

September 2022

THE CHURCH GUARDIAN

A MONTHLY NEWSLETTER FROM SHEEPDOG CHURCH SECURITY



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TOP NEWS STORY

LIGHTNING STRIKES STEEPLE OF PHILADELPHIA CHURCH, IGNITES FIRE

A bolt of lightning struck the steeple of a Philadelphia church and ignited a fire when a batch of strong storms rumbled across the city Monday afternoon.

The steeple of the church, topped with a cross, was engulfed in flames when firefighters arrived. The blaze was placed under control in about 20 minutes.

Source: [CLICK HERE](#)

TRAINING SPOTLIGHT

Security Team Fundamentals

Safety has become one of the most paramount concerns for churches across the United States. In truth, churches have been targets for violence and threats as long as they have existed, but the trend is increasing. Couple that with the potential for damage or loss of life due to natural disasters, through fire, or even at the hands of church members themselves, and you begin to see the need to have a Church Safety Team. This is a group of individuals dedicated to safeguarding not just the physical building and grounds, but the individuals that actually make up the church.

A Church Safety Team protects children, at-risk adults, and all other church members from threats, while playing additional roles in church security and safety. Our Security Team Fundamentals Module includes essential information and training tools to help you develop a robust Church Safety Team, vet individuals, and then train them to ensure your congregation enjoys protection at all times.



Take all 7 Modules
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WEEKLY TEAM BRIEFING

A Good Start

The Theme for August 2022

Starting a Church Safety Ministry was August's theme (followed by Security Team Fundamentals for September, the back-to-school month). The first two articles in the [Church Security Guide](#) – "[Introduction to Church Safety and Security](#)" and "[How to Conduct a Risk Assessment](#)" – relate to this, because congregational leaders need to see that a Church Safety & Security Ministry can detect and defeat threats to the church.**

Weekly Articles

Let's see how the weekly articles relate to the theme.

[2017 St. Alphonsus Church Shooting \(Lesson Learned\)](#) – Most safety ministries are started to be ready for an active killer. Every church shooting that makes national news results in more churches forming security teams and seeking training.

[Moving Perception \(Patrol Procedures\)](#) – Patrols are among the first security activities used by churches.

[Youth at Risk \(Protecting Teens\)](#) – Protecting children and youth from sexual abuse, a very legitimate concern, is another major motivation for starting a Church Safety Ministry.

[A Drilled Response \(Tactical Training\)](#) – Advanced training for armed persons in the church is another reason for organizing a Safety Team. It teaches them how to effectively engage an active killer.

[A Library of Resources \(Worship Security Association\)](#) – Several of the training courses offered by [Worship Security Association](#) will help those trying to establish a Church Safety Ministry to persuade church leadership, both local and denominational, to approve and support it.

Weekly Team Briefing Continued

Action Points

Safety Ministry Directors –

- ◆ Get as many persons in the church as possible to be Certified Safety Members. This includes all Safety Ministry members, ushers, and greeters. Teachers, childcare workers, and youth leaders should at least take “Protecting Children from Abuse” (this can be done with [Church-Hosted Training](#)).

Safety Team Members –

- ◆ Take the training and become a Certified Safety Member.



2017 St. Alphonsus Church Shooting

A MONTHLY FEATURE LOOKING AT CHURCH SHOOTING INCIDENTS

From the Bible

Likewise, ye husbands, dwell with them according to knowledge, giving honour unto the wife, as unto the weaker vessel, and as being heirs together of the grace of life; that your prayers be not hindered (1 Peter 3:7).

That [the older women] may teach the young women to be sober, to love their husbands, to love their children, To be discreet, chaste, keepers at home, good, obedient to their own husbands, that the word of God be not blasphemed (Titus 2:4-5).

Be thou diligent to know the state of thy flocks, and look well to thy herds (Proverbs 27:23).

Introduction

This church shooting, as so many others, stemmed from domestic discord. One difference here is that this discord was not known to be violent, at least not before the shooting. There was a triggering factor. However, it now seems it may have been brewing for years, a ticking time bomb.

Videocast and Show Notes

This article is covered by Kris in a videocast on the YouTube channel [Sheepdog Church Security Academy](#) (the audio is in a Church Security Roll Call [podcast](#)). He gives special attention to applying the lesson(s) learned. In this he draws from his extensive military, law enforcement, and church security experience.[2]

In the Comments section beneath the video screen is a link to the "Church Shooting Lessons Learned Download." This is an article summary. The PDF can be printed and shared for discussion and teaching. It can be used to inform church leadership about what they can do to prevent or mitigate active shooter incidents. This is available for a month - until the next Lesson Learned article is posted.[3]

The Ambush

It was 8:30 Sunday morning, November 5, 2017 in Fresno, California. Parishioners waiting for the 9:00 Mass at St. Alphonsus Catholic Church began going in as those attending the 7:30 Mass were leaving. As one couple got into her car, a man who had been waiting approached. He pulled out his .45 caliber handgun and fired at least four shots into the car, hitting each occupant in the head and the torso. The woman died at the scene, and her companion passed away at the hospital.

The gunman left for home, only 11 blocks away. On the way home he began texting his daughter, telling her he had killed her mother and that he would kill himself. She called the police, hoping they would stop his suicide. A SWAT team went to the house. There they heard a shot. He had taken his own life with the same weapon used earlier.

As tragic as this incident was, it was overshadowed almost an hour later about 1300 miles farther east in Sutherland, Texas. There an attacker killed 26 persons and wounded 20 more in a Baptist church.

The Persons Involved

The shooter was an owner/operator (O/O) truck driver. He was a U.S. citizen, but had property in Mexico. This is not uncommon for people in California and other border states. He and his wife lived 11 blocks from St. Alphonsus Catholic Church, where they were members.

The woman in the car was the wife of the shooter. According to the [Fresno Bee](#), she had a number of jobs. She and her husband were both in their 60's. They had been married 43 years and had four adult children. For a number of years they'd reportedly been separated, but were still living in the same house with separate rooms. This arrangement may seem strange, but the separate bedrooms could have been to accommodate different working schedules and sleep times, not too unusual for the occupational circumstances.

The motive was evidently jealousy. Just over a week before the shooting, the man expressed sadness and despair on Facebook, picturing himself in a coffin. About that time, his wife told her family and friends that she had a boyfriend (he was about ten years younger). On Tuesday (Hallowe'en) she filed for divorce. On Saturday, the day before the tragedy, the husband posted that he was sad that he was not as important to someone close as he had believed.

The man who was shot was the wife's boyfriend. The new boyfriend was a felon, convicted of rape in 2010. He was a registered sex offender, appearing on Megan's List. According to the Fresno Chief of Police, he was wearing an ankle monitor when shot, which was noted by the hospital where he died.

It is easy to see how jealousy could arise. Even with separate bedrooms, there was some sort of relationship. Apparently, he had been unaware of the depth of a rift in their relationship. When the wife got a boyfriend and filed for divorce, this was a shock to him.

As to church, the priest said that the wife did not regularly attend church, and neither did the boyfriend. I have not found out whether the husband was a regular attendee.

