Securing Your House of Worship

Kingswood Security Consulting

Simon Osamoh

SECURING CHURCH OPERATIONS

"THIS BOOK WILL HELP YOU BE READY!"
– CARL CHINN FAITH BASED SECURITY NETWORK

SECURING CHURCH OPERATIONS

A SEVEN-STEP PLAN FOR MINISTRY AND CHURCH SECURITY LEADERS

SIMON OSAMOH

amazon.com
BEST SELLING BOOK
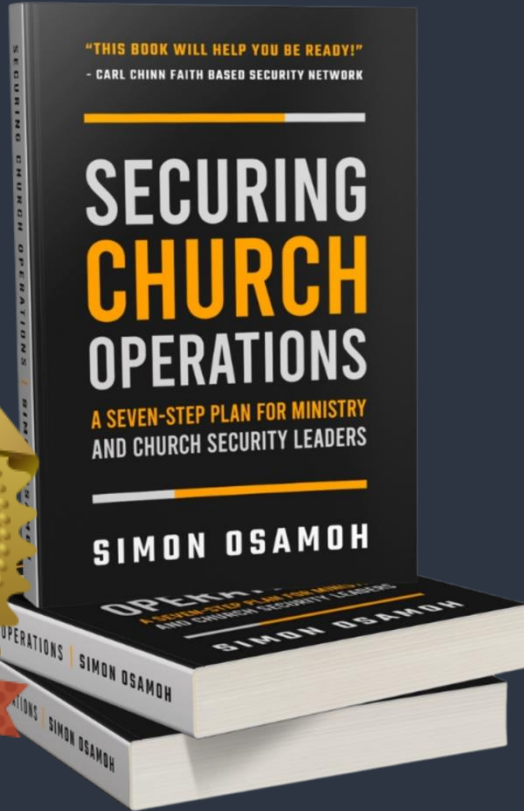
First Baptist Church
Sutherland Springs, TX
26 people killed

Video of Lakewood Church shooting shows officer praying for life of 7-year-old Samuel Moreno

By Leonardo Blair, Senior Reporter | Friday, March 01, 2024

Officer Garcia of the Houston Police Department prays for Samuel Moreno-Carranza, the 7-year-old son of late Lakewood Church shooter Genesse Moreno moments after he was shot in the head on February 11, 2024. | YouTube/HPD Critical Incidents

Embezzlement.

Sexual Misconduct.

Mental Health.

Personal Conflict.

The reality is most Houses of Worship struggle for seven reasons

Belief that security is *not biblical.*

There is a
denial of danger.

Lack of support for security leadership.

People are overwhelmed and stressed.

Leaders are not creating the impact they want.

Security program receives little or no financial budget.

There is no *security culture.*

Should people in your House of Worship be armed?

98% Responded yes

Build a Strong Security Culture

What is security culture, and how is it defined?
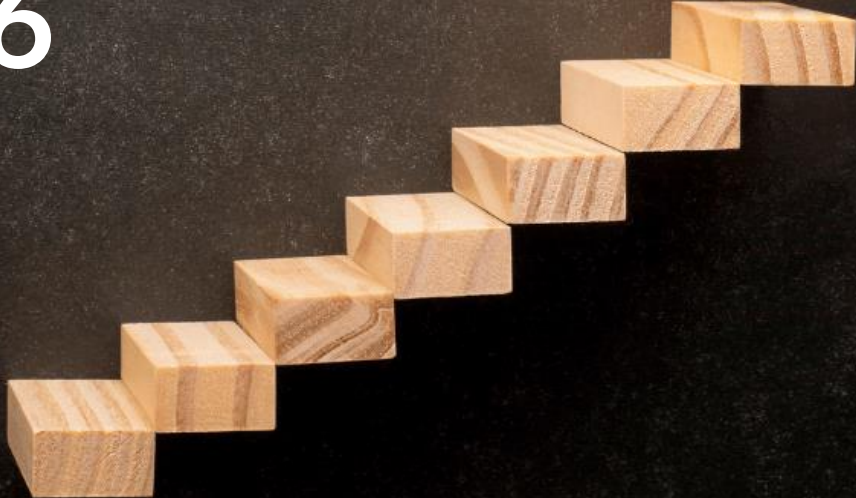
What can cause poor security culture?

