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Prepare. Prevent. Respond. Recover.



SAFETY & SECURITY MINISTRY DEVELOPMENT

Steve Lyons,

Deacon of Emergency Services Ministry, Canyon Del Oro Bible Church

WHY SAFETY & SECURITY

Increasing cultural shift towards Christian beliefs,
Christians, and places of worship.

But before all this, they will seize you and persecute you. They will hand you over to synagogues and put you in prison, and you will be brought before kings and governors, and all on account of my name. *Luke 21:12 (NIV)*

Then you will be handed over to be persecuted and put to death, and you will be hated by all nations because of me. *Matthew 24:9 (NIV)*

In fact, everyone who wants to live a godly life in Christ Jesus will be persecuted. *2 Timothy 3:12 (NIV)*

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WHY SAFETY & SECURITY

Places of Worship are not immune from random criminal acts such as property related crimes, theft, violence towards another person, etc.







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CHURCH RELATED STATISTICS

We estimated that there are actually about 480 incidents of serious violence at places of worship in the U.S. each year. These incidents produce about 46 deaths and 218 serious injuries annually.

Top 5 Places of Worship for Incidents: Baptist (28%), Roman Catholic (15%), Methodist (7%), Lutheran (4%), and Presbyterian (4%).

Types of incidents: Mental illness/derangement (28%), Robbery (26%), family dispute/domestic violence (17%), personal dispute (14%); ethnic, racial, or religious hate crime (6%), and 9 % were undetermined.

Serious Violence at Places of Worship in the U.S. – Looking at the Numbers, Dolan Consulting Group Research Brief, September 2019, Richard R. Johnson, Ph.D.

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CHURCH RELATED STATISTICS

Incident Locations: 52% occurred outside of the building, while 48% occurred inside.

Entry Points: Of the incidents that occurred inside the building, the assailant entered via the main entrance 29% of the time, while the remaining 71% involved entry via a side entrance, back door, or window.

Time of Incident: Approximately 58% of the incidents occurred immediately before, during, or immediately after the formal event (worship service, prayer service, prayer event, etc.)

Another 14% occurred during weekday office hours, and 28% occurred afterhours when the building was unoccupied by church staff.

Length of Incident: Most of the incidents, including the most severe mass shooting incidents, were over quickly, with most lasting no longer than 6 minutes.

Serious Violence at Places of Worship in the U.S. – Looking at the Numbers, Dolan Consulting Group Research Brief, September 2019, Richard R. Johnson, Ph.D.

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MINISTRY DEVELOPMENT

Step 1: What is the purpose of the ministry and who is responsible for leading and oversight .

- Develop a Purpose Statement.
- Develop the leadership structure (ministry overseer and leader/s).
- Identify and recruit the ministry leader/s and overseer.

Security – Leader/s must have experience in law enforcement and/or security operations.

Medical – Leader/s must have a least advanced first aid, CPR, and AED training.
Ideally, the medical leader/s should be subordinate to the security leader/s.

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Step 1: What is the purpose of the ministry and who is responsible for leading and oversight .

- Purpose Statement Example:

The Emergency Services Ministry exists to provide two functions for CDOBC. First, is the *safety and security* for all property/facilities, for staff members, for the congregation, and for visitors. Second, is the initial basic level response (first aid and basic life support) for *medical emergencies*.

Step 2: Ministry Name & Location

- Develop a ministry name.

- Identify and provide a private location (preferably a lockable room) for team meetings/briefings, equipment and records storage, etc.

Step 3: Insurance Coverage

- Does the place of worship have property and liability insurance coverage?
- Is there an insurance policy rider for safety & security ministry operations – liability?
- If firearms are allowed to be carried, is there sufficient liability insurance?.
- Is personal insurance required for authorized firearm carriers?

Step 4: Initial Start-up Budget

Funds will be needed to initially equip and train ministry members.

