

Crime Prevention & Planning for Houses of Worship

By
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Legal Disclaimer

- ◆ This presentation should not be relied upon as legal advice and is designed as a guide only.
- ◆ You should consult with your own legal advisor prior to implementing a particular plan.

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- ◆ Chief of Police – Ephrata Police Dept.
- ◆ Emergency Management Coordinator
- ◆ First responder since 1973
- ◆ Police, Fire, EMS and EM experience
- ◆ SCTF- AH-IMT member



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"The New Normal"

- ◆ The **New Normal** is to prepare for the possibility and train for the probability.
- ◆ Question: If you knew you were going to be in a fight for your life tomorrow, what would you do to prepare for it today?
- ◆ Answer: If the time to perform arrives, then the time to prepare has passed

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Crime Prevention Obstacles

- ◆ By their nature have unique vulnerabilities
- ◆ Open to public
- ◆ Varied Hours
- ◆ Service Population – (child care, youth, schools, seniors and "fringe elements")
- ◆ Security is an afterthought



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Special Risks

- ◆ Rural African-American churches
- ◆ Jewish Synagogues
- ◆ Mosques
- ◆ Scapegoat mentality- **avenging**
- ◆ Arsonist statement of hate
- ◆ Autonomous vs Group Threat

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Operational Risks

- ◆ Use of untrained & unvetted volunteers
- ◆ Lack of policy / staff training
- ◆ Presence of non-members & non-believers
- ◆ Outreaches invites homeless, drug users, substance abusers, gangsters, assorted sinners, reprobates and heathens

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Current Church Threats

- ◆ **Capability x Intent = Threat**
- ◆ Physical Assets
- ◆ Financial Resources
- ◆ Iconic Representation (Hate & Terrorism)
- ◆ Fraud – misrepresentation of needs
- ◆ Reliance of volunteers (untrained)

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Church Weaknesses

- ◆ Lack of Security Consciousness
- ◆ Soft Target (open doors / lax security)
- ◆ Place of peace (No Resistance)
- ◆ Recent converts (backsliding & apostasy)
- ◆ Host NA , AA meetings or family counseling (Can be problematic)
- ◆ Insurance (target for lawsuits)

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Criminal Opportunities

- ◆ Burglary - most frequent crime!
- ◆ Theft /Entering Autos – think security
- ◆ Embezzlement – internal thefts
- ◆ Robbery – bank deposit policy
- ◆ Vandalism – hate crimes
- ◆ Assault – Recovery workshops or DV
- ◆ Child Assaults – predators

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Crime Prevention Thoughts

- ◆ Antiquated Security
- ◆ Key Control & Access Management
- ◆ Exterior lighting – less than adequate
- ◆ Upgrading security - expensive
- ◆ Activities – open to public, advertised & predictable
- ◆ Social Media / Web presence

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Church Security

Key- *find a workable balance between maintaining mission and protection of congregation & assets*

- ◆ Physical
- ◆ Electronic
- ◆ Environmental
- ◆ Procedural

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Reality Orientation

- ◆ 44% of Houses of Worship with a congregation of 200 or more do NOT have security plans (The Baran Group 2009)

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Physical Security Survey

- ◆ On-site examination and analysis of:
 - Present security status
 - Identifies deficiencies or excesses
 - Determines the protection needed
 - Makes recommendations to improve overall security

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Crime Prevention Through Environmental Design



Target Hardening

- ◆ Outside → Inside → Bottom → Top
- ◆ Goal- *eliminate opportunity and send a message that risks outweigh rewards*
- ◆ Layers of Security



Target Hardening Elements

- ◆ Locks & Key Management
- ◆ Access Control
- ◆ Alarms
- ◆ Lighting
- ◆ CCTV
- ◆ Signage
- ◆ Landscaping (CPTED)
- ◆ Safes



Deadly Force Incidents – Carl Chinn

- ◆ 01 Jan 1999 to 30 Aug 2017
- ◆ Abductions, attacks, suspicious deaths, suicides and deadly force intervention and protection
- ◆ 1,617 (453 resulted in deaths)
- ◆ 91% male
- ◆ 21.7% associated with ministry

