his only avenue for landing cases.

There are other times, Stewart says, when he’s contacted directly by family members of the accused and/or accuser. In one recent example, Stewart worked on a case in which a client’s “son was going through a trial and thought things were getting missed by the attorneys,” he notes.

When he begins working on a sexual assault case, Stewart says he tends to follow the same investigation process, beginning with assembling the necessary building blocks to get started: the accusation, evidence and an interview with the client. “We’ll go over [the case] and talk about which people we need to identify/interview, and any particulars I need to know,” Stewart explains.

Piecing the Puzzle

After obtaining the necessary preliminary information, Stewart tailors a case appropriately. For example, “I had a case where sexual assault was alleged between two volunteer firefighters,” he recalls. Though sex had occurred, the female claimed it wasn’t consensual, while the male said it was. In this instance, Stewart had been called in by the male’s attorney. After taking the initial steps, Stewart learned “there was over a dozen witnesses to talk to” but not much other information to go on. As a result, he tailored the case to focus mostly on background information and finding anything he could about the alleged victim.

In fact, the need to investigate background information is often why private investigators like Stewart are brought into these cases because law enforcement sometimes doesn’t do the necessary legwork. In this particular example, detectives “decided they didn’t need to talk to anyone except the victim, and in this case, the victim was not reliable,” asserts Stewart. “... I found it mind-boggling that they would just convict somebody on the fact that she said this happened, when he says it didn’t.” This case illustrates why it’s sometimes imperative for private investigators to be brought in to dig deeper.



Stewart not only interviewed several people connected to the case but also researched the alleged victim’s past for additional information. In his investigation, Stewart discovered this was not the first time the woman had accused someone of sexual assault. Without divulging specific case details, he also says he was able to use her collected phone data to help “complete a picture in the hands of the jury,” which ultimately didn’t find her credible.

Continued on next page...

Stewart is quick to emphasize that it wasn't his job to search for flaws or red flags in the victim's background, but rather to research the facts. "My job as an investigator is to go out and find people that can tell me a story about certain events," he notes. "The attorneys and courts can determine whether those facts are relevant or not."

Indeed, a private investigator must remain impartial in their investigations, even in emotionally taxing cases. Though different cases may require different skill sets and actions, they generally follow the same outline. In each instance, the PI must focus on putting together the pieces without making judgments wherever the trail leads.

Mastering the Interview

Central to the work of any successful private investigator is mastering the ability to interview witnesses and people of interest—something Stewart has more than 20 years of experience doing. While this is a common facet of PI work, Stewart notes that interviewing subjects in sexual abuse cases requires investigators to also be masters of empathy.

"I have to be compassionate because I understand these [cases] are very delicate. I don't know to how many witnesses I've said, 'I understand that this is hard to talk about,'" shares Stewart. If an investigator talks to a witness or victim without expressing empathy, then odds are the interviewee may not feel safe or comfortable in sharing their story with you. This can be problematic, of course, because as an investigator, you need detailed stories to put the pieces together. In fact, Stewart specifies that it's important to validate an interviewee's feelings while still pushing them to divulge necessary details. He even emphasizes that you may need to push your own emotional boundaries as an investigator. "I try to be as precise as I can be, and maybe sometimes it can be graphic," says Stewart. "I've had people apologize to me for what they tell me, but I tell them not to. I need to know what happened."

Although empathy is crucial to the interview process in these types of cases, Stewart also notes that investigators can't let those emotions take over an investigation. Thus, it's imperative "to learn how to compartmentalize and separate yourself from the case. You have a task to move forward with," explains Stewart. Great investigators not only must be able to connect with interviewees emotionally, they must learn to control their own emotions as well. In addition, Stewart stresses the importance in never taking one interview at face value. "I have to see who the other players are," he explains. "You also need to learn about the person and about what might motivate someone to say or not say something." This is also why it's important to interview as many people as possible to uncover the truth. Again, where the facts lead isn't necessarily up to the investigator. "Sometimes, it's just a matter of getting the information," notes Stewart. "It's the attorneys who determine if it's useful or not, that's not my job. I can't tell them what I think is useful. Sometimes we'll look at it from a different perspective." When conducting interviews for sensitive cases like a sexual assault, it can be helpful to drive the sessions with the tone and tenor of a normal conversation. After all, this is a fact-finding mission, not an interrogation. Ultimately, the client will decide if the information you provide is useful or not. Think of mastering the interview as mastering interpersonal interactions.

Final Thoughts

For any private investigator looking to work on sexual assault cases, Stewart advises to have an open mind. "You can't be closed-minded about where the information may take you," he says. "You have to have tough skin because some of these things aren't pleasant." In fact, Stewart says he works on these types of cases because he likes to help people. "I have a special set of skills, and I'm grateful that the government spent a lot of money to train me. ... And I'm glad to be able to use that experience to help those who cannot get help from what we call the justice system," laments Stewart. There is ongoing need for private investigators in criminal defense work, including sexual assault cases. To be successful as a specialist in this niche, investigators must be able to separate themselves from the weight and emotion of their cases and be adaptable as investigations change through discovery. Most importantly, it's imperative to stay impartial and not let personal biases affect your work.

If you believe as an investigator that you have the mindset to perform this work well, then it may be time to consider pursuing any additional skills required that will allow you to add this specialization as part of your services.

Stay safe out there!

DO YOU HAVE A

Side Hustle?

Strengthening Security Where It Matters Most

Article By: Scott Ware, *North West Director*
Sanctuary Select Services, LLC

One of my side gigs is being an Instructor for the United States Concealed Carry Association (USCCA), where I specialize in church security awareness. I teach a course called Protecting the Congregation, which falls under the broader training of Countering the Mass Shooter Threat.

