



Dear Seminar Participant,

Thank you for participating in our seminar program. Church Security Services, CSS, strives to provide you and your church information and resources in a variety of ways. Our NEW Seminar Training Program provides first hand such information and includes important resources to aid you in developing a security strategy and program for your church.

We have created this Seminar Packet as a way for you to help plan and set up our upcoming seminar. Please take a few moments and read through the materials included and let us know if you have any questions. It will be important for us to remain in communication throughout the planning process to work out travel details and seminar set up.

If you have any questions, please don't hesitate to contact me.

Dale Annis,
Founder of Church Security Services



Seminar Planning Worksheet

Church Name:
Contact Person:
Email Address:

Date of Seminar:
Phone Number:

Thank you for your interest in CSS's seminars. Below are some items for you to read and information to consider as you plan for your upcoming seminar(s). I would appreciate as you work through the details if you would keep CSS in the communication loop so we can best plan and help you prepare for the seminar event.

1. TRAVEL/ACCOMONDATION PLANNING AND RESERVATIONS:

The planning and the reservations that need to be made for travel expenses are best done a couple of months in advance. CSS will need the following:

- Hotel/Motel reservation – if we are coming from out of town.
- Airfare from Bakersfield to Seminar Destination (round trip) if applicable. Cost:
- Mileage from Bakersfield to Seminar Destination (round trip) if applicable.

2. SEMINAR EXPENSES:

- Payment for the seminar is not necessary until after the conclusion of the seminar. Seminar: \$495. Discount for local churches: (if applicable) \$45 Total Cost:

3. SEMINAR MATERIALS/SETUP:

- I will send you a security assessment of your church within 2-3 weeks of the seminar (no cost). Please make a copy for each participate.
- I would also like to have a VHS player and TV available for the seminar.
- I will need a stool and moveable podium.
- It would be helpful if you could have some throw mats available for training.
- We will need an area where we can do demonstrations and also have participants practice certain techniques.

- I would like to do a walk-through as part of the meeting on Friday so that I can get a look at your campus and Sanctuary (any other buildings). I need for you to talk to any leaders/staff/pastors that would like to meet and find out what hours would work for them. I will set aside at least 4 hours on that day –if needed (It is not necessary that all of your people be tied up for that length of time). I would like to break by no later than 4pm on Friday.

We can go over the details as to room set up, TV-video player, overhead, demo area, etc. as we get closer to date. I am looking forward to working with you and your church in developing an efficient security/emergency response team.

4. SEMINAR PARTICIPANTS:

- We should plan on starting the evening session at 6:00 p.m.
- It is not necessary to exclude anyone because they are not an athletic type; however, reasonable physical fitness is necessary. Many important security jobs entail being a good observer, being able to communicate over a radio, and being able to follow procedures.
- Loose clothing and comfortable shoes would be advisable (particularly Modules 2 and 3)
- You might be thinking of someone who has some athletic ability to work as your team trainer (not necessarily Team Leader/Director..)

As questions arise please let me know and we will go over them.

Thank you for your interest. For questions, please contact me via email at: churchservices@att.net or by telephone: 661-934-1297

Dale Annis,
CSS
www.ChurchSecurityServices.com



CSS Team Security Seminar Modules

Module 1:

Section A- Introduction

Introduction – Self and wife

The Changing Church

Targets of Opportunity

Today's Areas of Concern

Over view of seminar

Basic Security team conflict/ PRIDE

Team Motivation/Morale

Team Staging area/office

Incident Reports Summary

Team Building Problems

Survivability Test

Section B- Successful team building

CARE team activities

Team Philosophy

Women on the Security Team

Basic Defensive Team Concepts

Basic Team Procedures

Monthly Schedule –

Potential New team members

Incident reports examples (3)

Pin Matrix <OH>

Experience/training level

Weekly Assignments

Team assignment positions on campus

Danger Signs

Section C- Team Building Blocks

Use of Force

Aikido concept

Use of Control Concept

Survive for 2 minutes

Stages of Defense
Danger Zones/Funneling
Surviving a knockdown
Diagonal / Sideways Retreat
Stances
Key Defensive Techniques
Church Profiling/Alerts
Danger Signs

Module 2 -Basics

Section A

Security Reaction Scenarios

Basic Fighting Strategies (15)

Radio Procedures

Wrist Lock/Twist Lock/Rev.Wrist Lock/Arm Bars
(Control Techniques- Standing) <demo>
Basic Handcuffing/searching demo

Section B

Basic Detention Steps

Basic Punching/Blocking Techniques demo
Countering choke holds (standing) demo
Countering chokes while on the ground demo
Flashlight techniques (Mag Lite) demo
Basic Jujitsu techniques (14) demo

Module 3 –Advanced Team Tools

Section A

Use of force/Firearms issues

OC (Pepper Spray) training and counters (hand out)

Kubotan (mini mag lite) techniques (control weapon)
Pew Extraction Techniques demo
Circular Containment Technique demo

Section B

Stun guns/TASERS
Selected Ground Sombo techniques (tape)
Overview of Edged Weapon defense (tape)
Profiling church shooters
Intervention Strategies

Bonus Module – (Time permitting)

Emergency Medical Response

Crowd Control Issues

Additional Advanced Sombo/Speznatz techniques

Church Security Seminar

Pray for the Best...
Prepare for the Worst!



