



Church Safety and Security

GETTING STARTED

HAVING A PLAN

FORMING A TEAM

UNDERSTANDING ACTIVE SHOOTER AND VIOLENCE

Church Security – Do we need it?



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Getting Started

“Do what you can, with what you have, where your are.”

Teddy Roosevelt



- Depending on where you may be with current security measures and hardware it is best to start right where you are.
- In approaching the protection of your church, always start from the outside and surrounding areas and work into the building.
- Assessment involves asking questions of where you are, what you need and where you want to be as a protected Sanctuary

Are we safe and secure?

Working from the outside in

- ▶ What is our surrounding neighborhood like, can we get cooperation on a watch program?
 - ▶ Is there adequate lighting in the parking lots?
 - ▶ Are steps and walk ways free of cracks?
 - ▶ When was the last time we tested our fire alarm?
 - ▶ How are we controlling inventory, petty cash?
 - ▶ Are we doing background checks on newly hired workers and volunteers
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- ▶ ***We have provided a safety checklist through GuideStone Insurance to take you through your place of worship.***



Crime Prevention Through Environmental Design (CEPTED)

The Six Concepts

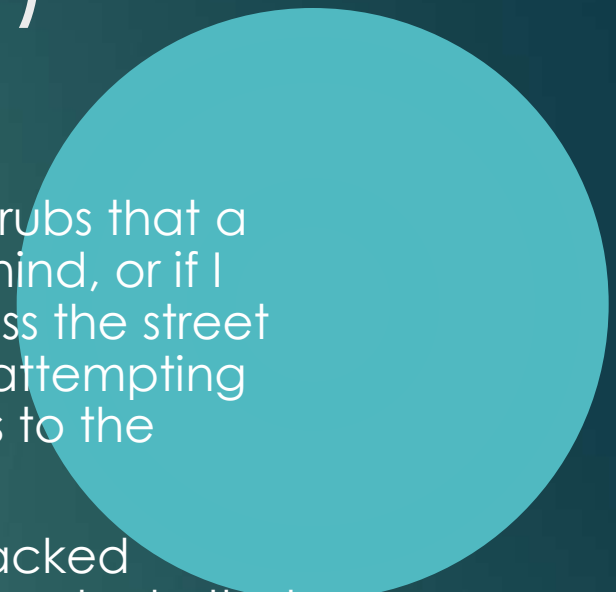
- ▶ Natural Access Control
- ▶ **Natural Surveillance**
- ▶ Territorial Reinforcement
- ▶ **Maintenance**
- ▶ Milieu
- ▶ **Target Hardening**

For the Church

Are there bushes or shrubs that a person could hide behind, or if I was looking from across the street could I see someone attempting to hide or gain access to the church?

Are there currently cracked windows or deteriorating locks that should be fixed?

Have we experienced a crime where improved locks, cameras, or lighting may prevent this in the future?

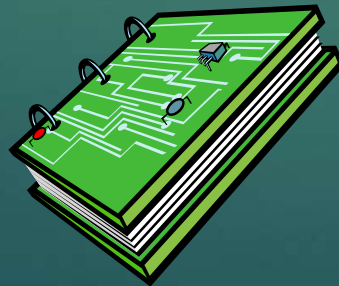


11 Immediate Steps

- ▶ Make sure all church vehicles are locked and windows rolled up and keys and valuables removed
- ▶ **Educate your congregation to store valuables in trunks and glove boxes, lock and secure their vehicles when visiting**
- ▶ Lock garage doors and storage areas
- ▶ **Deadbolt entry doors and lock windows when the church is unoccupied**
- ▶ Secure equipment and supplies in a locked area
- ▶ Make sure the church sides and entrances are illuminated
- ▶ **Do a quarterly night inspection of the property, noting lighting and visibility of the church**
- ▶ Get involved in a neighborhood watch
- ▶ **Report suspicious activity in the surrounding neighborhood**
- ▶ Ensure all youth programs are well supervised, no loitering after events
- ▶ Evaluate the benefits of monitored alarm systems and/or patrol services

The Emergency Action Plan (EAP)

- ▶ Basic compliance with most Federal Code is consolidated around having an EAP
- ▶ It should be kept simple for a Ministry Safety Plan
- ▶ Create the EAP with input from several stakeholders including your leadership members, building and grounds ministry, police and emergency responder input, professional members of the congregation in law enforcement, security, fire, etc.