There are some details unknown to us:

- ◆ When the husband and wife did attend church, were they together?
- ◆ If so, did they take communion together?
- ◆ Was the new boyfriend a member of the same parish, or an outsider?
- ◆ How well did the priest know them? Did he know that the boyfriend was a registered sex-offender (RSO)?
- ◆ Did the husband/shooter know that the new boyfriend was a RSO?
- ◆ Had either the wife or the husband sought counseling?
- ◆ What jobs did the wife have?
- ◆ How did she come into contact with the sex-offender? And how did he become her boyfriend?

The Impact

This incident was, of course, a shock to the community as well as to the families and friends of those who died. Because of the greater notoriety of the shooting in Sutherland Springs, this was known as "the other shooting," even though it was earlier. Therefore, the impact was mostly local.

The senior priest of St. Alphonsus continued masses as scheduled for the day. First of all, the shooting was outside and behind the church, so the sanctuary and vestibule were unaffected. Then, the priest stated that the situation meant people needed the mass, because at that time they needed hope and consolation which the services provided, and "the congregation needs each other now more than ever." He did revise his homily to address their grief.

As to security measures, if any were added by the parish, they have not been publicized. Other churches have confidentially enhanced security, not wishing to inform miscreants of measures taken. As a reference, the Fresno Diocese has been emphasizing child safety, and U.S. dioceses in general have been urging parishes to increase security, including training greeters and ushers for security roles. We do not know of any measure taken by this parish for security outside, including watching the parking lot. In a January 2022 Google Maps street view, no outside cameras are evident. If they are there, then they are well-hidden. There is street parking outside the fence, a perfect place for someone to lie in wait with a clear line-of-sight to anyone walking to a parked vehicle from the church.

Lesson Learned

This section is not to criticize the priest and deacons of the church, but to learn from this tragic incident how to possibly prevent or mitigate similar situations.

It's really hard to pinpoint a single lesson to be learned from this church shooting. One seems at first to be obvious: Keep a finger on the pulse of the congregation. However, sometimes this is not as possible as we may think. This is one of those cases.

Apparently, the married couple involved had been members of the parish for a long time. At the time of the shooting, the parish priest had been there for eight years. It's easy to think that in eight years he should have known them well enough to see this coming, but here it's not that straightforward. By the time that priest arrived, the wife was not attending regularly. The priest did not say how often the husband came, if at all. Since he was an O/O trucker, he might have been gone a lot.

We can keep a finger on the pulse of the congregation when we keep in contact with members and others who regularly attend or often visit. Learn their situations in life and be open enough for them to share their concerns.

Not all of what we learn is through the words they say. It helps to be sensitive to a couple's interactions when we talk with them. Some of us are naturally observant in that way, and counselors are trained in this. All marital relationships have their ups and downs. Often, two people begin to drift apart. Maybe they're unaware of the drift until it's hard to stop it.

By keeping in touch, a pastor, counseling elder, deacon, or other congregational visitor may sense this drift, and gently lead them to draw closer. Important is encouraging them to keep their boundaries. As to red flags of domestic discord, there was no history of violence with this couple.

Another issue is monitoring the outside with cameras, parking lot attendants, and patrols. This apparently was not done at that time. However, in this case it might have not worked to prevent the shooting. The husband blended in with the crowd coming in for the 9:00 Mass and did not draw his gun until he reached his wife's car. Monitoring might or might not have enabled someone to apprehend him soon enough to prevent his suicide.

Training Notes

We encourage each Church Safety Team to have all its members trained and certified through the [Safety Member Certification](#) program.[1] This consists of eight training modules (courses), each with a certification test. A person taking all the courses and passing each test will be a Certified Safety Member for two years. There are three available formats, each with its own advantages:

- ◆ Team Certification (church-hosted classes). In a class, everyone attending has the same instruction, which can be tailored to the local setting. They can also ask questions and interact with each other.
- ◆ Individual Certification (self-paced online instruction). Perfect for a team member whose outside schedule keeps him or her from attending all in-person classes.
- ◆ Online Events (live Zoom classes). These have the class advantage of training together and interaction and the online advantage of training from home or the office.

A corollary to the training is the [Church Security Guide](#) article "[Church Safety Teams and Active Shooter Training](#)." It is a detailed summary of the topic which can be read to prepare for the related training module. After certification, this can be read to refresh on the subject.[4]

Conclusion

We can't know the condition of the flock and seek their welfare until we know the flock.

There Is More

August has five articles. This one is the first. The others are "Moving Perception" (Patrol Procedures), "Youth at Risk" (Protecting Teens), "A Drilled Response" (Tactical Training), "A Library of Resources" (Worship Security Association).

Article References

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MOVING PERCEPTION

Patrol Procedures

Introduction

When many people hear "patrol" or "patrolling" they think of police moving through an area or down a roadway. Many others also connect these terms with a military operation moving out from or around the perimeter of a camp or base. More broadly, this refers to any kind of moving guard or inspection. It could be a rancher on the watch for signs of predators or rustlers, a school monitor on the lookout for loitering or mischief, or a security guard driving around or walking through an industrial or commercial facility.



This brings us to church safety and security. Guarding against threats to the congregation and the facilities is not just a stand-in-place operation. Volunteers and/or staff need to be on the move. A custodian looks for places that need cleaning or fixing. A Christian Education Department leader checks to see that classes are in session and the roll is taken. Church Safety Team members patrol the outside and inside of the church to be sure that everything is safe and secure.

In the News

* Law enforcement agencies have been conducting anti-crime patrols around churches:

Vancouver, British Columbia, July 29, 2021 - In response to several incidents of arson and vandalism at churches, police agencies in the Vancouver area increased patrols around churches and other places of worship. They also asked the public to watch and to report any suspicious activity.[2]

Campbell County, Tennessee, June 20, 2022 - Letters have been left at several Baptist churches with content that the Sheriff describes as "disturbing." The Sheriff's Office has increased patrols around churches and issued guidelines for what to do if an unexpected letter is found. Churches are also asked to be more watchful.[3]

Pittsburgh, Pennsylvania, September 12, 2021 - A disturbance at one church on Sunday morning and threats to others prompted the Pittsburgh police to step up patrols around places of worship while they worked with the FBI investigating the threats.[4]

* This was not at a church, but it illustrates how an active patrol can stop a criminal:

Westlock, Alberta, December 21, 2017 - The operator of a private security firm was patrolling clients' properties when he spotted suspicious footprints in the snow. He knew they were fresh, since it was still snowing. He called the police, who found evidence of vehicle theft. They followed the tracks, the guard off-road in his all-terrain vehicle and the police officer on the roads. They found the suspect, who was then arrested, and stolen vehicles were recovered.[5]

* Not exactly a patrol, but the priest was alert to suspicious sounds:

New York City, October 10, 2006 - When a man tried to break a glass case holding a priceless chalice (given to the church by Pope Paul VI), an alarm was set off. It was 2 pm, and the priest was eating lunch in the rectory (parsonage). He ran into the sanctuary and confronted the man who was still trying to break the glass. The priest locked him in the church and called police. He turned out to be the same person who had been a disrupter in previous weeks.[6]

Videocast and Show Notes

Kris covers the topic of this article in a videocast on the YouTube channel Sheepdog Church Security Academy (the audio is in a Church Security Roll Call podcast). You can subscribe to this video channel.[7]

Beneath the video screen is a link to the Show Notes (an article summary). This is a downloadable PDF which can be printed for teaching, sharing, and discussing the subject with others. It is available until the next article is posted a week later.