Trespassers & PFA's

- ◆ Not the same trespassers in Lord's Prayer
- ◆ KYC- Know your congregation
- ◆ Protection from Abuse Orders (PFAs)
- ◆ Child Custody Battles
- ◆ Domestic
- ◆ Defiant Trespassers (Title 18 § 3503)
- ◆ Marriage Counseling awareness

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Cameras - CCTV

- ◆ Do you have them?
- ◆ If so
 - Recently checked their view ability?
 - Who can operate the system?
 - Are they remotely accessible?
 - How long do you keep recordings?
 - Policy?

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Financial Management

- ◆ Cash Management is a Process! Starts from offering plate and ends at the audit
- ◆ Cash Management Policy (handled, counted, deposited, reported & audited)
- ◆ Policy prevents misappropriation
- ◆ External & Internal Threats
- ◆ NEVER allow someone to take it home!

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Cash

- ◆ Easy, disposability, non-traceable
- ◆ Screen all money handlers!
- ◆ Don't forget vending machines, mission trips, bake sales, love offerings and other monies
- ◆ Best Strategies- Accurate counting(2+), placed in bank bag, kept in safe, limited access and audit

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Church Records/Archives

- ◆ Stored in fire resistant safe
- ◆ Valuable and Non-replaceable records and archives should be photocopied and stored off-site
- ◆ Electronics , office equipment & musical instruments- model and serial #'s recorded and photos

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Protection of Assets

- ◆ Stained glass should be protected externally by polycarbonate or break resistant glazing
- ◆ Children's playgrounds – fenced and clear sight lines
- ◆ Securing antiquities & relics

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Real Life Scenario

- ◆ You are attending a meeting at church
- ◆ Someone wants to host the big soiree at your church
- ◆ You have been asked to create the support plans....

◆ Easy right?



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Possible Large Events

- ◆ Revivals & Homecoming Day
- ◆ Celebrations - *Pastor Appreciation Day!*
- ◆ Youth Events & Scouting
- ◆ Sporting events
- ◆ Weddings & receptions
- ◆ Funerals & wakes
- ◆ Family Reunions
- ◆ Rentals (income)

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Should the church do this?

- ◆ Quickest – “Sure, whatever you want”
- ◆ Easiest – “We don't care, go ahead”
- ◆ Best – “Do you have a plan and are we prepared?”



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Start with three questions...

- ◆ What do we really know?
 - (Knowns)
- ◆ What do we think we know?
 - (Educated Guess)
- ◆ What do we need to know?
 - (Unknowns)

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Why Plan

- ◆ Enhances Safety
- ◆ Saves Money
- ◆ Offers Legal Protections
- ◆ Ensures a positive experience for all
- ◆ Improves the image of your church

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The Three L's....

- ◆ Is what we are doing **LEGAL**
- ◆ Is there any **LIABILITY** on us
- ◆ Can we handle the **LOGISTICS**

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Planning Approaches

If you do nothing – it invites the opportunity for exposure!

- ◆ Blend & Balance of:
 - Internal Policy & Procedures
 - Internal Duties & Responsibilities



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Planning Truisms....

- ◆ Emergencies are not the place for introductions
- ◆ Bad news does not get any better with time
- ◆ The longer the clock ticks, the less flexibility
- ◆ Surprises are great on your birthday – but not in emergency management

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Vulnerabilities....

- | Natural | Manmade |
|-----------------------|-------------------|
| ◆ Severe Storms | ◆ Crime |
| ◆ Electrical Storms | ◆ Terrorism |
| ◆ Earthquakes | ◆ Protesters |
| ◆ High winds/Tornados | ◆ Accidental |
| ◆ Flooding | ◆ "Bubba Factor " |
| ◆ Power Outages | |



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Magical Transition

- ◆ Incident Support Plan (ISP) for planned events magically becomes Emergency Action Plan (EAP) when bad things happen.
- ◆ ISP Nothing happens – You're Good – It's a Historical plan/file
- ◆ Something happens – You're Prepared

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Let's Get Started...

