



Creating a Security Mindset
in Your Church

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- Formerly a history teacher at a Christian middle school
- Teach a *Genesis to Revelations* curriculum
- Handled over 4,000 claims for churches and related ministries
- Primarily manage, but continue to handle claims involving serious Bodily Injury, Traumatic Incidences, and Sexual Misconduct.



Legal Information

This presentation addresses general issues and principles. Nothing in this presentation should be understood to provide legal advice or create an attorney-client relationship. Participants are encouraged to consult with an attorney licensed in their jurisdiction to determine how locally applicable law applies to specific circumstances.

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Session Agenda

- General Expectations
 - Duties owed
- Church Security
 - Physical Boundaries
 - Personal Boundaries
- Example Scenarios





*If chance be the Father of all flesh,
disaster is his rainbow in the sky,
and when you hear*

*State of Emergency!
Sniper Kills Ten!
Troops on Rampage!
Whites go Looting!
Bombs Blasts School!*

*It is but the sound of man worshiping his
maker.*

Steve Turner, -English journalist,
poem "Chance", 1981

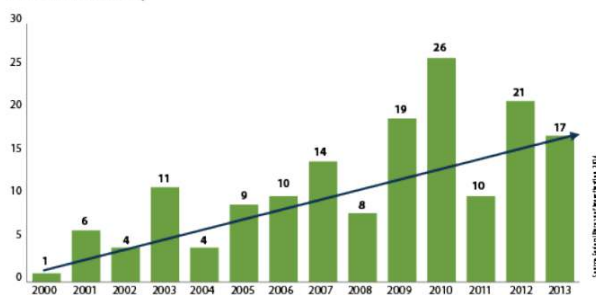


*"I have told you these things, so that in
Me you may have peace. In this world
you will have trouble. But take heart!
I have overcome the world."*

~John 16:33

U.S. Department of Justice: Statistics

A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013:
Incidents Annually



There were 20 incidents in each year: 2014 & 2015



* Initial publication of this study incorrectly identified by 1 the number of incidents where the duration of the incident could be ascertained. The actual number is 63. The percentage of incidents that ended in 5 minutes or less has been changed to reflect this revision. Other numbers cited in the sentence are still accurate.
17 In 6 incidents (and, in addition, at least 4 schools), officers were on the scene when the shooting began.

8

U.S. Department of Justice: Statistics

- Of the 200 'active shooter incidents' in the U.S. between 2000–2015:
 - 4% occurred in houses of worship (8)
 - 23% occurred in educational environments (45)
- In 50% of the active shooter incidences that occurred in houses of worship, the shooter was stopped and contained by unarmed individuals. Study did not reveal if they were unarmed because:
 - The ministry did not allow it
 - The individual(s) was armed but decided not to use a firearm
 - The individual(s) was unable to use a firearm



U.S. Department of Justice: Statistics

- The average active shooter incident lasts on average between 90–120 seconds
- Of the shootings between 2000–2014:
 - 60% of the incidents ended before police arrived
 - All but two involved a single shooter
 - 40 percent of the shooter(s) committed suicide



General Expectations

Legal Duty to Protect Others from Harm

Legal duty

- Protect guests, members, and employees from unreasonable risk of harm
- Some states also require that you render aid to guests injured on your premises (e.g., call 911)

Moral duty

- Protect and promote the spiritual, emotional, and physical well-being of guests, members, and employees



Legal Duty to Protect Others from Harm

Ask yourself: If it were me, my children, or my parents at risk, what would I want the ministry to do?





Church Safety



"I have found that there are three stages in every great work of God: first, it is impossible, then it is difficult, then it is done."

~J. Hudson Taylor

Typical Safety and Security Concerns

- Medical emergencies, Injuries
- Disruptive and Violent incidents
- Domestic Violence on the church premises
- Sexual Misconduct, grooming, indecent liberties
- Religious Freedom, discriminatory acts
- Cyber Security
- Missing children, kidnapping
- Weather Emergencies



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Safety 101

- Develop a plan
 - Choose good people
 - Take small steps
 - I.D. risks
 - Use available resources
- Implement the plan
- Follow through



Communication

Uncommunicated expectations can be resentments waiting to happen.



Communication

- Everyone needs to be on the same page
 - *"Man's idea of Unity is Conformity. God's idea of Unity is Diversity-in-Harmony."* ~Dani Johnson
- Invite law enforcement in
 - Obtain list of area crimes; ask for suggestions
- Two way radios
- Pray
 - *"When we work, we work. When we pray, God works."* ~Hudson Taylor



Physical Boundaries: Property Entrances



Physical Boundaries: Lots



The Parking Lot

- Provide assistance for traffic to come and go easily
- Monitor the parking lot
- Rearrange parking spots so there is no direct driving lane perpendicular to an entrance
- Install barriers at entrances
 - Spaced pylons, concrete structures, or large planters
- Continue to monitor after the start of service
 - Domestic disputes, cars still running, perpetrator waiting for 'right' time



Physical Boundaries: Building Entrances



Entrances and Exits

- Funnel ministry participants to certain entrance(s)
- Doors should be locked.
 - *Restrict incoming access, but allow outgoing access*
- Weekdays, have a front line individual who allows/disallows individuals from entering. Equip with a radio and/or panic button.
- Train your greeters and weekly staff
 - *"Can I help you?"*
- Have a plan for Sunday–Saturday activities



Physical Boundaries



Evaluate the Building Interior

How would a predator see these areas?