From the Bible

* When Levites turned 50, their duties changed to being guards in the Tabernacle (later the Temple):

And from the age of fifty years they shall cease waiting upon the service thereof, and shall serve no more: But shall minister with their brethren in the tabernacle of the congregation, to keep [guard], and shall do no service ... (Numbers 8:25-26).

* Nehemiah's patrol was to inspect the walls of the city:

And I went out by night by the gate of the valley, even before the dragon well, and to the dung port, and viewed the walls of Jerusalem, which were broken down, and the gates thereof were consumed with fire. Then I went on to the gate of the fountain, and to the king's pool: but there was no place for the beast that was under me to pass. Then went I up in the night by the brook, and viewed the wall, and turned back, and entered by the gate of the valley, and so returned (Nehemiah 2:13-15).

* Jerusalem's watchmen conducted street patrols as early as Solomon's reign:

The watchmen that go about the city found me: to whom I said, Saw ye him whom my soul loveth? (Song of Solomon 3:3)

Watchfulness on the Move

To begin, let's clear up two misconceptions a few people may have about patrolling:

- ♦ First, this is not a sightseeing trip. The person on patrol may appreciate the beauty or interesting features of nature, architecture, and artistic design while making the rounds, but that is not the focus. Don't let it distract from observing things affecting safety and security.
- ♦ Second, this is not a race to cover the route in record time. Professional security guards clock their arrival at select points on the patrol route, and are expected to take enough time between points to have a good look in each area.

Equipped to Patrol

There are a few things you need when going on patrol:

- ◆ Good, comfortable shoes. You'll be on your feet. They should be non-skid for safety. If outside, wear shoes appropriate for the weather.
- ◆ Wear clothing fit for the weather. Cool enough to be outside in summer. A good coat for winter, and rain gear for wet days.
- ◆ A flashlight is for more than night. During the day it can be used to look into dark spaces. LED lights now put enough illumination in your pocket and leave both hands free until you need it. A tactical light offers more options.
- ◆ Notepad and pen or pencil (or an e-pad) to take notes.
- ◆ Two-way radio. Let the team know when you encounter something of concern. They can also get hold of you.
- ◆ Multi-tool (such as Swiss Army Knife or Leatherman). These are so useful for many things. You never know when you'll need it.
- ◆ Pocket camera (nowadays, most use the ones on their mobile phones). When taking notes, a picture often tells much more.

Going on Patrol

In the Safety Team Fundamentals training module [1], the first two duties listed for the Safety Team are "Monitor the facilities" and "Conduct safety and security inspections."

Monitor the Facilities

As we patrol the grounds or the building, exercise situational awareness. What are people doing? Does someone need help? Is someone acting suspiciously?

What are the sights, sounds, and smells? How about sensations such as vibrations, air movement, humidity, temperature, etc.?

Does anything seem out of the ordinary? If you feel like, "Hmmm, what's that?" maybe you should check it out - but beware of intentional distractions, decoys used by bad actors. Remember that Gen. Custer and the 7th Cavalry followed a decoy into an ambush. By the way, the Dakota Sioux were better at patrolling their territory.

Irregularly-timed (unpredictable) patrols - sometimes back-to-back and/or reversed route - tend to deter criminals who need a little time to do their dirty work. They do NOT want to be discovered before it's too late.

Conduct Safety and Security Inspections

We look at the facilities literally inside and out. Whether the patrol is inside a building, around the exterior of the building, or a general patrol of the grounds (especially on a large campus), we inspect the building and ground for safety and security concerns.

Outside, for example, are the parking lot(s), walkways, and steps safe for driving and walking? Are overhead wires not hanging down? Are bushes trimmed? Is debris cleaned up? Is there damage to the building, especially around doors, windows, and vents? If the exterior is clean and well-maintained, it deters some mischief makers, because the marks of attempted entry are more easily spotted. No debris also means no fuel for a fire and no objects to break windows just lying around.

Inside a building, check all closets, restrooms, and "vacant" rooms to ensure that they really are unoccupied. Also check the stairwells and other spaces. Several times kidnappers or child molesters have hidden in closets or unused rooms waiting for their chance.

While inside, check each fire extinguisher to see if it has been used or tampered with. Monthly check them more closely, including the inspection tags.

Are emergency exit routes uncluttered? Are the exit lights working? Are any inside doors damaged? Are carpets safe (no tripping hazards such as a tear)? Is the door to the utility room locked?

There is more on this in the training module.

Conclusion

Regular patrols around the church, inside and outside, will find safety and security issues that need attention. They also assure congregants that the Safety Team is doing its job.

Training Notes

Church Safety Teams are encouraged to have all their members trained and certified. This can be done through the Sheepdog Church Security training program [Safety Member Certification](#). A team member who takes all the modules and passes the test for each one will be a Certified Safety Member for two years.

The program has eight training modules (courses), beginning with "Safety Team Fundamentals" (the one for this article). The others are Active Shooter Response, Deescalating Disruptive Persons, Protecting Children from Abuse, Basic Use of Force Laws, Arson and Fire Safety, Storms and Disasters, and Mass Trauma Emergencies.

Instruction Formats

Three formats of instruction are available:

Church-hosted classes (Team Certification) train several pupils at one time in one location. More than one church can conduct a class together, especially if they bring in a [Certified Onsite Instructor](#) (you can check those listed on SDCS to see if any are available for your area).[8]

Self-paced instruction (Individual Certification) is designed for those who cannot attend a class. It can also be used to train new Safety Team members when no classes are scheduled.

Live Zoom classes (Online Events) are available for both individuals and teams. These are conducted on Sunday afternoons at 3 pm Central Time (4 pm Eastern, 2 pm Mountain, 1 pm Pacific, 12 pm Alaska, 11 am Hawaiian/Aleutian) with Kris as the instructor.

Auditing Courses

An individual training module can be audited (taking that course alone) by non-team members who benefit from the training for their roles in the church. For example, volunteers and staff working with children and youth should take "Protecting Children from Abuse," and Medical Response Team members could audit "Mass Trauma Emergencies."

There Is More

August has five Mondays, therefore five weekly articles. The others are "2017 St. Alphonsus Church Shooting" (Lesson Learned), "Youth at Risk" (Protecting Teens), "A Drilled Response" (Tactical Training), and "A Library of Resources" (Worship Security Association).

[Article References](#)

YOUTH AT RISK

Protecting Teens

Introduction

Because their bodies, hormones, and emotional needs are changing, teens are especially vulnerable to manipulation by sexual predators. This is why they need us to educate them, counsel them, comfort them, listen to their concerns, and take measures to protect them.