- ◆ Identify all parties and their roles
- ◆ Organizational List / Chart
- ◆ Statement of Purpose / Use
- ◆ Historicals (if any)
- ◆ Building Use Agreement
- ◆ Review against existing policies
- ◆ Type of use approved by higher ups?

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Responsibilities

- General responsibilities under the plan:
- ◆ Sponsor vs. Church responsibilities
 - ◆ Responsibilities for notifications
 - ◆ Church vs Promoters financial responsibilities (who's paying the freight)
 - ◆ Agreement / Approval of the plan

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Who does what and who pay\$ for what in real world

Promoter Side

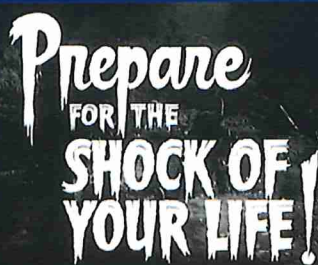
- ◆ Waste management
- ◆ Creature comforts
- ◆ Health certificates
- ◆ Animal certificates
- ◆ Rentals (fences, generators)
- ◆ Private Security
- ◆ Insurance certificates

Emergency Services Side

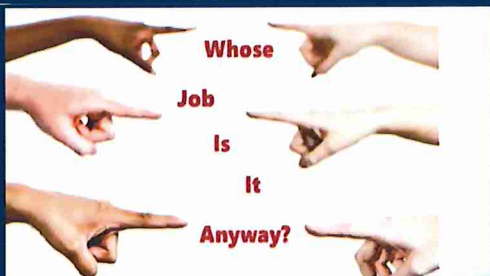
- ◆ Police plans (ESF-13)
- ◆ Medical plans (ESF-8)
- ◆ Fire plans (ESF-4)
- ◆ Commo plans (205)
- ◆ Public Works (ESF-3)
- ◆ Services (ESF-12)
- ◆ EMC – (ESF-5)
- ◆ Traffic Management

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The first 20 minutes of response writes the script for the rest of the movie



So who does this?



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"The Team"

NAME	PHONE	EMAIL	ROLE
MARK J.	508-235-1234	mark.j@state.ma.gov	Team Lead
JOHN D.	508-235-1235	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1236	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1237	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1238	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1239	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1240	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1241	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1242	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1243	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1244	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1245	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1246	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1247	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1248	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1249	john.d@state.ma.gov	Team Lead
JOHN D.	508-235-1250	john.d@state.ma.gov	Team Lead



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"The Team's" Missions

- ◆ Asset Protection
- ◆ Detect & Warn
- ◆ Help Injured/Trapped
- ◆ Provide Information
- ◆ Liaison to First Responders
- ◆ First Line of Safety
- ◆ High Visibility Patrol
- ◆ Traffic Control
- ◆ Rescue Assist Team
- ◆ Security Sweeps
- ◆ Event Support
- ◆ Hazard Mitigation
- ◆ **Planning**

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The Planning Loop

Continuous Improvement



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Planning Briefing (201) from the Big White Board

Planning Briefing Form

1. Incident Information

2. Incident Location

3. Incident Description

4. Incident Status

5. Incident Priority


6. Incident Severity

7. Incident Impact

8. Incident Cause

9. Incident Response

10. Incident Resolution



DO FIRST

DO TODAY

DO THIS WEEK

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Operational Briefing (209)

- ◆ From the Board
 - Date
 - Operational Period
 - Public time
 - Weather
 - CI/KR – Status
 - General Safety messages
 - Logistical Needs

Operational Briefing Form

1. Incident Information

2. Incident Location

3. Incident Description

4. Incident Status

5. Incident Priority

6. Incident Severity

7. Incident Impact

8. Incident Cause

9. Incident Response

10. Incident Resolution

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Organizational List (203)

