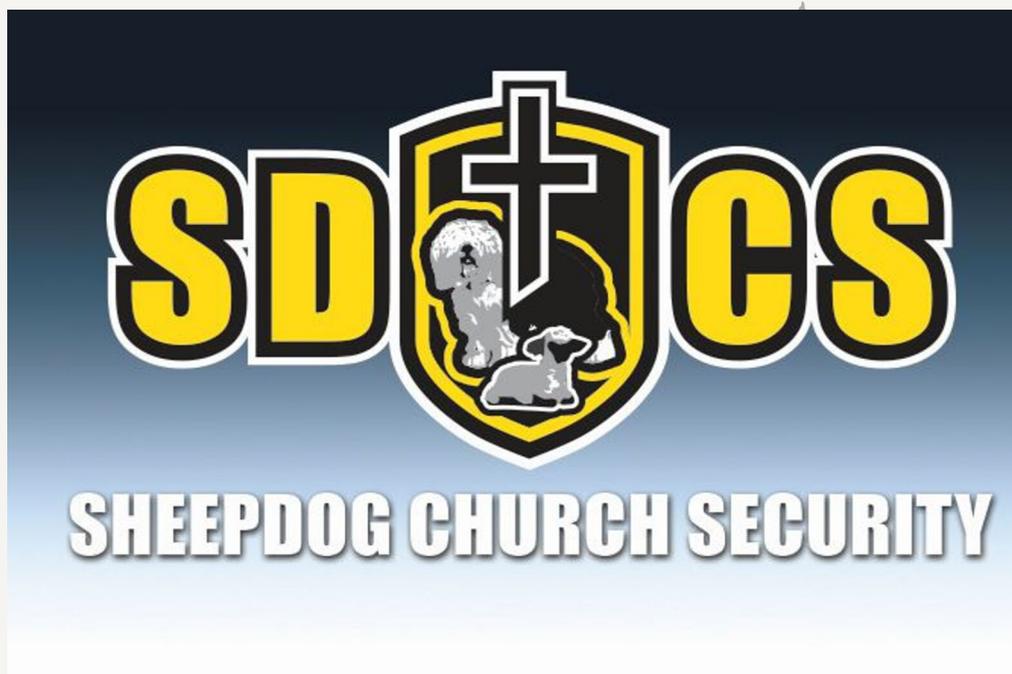


CHURCH GUARDIAN



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AGGRESSIVE MAN SHOOTS GUN ON CHURCH PROPERTY

TOP NEWS STORY

A man has been arrested outside a church after he discharged a gun, fought with officers and said he wanted to kill them. A witness called police after they heard a gunshot and saw a man with what appeared to be a rifle or a shotgun. The witness said they saw the man leave an

apartment building and go to a church. Police found the man sitting on the stairs at the church smoking out of a pipe. Police asked him what he was doing and he said "smoking some (expletive) out of a pipe." The man got up and approached police in an aggressive manner with fists clenched. He later told one of the officers that he intended to kill them. The man resisted arrest, fighting officers and causing damage to a squad car.



The man said he had taken the gun outside to clean it and it accidentally discharged. [Click the link to read more]

TRAINING SPOTLIGHT

Complete Church Security Training System

To ensure you have everything you need to give your team the most comprehensive training in safety and security, we offer the Complete Church Security Training System.

This downloadable bundle contains a fully customizable Powerpoint® Presentations, Microsoft Office® files and PDF files.

Slide Presentations: The Complete System includes unlocked, customizable slides from All Seven of our industry leading Training Bundles. So you can add, delete and modify the slides to fit your church's unique size, setting and policies. The Complete System has the following Training Bundles:

- Active Shooter Neutralization and Lock Down Drills
- Arson Prevention and Fire Drills for Churches
- Church Safety/Security Volunteer Academy
- Dealing with Disruptive Persons Using Verbal De-escalation
- Protecting Children from Sexual Abuse in the Church
- Severe Weather and Natural Disasters
- Protecting Yourself and the Church with Use of Force Laws

Instructor Guides: The guides have slide by slide instructions to help you teach the material to your Safety Team.

Streaming Videos: In addition to the downloadable files, you get online access to our course videos for one year. They are great way to prepare yourself to teach the material and they can even be used in a classroom setting.



SAFETY IN THE SANCTUARY

Planning, Proposing, and Starting a Church Safety Ministry



And we prayed to our God and set a guard as a protection against them day and night (Nehemiah 4:9).

How Safe Is the Sanctuary?

In our language, sanctuary (literally a holy place) has come to mean “a safe place”[2]. However since the Wedgewood Baptist shooting in 1999[3] and the YWAM/New Life shootings in 2007[4], along with news stories of vandalism, arson, and sexual abuse, the sanctuary (as in a church) doesn’t seem so safe anymore. Over a thousand places of worship in the United States now have volunteer safety teams, and members in many more congregations are considering starting their own ministries.

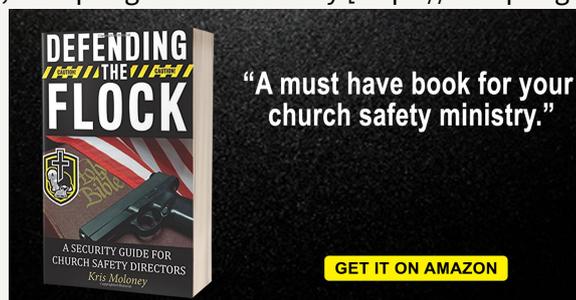
We at Sheepdog Church Security (SDCS) can help you begin a Church Safety Ministry in your congregation with the Safety Ministry Proposal and Starter Kit[1]. The series of articles in August are meant to encourage you in that process. They are “Sanctuary” (Making the Church a Safe Place), “Blueprint” (Plan for Safety), “Presentation” (Propose and Persuade), and “Implementation” (Setting up a Safety Ministry). There is a podcast for each article plus the special podcast “Starting a Safety Ministry”[5].