In the News

Sadly, almost all new stories of teens and sex are about abuse:

New York City, November 30, 1997 - Members of a church saw the youth pastor as a "father figure" to the church's teens - that is until police officers showed up on a Sunday morning and arrested him. He was charged with sexually abusing a 14-year-old boy for four months.[3]

Staten Island, New York City, January 2014 - A female basketball coach at a Christian high school resigned after it became widely known that she was having sex with a 16-year-old male student. Another female basketball coach, who was sleeping with a female student, also resigned, as did the school's athletic director, who knew of the affairs.[4]

Rancho Cucamonga, California, July 22, 2021 - The founding pastor of a church was arrested for sexual abuse of a minor under age 14. An investigation began in April after a girl (age 14) reported to the sheriff's office that he had sexually abused her from age 9 to age 12.[5]

Bridgeport, West Virginia, April 12, 2022 - A girl reported to police that a Morgantown man had abused her sexually for four years, from age 14 until she was 18. He was arrested and charged with sexual abuse of a minor.[6]

Loudoun County, Virginia, October 12, 2021 - Parents of students, including the father of a girl who'd been raped, confronted the school board demanding to know why the student who raped the girl had been transferred to another school. At the second school, he allegedly trapped and groped another girl. The parents demanded changes in the policies that allowed these incidents to happen.[7]

Forrest City, Arkansas, April 4, 2022 - Police filed charges of child sexual abuse against the now-former youth pastor of a church. At least four girls filed police reports against him. One, age 17, said he repeatedly hugged her closely when she was 14, then persuaded her to have sex with him (in the church) when she was 15.[8]

Videocast and Show Notes

This article is discussed in a [videocast](#) on the YouTube channel Sheepdog Church Security Academy (the audio is in a [Church Security Roll Call](#) podcast on Sound Cloud). In it, Kris draws on his military, law enforcement, and church security experience as he covers the subject. Subscribe to the channel to not miss any videocasts.

Below the video screen is a link to the Weekly Show Notes. These article summaries are PDFs which can be printed and shared for teaching and for discussions of the topics. The link for this article is active until the next article is posted a week later.

The Risk to Youth of Sexual Abuse

Teens are especially attractive to sexual predators. They are becoming sexually mature, but still have the freshness of youth. Their innocence attracts those seeking to be the first experience for someone, and naïveté makes many youths easy prey.

There is a reason why states have set ages of legal consent. Experience has shown that, as a general rule, young people do not adequately consider the long-range consequences of their decisions when below a certain age - though there are both younger and older exceptions. This principle has precedence in the biblical concept of the age of accountability.

In most states, the age of legal consent for most transactions is 18, and is 21 for alcohol consumption. The age of consent for sexual relations is also 18 in most states, somewhat younger in a few. The reason is obvious. Adults and older youth can take unfair advantage of the naïveté of youth to rob them of their innocence. The 17-year-old in Arkansas said she cries when she remembers her experience.[8]

Many abused youth have troubled marital relationships later in life. A lifetime of trouble from sexual abuse is not anything new. In 2 Samuel 13-18, Tamar probably never married nor had children. Her half-brother was murdered by her full brother, who years later died in a revolt against their father.

From the Bible

* Tamar was most likely a teen when her half-brother raped her:
And when [Tamar] had brought [food] unto him to eat, [Amnon] took hold of her, and said unto her, "Come lie with me, my sister." And she answered him, "Nay, my brother, do not force me; for no such thing ought to be done in Israel: do not thou this folly. And I, whither shall I cause my shame to go? and as for thee, thou shalt be as one of the fools in Israel. Now therefore, I pray thee, speak unto the king; for he will not withhold me from thee."

Howbeit he would not hearken unto her voice: but, being stronger than she, forced her, and lay with her (2 Sam 13:11-14).

* The Law addresses situations where a damsel (teenaged girl) has been compromised:

But if a man find a betrothed [promised to marriage] damsel in the field, and the man force her, and lie with her: then the man only that lay with her shall die. But unto the damsel thou shalt do nothing; there is in the damsel no sin worthy of death: for as when a man riseth against his neighbour, and slayeth him, even so is this matter: For he found her in the field, and the betrothed damsel cried, and there was none to save her.

If a man find a damsel that is a virgin, which is not betrothed, and lay hold on her, and lie with her, and they be found; Then the man that lay with her shall give unto the damsel's father fifty shekels of silver, and she shall be his wife; because he hath humbled her, he may not put her away all his days (Deuteronomy 22:25-29).

* The Mosaic Law forbids incest (the wording in this verse includes both daughters and step-daughters, and both granddaughters and step-granddaughters; other forms of incest are forbidden in other verses):

Thou shalt not uncover the nakedness of a woman and her daughter, neither shalt thou take her son's daughter, or her daughter's daughter, to uncover her nakedness; for they are her near kinswomen: it is wickedness (Leviticus 18:17).

Although some news headlines tell about rape and assault by strangers and barely-known acquaintances, most sexual assaults are by persons already well-known to the victims. For children and youth, these are mostly family members, friends, and authority persons. Family members may include parents, aunts and uncles, grandparents, older siblings, and cousins. Family friends are usually adults and older youth. Authority persons usually include teachers, pastors, group leaders, and coaches. Not all offenders are men; some are women.

The quoted laws in Leviticus and Deuteronomy prohibit sexual exploitation within the family. Also, if a man seduces an un-betrothed virgin, he marries her and cannot divorce her (can't just throw her away).

How Can We Protect Teens?

We can protect our adolescents by example, education and counselling, screening, and heeding.

By Example

First of all, for good or for bad, we lead by example. Our youth need to see us setting and living within boundaries. We do not act inappropriately with those who are not our spouses. We show affection to our children, but with certain lines not crossed. Our speech is modest, we do not use pornography, and we are careful about what we read, watch, and listen to.

By Education and Counselling

As young persons are going through puberty, they need to know what's happening to their bodies, why they feel the way they do, and how to handle their impulses. This includes how to relate to members of the opposite sex in social settings and one-on-one. They need to learn how to set boundaries for themselves. Teens also should know what to do when someone attempts to cross those lines.

More particularly for this article, a teen needs to recognize grooming in order to avoid it and resist it. Sexual predators know how to stir up an adolescent's passions and how to condition their targets to participate in sexual activity. For example, the youth pastor in Forrest City began with close hugging. If teens are wary of grooming, then they can move away from it. Grooming can be done not only by adults, but also by sexually active teens.