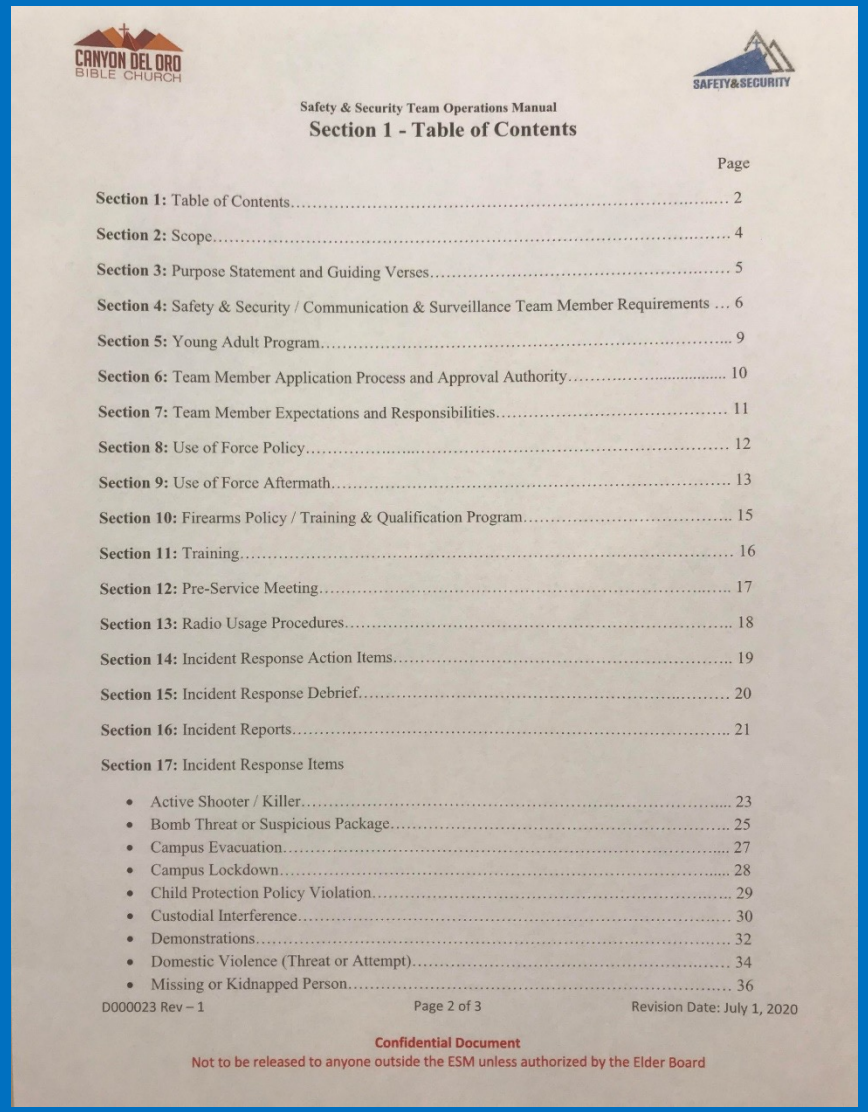
- Security equipment items: communication equipment, duty gear, personal protective gear, clothing, etc.
- Medical equipment items: AEDs, first aid stations, jump bag for medical team member, etc.
- Training funds will be needed for training conducted by an outside agency and/or equipment and materials for in-house training.

Step 5: Policies & Procedures

Develop a document that will provide direction/guidance on how the ministry will operate. This can be very time consuming, but it will be extremely important.

- Examples of policy topics are ministry member application process, ministry member expectations and responsibilities, use of force policy, training expectations, carrying firearms, etc.
- Examples of procedure topics are pre-service meetings, radio usage, incident response, incident reporting, etc.