Initial considerations for the Ministry EAP

- ▶ Duties and areas of responsibility
- ▶ Dealing with disruptions and violence, protecting the pastor and vulnerable clergy and members
- ▶ Equipment needed and the training, operation & monitoring of such (cameras, alarms, metal detectors, etc.)
- ▶ Evacuation procedures
- ▶ Communication during a crisis. How? With police and first responders, key team members?
- ▶ Budgetary allocations

Basic Info Within an EAP

- ▶ Lockdown protocols
- ▶ Communication procedures
 - ▶ Alarms and signal codes
 - ▶ Public address systems
 - ▶ Mass emails or text messaging
- ▶ Identify interior secure safe areas. (Shelter in Place)
- ▶ Defined evacuation routes
- ▶ Describe how members will be educated and/or trained.



Components of an EAP (continued)

- ▶ Know the nearest exit to your locations.
- ▶ Identify the offices and classrooms and meeting rooms that can be locked.
- ▶ Identify fire extinguisher locations.
- ▶ Know the Fire alarm pull stations.
- ▶ Break a window if on a ground floor.
- ▶ Posted floor plans should be removable.
- ▶ Reacting when law enforcement arrives.
- ▶ Media response protocols
- ▶ Review what physical security systems are in place
 - ▶ Access control
 - ▶ Alarms
 - ▶ Cameras
 - ▶ Safe rooms

Planning for our new ministry “The Ministry Safety Team”

- ▶ Gain agreement
 - ▶ The Senior leadership team, vestry, council, etc. comes to agreement that safety & security for the church is needed
 - ▶ Look at statistics, **reach out to Law Enforcement**, hold meetings and ensure there is buy in at all leadership levels
 - ▶ Begin to assemble your team
 - ▶ Consider the term **“safety” ministry** over **“security”** or use Church **“Ambassadors”**

Building a Church Safety Ministry Team

▶ Recruiting

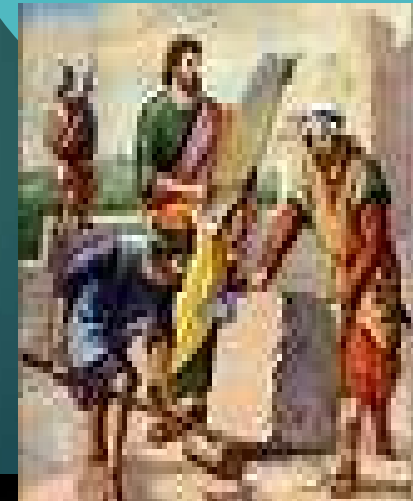
- ▶ Are there any current/former security, law enforcement or military member who could lead our team?
- ▶ Team members should have the right demeanor and enthusiasm
- ▶ Ushers and greeters

▶ Training

- ▶ Explore basic security officer certification (CWI, 900 E Marshall)
- ▶ Verbal Judo
- ▶ SAR and CERT

▶ Practicing

- ▶ Meetings and tabletops
- ▶ Drills and preparation



Nehemiah 4:9 – But we prayed to our God and posted a guard day and night to meet this threat

Personnel and Operation Questions

- ▶ Size of the congregation and anticipated growth
- ▶ Days and hours the Church Operates
- ▶ Programs and days that they run
- ▶ How many pastors, what duties do they perform (family/marriage counseling, divorce recovery, addiction and/or sexual counseling)
- ▶ What training do non-pastoral staff receive? (violence intervention, handling confrontation, etc.)
- ▶ Training level, duties of ushers and greeters
- ▶ Is background screening conducted?

Should our team be armed?

