



**Points of Consideration  
for  
Forming a Church Security Ministry©**

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# Points of Consideration for Forming a Church Security Ministry

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### Starting a Church Security Ministry

#### Primary Points

Training, Planning, Teamwork, Communication, Dedication, Oversight (Command)

#### Does Security & Conflict Resolution Balance with the Mission of the Church?

Balance the mission of the church with the potentially confrontational nature of security.

Church as place of hope, healing and ministry

Security as potential of removing, physically controlling people or banning them

Following up after you ban the person.

#### How Does a Church Start a Security Ministry?

Each church needs a customized church program.

Ex. Christ Community Church is on Montreat College grounds.

Montreat has their own security, view of liability, insurance requirements

#### Starting Points

Prayers for wisdom

What the program looks like, scope, limitations

Congregation support of the program

Need

Finances

Committed participation

Staff support

Recruitment, selection and evaluation of security related staff

Written policies & guidelines

Operational

Legal

Efficiency and doing it well

“Whatever your hand finds to do, do it with your might, for there is no work or thought or knowledge or wisdom in Sheol, to which you are going.” **Eccl 9:10**

“Whatever you do, work heartily, as for the Lord and not for men.” **Col 3:23**

#### Emergency Action Plans & the Law

Almost every business is required to have an emergency action plan (EAP).

If fire extinguishers are required or provided in your workplace, and if anyone will be evacuating during a fire or other emergency, then OSHA's [29 CFR 1910.157] requires you to have an EAP.

Many components of an EAP

**“In a crisis, leaders manage panic.”**

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**Congregational Barriers to Setting-Up a Ministry**

Objections

God will protect us

A shooting hasn't happened yet.  
Not our church  
We can call 911  
We have LE, EMS person in church  
  
We could handle it  
We can't afford a program  
We're too small  
There's no interest in our church  
  
Somebody has to take it on.

Overcoming Responses

The God sent you a helicopter story

Work prayerfully

“So the wall was finished on the twenty-fifth day of the month Elul, in fifty-two days. And when all our enemies heard of it, all the nations around us were afraid and fell greatly in their own esteem, for they perceived that this work had been accomplished with the help of our God.”

**Neh 6:15-16**

Could be next service  
Why is this church immune?  
Won't respond in time (180 seconds)  
Not his or her job. Agency policies prohibit engagement  
LE on team is helpful but not necessary  
Really? Friendly crossfire. Crowd panics.  
You can't afford not to  
One can do it. More is better  
Ask, it may be someone's burden

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## **The Church Emergency Response Committee**

### **Church Emergency Operations (CEO) Umbrella**

A total response, one mind, one accord.

“For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ.” **1 Cor 12:12**

#### Benefits

- More effective
- Less vulnerable
- Edification
- Maturity

#### Command/Control (Who’s in control?)

Head Pastor – Director of Security/CERC Leader – Coordinator – Supervisors -Teams

### **Team Operations**

#### Scheduling

Protect team from burnout and spiritual dryness by rotating schedules

#### Assignments

Appropriate people in specific positions

#### Equipment

Proper use and purpose

### **Team Duties**

High visibility deterrent

Sanctuary protection

Sunday school protection

Offering and financial security

Covert surveillance

Youth and infant security

Property and asset security

Crime control

Traffic control

Off-site VIP & asset security

Church staff protection

Ex. Family counseling, firings, banning people, serving trespass notices

Personnel and Hiring

Sex offenders and other criminals in ministry

Background checks

Personnel

Problem people

Emergency response liaison

Risk assessments

Documentation and staff reporting

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**Church Emergency Operations (CEO) Umbrella continued**

**Security Personnel Considerations**

Fitness for duty

    Background checks

    References

Commitment

Job performance

Courtesy

Chain of command

Confidentiality

Dress code

Testimony

“I love Jesus and have a gun” is not the criteria

    Even CCW holders have to be trained!

**Issues to Address**

Recruiting

Finance

Duties

Guidelines

Training!

Equipment (Does not have to be expensive)

Documentation (Incident Reports, etc.)

**Collaborations**

The role of the local police, fire, Sheriff and EMS departments

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**Security Program has Multiple Components**

**Security**

Armed & Unarmed

Physical Plant Internal

Physical Plant Outside & Perimeter

Contact and Cover

Financial

    Embezzlement

    Theft

    Robbery

    Property

Theft

Vandalism

**Medical Teams**

Statistically, there is more opportunity for medical emergencies than violent or criminal encounters

    Parking lot, moving vehicles

    Sidewalks

    Steps

    Slip and fall

Medical teams are the first responders before first responders for general incidents

Medical team must wait for cessation of violent incidents

Must be well trained

**Parking & Traffic**

First line of security and safety

First set of eyes and ears

First ministry encounter

State mandated training

Prayer with team

Dedicated staff

Support of congregation

Planning and procedures

Coordination with security and medical

Written guidelines

Equipment – vests, flashlights, radios

Recruiting and selection. Must stay aware.