Step 5: Policies & Procedures



CANYON DEL ORO BIBLE CHURCH

SAFETY&SECURITY

Safety & Security Team Operations Manual

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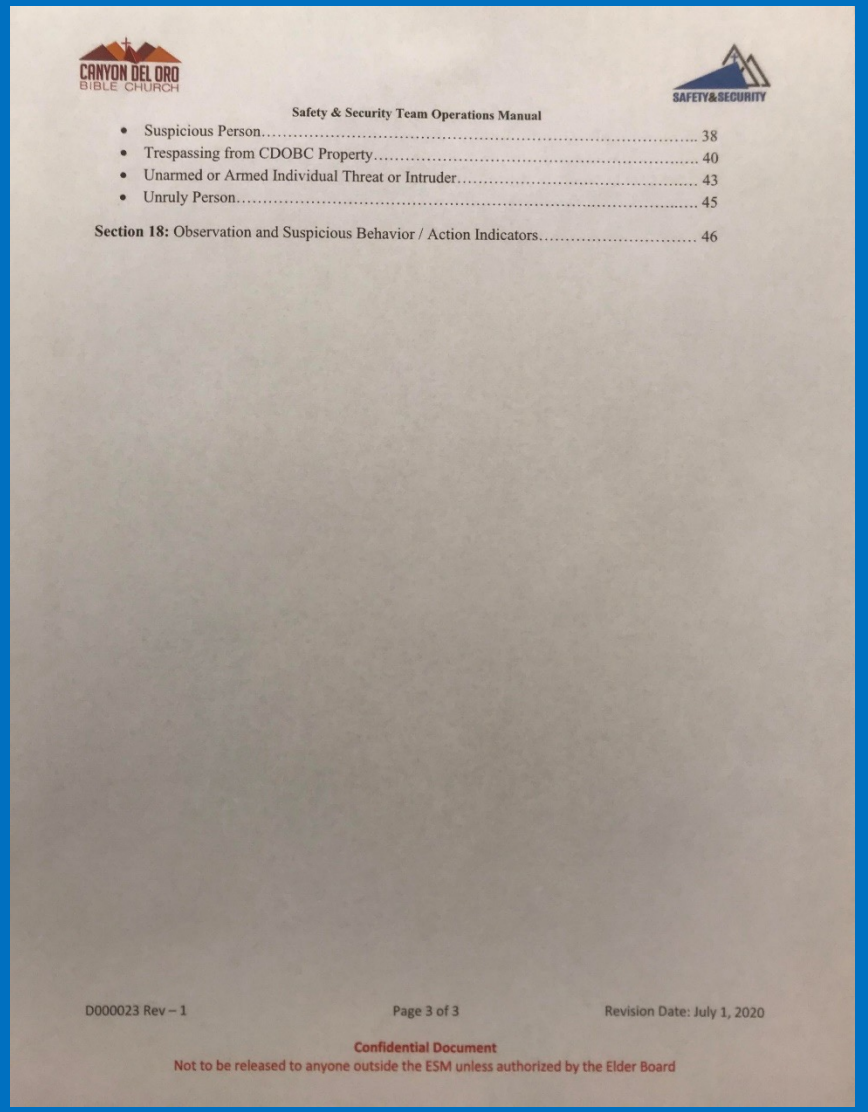
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SAFETY&SECURITY