Action Points

1. Read all the articles and listen to the podcasts. Even if you already have a Safety Ministry in your church, you can use them to help another congregation or reassess your own ministry.
2. The process of starting a Safety Ministry ends with training. This is not a one-time activity, but is ongoing. We need not only initial training, but also refreshing and updating of our knowledge and skills. SDCS has several training courses available[6].

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5. Kris Moloney “Starting a Safety Ministry,” Sheepdog Church Security Roll Call, July 1, 2019 [<https://soundcloud.com/churchsecurityrollcall/csdc161-starting-a-safety-ministry>]. Kris Moloney, Training Courses, Sheepdog Church Security [<https://sheepdog-church-security.thinkific.com/>].
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DIRECTOR'S FORUM

RESEARCHED AND WRITTEN BY WESLEY VAUGHN

Sanctuary Making the Church a Safe Place

STARTING A SAFETY MINISTRY IN A CHURCH

In the Bible

He sets on high those who are lowly, and those who mourn are lifted to safety (Job 5:11).

He redeems my soul in safety from the battle that I wage, for many are arrayed against me (Psalm 55:18).

Let me dwell in your tent forever! Let me take refuge under the shelter of your wings! Selah (Psalm 61:4)

In the News

Upper St. Clair, Pennsylvania, February 19, 2019 - A church administrator and his wife were arrested and charged with embezzling over a million dollars from their congregation.* This was discovered following an inquiry by the church treasurer[2].

*These are allegations – they are presumed innocent until proven guilty. Sutherland Springs, Texas, and Fresno, California, November 5, 2017 – Deadly shootings at two churches 1600 miles apart were spill-overs of domestic violence[3].

What Is a Sanctuary?

The auditorium or worship center in most churches is called the sanctuary.

Sanctuary comes from the Latin word sanctus, which means "holy." This is a holy place, where people come to meet with God, to conduct religious rites, and to pray and worship[4][5].

Sanctuary has also come to mean a refuge, a place of safety. During the Middle Ages, someone fleeing arrest could take refuge in a church for up to 40 days, giving him time to appeal to a higher authority. Due process as we know it was unknown at that time. The concept of the sanctuary where a suspect could await trial echoed the Levitical cities in Israel which were cities of refuge (Numbers 35).

Although places of worship no longer have legal status in this country as refuges from law enforcement officers, police are still reluctant to enter a church to arrest a person for minor crimes, such as petty theft, unless requested by the church itself.

Shattering the Image

Most of us tend to think of a church as a sanctuary, not only as a religious center but as a safe place. In recent years, however, frequent news stories of thefts, sexual assaults, and violence have shattered the image of churches as safe places. Add to this fires and severe storms. The "safe place" does not seem so safe anymore, yet many congregants still hold to the "place of safety" image with the idea, "It can't happen here." The sad truth is that it can. Churches may now be, on the average, more fireproof and better able to withstand storms, but criminal activity has become more of a threat during the past few decades.

Violence in Churches

Carl Chinn, founder of the Faith Based Security Network, has compiled statistics on deadly force incidents impacting places of worship and faith-based organizations in the United States since 1999, with complete numbers for 2017 (2018 is not yet completed). During this period, there have been 1,709 deadly force incidents with 813 fatalities. 2017 had the worst record, with 261 incidents and 118 fatalities. Twenty-six of the fatalities (22%) were in one incident, but even without these, 2017 would still have been the deadliest year with 92 deaths. Several means of deadly force were used, the greatest proportion being firearms[6].

Violence also includes non-deadly means of assault, with fists, elbows, feet,

ight objects, and less-than-lethal weapons.

Non-violent Crime in Churches

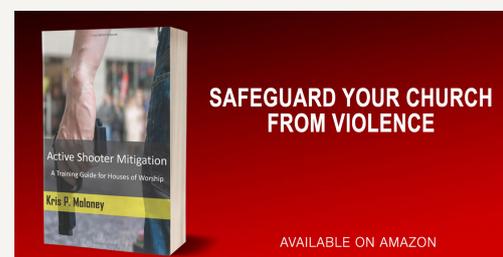
Non-violent crimes which happen in churches or involve pastors, staff, and volunteers, include sexual abuse, physical abuse, kidnapping, and theft.

Sexual Abuse, Physical Abuse, Kidnapping

Sexual abuse in churches is more prevalent than most want to admit. It might not be as prevalent as theft, but it is more damaging to the minds, emotions, and bodies of its victims. Related to this are physical abuse and kidnapping. Victims often suffer both physical and sexual abuse. Abduction is most often committed by a non-custodial parent, but children are also kidnapped by sexual predators or for ransom. Rare, but still a concern, is child theft, when an unrelated person takes a child to make it her own.

Theft

Theft of various kinds may be the most prevalent non-violent crime in churches, even when excluding robbery since it threatens violence. This includes pickpocketing, rummaging through coat pockets on a rack, stealing loose items, taking cash from offering plates and "honor pay" containers (such as at a coffee counter), pilfering items from an unlocked office or classroom, and



Sanctuary Continued...

burglary. Vehicles in the parking lot are also theft targets, usually for contents but sometimes for the vehicle itself or its parts (such as wheels).

The most expensive form of theft is embezzlement. It is estimated to be more than the other kinds of theft combined. Embezzlement is also the type of theft which can go the longest without being noticed.

Non-Criminal Threats

Criminal activity is not the only threat to the church, challenging its status as a "safe place." Other threats are natural forces, technological failures, and human caused failures.

Natural Forces

Natural events which threaten churches and their occupants are severe weather, earthquakes, floods & landslides, wildfires, and epidemics. The most dangerous severe weather events are tornadoes, hurricanes, winter storms, and extreme temperatures. Wildfires can occur in any state, but are more likely in some, especially under dry conditions.

Technological Failures

The most common technological failures which impact a church are power outages, computer failure, hacking, viruses, and equipment failure (such as heating or cooling). Certain precautions can be taken to make these less likely or, in the case of a power outage, to be prepared for it.