The "How to Prevent" chapter on the [Dru Sjodin National Sex Offenders Public Website](#) has a "How to Talk to Your Teen" segment. An outline of the advice is:

- ◆ Be realistic and educate yourself
- ◆ Don't put off conversations
- ◆ Explain consent

Following this is a list (with links) of other resources:

- ◆ A tip sheet for talking to children and teens from Stop It Now!
- ◆ An overview of adolescent sexual development from the National Sexual Violence Resource Center
- ◆ Tips for talking to teens from the U.S. Department of Health and Human Services, Office of Adolescent Health
- ◆ An overview of consent for teens at Love is Respect from the National Domestic Violence Helpline[2]

A page on HealthyChildren.org is "[Helping Teens Resist Sexual Pressure](#)" (last updated in 2009). It lists five reasons a teen is more likely to engage in sex. Then it advises abstinence as "A Positive Approach" and gives examples of what to say. Following is how to advise teens in resisting sexual pressure. This includes example of questions to ask and questions to answer. It also gives examples of what a teen can say to ward off (refuse) sexual advances.[9]

By Screening

When possible, try to keep sexual predators away from our teens. This means screening and re-screening those who have contact with them in our church, including off-site activities. Those in leadership include pastors, teachers, counselors, activity leaders, and youth leaders. Some organizations, such as Protect My Ministry, help churches to screen pastors, staff, and volunteers more effectively.[10] The church can also search the National Sex Offenders Public Website for sex offenders in the community, or search for an applicant or someone who is already a volunteer, staff member, or pastor.[11]

By Heeding

One reason for talking with your teens about sexuality (in an age-appropriate manner) is to give them enough confidence to talk with you when they have questions or concerns. Let them know that it's OK to tell you if a person - even someone in the family or a family friend - makes them feel uncomfortable. It might not be an overt move, but grooming, such as expensive or unusual gifts or borderline touching.

Conclusion

We should recognize that our teens are at risk of sexual abuse, then do what we can to reduce that risk. This includes teaching the teens to recognize attempts at grooming, and encouraging them to confide in parents and/or teachers.

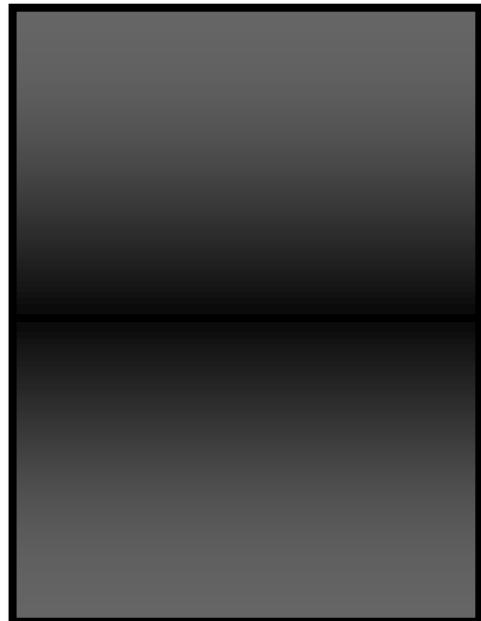
There Is More

August has five weekly articles. The other four are 2017 "St. Alphonsus Church Shooting" (Lesson Learned), "Moving Perception" (Patrol Procedures), "A Drilled Response" (Tactical Training), and "A Library of Resources" (Worship Security Association).

Article References



The image shows a group of children in a church setting, likely during a service or prayer. The Protect My Ministry logo is in the top left corner. A teal banner at the bottom contains the text: "Select the Right People for Your Ministry" and "Protect your flock with a proven church volunteer screening service. Sheepdogs click here for special access."



A DRILLED RESPONSE

Tactical Training

Introduction

A key part of a company's sales training classes is role playing. Each person in the class practices selling the product or service. The prospective customer may be another student, or it could be the instructor using the questions or objections a sales representative is likely to encounter. Simulations are a proven form of sales training.

Before pilots begin flying a new commercial or military plane, they "fly" its simulator. That way they already know the controls and what that plane can do.

Training a Church Safety Team for various situations, such as verbal de-escalation, medical emergencies, evacuations, and active shooter incidents, should include drills with simulations.

In the News

Livingston Parish, Louisiana, Current - The Sheriff's Office of Livingston Parish offers Tactical Training classes to church safety and security teams in the parish. The instructors are POST (Peace Officer Standards and Training) certified. The course includes scenario-based simulation training. All classes are in the parish's training center.[2]

Haslet, Texas, Summer 2019 - A church campus in Haslet is the site of tactical training for church safety teams. Various active shooter scenarios are acted out using guns with blanks. Also practiced are unarmed self-defense and control-and-arrest techniques.[3]

West Chester, Ohio, November 2017 - Mass shootings in places of worship has led to more churches using armed safety volunteers. Several team members from churches in the West Chester area are enrolled in monthly tactical training, including containment and engagement.[4]

And when Abram heard that his brother was taken captive, he armed his trained servants, born in his own house, three hundred and eighteen, and pursued [the invaders] unto Dan
(Genesis 14:14).

Among all this people there were seven hundred chosen men lefthanded; every one could sling stones at an hair breadth, and not miss
(Judges 20:16).

Krugerville, Texas, January 2020 - A building in the business district of Krugerville hosts classes in church security. In addition to instruction, this includes role-playing and scenario enactments. Also covered are use-of-force laws. Skill sets include unarmed defense and control, verbal de-escalation, and active shooter situations. The number of churches having teams trained has increased since the November 2017 Sutherland Springs church massacre.[5]

Colorado Springs, Colorado, June 9, 2020 - Live drills with fake guns are used by Mountain Springs Church in training its safety team. This training also includes discussions about what level of force is needed in each scenario - often a "Shoot or not shoot?" decision.[6]

Videocast and Show Notes

The content of this article is Kris's subject in a [Sheepdog Church Security Academy](#) videocast on YouTube. You can subscribe to this channel. The audio is in a [Church Security Roll Call](#) podcast.[7]

Beneath the video screen is the link to the [Weekly Show Notes](#) (article summary). This PDF download can be printed to share for discussion, teaching, or persuasion. The Show Notes for this article are available until the next article is posted a week later.

Simulated Incidents

Simulation is a key tool for learning skills, ranging from football to sales. For active shooter response, this is beyond simple role playing. Drills should include enacting several scenarios which may occur in an active killer incident.



Train for the Location

By taking situational training at a training center, such as in Livingston Parish, Haslet, and Krugerville, you learn tactical shooter responses in general. However, there will most likely be some differences between that setting and your church. Even with only small differences, we need local active killer drills. That way, it is easier to apply what we've learned to the locations where we serve. Then we run through several possible scenarios for that setting. This makes the needed response quicker and more reliable.

Questions to Ask

Be ready for the unthinkable;

Titanic was not unsinkable.

One apparent fault in the police response in Uvalde, Texas, is that drills apparently did not cover a shooter coming in the back door or already in a classroom. Practice unlikely situations just-in-case. They might happen.

When planning an active shooter drill, there are a few questions to consider:

- ◆ How and where is the killer detected?
- ◆ How is the killer armed?
- ◆ How are Safety Team members armed?
- ◆ Does shooting start outside or inside?
- ◆ If it starts inside, how does the situation develop?
- ◆ Where are the Safety Team members when this begins?
- ◆ Which direction does the killer head?
- ◆ Where and how do Containment Team members place themselves?
- ◆ How does the Engagement Team track and neutralize the killer?
- ◆ Who calls 911?
- ◆ What do they say?
- ◆ Who meets officers at the door?
- ◆ What identification do you display that responding officers can readily see?