KINGSWOOD
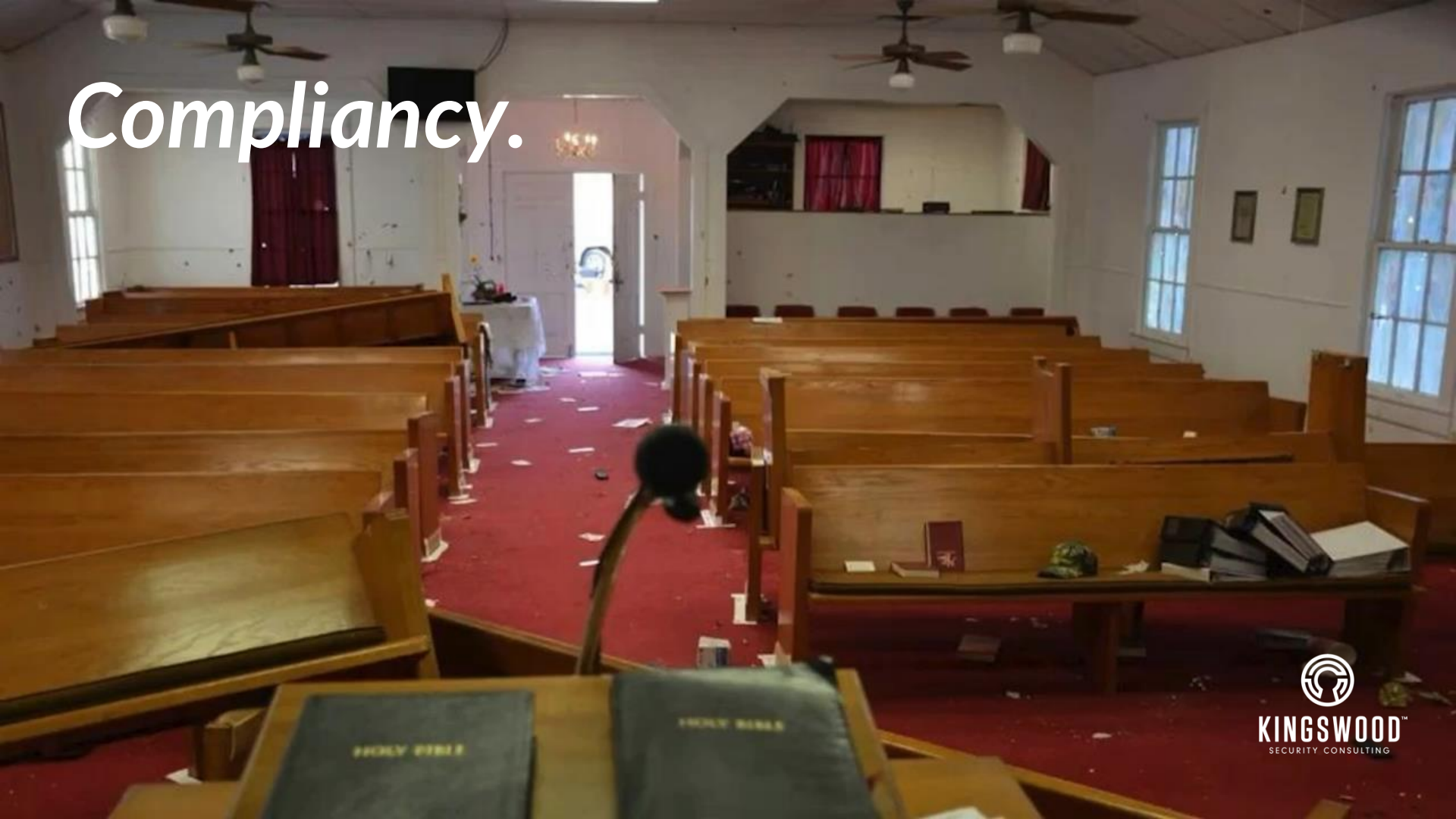SECURITY CONSULTING

Compliancy.