Human-Caused Failures

Some of the technological failures may be human-caused, but there are others. Among these are traffic accidents, structural failure (due to poor design or lack of maintenance), spills, and negligence (such as water left running, tripping hazards not removed, etc.).

Fire

Fire can result from natural causes (such as earthquake or lightning), technological failures (such as electrical shorts, overheated equipment, or gas leaks), and human failure (such as candles not fully extinguished, range burner left on, etc.). It can also be caused by criminal activity, especially arson.

Making the Church a Safe Place

How are the church and its members to be protected from the various threats to their safety and well-being? That is the mission of a Church Safety Ministry, protecting the flock. Sheepdog Church Security has several programs to train members of the Church Safety Ministry for this, but first the church needs to have a safety ministry. So how do we start one?

Among its training courses[7], Sheepdog Church Security has a Safety Ministry Proposal and Starter Kit[1]. This will educate church leadership and those wishing to start a safety ministry on the risks faced by churches today. It has a PowerPoint presentation, an instructor's guide, team proposal form, duty descriptions form, budget request worksheet, and a Church Security Assessment form.

There Is More

Other articles in this series are "Blueprint" (Plan for Safety), "Presentation" (Propose and Persuade), and "Implementation" (Setting Up a Safety Ministry).

Check website for references:

<https://sheepdogchurchsecurity.net/articles/sanctuary/>

Blueprint Plan for Safety

STARTING A SAFETY MINISTRY IN A CHURCH



In the Bible

But he who is noble plans noble things, and on noble things he stands (Isaiah 32:8).

Without counsel plans fail, but with many advisers they succeed (Proverbs 15:22). Commit your work to the Lord, and your plans will be established (Proverbs 16:3). The plans of the diligent lead surely to abundance, but everyone who is hasty comes only to poverty (Proverbs 21:5).

In the News

Dewey, Oklahoma, March 2019 – Following years of high-profile news accounts of shootings in places of worship, churches in this small town near Tulsa, OK, talk about how they can plan for safety and security. The owner of a security provider stressed the importance of churches writing down plans[2].

Dallas-Fort Worth, Texas, November 2017 – Matt Rinaldi, a state legislator who supported the change in Texas law to allow armed volunteer safety team members in churches, said that one goal was for churches to have “coordinated plans” for protecting congregations[3]. Dallas, Texas, January 2019 – A retired police officer from Dallas says that churches wanting to improve safety need a “comprehensive and customized plan.” He also went on to say that severe weather is more likely than an active shooter to impact a church [4].

Denver, Colorado, May 24, 2017 – In the decade since the YWAM-New Life shootings, places of worship – churches, synagogues, and mosques – were developing security plans. The shooter in the Arvada and Colorado Springs attacks in 2007 was stopped by a Safety Team member at New Life Church, saving many lives.

Some of the safety leaders said their plans for certain situations were secret, apparently so would-be attackers would not know how to bypass them[5].

“It’s in the Plans”

Scenario: During the annual business meeting, a church member asks if the church leaders know what to do in a certain situation. The board member at the podium answers, “Yes, we do. It’s in the plans.”

The book of Proverbs mentions plans several times. The importance of careful planning is emphasized in Prov. 21:5. Working carefully and paying attention to detail pays off in success, while (as the saying goes) “Haste makes waste.” Also, seek counsel in planning (15:22) and seek the Lord’s guidance (16:3).

“It’s in the Plans”

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The Blueprint

The article “Sanctuary” covered the many kinds of threats churches face and the need of having the means to mitigate those threats. This is the role of a Church Safety Ministry.

A ministry like this does not just happen. Someone has to have some kind of idea what it will be and how it will work. It requires coordination and agreement on how things are done, even if it is just two persons. Even just one person should know what to do in a situation. This means planning. Plans were in each of the news stories above. In the first story, the security expert said plans should be written down.

Those of us who have worked in fabrication, assembly, and construction know the importance of a detailed drawing of what we are making. It is

called a “blueprint.”

The blueprint first shows the overall outline of the item. More intricate items have additional drawings with details of sections and/or components of the larger item. For instance, the blueprint for a 16’W x 35’L x 14’H air handling unit can have about a dozen pages, each one a detailed drawing.

Why a Blueprint?

There are a number of reasons we need a detailed blueprint of a Church Security Ministry, even if is small.

The first is effectiveness. Safety Team members need to know what to do in different situations and to know who leads.

The second is accountability. The Safety Ministry is accountable to the congregation and its leadership. The ministry first has to be approved by the congregation, then it needs their support. Another reason is legal liability. In Romans 13:1-7 and 1 Peter 2:13-17, the apostles urge respect of authorities and obedience of laws (as long as it isn’t disobedience of God’s law). We want our Safety Ministry to operate within federal, state, and local laws. We certainly do not want to face criminal charges. Therefore, we plan to be legal.

Then there is the issue of civil liability.

People can and do sue for several reasons, even more so now in this litigious - “sue-happy” - society. The blueprint for the ministry should help us avoid giving them a reason to sue.

Finally, we want to help, not hinder, the church’s testimony in the community.

How we conduct our business affects our testimony to a watching world. Paul said

		RECOMMENDED EQUIPMENT FOR SAFETY MINISTRIES
		
		
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Blueprint Continued...

in 1 Corinthians 14:40, "But all things should be done decently and in order."

What's in the Blueprint?

At the top of a product blueprint is the name of the item, the name of the project, and the names of the engineer(s) or engineering firm, producing company, and customer. Following this are descriptions, drawings, lists of components and parts, specifications, and any other relevant details.

This is a loose analogy for the blueprint of a Church Safety Ministry. The description below is geared for proposing the ministry. It can be refined by the Safety Committee during and after implementation as they formulate policies. For now it needs to be more concise and easier to understand and explain.

Name

The blueprint for a Church Safety Ministry begins with the name of the church and the name of the ministry (it does not have to say "safety" or "security" but should indicate its mission role). This is more important than some may think. The name of the ministry can influence the level of acceptance by the leaders, the congregation, and even the district or denomination. Since we are proposing this ministry to the church, the name should aid in its approval.

