

# SAFETY & SECURITY IN THE CHILDREN'S MINISTRY

## Introduction

Safety & security in children's ministry goes beyond just screening your volunteers. In this workshop we will look at some practical ways of keeping the kids in your ministry safe. This will include radio communications and having a strategic lockdown & evacuation plan.

Emergencies occur every day. We cannot stop disasters from happening, but we can do everything within our power to be prepared. Preparedness as a core principle is so much less costly than learning through experience.

"By failing to prepare, you are preparing to fail."

Benjamin Franklin

*John 10:11-15 NKJV - (11) "I am the good shepherd. The good shepherd gives His life for the sheep. (12) "But a hireling, [he who is] not the shepherd, one who does not own the sheep, sees the wolf coming and leaves the sheep and flees; and the wolf catches the sheep and scatters them. (13) "The hireling flees because he is a hireling and does not care about the sheep. (14) "I am the good shepherd; and I know My [sheep], and am known by My own. (15) "As the Father knows Me, even so I know the Father; and I lay down My life for the sheep.*

*1 Peter 5:8 NKJV - (8) Be sober, be vigilant; because your adversary the devil walks about like a roaring lion, seeking whom he may devour.*

*Nehemiah 4:16-18 NKJV - (16) So it was, from that time on, [that] half of my servants worked at construction, while the other half held the spears, the shields, the bows, and [wore] armor; and the leaders [were] behind all the house of Judah. (17) Those who built on the wall, and those who carried burdens, loaded themselves so that with one hand they worked at construction, and with the other held a weapon. (18) Every one of the builders had his sword girded at his side as he built. And the one who sounded the trumpet [was] beside me.*

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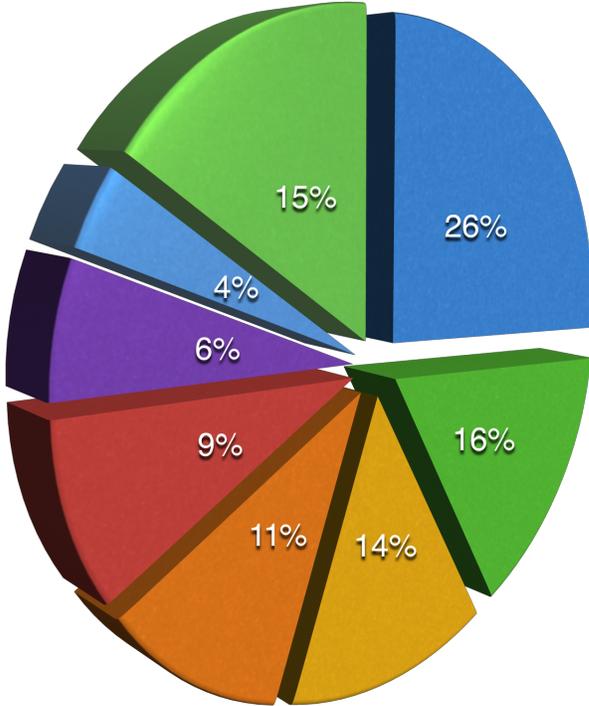
## Deadly Force Incidents