Two Audiences, One Mission: Preparedness

When it comes to church safety, I focus on two key groups:

Security/Safety Teams:

The course helps existing teams understand proper response protocols and encourages them to view their facility through the lens of a potential threat.

The Congregation:

When teaching directly to congregants, the focus shifts toward individual responsibility and awareness during an incident—whether or not a formal security team is in place.

Real-World Experience: Grandview Baptist Church

I still remember my first visit to Grandview Baptist Church. I was warmly welcomed by a couple handing out bulletins, but as I scanned the layout, the safety concerns were immediate:

1. The sanctuary connected to the fellowship hall without alternate exits
2. Classrooms lacked lockable doors
3. No internal communication between rooms or wings
4. The building might pass fire code, but it wasn't ready for an active threat.

It took three years to receive approval for a formal security team. We developed a committee, standard operating procedures (SOPs), and nearly secured our own budget. Throughout the training process, I worked with the team on situational awareness, emergency planning, and de-escalation techniques. During our threat assessment walkthrough, I could see the shift in their thinking: security isn't just reaction—it's recognition and prevention.

Security with Compassion & Strategy

We train as volunteers, undergo classroom and firearms instruction, and focus on being a reassuring presence in our church. In May, I'll be presenting the full course to the entire congregation.

If you're interested in forming a security or safety team at your church—or enhancing your current one, whether you're starting from scratch or looking to grow your existing team, I'm happy to be a resource and support you in building a safe and secure worship environment.

“No place of worship is the same, but the need for preparedness is universal. We're living in a world where local threats are real and global threats—such as the anticipated coordinated attacks from radical groups in 2025—are looming. Churches must find ways to protect their people without compromising their sense of community.”

Let's Work Together

I'm here to help, I offer:



Complimentary
physical site
assessment



Classroom-based
training (de-
escalation, SOP
development)



Firearms-based
instruction (for
qualified teams)



Over 10 years of
hands-on church
security experience

CYBER INSURANCE

PROTECTING YOUR PI BUSINESS

In Iowa, becoming a licensed private investigator requires more than experience and training—it also means securing both a surety bond and general liability insurance. These aren't just regulatory requirements—they're also sound business practices.

But in today's increasingly digital landscape, there's another threat PIs need to prepare for: cyber attacks. Cybersecurity encompasses the technologies, policies, and best practices designed to protect your digital assets—everything from data and financial information to devices, software, and systems. Threats like ransomware, phishing scams, data breaches, and malware continue to grow in scale and sophistication. Unfortunately, standard business insurance policies often don't cover these types of cyber risks. That's where cyber insurance comes in.

REASONS TO CONSIDER CYBER INSURANCE:

Financial Protection. Cyber-attacks can devastate businesses of any size. Cyber insurance helps cover costs related to data breaches, ransomware attacks, system recovery, and business downtime—protection that's vital, especially for smaller firms with limited reserves.

Legal Liability Coverage. If a client's data is compromised, your agency could face legal action. Cyber insurance often includes coverage for legal defense costs, settlements, and regulatory fines.

Incident Response Support. Many cyber insurance policies include access to expert cybersecurity response teams—an invaluable resource if you don't have an in-house IT department..

Business Continuity. Coverage for business interruption can help your agency stay afloat while systems are down and being restored.

Reputational Damage Control. Some policies cover public relations support to help manage your agency's reputation following a cyber incident.

Rising Cyber Threats. Cyber-attacks are no longer rare—they're expected. And small businesses are often prime targets due to perceived vulnerabilities.

Client Confidence. Carrying cyber insurance shows your clients that you take data protection seriously and are prepared for worst-case scenarios.

Professional Credibility. Demonstrating preparedness with cyber coverage could offer a competitive edge and position you as a reliable, modern agency.

Peace of Mind. Knowing your digital infrastructure is financially protected lets you focus on what you do best—investigating.

Cyber insurance doesn't replace smart cybersecurity practices—but it can provide a critical safety net in the event those defenses fail. Talk with your insurance provider to assess whether your current coverage includes cyber protection—or if it's time to add it to your policy.

Article By: John Pringle, IAPI Treasurer
Asset Recovery Specialists, L.C.



QUICK FACTS

\$4.45 MILLION

average cost of a data breach [IBM]

60%

60% of small businesses go out of business within six months of a cyberattack.

[U.S. National Cyber Security Alliance]

\$120,000

is the average cost of a data breach for a small business [Hiscox Cyber Readiness Report]

SUGGESTION CORNER

Got ideas? We want to hear them!

Share Your Ideas and Help Us Improve!

We're excited to introduce a suggestion box for your input and feedback.

It's a fantastic way to share your thoughts on how we, as your association board, can improve and suggest speakers or topics for our annual conference.

Need more public speaking experience? Feel free to reach out! We're only as good as our members' activeness and willingness to participate. Your input can help make our events more exciting and our meetings more effective.

Let's work together to keep getting better! If you've got an idea, suggestion, or comment, just email us at iowapiassociationinc@gmail.com.





To retain the years of industry knowledge of our organization, the Board has decided to bring back the Associate Membership! Any former member of the association relinquished their state license in good standing (retired, relocated, etc.) will be able to access all membership content for \$25 a year!

Our goal is to formalize a mentorship program with these members and continue to benefit from their contributions to our industry.

Associate Members will be invited to the annual conferences, and we are still working through the details of if or how they will be listed on our website.

Please reach out to anyone in your network who might be interested in this opportunity and watch for more announcements regarding this new member designation!



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receive the 4th issue free**

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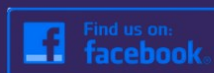
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Send all inquiries, articles, & materials to:
ATTN: Newsletter Editor



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