Objective - Mission

Next is the statement of purpose for the ministry. One sample mission statement includes "promoting the safety and well-being of the members and guests of the _____ Church." Basically it means "protecting the flock."

Organization

Next, briefly describe the organization of the Church Safety Ministry. Keep it as flat as practical with short lines of command and responsibility (this is not a major federal agency). Have only three levels: Safety Committee, Safety Director, and Safety Team.

Safety Committee

This is the governing body of the Church Safety Ministry. Members should include the Safety Director, one or more of the

pastors, and leaders of other ministries in the congregation. They formulate policies, providing input from different ministry perspectives.

Safety Director

The Safety Director makes procedures for carrying out the Safety Ministry's policies. He recruits and trains members of the Safety Team, schedules their turns, manages the ministry budget, and directs their activities.

Safety Team

This is the face of the Safety Ministry. They are there to help members and guests, respond to emergencies, and make safety inspections, etc.

Handling Initial Safety Concerns

A church does not always go full-bore into establishing a safety ministry. Most of the time one or two safety concerns are the reason a team is set up. It could be fire safety: conducting a fire drill and fireproofing the church. It could be access control following a burglary. Perhaps a heart attack or serious injury has alerted the congregation to the need for a medical response team. A sexual abuse incident may create a call for better child protection. Whatever it is, focus the initial blueprint on meeting felt need(s). Other safety concerns can be considered once the Safety Ministry is in place.

Initial Policies

Propose and outline a few of the policies. These should include team member qualifications and basic policies for the initial safety concerns.

Drawing the Blueprint

Begin with seeking God's guidance through Bible study and prayer. Proverbs 16:3 says, "Commit your work to the Lord, and your plans will be established." This passage goes on to say, "The heart of man plans his way, but the Lord establishes his steps" (v. 9). Our heart is for the safety and wellbeing of God's people. He may lead you to include less, leaving more for later. On the other hand, He may lead you to propose more. God knows the needs and the mind of the congregation better than we do, and he also knows what lies ahead.

Bring together a few like-minded individuals to plan for the Church Safety Ministry and draw up the blueprint. People with backgrounds in law enforcement, the military, security, and emergency services are usually the first participants. These persons will most likely be the core members of the ministry. Include others in the church who agree to participate in the planning. Their input will give them a stake in the project and generate more support. Now go ahead with naming the ministry and the team (this should be a matter of prayer). Then fill in the blanks of organization and the initial safety focus. Consider the traditions and views of your denomination or fellowship group, as well as the viewpoint and temperament of the congregation and the community. Also factor in-laws. Seek advice from your insurance company, local law enforcement, and fire departments. Once the safety ministry blueprint is drawn up, it can be presented to the church.

Seeking Approval

The purpose of the "Church Safety Ministry Proposal" is to get the team approved and started. With this in mind, keep it simple. Don't propose too much. First of all, you want to have the support of the congregation. Second, get the team working successfully, then see what else can be done.

There Is More

Other articles in this series are "Sanctuary" (Making the Church a Safe Place), "Presentation" (Propose and Persuade), and "Implementation" (Setting Up a Safety Ministry).

Check website for references:

<https://sheepdogchurchsecurity.net/articles/blueprint/>

Presentation Propose and Persuade

STARTING A SAFETY MINISTRY IN A CHURCH



In the Bible

With patience a ruler may be persuaded ... (Proverbs 25:15).

This advice pleased the king and the princes, and the king did as Memucan proposed (Esther 1:21).

News and Reports

Reveille United Methodist Church, Richmond, Virginia - A "gift task force" presented a proposal to the Church Council in its monthly meeting in April 2018. They proposed a partnership with the Richmond City Schools' Community in Schools (CIS) program.[2]

Concern for Safety

If anyone wants something done about safety or security in your church, it is because they have at least one safety concern. We may see the need for a team, but other people attending the church or working there have specific concerns. A few of the more common concerns are fire safety, child safety, medical emergencies, vandalism and burglary, disruptive behaviors, and armed attacks. The ad hoc approach (which generates more support) is to address a top safety or security concern before proposing an organized ministry.

A Case in Point

In some cases, the concern is raised in response to events at the church. Let's take one example. A church in a small Ohio city experienced two break-ins in less than a year, with several items of value taken. Not only did this raise concerns about stolen property, but it made those who cleaned the church during the week feel less secure. The congregation decided to harden the building for better access control. First they put gratings (with inside release for fire safety) over second story windows above a rear entry roof (where the burglars gained access). More secure doors were put on all entrances. Basement windows were replaced with impact-resistant glass blocks. Later, surveillance cameras were added. This

was all done with the pastor and the Church Board acting like a Security Committee.

Begin with Felt Needs

In the podcast "Starting a Safety Ministry," Kris Moloney, the founder of Sheepdog Church Security, suggests first talking with the people who work in the church. Besides pastoral staff, this would be custodians, office staff, children's teachers, nursery attendants, etc. Let them tell you of their concerns and experiences. Write these down and let them know that their concerns are yours. Put theirs before yours.[3]

Begin with the most serious and/or most widely held safety concern and address that. For instance, what if a church fire has been in the news and people in your congregation are concerned about fire safety? Work with them on checking the fire extinguishers, emergency lights, and the sprinkler system. Check for and clear fire hazards indoors and outdoors. Plan the routes and procedures for fire evacuation. Plan a fire drill (especially for the children). Since fire safety is a recurring or ongoing activity, having people always responsible for this makes sense.

After this, you can help the church address the next safety concern. If a serious injury and a heart attack happened during church activities and no one present knew what to do, church members would likely want someone trained to respond to medical emergencies. You could arrange for First Aid and CPR training for key people and for scheduling one of them for each event. Again, this is a recurring need waiting to be addressed.

Gathering Supporters

You gather support when you gather supporters. The supporters I'm talking about here are co-participants in making your church a safer place. The most likely candidates are active and former law enforcement officers (LEOs), firefighters, EMTs, medical professionals, social workers, etc. - t

hose who have worked with the same safety issues you are addressing in the church. These persons work with you in handling felt safety concerns. Here are a few examples:

A law enforcement officer and a social worker help implement procedures to protect children from abuse.

