



# PROTECT YOUR MINISTRY: SECURITY TEAMS

As the world breaks, broken people come to church. Some seek peace, while others vent their anger and frustration. Broken people come to church and bring their issues with them. When the front doors open, ministries must prepare for who, and what, walks in.

A safety and security mindset does not just happen. Where do you start? Read this guide, review the checklists, and see if your ministry is prepared.

Your church is more likely to experience a medical or weather emergency than a violent act by an armed person. Tragically, events have shown that there is much at stake for ministries who are not prepared.

## THE RESPONSE GAP

Does your church need its own police force? No. However, security teams need to be prepared to handle emergency situations until law enforcement arrives to take over.

- Ryan Conn of Save Our Selves Defense Training says, “Most physical altercations last until exhaustion sets in, which usually occurs after **two minutes** of intense struggle.”
- Nearly 70% of recent active shooter incidents were over in **five minutes or less** according to the FBI study on active shooting incidents in the U.S. from 2000-2013.

## STAND IN THE RESPONSE GAP

- How long will it take law enforcement to arrive at your ministry after calling 911? Reach out to local law enforcement to find out.

**Local Law Enforcement Response Time:** \_\_\_\_\_

- Is your team mentally and physically trained to respond to a threat until law enforcement arrives?
- Is your team trained to handle an active shooter or other life-threatening situation before law enforcement arrives?

**Ready to put a team together? Here's where to start.**

### 1. IDENTIFY TEAM MEMBERS

**Volunteers, security professionals, or both?** Some ministries can afford to pay professional security contractors. Due to cost, most ministries will use a volunteer security team. Volunteer teams generally require more training and non-financial resources than professionals, but may be more available for ministry activities.

**One team or multiple?** In most churches, there is a need for **security** and **medical response**. These functions may be fulfilled by the security team or multiple teams.

#### What is the best solution for your ministry?

- Professional Security:** Does your ministry have the ability to pay for private security during ministry activities?
- Volunteer Security:** Do you have qualified volunteers who could serve on the security team?

### Standards for Security Team Volunteers

#### Recommendations

Use of applications, interview process, background screenings, and reference checks

Reliable attendance

Responsible

#### Mentality

Willing to train

Willing to serve

Good standing with the church

#### Desirable Qualities

Active law enforcement and/or military experience and first-aid training

Good judgment, strong people skills, ability to observe, heart for ministry

Concealed carry license

## 2. DETERMINE LEADERSHIP'S POSITION ON SECURITY TEAM MEMBERS CARRYING FIREARMS

Your security team exists to protect people. Whether none, some, or all of your security team members will be authorized to carry firearms on ministry premises is a decision that needs to be made by ministry leadership.

### What approach to firearms is right for your ministry and security team?

- No Security Team Members Can Carry Weapons on Ministry Premises** It is important to note, depending on state law, your ministry may not be able to prohibit certain individuals on the security team, like law enforcement officers, from carrying firearms on ministry premises.
- Select Security Team Members Can Carry Weapons on Ministry Premises** Ministry leaders should be aware that there may be state laws concerning the arming of team members. A good risk management approach is to select to arm team members who have training or certification in law enforcement and a valid conceal carry permit.
- All Security Team Members Can Carry Weapons on Ministry Premises** When arming all team members, it is important to ensure that team members have received all necessary training and certification and are properly licensed to carry.

Ministry leaders will need to be aware of what state law says about concealed carry on ministry premises. Some states forbid concealed firearms on ministry premises without leadership's permission, while other states allow concealed firearms on ministry premises unless specifically prohibited by ministry leadership. Some state laws do not allow leadership to be selective in who may carry on premises. State law may also require ministries to post notice signs as to whether firearms are permitted or prohibited.

These same considerations usually apply if ministry leaders are considering whether guests or non-security team members may carry firearms.

### 3. PREPARE EMERGENCY ACTION PLANS

Now that the team is in place, it's much easier to develop an Emergency Action Plan.

**Your Emergency Action Plan should include the following policy and procedures:**

- Violence (random/domestic) Emergencies
- Medical Emergencies (including after violence)
- Communication Plan
- Emergency Evacuation (shooting/fire alarm)
- Shelter in Place (threats/severe weather)
- Emergency Contact List

**Need sample Emergency Action Plans, written procedures, Safety & Security Manual, Firearms Policy, Use-of-Force Policy, and other manuals or forms? We can help.**

### 4. TRAIN YOUR TEAM

It is important to not only train your team on the Emergency Action Plan, but also to train your team to effectively recognize potential threats and use the appropriate level of response to the threat. You are strongly encouraged to retain a professional for the purpose of training team members on the use-of-force and levels-of-response procedures.

- Level 1: Team Member(s) Presence** Compliant subjects are those individuals who offer no verbal or physical resistance to the member's commands and demonstrate their cooperation by immediately responding to directions.
- Level 2: Verbal Commands** Passive resistant subjects are individuals who refuse to comply with commands, but are not attempting to physically prevent or defeat the team member's commands or contact controls.
- Level 3: Control & Restraint** Active resistant subjects are those individuals who refuse to comply with commands and are physically resisting a team member's control techniques, or individuals whose combination of words and actions may present a physical threat to others.
- Level 4: Incapacitation of Threat** Combative subjects are those individuals who attempt to defeat a team member's compliance techniques in that they are resistant, combative, and overtly attempting to overpower the team member.
- Level 5: Deadly Force** Deadly force assaults are any assaults where the team member has reason to believe the subject's actions are likely to cause death or serious bodily injury.

# IS YOUR MINISTRY COVERED?

## Insurance Considerations

### ARE YOU COVERED?

What happens if your security team injures someone while protecting the church and your ministry is sued? Check your coverage before a loss.

#### Does your insurance policy do the following?

- Provide primary liability coverage for security team members?
- Modify the *Intentional Acts Exclusion* to include coverage for intentional use of reasonable force by security team members?
- Cover emotional distress claims, even if there is no physical injury, that arise from a security team member brandishing a weapon, threatening to use force conveyed to a third party, or bystanders witnessing a traumatic incident involving one or more team members?
- Provide additional medical payments coverage for security team members?
- Reimburse lost wages for team members injured in an accident?
- Provide post-incident counseling coverage for security team members?
- Reimburse defense costs associated with a criminal law enforcement injury?

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This brochure is a great place to start. However, there are more issues that need to be addressed than what's listed here. Additional resources include:

1. Webinar: Church Safety & Security Building a Team
2. Checklist: Responding to Violence
3. Brotherhood Mutual's comprehensive *Safety & Security Guidebook*, including sample forms, manuals, and procedures.
4. Talk to us today to see if Brotherhood Mutual's Security Operations Liability and Defense Reimbursement coverages can protect your church.

Additional resources can be found on our website at:  
[www.americanchurchgroup-kentucky.com/security](http://www.americanchurchgroup-kentucky.com/security)



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