1999-2017

Total Deadly Force Incidents - 1,705

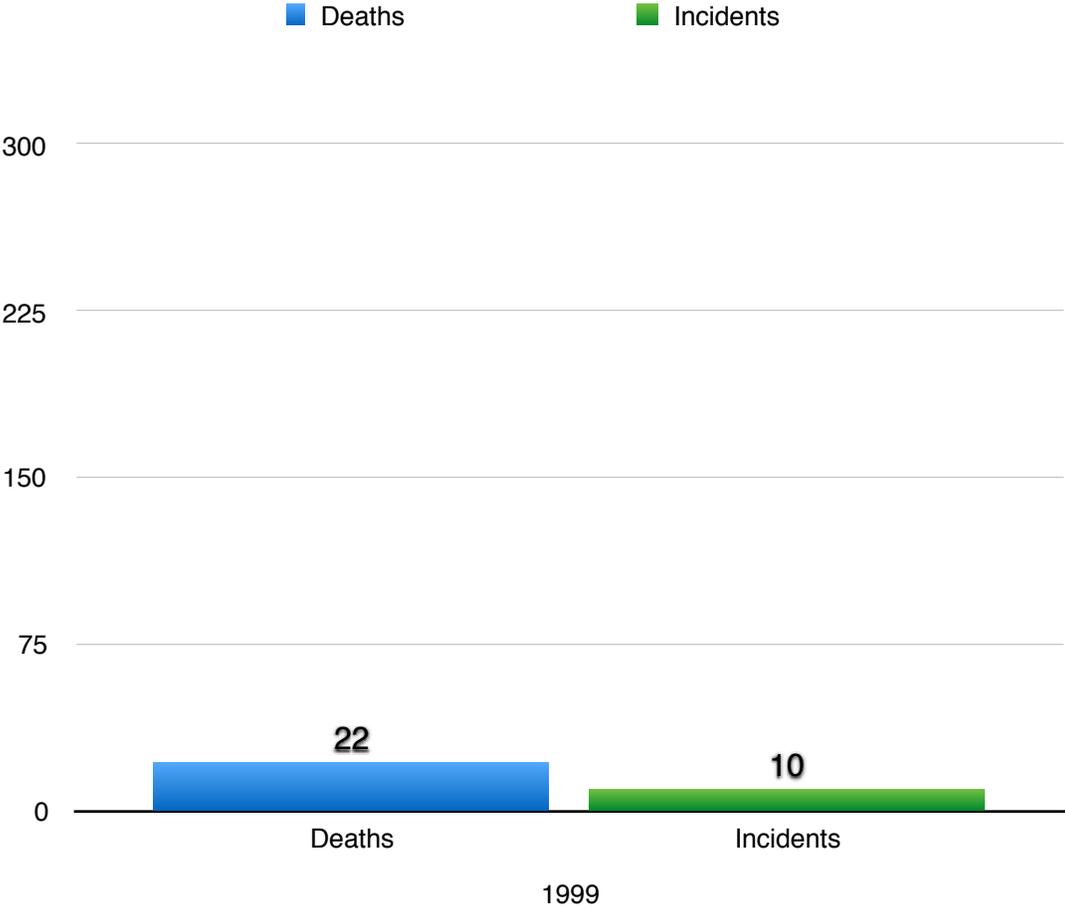
Attacks Resulted in Death of Victims - 812

- Robbery
- Domestic
- Personal
- Mental Illness
- Gang Related
- Religious Bias
- Drug
- Random



# SAFETY & SECURITY IN THE CHILDREN'S MINISTRY

Total Deadly Force incident Stats by Year



- 1. The Application Process**
- 2. Involving your Church Security Team**
- 3. Emergency Action Plan (EAP)**
- 4. Emergency Procedures**
- 5. Evacuation Plan**
- 6. Security in the Classroom**

# **SAFETY & SECURITY IN THE CHILDREN'S MINISTRY**

## **I. The Application Process**

### **A. Application**

Screen potential volunteers

### **B. Reference Checks - 3**

### **C. Background Checks**

#### **1. Paid**

- a) Protect My Ministry*
- b) Live Scan*

#### **2. Free**

- a) Sex Offender*
  - (1) Megan's Law - <https://www.meganslaw.ca.gov/>*
  - (2) Family Watchdog - <https://www.familywatchdog.us/>*
  - (3) Dept. of Justice - <https://oag.ca.gov/fingerprints>*

### **D. Pastor/Director Interview**

Find out whose going to be in the classrooms with your children.

#### **1. Scripted Questions**

#### **2. Conversational**

### **E. Training Classes / Equipping of Volunteers**

- **The Application Process**

# **SAFETY & SECURITY IN THE CHILDREN'S MINISTRY**

## **II. Involving Your Church Security Team**

On-site security team or leadership team –make sure to work with them to approve evacuation plans and procedures. Management or designated security individuals come in handy when you need extra resources during an evacuation, especially with children.

### **Rick Hernandez – LASD, Deputy Sheriff/Paramedic, SEB**

A Los Angeles County Deputy Sheriff for the past 38 years, Hernandez has an extensive résumé as a California Peace Officer, which includes: Standard of Training (POST), Tactical Medical Instructor, PHTLS Instructor, Special Enforcement Bureau (SEB) Tactical-Medical Instructor and Tactical Combat Casualty Care (TCCC) Instructor. Serving with Special Operations (SWAT) - 1984 to present he is also a Tactical Paramedic, Search and Recovery Advance Diver, Commercial Hard Hat Diver, Mountain Search and Rescue, High Angle Rope Rescue, Snow and Ice Rescue, Swift Water Rescue, Tactical Offshore Marine Vessel Operations and Paramedic Crew Chief for Air Rescue Five.

### **A. Communications**

#### **1. In Person**

##### ***a) Working Relationship***

***(1) What's taking place within CM***

***(2) Question's / Concerns***

#### **2. During Services**

##### ***a) Walkie Talkie***

***(1) Radio with direct access to security***

### **B. Drills / Evacuations**

On-site security team or leadership team –make sure to work with them to approve evacuation plans and procedures. Management or designated security individuals come in handy when you need extra resources during an evacuation, especially with children.

#### **1. Suspicious Suspect**

#### **2. Evacuation oversight**

#### **3. Lockdowns**

# **SAFETY & SECURITY IN THE CHILDREN'S MINISTRY**

## **C. Local Emergency Personnel**

Get to know and work with local police & fire! They're a great resource to help identify potential risks, hazards & threats to your organization.