A firefighter helps with fireproofing and fire drills.

LEOs advise on access control and the legality of deterrent measures.

A professional counselor coaches the church staff in verbal de-escalation.

A paramedic finds a First Aid/CPR/AED trainer or does the training.

Preparing the Proposal

Once on board with safety projects, these supporters will be partners in drawing up and proposing the blueprint for a Church Safety Ministry.[4] One of them may become the Safety Director. Some or all of them may be on the Safety Committee, the Safety Team or the Medical Response Team. The blueprint is only part of the proposal. It also includes the purpose and reasoning for the Safety Ministry. Name specific safety concerns of the congregation and what is being done to address them. The Safety Ministry will continue the work in those areas as well as being there for new concerns. State in the proposal that the purpose for organizing the safety ministry is to make it accountable to the congregation.

Presenting the Proposal

Once the plan for the Church Safety Ministry is ready, it can be presented to the Church Board and the congregation.

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Presentation Continued...

There should be both a written proposal and a live presentation. It is advisable to personally discuss the proposal with the pastor and members of the board before the presentation, even better to do so before writing the proposal. Their perspectives will help in writing a better plan and proposal, and being willing to listen and take them seriously will go a long way to earning their support for the Safety Ministry.

There are several online sites with advice on proposing a new ministry in a church. We'll consider a few points from three of these sites. The ministry considered in each of these is not a Safety Ministry, yet there are common points in starting them, including the proposals.

On Starting a Prison Ministry
Soulwinning.Info is an online site based on the ministry of Pastor Jack Hyles. It has published online, chapter-by-chapter, *You Came Unto Me: A Training Manual For Jail And Prison Ministry* (also available in whole at Re-Entry.org, a prison and jail ministry resource center[5], it was originally produced by Harvestime - now Harvestime International Network[6]). Chapter Three is "Starting a Prison Ministry,"[7] apparently written by Argis Hulsey (a former California Highway Patrol officer) and his wife Patricia. It has a four-step outline:

STEP ONE: Pray

STEP TWO: Consult your spiritual leader

STEP THREE: Do an analysis

STEP FOUR: Prepare a program proposal

The first three steps echo the planning of a security ministry as described in this series, beginning with prayer. Step Four, "Prepare a program proposal," is the subject of this article. It has several questions to answer in the proposal, some of which apply to a safety/security ministry:

Who will your program be directed towards?

Who will have responsibility for your program?

What are the objectives of your

program?

How many people are involved in your program?

How will they be trained?

One point shared by a prison ministry and a safety ministry is background checks of staff and volunteers.

On Starting a Compassion Ministry
"Starting Compassion Ministry in Your Congregation," is an article in *Influence Magazine*,[8] a publication of the Assemblies of God. It says, "Effective outreach takes vision, purpose, and planning." The recommendations are in a three-point outline:

Stage 1: Laying the Foundation

Stage 2: Unleashing the Vision

Stage 3: Sustaining the Vision

Each stage has several points, some of which are already covered in other articles in this series. Here are a few notable points:

Know your congregation.

Seek God's vision for ministry.

Share the vision with the congregation.

Organize for ministry.

Gather resources and partners.

Address fears and conflicts.

Build ongoing accountability.

On Writing a Proposal

"How to Write a Proposal for an Evangelism Ministry" by Jennifer VanBaren on *OurEverydayLife*[9] has a five point outline for the written proposal:

Prepare the introduction.

Describe the ministry.

Describe the benefits.

Include a cost breakdown.

Write the conclusion.

In the introduction, present the specific safety concerns which your team has already addressed and is considering.

Briefly tell what has been done or is planned.

In the proposal, be sure to tell what the benefits of a Safety Ministry will be. For one thing, the ministry will continue what has already been started, such as fire safety or medical response. Also state that the Church Safety Committee can initiate responses to other needs as they arise.

A Safety Ministry may differ from an evangelism ministry, but both incur some costs. Frankly, considering just some of the costs, such as basic equipment, a safety ministry costs more initially than most evangelical ministries. Therefore, Point 4 - "Include a cost breakdown" - is more important. The board and the congregation want to know what the money is for, other than saying the Safety Ministry will cost x dollars. Itemize the costs. For example:

List the number and cost of two-way radios the team starts with, including the headsets and ear pieces.

Include the cost of application forms.

Put in the itemized costs of other materials of operation.

Account for the continuing costs of programs already started.

Live Presentation

For some of us, this is the scary part. We know we can do the job. We can plan and organize. We can write a proposal. But to get up in front of all those faces around the big table? Or scarier still, in front of the whole congregation?

Somebody has to do it! Someone on your team will stand before the Board, maybe also the congregation, and present the proposal for the Church Safety Ministry, then take questions.

In the live presentation, don't just read the written proposal. You may have notes to guide you, but maintain eye contact with your audience. Be calm and in control of yourself. Be confident. What you say will be shorter than the written document, but include key points. Be ready to give the details in response to questions. Have another team member taking notes of questions and comments. Usually you will hear from persons you have not yet talked with.

Communication

Kris includes communication as part of the process of proposing a Church Safety Ministry. He is not alone in this; it is also recommended by Church Fuel in their post "A Step-by-Step Plan to Starting a New Ministry in Your Church." [10] We have already mentioned conversations for input from church members, staff, and leaders, as well as sharing your vision with them.

Presentation Continued...

After the safety ministry blueprint has been drawn up and the presentations are scheduled, use announcements and letters, emails, flyers or bulletin inserts, etc. to inform the congregation of the purpose and work of the Church Safety Ministry. Include the benefits and opportunities for service.

Going Forward

Once a safety ministry has been approved in your congregation, it is time to implement it. That is the topic of another article.

There Is More

The three other articles in this series are "Sanctuary" (Making the Church a Safe Place), "Blueprint" (Plan for Safety), and "Implementation" (Setting Up a Safety Ministry).