- ▶ This will be a personal decision of the church and its leadership
- ▶ If this is pursued, it should be limited to qualified team member(s) if:
 - ▶ It is within legal jurisdiction
 - ▶ Endorsed by Church leadership
 - ▶ Includes carefully planned training program (DCJS Certified Armed Training?)
 - ▶ It is confirmed with the church insurance underwriter
 - ▶ Consult with an attorney, ideally an attorney who is a member of the church and may serve as a volunteer to help the church with planning





Understanding Violence

ACTIVE SHOOTER

RUN, HIDE AND FIGHT



Church Violence 1999 to 2.28.15

The hard facts

- ▶ 971 Deadly Force Incidents with 35% resulting in death
- ▶ 58% of incidents involve use of a firearm, shooting
- ▶ At approximately 20%, Southern Baptist Churches experience most incidents of all denominations
- ▶ 91% of the incidents involved a male aggressor
 - ▶ 23% of aggressors had an affiliation with the church
- ▶ Domestic violence, personal conflict and robbery account for 55% of all incidents
 - ▶ Gang related activity accounts for 10% of incidents
- ▶ 1011 victims
 - ▶ 57% injured
 - ▶ 43% killed
 - ▶ 65% of victims were male and 35% Female

First Church Mass Shooting Texas, 1980



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Active Shooter Basics

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▶ What is an “Active Shooting?”

- ▶ Different from a hostage situation – no time for negotiation
- ▶ The perpetrator’s intent is to harm and cause death & injury
- ▶ The threat is never contained or “under control”

▶ Mentality of the Shooter

- ▶ No sense of consequence – desire to kill or injure
- ▶ **May have targets in mind, but will often go after targets of opportunity**
- ▶ May continue until stopped – by law enforcement, suicide, or physical incapacitation

“Red Flags” and “Triggers of Possible Violence



- ▶ Explosive anger
- ▶ History of disruptive actions
- ▶ Blaming Others
- ▶ Argumentative
- ▶ Behaving Out of Character
- ▶ Socially isolated
- ▶ Fascinated with weapons/violence
- ▶ Holds a grudge
- ▶ Substance abuse
- ▶ Personal problems



- Termination
- Lay off
- Home troubles
- Loosing faith, bad influences
- Loss of status
- Failed or spurned romance
- Restraining orders
- Convictions, crime issues



There are Often Signs

- ▶ **Negative personality characteristics**
 - ▶ Suspicious of others
 - ▶ Entitlement mentality
 - ▶ Victimized by criticism
 - ▶ Lack of concern for the safety of others
- ▶ **Marked changes in mood or behavior**
 - ▶ Irrational beliefs and ideas
 - ▶ Appears depressed or expresses hopelessness or heightened anxiety
 - ▶ Marked decline in work performance
- ▶ **Socially isolated**
 - ▶ Few family or friends
 - ▶ Obsessive with work
- ▶ **Abuses drugs or alcohol**



General Rule for the Congregation

- ▶ If something does not seem right:

▶ **REPORT IT**

▶ **SEE SOMETHING- SAY SOMETHING**

- ▶ "Gut feeling" can be very effective!



Response (Run, Hide, Fight)

Run

- ▶ Run if a safe path is available.
- ▶ Always try and escape or evacuate even if others insist on staying.
- ▶ **Encourage others to leave with you but don't let the indecision of others slow down your own effort to escape.**
- ▶ Leave your belongings.
- ▶ Keep your hands visible.
- ▶ Once you are out of the line of fire, try to prevent others from walking into the danger zone and call 9-1-1.

Hide – Shelter in Place

- ▶ Lock the door if possible
- ▶ Blockade the door with heavy furniture
- ▶ Be out of the active shooter's view.
- ▶ Turn off the lights
- ▶ Turn off any source of noise (i.e., radios, televisions).
- **Silence your cell phone**
- **Hide behind large items**
- **Most importantly: remain quiet**

Active Shooter Response

Fight

As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:

- ▶ Acting as aggressively as possible against the shooter.
- ▶ Throwing items and using improvised weapons.
- ▶ Yelling aggressively.
- ▶ Commit to your actions and don't stop until the shooter is incapacitated.

Unlike other emergencies you may face, active shooter and violence may boil down to the individual(s) and the same approach may NOT apply to all. Education and Understanding are the first important keys to survival



Great Resources for your Church

- ▶ Book: Evil Invades Sanctuary by Carl Chinn, Copyright 2012 by Carl Chinn
- ▶ GuideStone Insurance Company www.guidestone.org
- ▶ National Organization of Church Safety and Security Management www.nocssm.org
- ▶ FEMA Guide for Developing High Quality Emergency Operations Plans for House of Worship www.fema/media-library/assets/documents/3307
- ▶ WWW.Church securityconsultant.com
- ▶ Citizens Emergency Response Team (CERT) www.citizencorps.gov/cert
- ▶ Tina Lewis Rowe www.tinalewisrowe.com