Offer to let them train in your facility. Being familiar with your buildings or campus offers additional protection and can be very helpful during an incident.

- **The Application Process**
- **Involving Your Church Security Team**

# **SAFETY & SECURITY IN THE CHILDREN'S MINISTRY**

## **III. Emergency Action Plan (EAP)**

### **A. What is an EAP**

A plan that has been developed by your church to define the actions to be taken prior to and immediately following a major disaster.

### **B. Why have an EAP**

The worst time to prepare for an emergency is during one! A disorganized response can result in injury, damage and possible loss of property and life. That is why it's so important to have an Emergency Action Plan (EAP) for staff, volunteers, and leadership.

### **C. The Purpose of an EAP**

The purpose of an EAP is to establish an organizational structure and procedures for response to major emergencies. It defines the roles and responsibilities assigned to individuals responsible for acting on the plan during an emergency.

- **The Application Process**
- **Involving Your Church Security Team**
- **Emergency Action Plan (EAP)**

# **SAFETY & SECURITY IN THE CHILDREN'S MINISTRY**

## **IV. Emergency Procedures**

An emergency can include either natural disasters such as a fire, flood, earthquake, blizzard or manmade disasters such as arson, an onsite active shooter, bomb threats, etc. Whichever category your emergency falls under, a plan is needed, especially if you have children in your care.

**SAFE**

**NEED HELP**

### **A. Emergency Communications**

- 1. Alarm System**
- 2. Paging System**
- 3. Phones**
- 4. Radio**

### **B. Fire**

### **C. Medical Emergencies**

### **D. Parent Disturbance**

### **E. Hostage**

### **F. Violent Behavior**

### **G. Earthquake**

### **H. Bomb Threat**

### **I. Lockdown**

- The Application Process**
- Involving Your Church Security Team**
- Emergency Action Plan (EAP)**
- Emergency Procedures**

# SAFETY & SECURITY IN THE CHILDREN'S MINISTRY

## V. Evacuation Plan

### A. Evacuations

What situation would determine if an evacuation is necessary in the children's area?

#### 1. Training

a) **Ensure all staff members are aware of their role and understand how to proceed - Knowing your roles saves lives.**

#### 2. Locations

a) *Primary Location*

(1) *Unscheduled Evacuations*

(a) *Security Team occupies area 1st*

b) *Secondary Location*

(1) *Examples*

**Jonesborough, Arkansas - March 24, 1998**

<http://www.history.com/this-day-in-history/a-school-shooting-in-jonesboro-arkansas-kills-five>

Mitchell Johnson, 13 and Andrew Golden, 11 shoot their classmates and teachers in Jonesboro, Arkansas. Golden, the younger of the two boys, asked to be excused from his class, pulled a fire alarm and then ran to join Johnson in a wooded area 100 yards away from the school's gym. As the students streamed out of the building, Johnson and Golden opened fire and killed four students and a teacher. Ten other children were wounded.

The two boys were caught soon afterward. In their possession were thirteen fully loaded firearms, including three semi-automatic rifles, and 200 rounds of ammunition. Their stolen van had a stockpile of supplies as well as a crossbow and several hunting knives. All of the weapons were taken from the Golden family's personal arsenal. Both of the boys had been raised around guns. They belonged to gun clubs and even participated in practical shooting competitions, which involve firing at simulated moving human targets. Golden reportedly shot several dogs in preparation for the actual shooting.

#### 3. Children with Disabilities

Prepare for children with disabilities – know exactly what is required to get them out safely.

# **SAFETY & SECURITY IN THE CHILDREN'S MINISTRY**

## **4. Attendee Roster**

***a) Physical Copy***

***b) Digital Copy (Real Time)***

Check-In/Out with a real-time attendee roster – For the children's area make sure you have a digital live roster with you during an evacuation. Once you arrive at the designated area outside the building, take a head count to confirm you have everyone. As parents begin to arrive to pick up their children, now you can complete check-out and update your data all at the same time. Attendance records are an important item when evacuating. Electronic children's check-in systems can help here.

- **The Application Process**
- **Involving Your Church Security Team**
- **Emergency Action Plan (EAP)**
- **Emergency Procedures**
- **Evacuation Plan**

# **SAFETY & SECURITY IN THE CHILDREN'S MINISTRY**

## **VI. Security in the Classroom**

### **A. Handbook**

- 1. Church Insurance Company - Policies & Procedures**
- 2. 2 person Rule**
- 3. Bathrooms**
- 4. Men in Classrooms**

### **B. Cameras**

- 1. Video Review**

- The Application Process**
- Involving Your Church Security Team**
- Emergency Action Plan (EAP)**
- Emergency Procedures**
- Evacuation Plan**
- Security in the Classroom**