KINGSWOOD
SECURITY CONSULTING

Denial.

No Accountability.

KINGSWOOD
SECURITY CONSULTING

How does knowing culture help us?

1. Identifies both **current** and **future** roadblocks.
2. Allows you to create a **plan** to enhance your culture.
3. Allows you to seek **support**.
4. What **gets measured** gets managed.

KINGSWOOD
SECURITY CONSULTING

What does a strong security culture look like?

KINGSWOOD™
SECURITY CONSULTING

How do you find the security culture of your church?

KINGSWOOD™
SECURITY CONSULTING

Security Culture Scoring System

MEASUREMENT	QUESTION	RESPONSE	POINTS
Surveys and Questionnaires	Has the church conducted a security culture survey in the past 6 months?	Yes/No	1 / 0
	Percentage of positive responses from staff/volunteers in the last survey?	>75% / 50-75% / <50%	2 / 1 / 0
Training Participation and Engagement	What percentage of staff/volunteers have completed security training?	>75% / 50-75% / <50%	2 / 1 / 0
	Are regular security drills conducted (quarterly or more frequent)?	Yes/No	1 / 0
Incident Reporting and Response	Are all incidents, no matter how minor, reported?	Always / Sometimes / Rarely	2 / 1 / 0
	How quickly are incidents responded to?	<5 min / 5-10 min / >10 min	2 / 1 / 0
Security Audits or Assessments	Has a security audit been performed in the last 12 months?	Yes/No	1 / 0
	Were any critical security gaps identified during the audit?	None / Some / Several	2 / 1 / 0

KINGSWOOD
SECURITY CONSULTING

(Cont'd)

MEASUREMENT	QUESTION	RESPONSE	POINTS
Leadership Involvement	Are church leaders actively involved in promoting security?	Always / Sometimes / Rarely	2 / 1 / 0
	Do church leaders attend security training and drills?	Yes/No	1 / 0
Policy Awareness	What percentage of staff/volunteers are aware of key security policies?	>75% / 50-75% / <50%	2 / 1 / 0
	Have staff/volunteers been tested on their knowledge of security protocols?	Yes/No	1 / 0
Response to Drills and Simulations	How well do staff/volunteers follow protocols during drills?	Excellent / Good / Poor	2 / 1 / 0
	Are drill results reviewed and discussed with the team afterward?	Yes/No	1 / 0

KINGSWOOD™
SECURITY CONSULTING

Scoring Guide.

- **18-22 Points:** *Strong security culture*
- **12-17 Points:** *Moderate security culture*
- **6-11 Points:** *Needs improvement*
- **0-5 Points:** *Weak security culture*

Building Assessment.

How would you assess your building from a security culture perspective?

Door Propping.

Poor Lighting.

KINGSWOOD
SECURITY CONSULTING

Open Windows.

Poor Maintenance.

Lack of Technology.

KINGSWOOD™
SECURITY CONSULTING

No Visible Presence.

Building Security Culture Scoring System

MEASUREMENT	QUESTION	RESPONSE	POINTS
Door Security	Are external doors properly secured during non-service times (no propping open)?	Yes / Sometimes / No	2 / 1 / 0
	Do staff/volunteers consistently lock doors after use?	Always / Sometimes / Rarely	2 / 1 / 0
Window Security	Are windows kept closed and locked when not in use?	Always / Sometimes / Rarely	2 / 1 / 0
	Are windows in good working condition (secure, no broken locks)?	Yes / Some need repairs / No	2 / 1 / 0
Lighting Around the Building	Is the parking lot well-lit (adequate lighting coverage in all areas)?	Yes / Partially / No	2 / 1 / 0
	Is there sufficient lighting at all entry and exit points?	Yes / Some areas are poorly lit / No	2 / 1 / 0
Maintenance and Cleanliness	Is the building exterior well-maintained and free from debris/garbage?	Yes / Some areas neglected / No	2 / 1 / 0
	Are there signs of neglect (e.g., overgrown landscaping, broken fences) that may signal lack of care?	None / Some minor issues / Significant issues	2 / 1 / 0