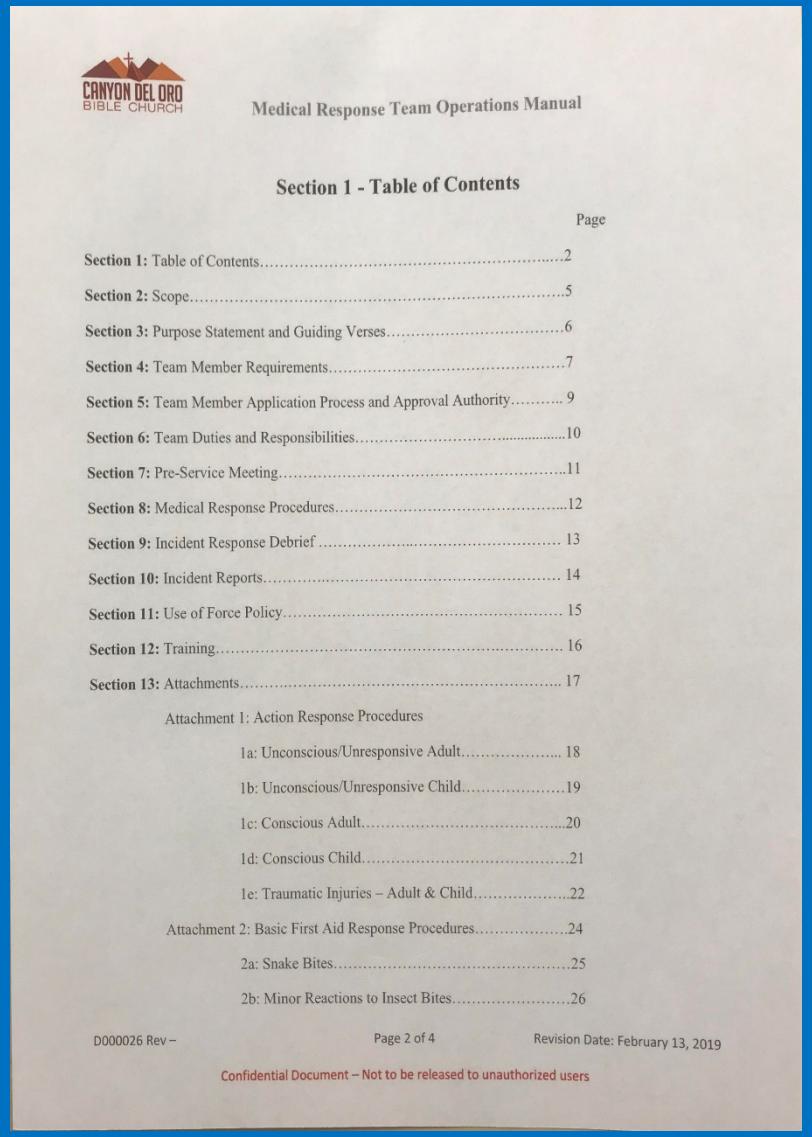
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Step 5: Policies & Procedures



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Medical Response Team Operations Manual