Check the website for references:

<https://sheepdogchurchsecurity.net/articles/presentation/>

Implementation Propose and Persuade

STARTING A SAFETY MINISTRY IN A CHURCH



In the Bible

And David organized them in divisions corresponding to the sons of Levi:

Gershon, Kohath, and Merari (1 Chronicles 23:6).

And they set the priests in their divisions and the Levites in their divisions, for the service of God at Jerusalem, as it is written in the Book of Moses (Ezra 6:18). And I told them of the hand of my God that had been upon me for good, and also of the words that the king had spoken to me. And they said, "Let us rise up and build." So they strengthened their hands for the good work (Nehemiah 2:18).

The Growth of Church Safety Ministries

Since the 2007 shootings at a YWAM training center and the New Life Church in Colorado,[2] churches in North America have been organizing teams of volunteers to protect members and guests during services and events. From a few congregations in 2007, the number of places of worship with safety teams has grown to more than a thousand.[3][4] These include churches, synagogues, mosques, and at least one Sikh temple. This is in response to an increased number of attacks, including the church shooting in Sutherland Springs, Texas, which left 26 victims dead[5].

Since 2007, security concerns in churches have grown to include protecting children from abuse, fire safety, and medical response. These were all added to the perennial issues of theft and vandalism.

During this time, security activity in places of worship has become more organized, better equipped, and trained. In many churches, promoting safety and security has become a ministry.

Insurance providers for religious organizations have had a role in these developments with their concern for risk and liability abatement by encouraging safety ministries to become more effective and less liable. Businesses and organizations (such as Sheepdog Church Security) have come into being

to aid churches in organization, practices, equipment, and training.

Steps in Setting up a Safety Ministry

It is easy to envision a simplistic view of setting up a safety ministry in a church: A few concerned church members agree that we should work together "to protect our people from an armed intruder" or "to prevent fires and conduct fire drills" or counter some other threat. So they become the Security Team or the Fire Brigade in that church.

In actuality, becoming an effective group with staying power requires some forethought and preparation. First of all, if a group is working in and for the church and taking on some serious responsibility, they need the understanding, approval, and cooperation of the church itself.

Secondly, the group should recognize that it is a ministry, and should learn to operate as such, a part of the church's overall mission. After all, what they do does affect other ministries. Thirdly, the church is a body, and every part of the body is accountable to the whole and to the leadership.

Let's look again at how the simplistic view begins with a safety concern. Take that as the starting point, leading to the first of six steps in setting up a safety ministry:

Propose the Safety Ministry

Adopt the Charter

Write the Charter

Write Governing Policies

Adopt the Initial Budget

Install the Church Safety Committee

Appoint the Church Safety Director

Recruit the Safety Team

Train Safety Ministry Members

1. Propose the Safety Ministry

Proposing a Church Safety Ministry is the subject of the other articles in this series. Some members of the congregation, a few or many, see needs which are best met through an organized ministry. They work together with like-

minded individuals to meet a specific need, such as fire safety or medical response.

This group decides to organize a safety ministry for the church. They become a Safety Ministry Organizing Committee, which puts together the blueprint[6] and proposal[7] for the ministry. They seek the advice, support, and approval of the governing board and the congregation.

2. Adopt the Charter

Every ministry in the church should have a charter (the actual term will be different in different places, depending on state incorporation laws for non-profits and/or the preferences of a religious tradition or denominational polity). The church has approved the formation of a safety ministry. Now the Safety Ministry Organizing Committee and the congregation's governing body will draw up the charter.

Write the Charter

What is the charter? A charter (by whatever name) is the document which serves both as the authorization of the ministry as part of the church and as the constitution for the ministry. The blueprint used in proposing the safety ministry has a statement of vision and mission (purpose). This statement should be in the charter. If not already written before approval of the ministry, the charter will now be approved by the church governing board.

Write Governing Policies

The Charter of the Safety Ministry of [your] Church has the governing policies of the ministry. These outline the organization (Safety Committee, Safety Director and Safety Team) and state the qualifications roles, and means of selection of its members. Operational policies may be separate from or part of the charter, depending on your church's bylaws.

Adopt the Initial Budget

Face it. If you are on a shoestring

Implementation Continued...

budget, you at least need a shoestring. There are a few items the safety team needs to begin functioning. The first two are application forms and two-way radios. Training is also an early priority, beginning with the Sheepdog Church Security training course "Church Safety and Security Volunteer Academy,"[8] and the cost of these programs goes into the budget. Other equipment and supplies will follow, depending on which Safety Ministry programs are in place.

Not all items related to safety and security will be in the Safety Ministry budget. For instance, window and door improvements for access control will be part of the maintenance or building budgets.

3. Install the Church Safety Committee
By this time, you already know who many of the Safety Committees members will be - such as members of the Safety Ministry Organizing Committee. Still, the policies and procedures for nominating and approving committee members should be followed, especially applications, interviews, reference checks, and background checks. Whether the Safety Committee is formally installed in the board room or before the congregation is up to your church.

4. Appoint the Church Safety Director
The first item of business for the Safety Committee is to appoint and install the Safety Director. Since the Director is directly involved in the operation of the Safety Team and has budgetary responsibilities, background checks and reference checking are a must.

5. Recruit the Safety Team
Now you can put the team in place. Obviously, some members of the Organizing Committee will want to be on the team. However, they - like the rest of the team - should go through the application, interview, reference, and background process.

