



**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? ³⁶As 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.