KINGSWOOD
SECURITY CONSULTING

(Cont'd)

MEASUREMENT	QUESTION	RESPONSE	POINTS
Perimeter Security	Are physical barriers in place (e.g., fences, gates, bollards) to secure the building perimeter?	Yes / Partial / No	2 / 1 / 0
	Are there functional surveillance cameras around the building's perimeter?	Yes / Some areas covered / No	2 / 1 / 0
Access Control	Is there a system for monitoring access to restricted areas (e.g., keycards, locks)?	Yes / Partial / No	2 / 1 / 0
	Are there signs reminding people not to leave doors or windows unsecured?	Yes / Some areas / No	2 / 1 / 0
Visible Security Presence	Is there a visible security presence during non-service hours (e.g., desk attendant, security patrol)?	Yes / Sometimes / No	2 / 1 / 0
	Are there visible security signs (e.g., "This area is monitored," "CCTV in use")?	Yes / Some areas / No	2 / 1 / 0
Greeters and Door Management	Are greeters present at the entrance during the entire service (not just before it starts)?	Yes / Partially / No	2 / 1 / 0
Emergency Exits and Safety	Are emergency exits clearly marked, and do they remain unobstructed?	Yes / Sometimes / No	2 / 1 / 0
	Are there regular inspections of emergency equipment (fire extinguishers, alarms, etc.)?	Yes / Sometimes / No	2 / 1 / 0

KINGSWOOD™
SECURITY CONSULTING

Scoring Guide.

- *28-34 Points: Strong building security culture*
- *21-27 Points: Moderate building security culture*
- *14-20 Points: Needs improvement*
- *0-13 Points: Weak building security culture*

KINGSWOOD™
SECURITY CONSULTING

Develop a Safety Response Team

Consult with your Church Insurer

Ensure Adequate Coverage: Engaging with your insurer helps verify that your church has appropriate liability and property insurance to cover potential incidents, reducing financial risks.

Receive Risk Management Guidance: Insurers often provide resources and recommendations to enhance safety protocols, assisting in the development of effective security measures.

Comply with Policy Requirements: Some insurance policies mandate specific safety practices; consulting your insurer ensures adherence to these conditions, maintaining coverage validity.

Governance for Security Ministry

Define Clear Roles and Responsibilities: Outline specific duties for each team member, including leadership positions, to ensure accountability and clarity in operations.

Develop Comprehensive Policies and Procedures: Create detailed guidelines covering safety protocols, emergency response plans, and standard operating procedures.

Implement a Structured Onboarding Process: Establish a formal program for recruiting, vetting, and training new team members, ensuring they understand their roles and the church's safety policies.

Establish Regular Training and Evaluation: Schedule ongoing training sessions and performance assessments to maintain high standards and adapt to evolving safety needs.

Recruitment and Selection

Targeted Recruitment: Proactively identify and approach individuals within the congregation who exhibit qualities such as responsibility, calmness under pressure, and strong interpersonal skills.

Membership Requirement: Prioritize recruiting active church members to ensure alignment with the church's values and culture, fostering a deeper commitment.

Comprehensive Screening Process: Implement thorough background checks and interviews to assess candidates' suitability, ensuring they possess the necessary skills and character for the role.

Cultural Alignment: Emphasize the importance of upholding the church's reputation and values, encouraging team members to act as ambassadors.

Determining Coverage for events

High-Attendance Services: Ensure safety team presence during major worship services, such as Sunday mornings and special holiday events, to manage larger congregations effectively.

Youth and Children's Programs: Assign team members to oversee activities involving minors, including Wednesday youth ministries and Sunday school sessions, to provide a secure environment for vulnerable groups.

Special Events and Community Outreach: Deploy safety personnel during events like concerts, conferences, and community gatherings, which may attract unfamiliar attendees and require additional security measures.

Team Scheduling and Participation: Encourage a rotation system where team members attend one service for personal worship and serve during another, balancing spiritual engagement with security responsibilities.