ORGANIZATION ASSIGNMENT LIST	
<p>1. Organization Name</p> <p>2. Organization Address</p> <p>3. Organization Phone</p> <p>4. Organization Fax</p> <p>5. Organization Email</p> <p>6. Organization Website</p> <p>7. Organization Type</p> <p>8. Organization Status</p> <p>9. Organization Priority</p> <p>10. Organization Severity</p> <p>11. Organization Impact</p> <p>12. Organization Cause</p> <p>13. Organization Response</p> <p>14. Organization Resolution</p>	<p>1. Organization Name</p> <p>2. Organization Address</p> <p>3. Organization Phone</p> <p>4. Organization Fax</p> <p>5. Organization Email</p> <p>6. Organization Website</p> <p>7. Organization Type</p> <p>8. Organization Status</p> <p>9. Organization Priority</p> <p>10. Organization Severity</p> <p>11. Organization Impact</p> <p>12. Organization Cause</p> <p>13. Organization Response</p> <p>14. Organization Resolution</p>

Approved: [Signature] William L. Hanley

Emergency Procedures

Your ISP covers emergency procedures should include the following:

- ◆ Emergency Identification
- ◆ 911 Activation Plan
- ◆ Evacuation/Shelter/Reunification
- ◆ Notification Procedures
- ◆ Mitigation Procedures



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Preventive Actions

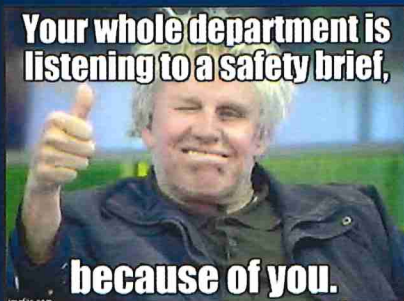
- ◆ Rental / User agreements
 - Instruction Sheets
 - Check Sheets
 - Safety plans



- ◆ Why - Preventing emergency conditions from developing, worsening & mitigation

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Safety isn't a Laughing Matter



Footprint considerations

- ◆ Relationships with neighbors
- ◆ Impacts with adjacent businesses
- ◆ Pedestrian crossings
- ◆ Public & Traffic Impact statements
- ◆ Event Staging & Parking
- ◆ First Responders egress
- ◆ Media releases



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KYW- Know Your Weather

- ◆ NWS State College www.weather.gov/ctp/
- ◆ Millersville U - www.atmos.millersville.edu/~wic/
- ◆ Local television radars/weather
- ◆ Weather Channel, Accuweather, etc
- ◆ Phone Weather Warning Apps
- ◆ Weather spotters www.nws.noaa.gov/skywarn/



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Shelters

(Rally points or Reunification Centers)

- ◆ These are not long term – temporary
- ◆ Predetermined – with permissions
- ◆ Update point(s) of contact
- ◆ Key availability
- ◆ First Responder team - assigned for accountability
- ◆ Reunifications / Accountability

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Appendixes

- ◆ Copies of special permits
- ◆ Site maps
- ◆ Local muni approval
- ◆ Insurance certificates
- ◆ Handouts/booklets by promoters
- ◆ Additional certifications/permitting
- ◆ Media / PIO
- ◆ Media articles
- ◆ List of all personnel - paid professional and volunteers
- ◆ Police Intel updates*

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Tips

- ◆ Obtain permitting & planning approvals several months ahead
- ◆ Planning starts for next year when the event closes
- ◆ Keep notes for injects
- ◆ Refresh plans regularly (staff changes)

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Closing Statements

- ◆ Make it as easy or complicated as you wish
- ◆ Historical for future planning
- ◆ Insurance companies love these
- ◆ Perform an After Action Report (AAR) or **HotWash** within 30 days
- ◆ Incorporate lessons learned

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Remember

- ◆ It will never be 'completed' plan
- ◆ *It is a living, breathing document*
- ◆ It's the template to the next one

"Treat everyday as a learning experience"

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Recommended Courses

- ◆ **Independent Study-15.B:** Special Events Contingency Planning for Public Safety Agencies
- ◆ **MGT-404:** Sports and Special Event Incident Management

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Thank You & Questions



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