They were armed with bows, and could use both the right hand and the left in hurling stones and shooting arrows out of a bow, even of Saul's brethren of Benjamin (1 Chronicles 12:2).

Train for More Than One Role

I remember having to learn more than one part in school choir. I didn't have to sing the other parts in a concert, but it did help to relate my part to the others. When I heard another part, I still knew what mine should be.

That level of teamwork will help a Church Safety Team to act as a unit during an emergency, whether it be a fire, a disaster, severe weather, an attempted kidnapping, a mid-level disruption, or a violent incident (such as an active killer). Cross-training is essential. Since these incidents are not scheduled - at least not on our end - those of us who are there ought to be able to cover it. For instance, try to get as many people in the church as possible trained in life-saving techniques. What if the doctor, nurse, and EMT in the congregation are among the first victims? Who will do CPR or apply tourniquets while you're still engaging the killer? If a third or half of the congregation have been trained in CPR and Stop the Bleed, more lives can be saved.

Make the Training Realistic

What is it really like during an active killer incident? Can your team operate effectively in the chaos of the moment? In November 2021, Kris recorded "Stress Inoculation" - an interview with Carl Chinn.^[8] Chinn went through the 1996 hostage situation at Focus on the Family and the 2007 shooting at New Life Community Church. He also studied the 2012 Aurora, Colorado, theater shooting.^{[9][10][11]}

In the conversation, Carl describes the sensations encountered in the theater by responding police officers. The incident was covered by the two police commanders in a presentation which was then reported in a Calibre Press article, "Active Shooter: Coming to a Theater Near You? Advice From the Front Line."^[12]

The sensations encountered in an active-killer situation are visibility, the sounds, the chaos, the smells, the atmosphere (including tear gas, OC mist, and smoke), and the sights. Then toss in issues of communication, inter-agency cooperation, logistics, and the psychological and emotional impact on the responders. Some of these should be present during drills to desensitize team members to stimuli that may hinder their response.

- ◆ Chinn's proposed solution is to have persons on the team and/or working with the team who know how to turn on room lights and turn off movie/video projection.

Atmosphere - In the theater, the assailant activated tear gas/OC canisters and smoke bombs. This made breathing and seeing harder and added to the confusion, making escape more difficult. Police had to put on their gas masks, and this impaired visibility even more.

- ◆ Tear gas and smoke is now used more often by mass shooters, such as in the attack on New Life Church. In some drills, use tear gas or smoke so the team can learn to deal with it.

Sounds -The theater was filled with cacophony*: the sounds of the movie, gunshots, people yelling and screaming, the stomping of feet, etc. Added to this was the noise of several radios on different channels talking at the same time. All this made it hard to hear, not only for officers in the theater, but also for 911 dispatchers.

* Cacophony: A combination of unpleasant and/or discordant sounds; from the Greek kakós (bad) + phónos (sound).

- ◆ Equip Church Safety Team members with good quality radios and wax-molded earpieces. Then the radios will be clear and the sound will go straight into the ear. Also, received communication will not add to the noise in the room.
- ◆ Those assisting with the lights (see above) can also turn off the speakers.
- ◆ Add noise to active shooter drills. The use of blanks will create gunshot noise without the bullets.

Smells - Besides smoke bombs, tear gas, and gun smoke, there are other, more unpleasant, smells. For instance, the stress on all concerned produces excessive sweat, but that's not all. Dying persons empty their bowels and bladders - a real stench - and also vomit. Then the smells of this, combined with stress, will make some living persons vomit. Add to this the smell of blood plus gas, smoke, and substances in broken containers. What a smelly mess!

- ◆ For most of us, this calls for some real desensitization. Carl and Kris suggest placing buckets of foul-smelling stuff where drills are held so team members learn to focus on protecting people and neutralizing the killer in spite of the odors.

Sights - Human sights are the hardest to deal with. This includes seeing people who have been wounded or killed. Kris told of a younger officer who had a hard time watching a video of an autopsy. Not long after, Kris and this officer responded to a high-speed motorcycle accident. After seeing a mangled body up close and in person, the younger officer was thankful he'd first seen the video.

- ◆ Freshly-butchered animal parts and animal blood can be used to desensitize team members during a drill.

Logistics - Before and during a drill, see how easy or difficult it is for responders to do their jobs. Is the space where emergency responders will park their vehicles close enough to the door and kept clear, including the approach from the street? Police need to get in right away. Firefighters need room for their large vehicles. EMTs need to park close enough to a door so it's not too far to carry a patient to the ambulance - by the way, keep this spot open for medical emergencies.

- ◆ You can have some staff or volunteers play the parts of emergency responders. Better still, you can have law enforcement officers, firefighters, and EMTs participate in some of the active shooter drills then share their evaluations of the logistics.

First Aid Difficulties - Face it. A mass casualty event is more challenging than a single injury or medical event. Medical Team and Safety Team members have to work on their patients amid a mess. Firearm wounds, especially from high-powered or large-caliber weapons, are messier with lots of bleeding. Carl told of people practicing using a tourniquet on a pig's leg covered in blood. It was very slippery.

- ◆ A person volunteering as a live "gunshot victim" for a drill can have a limb covered with chicken blood for realistic practice.

Conclusion

Drills should not only let us practice our skills together. They should also condition us for what we may encounter.

There Is More

This is the fourth of five articles for August. The other four are "2017 St. Alphonsus Church Shooting" (Lesson Learned), "Moving Perception" (Patrol Procedures), "Youth at Risk" (Protecting Teens) and "A Library of Resources" (Worship Security Association).

Article References

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Apply thine heart unto instruction, and thine ears to the words of knowledge
(Proverbs 23:12).

For by wise counsel thou shalt make thy war: and in multitude of counsellors there is safety.
(Proverbs 24:6).

But whoso hearkeneth unto [wisdom] shall dwell safely, and shall be quiet from fear of evil
(Proverbs 1:33).

Worship Security Association

Introduction

Continuing education, that is studies beyond the education necessary for professional certification and licensing, is required for physicians, nurses, teachers, accountants, engineers, and members of some other professions (I personally knew someone with a PhD in Mathematics who had five PostDoc degrees). The reason for this is to keep certain professionals up-to-date in their respective fields.

For those of us in church security, what are the benefits of continuing education?

- ◆ First, renewing the biennial Safety Member Certification
- ◆ Refreshes what we've already learned, and
- ◆ Keeps us up-to-date with changes, especially in use-of-force laws, child safety laws, fire codes, and lifesaving skills.
- ◆ Utilizing additional training - beyond the certification program - broadens our knowledge and perspectives:
- ◆ Church Safety Ministry committee members and directors gain more insight into making places of worship safer and more secure.
- ◆ It also equips them to be more persuasive with church or denominational leadership in addressing safety issues.
- ◆ For Safety Team members, it broadens and deepens their knowledge of security and safety and can help them be more effective.