6. Train Safety Ministry Members
Now that you have a Church Safety Team, they need orientation and training. Sheepdog Church Security has several training courses[9] available, both as classroom training[10] and as individual online training[11]. The first

course is the Church Safety and Security Volunteer Academy [8]. Besides the Safety Academy, there are six other training courses. These are available both for classes and for individuals. Also available is all the classroom courses bundles together in the Complete Church Security Training System.[12]

To see a table of all the Sheepdog Church Security Training Courses click <HERE>

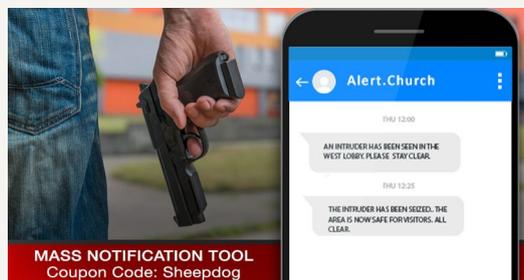
Conclusion

If you do not already have a Safety Ministry in your church and you see the need for one, you and other members who are also concerned can work to start one. From this point, there are steps to follow in establishing the ministry: (1) Propose the Safety Ministry, (2) Adopt the Charter, (3) Install the Church Safety Committee, (4) Appoint the Church Safety Director, (5) Recruit the Safety Team, and (6) Train Safety Ministry Members. This is a general outline, and the steps may have to be adjusted for your church.

There Is More

Other articles in this series are "Sanctuary" (Making the Church a Safe Place), "Blueprint" (Plan for Safety), and "Presentation" (Propose and Persuade).

Check the website for references:
<https://sheepdogchurchsecurity.net/articles/implementation/>





CHURCH SECURITY ROLL PODCAST

Weekly Tips and Encouragement for Church Security Teams based on the research and experience of Kris Moloney and the Sheepdog Church Security Team. Hosted by Ron Neeley and Kris Moloney



Sanctuary: Making the Church a Safe Place

Most of us tend to think of a church as a sanctuary, not only as a religious center but as a safe place. In recent years, however, the “safe place” does not seem so safe anymore. Churches may now be, on the average, more fireproof and better able to withstand storms, but criminal activity has become more of a threat during the past few decades.

[CLICK HERE TO LISTEN](#)



Blueprint: Plan for Safety

A church safety ministry does not just happen. Someone has to have some kind of idea what it will be and how it will work. It requires coordination and agreement on how things are done, even if it is just two persons. Even just one person should know what to do in a situation. This means planning.

[CLICK HERE TO LISTEN](#)



Presentation: Propose and Persuade

If anyone wants something done about safety or security in your church, it is because they have at least one safety concern. A few of the more common concerns are fire safety, child safety, medical emergencies, vandalism and burglary, disruptive behaviors, and armed attacks. The ad hoc approach (which generates more support) is to address a top safety or security concern before proposing an organized ministry.

[CLICK HERE TO LISTEN](#)



Implementation : Setting Up a Safety Ministry

It is easy to envision a simplistic view of setting up a safety ministry in a church: A few concerned church members agree that we should work together to protect its congregants, so they put together a team. In actuality, becoming an effective group with staying power requires some forethought and preparation.

[CLICK HERE TO LISTEN](#)

MAIL CALL

Messages from
Sheepdogs across the
country

KELLEY M.

Sheepdog gives info about the activities in churches and on church property nationwide. This allows security teams to adjust security protocols and assignments to be better prepared to ensure our churches are safe.

DARREN R.

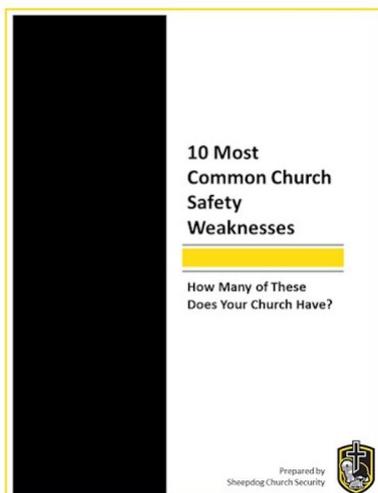
Well worth your time and investment to learn about keeping God's house and congregations as safe and secure as possible. I highly recommend Sheepdog Church Security as the quality of their materials and training are second to none.

DALE B.

I find the info helpful and up to date. Recommend anyone who is looking at safety, either at their church or workplace to spend the time and go over the vast material that is at our finger tips. Thanks Sheepdog Church Security for all you do.

FREE MONTHLY DOWNLOAD

10 Most Common Church Safety Weaknesses



Every church needs safety procedures. That's because crime, human--caused emergencies, fires, and natural disasters can happen at any time. And when they do, you want your staff and your congregation to be ready. Unfortunately, most churches are woefully unprepared to handle common emergency issues. Here's a list of the 10 most common church safety weaknesses. How many of these issues does your church have?

Protect God's People with Our Church Safety Resource
[Free Download]

To Get this Resource, Click the Picture (Link) and enter your Email Address. You will receive an email with a Download Button. Click the Button in the Email to Download the Safety Ministry Resource. (The Download is in PDF format.)

Kris

SHEEPDOG'S MONTHLY GUEST ARTICLE

UNIFORMS AND PHOTO ID'S FOR CHURCH MEDICAL TEAMS

BY TERRY BERRINGER, CRRN

Last time we had the honor of writing to you in the Sheepdog Newsletter we discussed having designated medical team members as part of your safety team. Today we would like to discuss a few points regarding those wonderful folks that are volunteering to serve as medical team responders.

First and foremost, you want to make sure that those serving on the medical response team have had thorough background checks done. Many of the team members will be coming from within the health field, so most will have had this done all ready, but never assume.

Once the team is established, and personnel are scheduled, you can plan presentation. Just like a fine meal, presentation is a large part of perception and effective care. First, let's talk photo ID's. I don't think it's too much to ask for any and all personnel entering the children's ministry area to be in possession of a photo ID. It should be displayed prominently on a lanyard with their name and possibly their title on it. Now... "Terry Berringer EMT, Paramedic, RN, CRRN" may be a bit much, but it should display for all to see that you are not just some person off the street.

This photo ID can also serve as a reminder to all that the background check has been done. By only issuing photo ID's to team members that have passed their background checks, you assure that those going into the children's ministry areas have been vetted in at least the basic background check being done. The photo ID also instills confidence in the care provider that they have been trained and are able to give good quality care. This will not only calm the patient (and/or their parent) and make the incident go much smoother.