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**Security Program has Multiple Components continued**

**Ushers/Greeters**

- Weapons determination
- First ministry encounter
- Risk determination
- The non-frisk greeting
- Reacting to people
  - Training
  - Policies
  - Circumstances

**Building Managers**

- School teachers
- Ministry leaders
- Custodians

**Other Emergencies**

- Fire
- Weather

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**Civil Liability**

**Churches Are Getting Sued**

- Victims of accidents
- Staged accidents
- Victims of criminal incidents
- Offenders in criminal incidents
- Staged criminal incidents

**Two Courts**

- The county or federal courthouse
- The court of public opinion

**Armed & Unarmed Teams Must Be Trained & Organized.**

- Increased liability
  - Untrained personnel
  - No or few policies and procedures
  - Policies and procedures followed inconsistently
  - Non-team shooters
    - Granny gets her gun
    - Crossfire
  - No coordination or oversight

**The Consequences of Action and Inaction**

- Financial
- Legal
- Reputation
- Church membership
- The cause of Christ

**Hiring Practices**

- Applicant interview
- Credit Check
- Employer reference
- Personal references
- Criminal background check
- Civil record check
- Separate authorization for each check
- Verifying information
  - Not available from online resources

**Same Sex Wedding Lawsuits**

- Must have wording in bylaws and be consistent



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**Legal Issues**

**Authority to Act**

NCGS 15A-404, Right to detain, others,

Federal Statutes

Laws and defenses are well-established

Self protection

Protection of others

Trespass laws

Any member in authority can deny service or entry at anytime

Use of force

Subject control

Prevent commission of a crime in your presence

Authority to detain

Breach of peace

Weapons

Restraint

Insurance

Pay vs. Volunteer

Reimbursements

Spiritual growth (rotating personnel)

Discipline

Policy guidelines: What level of authority will church enforce in each circumstance?

Specific terms when testifying

**Hiring Practices**

Procedures & Models

Disciplinary Process

Negligent Supervision

Training of Supervisors

Complaint Mechanism

Documentation

Consistency

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## **Church Disruptions**

### **Vigilance**

“Behold, I am sending you out as sheep in the midst of wolves, so be wise as serpents and innocent as doves.” **Matt 10:16**

“Be sober-minded; be watchful. Your adversary the devil prowls around like a roaring lion, seeking someone to devour.” **1 Pet 5:8**

### **General Church Disruption**

Domestic Situation

    Domestic Violence

    Custody

    General Anger

    Infidelity

Assaults

Verbal

Other

### **Reasons Problems Occur**

Sin

Hatred

Publicity over controversial issues or stands

The Church (the Love of Jesus) attracts people with problems

Soft targets

Unsuspecting

Meek is weak

No sheepdogs in congregation

No trained personnel

Growth in persecution of the church

    “Who shall separate us from the love of Christ? Shall tribulation, or distress, or persecution, or famine, or nakedness, or danger, or sword? <sup>36</sup>As it is written, ‘For your sake we are being killed all the day long; we are regarded as sheep to be slaughtered.’” **Rom 8:35-36**

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## **Church Disruptions continued**

### **Active Shooters Facts**

1100 Active Shooter Incidents (over x period of time)  
400 deaths  
700 injuries  
2500 Crimes a year in houses of worship  
Most are single shooters  
More than one firearm  
Lots of ammo  
Other weapons (knives, bombs)  
3-10 minutes event duration (180 seconds)  
Commit suicide  
Police largely are irrelevant to outcome  
Usually has a grudge against a person or the Christian church

### **Active Shooter in Sanctuary**

Stay low  
Escape if possible  
Cover and concealment  
If safe to do so, everyone calls 911  
Everything possible to barricade a safe place  
Friendly fire  
Crossfire  
Don't move until clear  
Obey responding emergency responder  
If you fight, Fight to win!

### **Outside or Away from Incident Area**

Escape if possible  
If safe to do so, everyone calls 911  
Stay out of area. Do not return.  
Shelter in place  
Obey responding emergency responder  
If you fight, Fight to win!

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**Risk Assessment**

**Identifying Risks and Procedures**

Offering, deposits  
    Night drops  
    Point A to B  
    Counts-Multiple people, forms, who counts?, cameras, escorts  
Finance controls  
Property assets  
Vehicles  
Building & physical plant  
Information Technology assets and continuity  
Intellectual property  
Privacy Issues  
Exposure due to community involvement or controversy  
Hosting events  
Civil, criminal & financial liabilities of each risk item  
Ministry fraud  
Malpractice  
Protection of staff  
Protection of congregation  
Protection of guests  
Crime  
Disasters  
Many others

**Insurance Savings & Ramifications**

Armed personnel or other programs

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## **Weapons in Church**

### **Many types of weapons**

Guns  
OC Spray  
Tasers  
Batons  
Knives  
Fists, feet  
Martial Arts

### **Guns Specifically**

Should guns be allowed in your house of worship?  
Are there college or university campus rules?  
State laws?