In the News

Churches across the country are training members to serve on safety/security teams:

Ada, Michigan, Summer 2014 - Training for the Medical Response Team of Asa Bible Church saved a life. A man collapsed in the lobby as congregants were leaving after the Saturday evening service. A member of the team saw this and came to his aid. She administered CPR then used an AED. By the time EMTs came 10+ minutes later, he had regained consciousness and was breathing on his own.[3]

Cleveland, Tennessee, May 8, 2021 - Members of security teams from churches across Tennessee attended an Agape Tactical training session at a church in Cleveland. This session focused on handling a troublesome person. Agape Tactical's founder said that a well-trained security team is better than "a couple guys running around with guns." [4]

Tucson, Arizona, January 2020 - Arizona Church Security Network has been training safety and security teams from churches in Arizona. Most come to learn how to respond to an active shooter. Interest in these classes was heightened following the West Freeway Church of Christ shooting in December 2019. In Arizona in 2020, it was already legal to carry a concealed weapon in church.[5]

Videocast, Show Notes, and Interview

Kris discusses this article in a Sheepdog Church Security Academy [videocast](#) on YouTube (the audio is also in a [podcast](#)). There is a link to the [Show Notes](#) (an article summary) beneath the video screen.[6]

While you're on that YouTube channel, check the playlist of [Sheepdog Interviews](#).[7] The first one on the playlist is Kris's interview with Simon Osamoh of Worship Security Association. Simon shares some important insights on situational awareness and suspicious behavior.[8]

Help from Security Experts

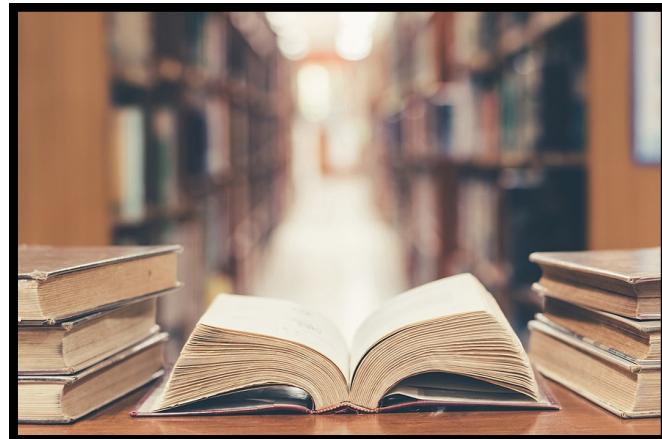
Simon Osamoh, a British American, has over 28 years of military, law enforcement, and security experience. His career began in the United Kingdom military. After this, he was a detective for fourteen years. This included the "liquid bomb" investigation which impacted air flight security worldwide.

From the UK he moved to the United States in 2011 to manage counter-terrorism for the Mall of America (MoA) in Minnesota and became a risk management leader for financial institutions.

While still at MoA, he was asked to help a large church with its security. This grew to helping other churches. He founded Kingswood Security Consulting to advise non-profit organizations, such as charities, schools, and churches, on security. Then he started Worship Security Association to educate church security ministries. Along the way he has written two books, produced videos, and is still speaking.[9] Osamoh is a Christian and a member of Westwood Community Church, where he is the security advisor.

Worship Security Association

The mission of Worship Security Association (WSA) is to make church environments safer places to be. This is done through the education of church volunteers and staff. Simon Osamoh goes deeper than policies, methods, and techniques to the fundamental principles, including how criminals think and what motivates them.



Experts in Their Fields

Although Simon Osamoh is a world-class expert in security in general and church security in particular, he does not go it alone. In WSA he draws upon the experience and views of several other experts, such as (to name a few) Dr. Raj Setthuraju, Tina Lewis Rowe, Carl Chinn, Wes Pederson, Virginia (Ginny) Cronin, James Densley, Brett Lawler, Joe Kuchinka, Steve Swiech, Dr. Jarret Brachman, Zach Hill, Carrie Ackerman, and Joe Bezotte.

WSA Resources

Worship Security Association (WSA) held five annual Securing Your Place of Worship conferences in the Minneapolis area from 2016 to 2020. However, most of its training is through online videos. The videos, essentially a library of resources, are available to members for training in several courses. There are more than 150 classes. New content is being added.

Two basic courses are Church Safety 101 and Threat Detection 101. Both concern the detection and deterrence of threats, with the second course digging deeper into the subject.

There are also two levels of coaching: Video Coach and Group Coaching. These are available to members. Video Coach provides access to WSA video resources. Group Coaching is a five-week program to help church leaders implement or improve the safety & security programs in their churches. This is a community, and the leaders in one church can converse with leaders in other churches.

Affiliate Membership

Sheepdog Church Security has an affiliate relationship with WSA.[2] Clicking on this link brings up the SDCS affiliate page of Worship Security Academy with the tag line, "Creating safer church environments by educating staff and volunteers on how to stay safe and secure," followed by a link to the trailer. Below this is the link to a free download of "7 Steps to Secure Your Church."

Further down is a grid of blocks with information about 12 courses, each with a brief snippet of a video. Five of these are tagged "Experts Insights." The training videos feature about 21 experts, such as Tina Lewis Rowe and Carl Chinn. A few of the topics are legal issues for churches, verbal de-escalation, child safety, active shooter response, and training for safety.

Each course consists of a number of videos. Here are the numbers of videos for a few courses:

- ◆ Run Hide Fight (2 Videos)
- ◆ Verbal De-Escalation (4 Videos)
- ◆ Safety Training 101 (4 Videos)
- ◆ Suspicious Behavior Training (4 Videos)
- ◆ Tina Lewis Rowe - Experts Insights (3 Videos)
- ◆ 7 Steps to Action (7 Videos)

Conclusion

Advanced church safety training is available through the Worship Security Association.

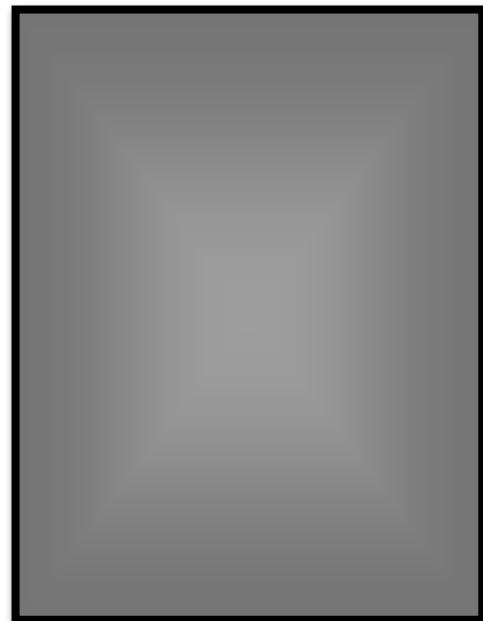
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Article References



The image is an advertisement for the Worship Security Association. It features a central figure, a Black man in a blue button-down shirt, speaking directly to the camera. Behind him is a collage of smaller video frames showing various speakers and participants in what appears to be a conference or training session. In the top left corner is the logo for 'WORSHIP SECURITY ASSOCIATION' with a shield icon. To the right of the logo is the text 'Streaming video from church safety and security experts.' At the bottom of the ad, the words 'PLAN - PREPARE - PROTECT' are prominently displayed in large white letters. A small white banner at the very bottom contains the text 'Get 25% off with Promo Code: [SHEEPDOG](#)'.