Since we are on the subject of ID's, I'm going to go one step further. I support the idea of having anyone serving on a medical response team to be prepared at their scheduled assignment. They should arrive 20-30 minutes prior to the service starting and check over all the gear needed that day. Their attire should consist of wearing a red polo shirt with the church name on one side, and the name of the team on the other. The names can be as simple as "Church Medical Response Team" or "Medical Response Ministry." You could have some fun with it and call them "Vital Victors" or "Team Triage" or "God's Lifesavers." I personally like "Medical Response Ministry", because that's what I called the team I started over 20 years ago. And it shows that this truly is a ministry.

You may be wondering, "why a shirt as well as the lanyard?" The reason is twofold. The children's ministry will be looking for that ID on anyone coming into the children's ministry areas. If anyone not scheduled that day has a need to jump into service in a pinch due to either multiple calls (yes, we have had three calls at one time!), they can pull their ID from their pocket, bible, or even from a cabinet where they are kept, and respond to the call with only the lanyard.

The shirt can have a calming effect on the patient and or their family. It also helps in a way that is more response related. In an emergency, safety members can move people out of the way with stern verbal commands. But the little nurse that works in the local children's hospital or nursing home may not have that

GUEST ARTICLE CONTINUED...

booming baritone voice to help move people out of the way. A red shirt designating their role and an “Excuse me, I’m needed for a medical call” can help get people out of the way when needed. The red shirt also explains to those coming into service as to why you are sitting in an aisle seat and not moving into the center. It is in case you need to respond to a call. It also helps people find you. Often the medical responders have the people needing care brought to them, and that is much easier to do if they are in a designated apparel. Lastly, it is not a bad idea to promote this ministry by showing the shirt in a church wide email to let everyone know who to look for in a time of need as well as to help recruit future team members.

So, establish your team, train and equip them (more on those subjects in months to come) and get them ID’s and shirts. The cost is about \$20.00 per person for both. A well spent investment in your service to the King.

CERTIFIED ONSITE INSTRUCTORS

We are excited to announce that we have launched our Certified Sheepdog Instructor program! I can't tell you how many times, I have been asked about onsite instructors from both churches looking for training and from instructors wanting to use our materials. Right now, we have two fully qualified instructors that can train your volunteers to serve on a Safety Team. AND, get them to the point of certification.



MAINE

MICHAEL MERCER

Michael Mercer is a retired police officer with over thirty years of crime-prevention experience. He is a nationally certified chemical agent specialist, an expert witness, and a national practitioner in crime prevention through environmental design (CPTED.) He is also a US Navy Veteran and the Past President of the Maine Association of Police, Retired. He is the Founder of Michael Mercer Consulting L.L.C. and specializes in House of Worship safety, security, and emergency operations.

Website: <https://michaelmercerconsulting.com>



MINNESOTA

BRIAN STOLT

My name is Brian Stolt. I am a certified NRA Basic Pistol Instructor, NRA Range Safety Officer and a MN DNR Hunter Safety Instructor. Prior to being a Firearms Instructor, I was a Police Officer for 18 years, with 14 of those years as a K-9 Officer. After I retired from policing, I began work as a firearms instructor where my experience and skills are used to help train others in the real world use of firearms and personal defense. I am currently working as an Account Manager for a private security company.

Website: <https://stolttacticaldefense.com/>



NEW JERSEY

MICHAEL & DESERÉE KENNEY

My name is Michael A. Kenney, the founder of The Kenney Protective Agency LLC, providing private security services in NJ. I have over 35 years experience in professional law enforcement and private security management. My wife Deserée is our Security Manager and Training Coordinator who has over 10 years experience supervising adult offenders and parolees in a community corrections setting. I am a NJ State Police Certified Security Officer Instructor, and we are both Certified Instructors for the SABRE Civilian Safety Awareness & College Safety Training Programs. We also specialize in Private Security and Safety Team Training for Houses of Worship.

<https://www.kenneyprotectiveagency.com/>

SEMINARS AND CONFERENCES

CHURCH SAFETY AND SECURITY EVENTS

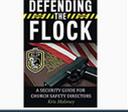


SHEEPDOG SEMINARS

SAN DIEGO, CA - SEPTEMBER 13

CAMARILLO, CA - SEPTEMBER 16

DURANGO, CO - SEPTEMBER 27-28

		RECOMMENDED EQUIPMENT FOR SAFETY MINISTRIES
		
		

VISIT THE SDCS ONLINE STORE 

SHEEPDOG CORNER

Hi Sheepdog,

Recently I was asked, “What can churches do when firearms are not an option?” My first instinct was to say, “Carry Concealed” but that really isn’t a good answer for those forced to remain unarmed. All of us, at some time, cannot carry (eg. the Airport) so we need to have real plan for an active killer.

Homeland Security advises the public to Run, Hide, Fight. Basically, if at all possible, run as fast as you can from the active killer. This means paying attention to avenues of escape; know where the exits are located. My family has turned this into a game when we are in stores. “Pop Quiz. Where is the closest exit?”

If you can’t Run, then Hide. In the Church, this is a lockdown. Basically, hide behind locked doors in the hope the active shooter will not find you or get to you. Yeah, it’s not a lot of fun playing hide-and-seek with a killer, but sometimes it’s all you can do. In a Mall shooting overseas, a woman and her child hid in a kiosk and despite the killers walking by them several times, they were not discovered.

Finally, if you can’t run or hide, then FIGHT. Use whatever you can to neutralize the threat. This is a street fight for survival so there are no rules. Scratch, Bite, Pull Hair. Hit him with a fire extinguisher, a chair or anything you can pick up. Tackle him with a group. Throw him off the second-floor balcony. Whatever it takes to survive.

Your loyal companion in Christ,

Kris P. Moloney



A Police Officer with over 15 years of experience and a retired Army Captain and Company Commander. He has certifications in Crime Prevention, Security Assessments, and the Crime Free Program. He also has a Bachelor’s degree in Ministry and a Master’s degree in Organizational Leadership.

Kris P. Moloney



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