- Entrance area, lobby, foot-traffic areas
- Large meeting spaces, sanctuary, social areas
- Offices, small meeting areas, classrooms
- Kitchen, Food bank
- Nursery, children's area/wing
- Mechanical and utility system

"Figure out what you're dealing with before you can figure out how to deal with it."

~Tina Rowe
Training and Security
Professional



Evaluate the Situation

- “Be seen seeing,” but also caring
- Keep lines of sight open
- Recognize areas that are static and areas that are open to traffic. Monitor appropriately, and allow anomalies to alert you.
- DLR’s (Don’t Look Right)
- Assess who are ‘sheeple’ and who are ‘wolves.’



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- **DLR’s (Don’t Look Right)**
- Assess who are ‘sheeple’ and who are ‘wolves.’



Alert other members of the security team, but also your Friendship/New Member Pastor



Personal Boundaries: Perpetrator

- Most threats (violent, disruptive, molestation, etc.) come from someone that is known to the ministry
- Be in tune to the language used by your team members, as well as those who you may consider a threat



Personal Boundaries: Avenger

"The difference between a tragedy and a success story is that somebody took the 'broadcasting' seriously."

"They always tell you ahead of time."

© Nicoletti-Flater Associates



The screenshot shows a website navigation bar with links for 'HOME', 'PRODUCTS', 'RESOURCES', 'LEGAL ASSIST', 'REQUEST A QUOTE', and 'MY ACCOUNT'. Below the navigation bar is the page title 'Church Safety and Security:' followed by the main heading 'Recognizing And Responding To Threatening Behavior'. The text describes violent situations at church and asks if ministry leaders can recognize threatening behaviors. It includes the original broadcast date (Thursday, June 26, 2014) and an approximate run time of 69 minutes. A 'Watch Now' button is visible. Below this, a section titled 'What will you learn?' lists three bullet points: 'How to collect information about potential threats', 'How to recognize common patterns of threatening behavior', and 'When and how to counter threatening behavior'. The 'About the presenter:' section features a photo of John Nicoletti, Ph.D., ABPP, and a bio stating he is a board-certified specialist in police and public safety psychology, a co-founder of Nicoletti-Flater Associates, and has been a police psychologist in the Denver metro area for more than 25 years. It also mentions his involvement in the Columbine school shooting and his testimony before the Columbine Review Commission and Governor Bill Owens.

Personal Boundaries: Security Team

- Supervision
- Document all incidents thoroughly
 - *What did you know? When did you know it? What did you do about it?*
- Work in teams
 - Provides reinforcement, witnesses
- Use suspension and termination appropriately
 - It's a privilege to serve; it is not a right



Who Can Carry a Firearm?

NO ONE	OUTSIDE SECURITY	SECURITY TEAM	EMPLOYEES AND VOLUNTEERS	APPROVED ATTENDEES	ANYONE
All individuals are prohibited from carrying firearms.	Only an outside security vendor whom you have hired is authorized to carry firearms.	Only individuals on your ministry's internal security team are authorized to carry firearms.	Select ministry employees and/or volunteers are authorized to carry firearms.	Certain attendees are approved to carry firearms.	Any individual with a permit is authorized to carry firearms.
SIGNAGE Does your state require your ministry to post signs prohibiting firearms, or are firearms automatically prohibited?	OFF-DUTY OFFICERS Can you hire local law enforcement? If so, what does the police department require regarding insurance and liability issues?	SECURITY PLAN Have you defined your security team's duties and training?	POSITION REVIEW Have you identified which positions are not conducive to carrying a firearm?	GUIDELINES How will you determine whether to allow an attendee to carry?	SIGNAGE Are you required by state law to post signs granting permission to carry, or is permission automatically granted?
AUTHORIZED BY LAW Are police officers or similar authorities authorized by law to carry firearms, regardless of ministry policy?	SECURITY VENDORS If you're planning to hire an outside security company, is it qualified, properly licensed, and insured?	SCREENING How will you screen the security team (interview, background check, permit verification, training, etc.)?	SCREENING How will you screen your employees and/or volunteers (interview, background check, permit verification, training, etc.)?	PRIOR APPROVAL Does your state allow prior approval on an individual basis? If one person is approved, may others automatically carry?	VIOLATIONS Have you considered what behavior is not allowed when someone is carrying a firearm?
		LICENSING Does your state require armed members to be licensed security guards?	AUTHORITY TO ACT Are you allowing employees and/or volunteers to carry, or are you specifically authorizing them to act on your ministry's behalf?	AUTHORITY TO ACT Are you allowing attendees to carry, or are you specifically authorizing them to act on your ministry's behalf?	
		INSURANCE Do you have proper insurance to protect your ministry and the security team?			

Caution

In the same way, as Oliver Wendell Holmes said, *'Some people are so heavenly minded that they are no earthly good'*, we must not get so far into a security mindset that we miss opportunities and people in need of ministry.

There is the **Ministry** of the church, and there is the **Business** of the church; Find the balance.





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