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Patrol Procedures

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Protecting Teens

[LISTEN ON SOUNDCloud](#)

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Tactical Training

[LISTEN ON SOUNDCloud](#)

[WATCH ON YOUTUBE](#)



SHEEPDOG'S MONTHLY GUEST ARTICLE

How to win 100% of the time.

BY: TERRY B.

While teaching CPR, I share some interesting statistics. It is said that if a person suffers a cardiac arrest, they have less than a 10% chance of survival, 30% if CPR starts immediately, and 50% chance of survival if an AED is onsite at the time of the cardiac event. So basically, at best you have a 50-50 chance of survivability.

If I could tell you there is a potential life-threatening situation that has a nearly 100% survivability rate, would you be interested?

I'm talking about how to win almost each and every fight you're ever in.

The only way to win any fight 100% of the time is to...

NOT GET INTO A FIGHT!

Now I know that sounds redundant, but it is amazing how often that a person is challenged to fight.

And most of us stupidly accept that challenge.

We need to learn how to back away from a conflict.

A wise man turns from a fight and those wisest turn to The Word of God for advice.

That's where we see in Proverbs 16:32: "Whoever is slow to anger is better than the mighty, and he who rules his spirit than he who takes a city." (ESV)

The NIV puts it a bit clearer, "Better a patient person than a warrior, one with self-control than one who takes a city."

or simply put, As my grandfather always said...it's better to be patient than powerful; better to have self-control than a mighty warrior.

With good situational awareness, you should see trouble brewing on the horizon. Be on your guard! If you think you see something developing, get out of there ASAP.

I love the Quote by Publislius Syrus who lived from 85-43 BC when he stated, "He is most free from danger, who, even when safe, is on his guard".

If the situation leaves absolutely no out, then try verbal de-escalation techniques. (If you don't have those techniques, get some training on both situational awareness and de-escalation)

Don't incite, provoke or inflame violent behavior.

We need to recognize that often both our verbal and nonverbal behavior may incite some type of emotional response from the person with whom we are engaged.

Minimize antagonizing an angry person.

Use words and behaviors that are of a calming nature.

Not making a bad situation worse by contributing to the negative emotions is a must.

We need to be successful at calming the irrational and avoiding physical violence to control or defend against an aggressive individual. Do this by using the appropriate words, tone of voice, facial expressions and body language. Some are better than others and many are great at deterrence. However, this skill is acquired through both experience and education, and each is dependent on the other.

So go get some training on verbal de-escalation, verbal judo, as well as situational awareness and pre-attack indicators. Contact me at the below information if you need more info on classes in each of these.

If you fail to train, you have trained to fail!

Grandad always said...Proactivity is not to be confused with aggression, and A Harmless man is not a good man. A good man is a very dangerous man who has that under voluntary control.

If you have any questions regarding training or any other subject, contact Terry at terry@churchemergency.com or call / text to 412-527-3673



Terry Berringer
terry@churchemergency.com
412-527-3673

Terry Berringer is the owner/operator of Church Emergency Consulting. He was the founder, developer, trainer and director of the security, parking and medical teams of one of the largest congregations in southwest Pennsylvania for over 20 years.

To learn more, click on the image below:



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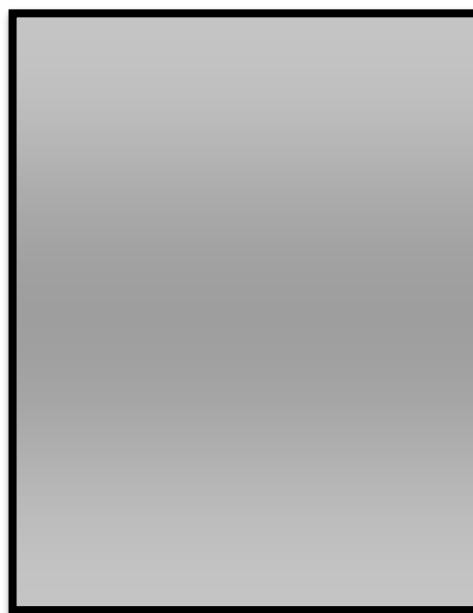
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Phone: [262-994-0242](tel:262-994-0242)



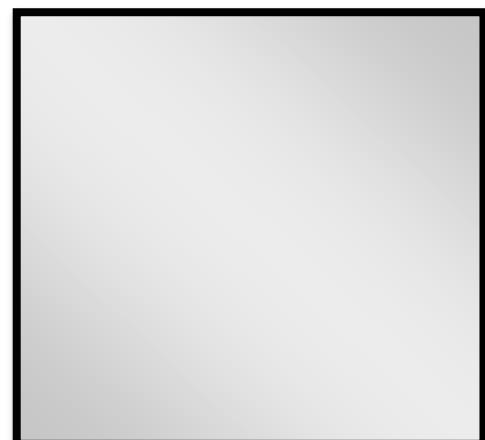
SEMINARS AND CONFERENCES

UNFORTUANTLY THERE ARE NO SHEEPDOG SEMINARS
OR OTHER CHURCH SECURITY SEMINARS
SCHEDULED AS OF SEPTEMBER 7TH, 2022.

If you know of any other Church Safety Seminars or
Conferences and would like to see them featured on the
Church Guardian, Please Contact us via Email at
KRIS@SHEEPDOGCHURCHSECURITY.NET

RECOMMENDED EQUIPMENT FOR SAFETY MINISTRIES

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SHEEPDOG CORNER



Hi Sheepdog,

Well, here we are... By now, the attendance in many of our churches is steadily increasing and our Safety Teams are adjusting to meet the demands. I just want to encourage you to take advantage of this newfound energy and enthusiasm. If you haven't already, start talking with your team members about training and put together a strong plan. Do your best to get them to verbally commit to training.

Every year, every month, and every week is a new opportunity to do it right and push the Safety Ministry forward. For me, I ask myself a simple question, "What is the right thing to do today and this week?" Right now, it seems like I should tell you the Eat the Frog story, but I'll hold that off for now.

Instead, I'm going to tell you a secret only a very small number of you know. Ready?

I'm available for telephone conversations! I probably talk with a half a dozen people every day about the challenges they are facing in starting and running a Safety Ministry.

Here is the deal...

When I was younger, I could talk with a 'Real Person' on the phone when I needed something from an organization. And it wasn't some powerless call-taker that didn't know a thing.

When you call me, you get me! Here are the guidelines:

1. Please call me Monday through Friday between 9:00 am and 4:00 pm Central Time.
2. Leave a Voice Message, if I don't answer. I may be on the phone with another person.
3. In the voice message, tell me the best time to call you back. Especially, if you are a Shift-Worker.
4. I usually answer, but my wife has precedence. After 21 years in the Military and 18 years in Law Enforcement, she gets priority from now on! See Guideline #2.

I look forward to talking with you.

Your Loyal Companion in Christ,

Kris P. Moloney