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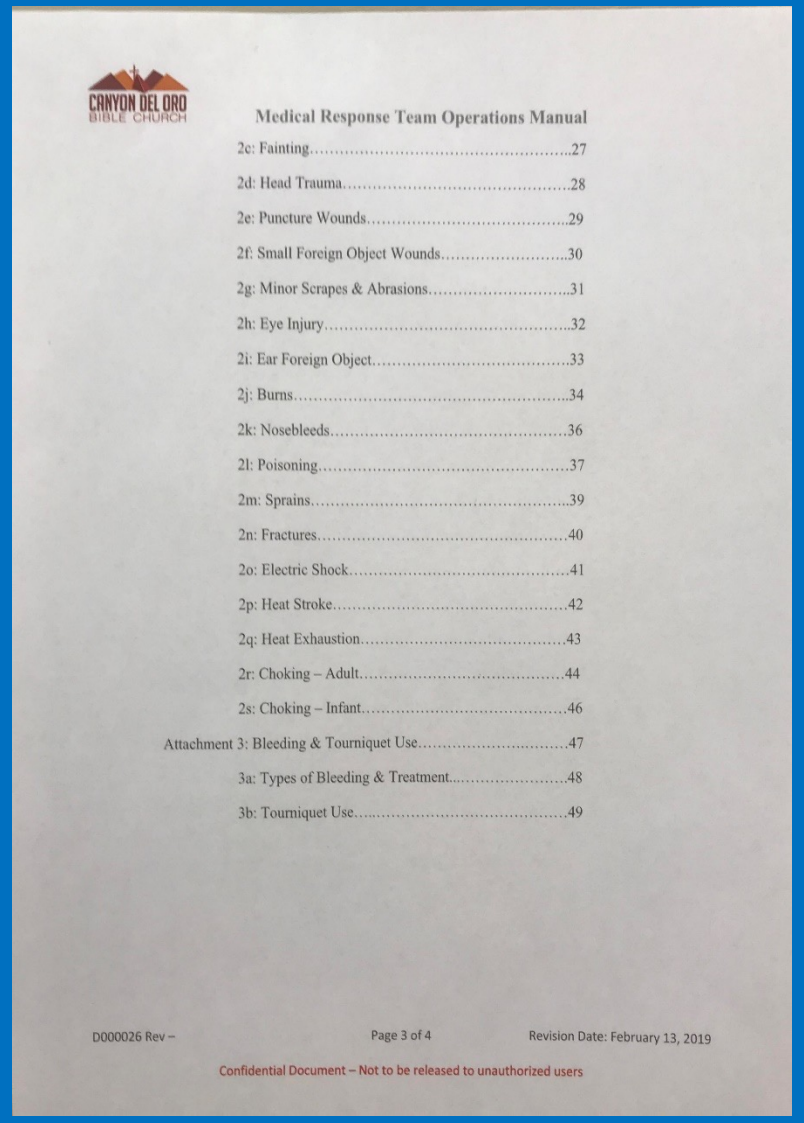
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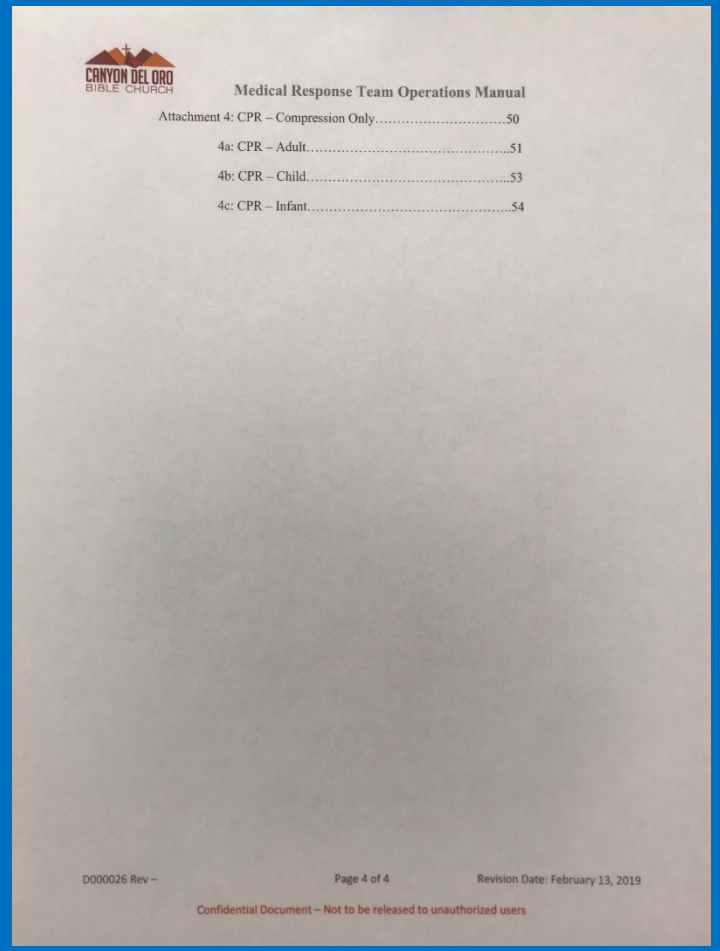
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Step 6: Team Development

- Determine which is best your place of worship, one full-time team (serves every Sunday) or rotating teams (rotating schedule).

- Determine how many team members are needed, such as one leader, three other security members, and one medical team member.

  This is mostly based on providing proper coverage for the campus and sufficient members to handle an incident safely.

- If possible, the team leader/s should have experience in law enforcement and/or security operations.

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Step 7: Recruitment

Prior to starting the recruitment process, a list of ministry member requirements and expectations should be developed (in policies & procedures). This will aid in determining if a person meets the ministry requirements/expectations and give the person the ability to determine if they can meet the requirements/expectations.

- This is the beginning of the vetting process, and it lets the person know up front what the requirements are to serve in the ministry.