### **Learning Pre-Assault Behavior Indicators**

Fidgeting  
Clothing, Adjustments  
Nose in front of knee when getting up  
Behaviors or emotions that are inappropriate  
Escalating emotions (anger or rage)  
Trembling, Nervousness  
Inappropriate crying or hysterics, fear or panic  
Inappropriate untimely laughter  
Inappropriate absence of emotion  
Looking around, studying the area  
Group comes in and separates  
Trying to conceal activity  
Demanding to see pastor  
Intoxicated or high  
Interrupts services  
Exhibiting confrontational behavior, angry questions  
Holding loose weapon close  
Ask the specific question, "Do you have a weapon on you?"  
Stays outside in parking lot, not from church  
Excessive time in bathroom, group of men go to bathroom  
Dress inappropriately – Camo, risqué clothing  
Clothing that conceals  
Coats in summer  
Backpacks

### **Surviving Lethal Encounters**

Even an unarmed person can live through an encounter with a shooter.

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## **Weapons in Church continued**

### **An Action Beats a Reaction Every Time – What does that mean?**

The shooter will draw and fire first. The response is delayed.

This is why vigilance of behavior indicators and outer perimeters is paramount.

### **Firearms and Shooter Scenario Training is Paramount**

**Are you emotionally and psychologically prepared to kill someone?**

**Do you understand the legal ramifications of your decision?**

**When the SWAT team comes and you're the one holding a gun.**

**Leaving the injured, even a loved one, to remove the threat.**

### **In a crisis**

Heart rate 140 beats per second (bps)

Fine motor skills are gone

Complex motor skills are gone

Short-term cognitive skills are gone

Peripheral vision is diminished

Most close encounter officer kills are with their own gun.

### **Marksmanship**

Learned discipline

Perishable skill, requires constant training

Dry firing to keep the skill helps

Repetition

Handling misfires

Tap Rack Ready

Reloading in action

### **Firearms Management**

Training is costly.

Range time, Instructors, Ammunition

Appropriate equipment

Type of firearm, Caliber

Holsters, Concealment

Cleaning and maintenance of weapons

### **Type of Ammunition**

Where will round exit? Will it hit the person behind the shooter?

Will the round stop the shooter?

Frangible ammo

Simmunition

### **Other Issues**

Triage, clearing threat so medical personnel can come in.

Preserve evidence and witnesses when the event de-escalates.

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**Building Assessment**

**Generally**

Interior lighting

Alarm system

Cameras

Fire escapes

Evacuation routes

Building repair

Sidewalks, driveways, roadways, etc. liability

Are valuables secure

Church, congregants, guests

**Doors, Windows and Keys**

Knox boxes

Are doors master-keyed

Access policies

Change in personnel, documenting access

Panic bars on evacuation doors

Security equipment on doors and windows

Exposed door hinges

**First Aid**

First Aid kits

First Aid training

AED, CPR

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**Process and Procedures Manual**

**Purposes**

Solve problems  
Protect people and property  
Minimize liability

**A Plan for Every Contingency**

Assaults  
Bodily fluid spills  
Bomb threats/Suspicious packages  
Burglary/Larceny  
Child abuse  
Sever Weather  
Disorderly conduct  
Evacuations  
Fires  
Explosions  
Poisonings  
Information Technology recovery  
Intruders, weapons or threats  
Kidnapping  
Missing person  
Abduction  
Lockdown procedure  
Media communication  
Property identification & marking  
Robbery/theft  
Shelter-in-place  
Emergency Response Team  
Total loss procedure (COOP)  
Utility shut off/Electrical outage  
Key personnel protection

**Continuity and Rebuilding**

Plans, policy books and bylaws on and off church property.



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## **Emergency Response Kits**

### **Purposes**

Solve problems  
Protect people and property  
Maintains continuity of the organization

### **Accessibility**

Minimum of 2 kits available at a moment's notice  
Stored in a planned, available location in each building  
Master kit stored off-site but easily accessible

### **Contents**

Blue prints and floor diagrams  
Aerial photographs of site  
Clergy and staff roster  
Membership contact list  
Photos of members  
Current directory  
List of members with special needs  
Emergency team members contact list  
Emergency team members duties list  
Two-way radios, charged and ready  
Battery operated weather radio  
Keys to all doors inside and out (Master-key concept)  
Policy and procedures manual  
Reflective vests and/or ID tags for team  
Vital records – those items necessary to operate offsite after an emergency  
Financial records, Insurance policies  
Cameras  
Utility turn-off procedures  
Procedures and details for fire alarms, sprinklers, electric, gas, cable, other utilities  
Pens, pencils, paper  
Chargers for equipment  
More

### **Key Official Contact List**

County Sheriff Departments  
Campus Security  
Local Police Departments  
State Police  
Fire Departments

End of Report.