Training Essentials

Emergency Response Protocols: Equip team members with the skills to handle medical emergencies, fires, and natural disasters, ensuring prompt and effective action during crises.

De-escalation Techniques: Train personnel in conflict resolution and de-escalation strategies to manage disruptive individuals calmly and prevent situations from escalating.

Active Shooter Preparedness: Provide instruction on recognizing potential threats and implementing appropriate responses to active shooter scenarios.

Legal and Ethical Training: Educate team members on the legal implications of their actions and the ethical standards expected.

Regular Drills and Simulations: Conduct ongoing practical exercises and simulations to reinforce training, assess readiness, and identify areas for improvement.

Pros and Cons of Unarmed Security:

Approachability: Unarmed personnel may be more approachable, fostering a welcoming environment.

Reduced Liability: Fewer legal risks are associated with unarmed security teams.

Limited Response Capability: Unarmed teams may be less effective in stopping an armed threat.

Pros and Cons of Armed Security:

Deterrence: The presence of armed personnel can deter potential attackers.

Quick Response: Armed team members can respond swiftly to violent incidents, potentially reducing harm.

Legal and Liability Concerns: Arming security personnel introduces legal complexities and potential liabilities.

Congregational Comfort: Some members may feel uneasy with firearms present during worship.

Choosing the Right Attire

Plain Clothes (e.g., Sports Coats):

Discreet Presence: Allows team members to blend in, maintaining a welcoming atmosphere without drawing attention.

Flexibility: Enables team members to move freely and respond without being easily identified.

Considerations: May make it challenging for congregants to identify security personnel during emergencies.

Choosing the Right Attire

Branded Attire (e.g., Polos with Church Logo):

Visibility: Clearly identifies team members, making it easier for congregants to seek assistance.

Authority: Conveys a sense of official presence, potentially deterring disruptive behavior.

Targeting: Visible attire may make team members more identifiable to potential threats.

Nonprofit Security Grant Program (FEMA)

$2000,000 per location ($600,000 in total.

Worshipsecurity.org

Friday 05,
January 2024

Weekly Church Crime Watch

Plan, Prepare and Protect

To receive the weekly church crime watch go to
churchcrimewatch.com to be added to the distrbution.

WORSHIP SECURITY™
ACADEMY

CRIMES AGAINST PERSONS

GIVE INSTRUCTION TO A WISE MAN AND HE WILL BE STILL WISER, TEACH A RIGHTEOUS MAN AND HE WILL INCREASE HIS LEARNING - PROVERBS 9:9

(January 03) Imam Killed Outside New Jersey Mosque, And The Shooter Remains At Large, Authorities Say | Newark, NJ

A New Jersey imam was gunned down outside his mosque before dawn Wednesday, leaving authorities hunting for a shooter and saying they've found no evidence yet that an anti-Muslim bias played a part in the shooting.

Read the full article click here

(January 03) MPLS Man Pleads Guilty In Crash That Killed Burnsville Catholic Priest | Burnsville, MN

A 28-year-old Minneapolis man pleaded guilty Tuesday to one count of criminal vehicular homicide (gross negligence) in connection with the death of a Burnsville Catholic priest.

Read the full article click here

(January 01) Woman Arrested For Fatally Shooting Pastor Over 'Disagreement' | Las Vegas

A tragic shooting in Nevada has led to the arrest of a 36-year-old woman who is charged with murdering a local pastor following a disagreement.

Read the full article click here

(December 31) Church of God Suspends Pastor Charged With Possessing Over 100 Images Of Child Sexual Abuse | Tennessee

The Tennessee Church of God has suspended Rick Sentell, a senior pastor at a church in Cleveland, following his indictment by a Bradley County Grand Jury on charges of possessing over 100 images of child sexual abuse on his laptop.

Read the full article click here

(December 31) Pastor Accused Of Trying To Throw A Cook Into A Deep Fryer At McDonald's For 'Disrespecting' His Wife | North Carolina

Police have accused a North Carolina pastor of attacking a McDonald's cook and trying to push him into a deep fryer.

Read the full article click here

worshipsecurity.org

Questions?

team@kingswoodsc.com