- This gives the person the opportunity, in private, to determine if they may be qualified to serve in the ministry, and to hopefully prevent them from being disqualified later in the process.

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Step 7: Recruitment

The most common methods of recruiting are advertising and hand picking.

- Advertising is the least desirable method. Why?

  Could bring problems such as cop wannabes, those looking for an avenue to get experience in security for future employment, those with authority problems, those with evil intentions looking for an avenue to fulfill their intentions (child molester), etc.

  Could bring those who cannot physically and/or mentally serve safely.

  Greater chance of having to deny someone of serving in the ministry.

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Step 7: Recruitment

The most common methods of recruiting are advertising and hand picking.

- Hand Picking is the most desirable method. Why?

  The best people are recruited.

  Greater chance of building a good foundation of members.

  Greater chance of members becoming invested in the ministry since they were invited.

  As members join, they have a good knowledge of those in their circle who would be a good member. The team grows on good referrals.

Step 7: Recruitment

Criminal Background Check

- Any potential member that is not in an active law enforcement position should have a criminal background check done.
- Determine what crimes a potential member might have in their past that will exclude them from serving in the ministry.
- Any potential member that has criminal history relating to child or adult sex crimes should no be allowed to serve in the ministry.
- Any potential member with non-sex related crimes should be vetted to determine if they have repented and are not a potential risk to reoffend.

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Step 7: Recruitment

Potential Problems to Avoid

- Ensure the person meets the member requirements and expectations.
- Ensure the person is physically and mentally able to perform their responsibilities safely.
- Determine their level of Christian maturity. Are they able to serve the place of worship with their heart and mind focused in the right direction.
- Avoid the "They are breathing, and we need volunteers" attitude.

Step 7: Recruitment

Potential Problems to Avoid

- A potential mindset issue is:

Grace vs. Risk

Step 7: Recruitment

Records Keeping

- Develop a method of storing team member recruiting records such as application documents and background checks.
- The records should be stored in a secure location to protect personal information.
- Sensitive information should be redacted (social security numbers, birth dates, etc.).

Step 8: Equipment



- Dress and Appearance (don't use the term uniform).

  Determine what type of appearance is best for your place of worship.

  The two type are plain and recognizable. There are pros and cons to both.

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Step 8: Equipment

Dress and Appearance

- Plain – Team members wear plain clothes to blend with the congregation. The pros and cons are:

  Pros:

  Team members blend with the congregation so they can't be recognized as a potential threat.

  Team members can move within the congregation usually unnoticed to look for potential threats.

Step 8: Equipment

Dress and Appearance

- Plain – Team members wear plain clothes to blend with the congregation. The pros and cons are:

Cons:

They are unrecognizable to most congregants so any action they take might be misunderstood by those watching, which could cause interference by bystanders.

They are unrecognizable to first responders and can be misidentified as the threat.

They do not visually represent an authority of the place of worship. This can cause legal issues in litigation against the team member acting on behalf of the place of worship.

Step 8: Equipment

Dress and Appearance

- Recognizable – Team members dress to be immediately recognized as a ministry member. An example of recognizable dress is a polo shirt with the place of worship/ministry name on the front and “security” on the back. The pros and cons are:

Pros:

Creates a visible presence to deter a potential threat.

Easily recognizable by congregants and first responders.

Provides a feeling of safety/security for congregants.

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Step 8: Equipment

Dress and Appearance

- Recognizable – Team members dress to be immediately recognized as a ministry member. An example of recognizable dress is a polo shirt with the place of worship/ministry name on the front and “security” on the back. The pros and cons are:

Cons:

Team member becomes an easily identifiable target for a potential threat.

Step 8: Equipment

Communications

- Portable Radios:

  Determine the best portable radio. The radios should be usable anywhere on campus (no dead zones).

  The radio choice will be based on the size of the campus and the type of buildings.

  Digital radios are usually the best option.

Step 8: Equipment

Communications

- Mic and Earpieces:

  Mic and earpieces should be used. This will allow for private communication between team members.

  Must be compatible with the chosen radio.

Step 8: Equipment

Training Equipment

- Training Equipment:

Determine if training equipment will be needed. This will be based mainly on if the training will be conducted in-house or by an outside agency.

Examples of security training equipment are pads (for punches, strikes, etc.), training weapons (guns, knives, batons, etc.), restraint devices, etc.

Examples of medical training equipment are CPR, AED, tourniquet, etc.

Reference materials such as videos, books, magazines, newsletters, etc.

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Step 9: Training

The team/s should not become active until they are sufficiently trained to conduct themselves safely in all aspects of their duties; conduct themselves properly and legally in situations they might encounter; demonstrate a proper level of force if needed; and demonstrate proper equipment usage.

- This might several months of training session to complete.
- This is considered the initial training of ministry members. After the initial training, members must receive reoccurring training.

Step 9: Training

- Determine the frequency of reoccurring training (monthly, semi-monthly) and the location and length of training.
- Determine if training will be conducted in-house (usually ministry member/s experience) or by an outside agency.
- Determine how new members will receive their initial training.
- Develop a method to make up missed a training session/s by a member and determine how many sessions a member can miss and still remain active (potential liability issue).

Step 9: Training

- If weapons are authorized (firearms, batons, OC spray, etc.) determine the initial and reoccurring training needs.
- If restraints are authorized, determine the initial and reoccurring training needs.
- Develop a yearly training plan.
- Develop a method of storing training session attendance and training agenda records (liability/litigation reasons).

Step 10: Weapons

The authorized use of weapons (firearms, batons, etc.) brings a considerable amount of legal, insurance, and training issues which are too many to cover in this presentation.

Please contact the AZCSN to discuss the use of weapons and the associated issues, and the services AZCSN provides to assist with preparing a ministry to use the weapons.

Step 11: Team Member Scheduling

Is there a current system in use for scheduling ministry volunteers, such as Planning Center? If not, develop a system for scheduling team members.

- This will provide a way for team members to know their serving schedule, to identify there is proper team coverage, and to identify team member shortages.

- This can also be used to schedule training sessions, special events, etc.

Step 12: Incident Reports

Develop an incident report form to document the who, what, where, when, why, and how of incidents the team and/or team members are involved.

Determine what type of incidents will require an incident report, and who will be completing and reviewing the report.

Step 13: Records / Document Storage

Record/document storage is necessary for any potential legal action against the place of worship and/or team members.

All documents relating to team member recruitment, training session attendance, training session agendas, other individual training, and incident reports should be kept in a secure location.

- Develop a method of storing the above listed items – Usually, storing by topic and year is the best method.
- Develop a policy for releasing team member personal information, training attendance, training history, and incident reports. Usually this is done by a court ordered subpoena and/or search warrant.

Step 14: Other Areas to Consider

Facility Safety & Security:

- Is there an intrusion alarm system for all facilities?
- Do all doors and windows operate properly to include locking and self-closing doors?
- Is there a method for occupants to secure doors during a lockdown event?
- Are access points for services, classes, other ministry areas minimized so everyone attending can be monitored more effectively, and to prevent a threat the ability to enter via multiple access points?
- Are all unused door locked?
- Are there campus lockdown and evacuation procedures?
- Are key individuals (security, ushers, greeters, etc.) trained in the lockdown/evacuation procedures?
- Is there a system to make campus wide announcements?

Step 14: Other Areas to Consider

Facility Safety & Security:

- Are there sufficient surveillance cameras to cover the campus?
- Is there a key inventory control system?
- Is there a Bomb Threat Checklist at all staff workstations?
- Get input from place of worship staff on their security concerns.
- Is the place of worship staff safe during the week?
- Is the offering containers escorted to a safe location?

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Step 14: Other Areas to Consider

Medical:

- Are there sufficient first aid stations and AEDs on campus?
- Who maintains the first aid stations and inspect AEDs.
- Are there transport chairs to help move people if necessary?

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