Seminar:
Location:
Date:
Time:

Presented by:





Seminar Resource

Lee A. Dean from Your Church Magazine November 2008 asks Dale Annis questions about Church Security...

What are the unique security needs of churches?

You can not routinely search or "pat down" individuals nor can you normally use metal detectors or other intrusive measures to enhance the security of your church.

Who are the kinds of people in churches that can be considered dangerous? What types of behaviors make the list? What scenarios are the most common that pose a danger?

a) Individuals who are off their anti-psychotic medications, illegal drug users, over medicated individuals, alcoholics, domestic disputes and abusers, paranoid individuals, anti-Christian/ anti-religion extremists, radical Muslims, to mention a few.

b) Anyone coming into a church and exhibiting bizarre or suspicious behavior

*c) **Three examples** – 1) an individual comes into the church carrying a large brown bag and keeping their hand in the bag after they are seated. 2) In warm weather, a person comes into the church wearing a long coat, dark glasses, and appears furtive while watching people around him 3) an individual comes into the service and goes up to the stage and takes over the podium and starts yelling at the congregation.*

How real is the threat to churches overall and to any given church? Are there general risk factors to be taken into consideration?

The chances of an armed attacker entering a church and causing harm are statistically improbable. However, having said that, it has happened 21 times since 1998. The more probable incidents are – having cars broken into or stolen, building and property damage and break-ins, disruption of services, demonstrators entering your property or sanctuary, theft during your services, persons entering your services who are under the influence of alcohol or drugs. There have been several cases of subjects entering a church and robbing the congregation. If you were going to rob a large group of people, is there any group that would be more passive and vulnerable?

Should we know who these people are? If so, how do we find out who they are?

In most cases the congregants will not recognize these subjects until they are already in the service. It is the function of security personnel to recognize these threats at an early stage and monitor and/or react to these threats. Most congregants do not go to church expecting trouble.

What are the major legal and ethical concerns involved in finding out who these people are?

It is important to understand that church security is totally different from other types of security or law enforcement. Most churches do not want intrusive security or extreme measures to keep out threats. We need to remember that the goal of our churches is to reach out to the "lost" at all levels of society and bring them into church- we can not routinely screen out "undesirables". As church security, we must develop non-intrusive and low-key planning and techniques.

What, if anything, should be done to protect the entire congregation?

Each church should develop a security/emergency plan which is based on a congregation based security and emergency team. This team should plan for incursions by intruders, natural disasters, explosions, and medical response; the team should also be an information source for newcomers and insure that your church is a safe for your children and a safe place to park your vehicle.

Who are the personnel in a church that need to pay the closest attention to this issue?

Church pastors, administrators, staff, and elders/board members should become educated in the security/emergency needs of your church. Unless the above church leaders are fully supportive of a security/emergency response program there is really no point in starting up a program.

What are the special problems and needs of large churches, medium-sized churches and small churches?

Large churches – *Most of these churches do not have the monetary constraints of the smaller churches and often will choose to hire professional security staff that will develop an adequate program. Surprisingly, I have knowledge of many large churches that depend on a sporadic security arrangement dependent on off-duty peace officers who happen to be attending a particular service. The size of church may discourage some intruders but it attracts others (demonstrators, etc.)*

Medium and small churches- *These churches often bear the brunt of church intruders and theft due to their not having any organized security program. Often they do not set aside any funding for security/emergency planning. Whatever funds are available are spent elsewhere. Church security is not a priority in most churches.*

How do you measure the needs to provide redemption and forgiveness to someone who has sinned with the need to protect the congregation?

Common sense should prevail. We are to spread the Gospel to the entire world but we do not need to expose our families to unnecessary risks. If someone comes in to the service carrying a machete- should we ignore an obvious weapon and hope he will not attack our congregation nor do we develop a plan to deal with this type of situation? We have to have a balance between security and preaching the Gospel.

What, if anything, should be done to protect the rights of people in a congregation who have a troubled history?

Again common sense should prevail, People with a troubled history should not be excluded unless their prior history is a threat to the safety and security of the congregation- e.g.- 1) A child molester is attending church but wants to work in the children's ministry area 2) a person convicted of grand theft wants to work as a financial administrator 3) Other individuals should be monitored while being allowed to attend services (those you know are being treated with anti-psychotic medications) 4) Someone who has been convicted of rape should not be left unattended with vulnerable females. Your security director should set guidelines when dealing with high-risk individuals.

If your church wants to start a ministry to reach out to these people, what steps should be put in place to provide boundaries and protection to staff members and volunteers who work with them?

See the above answer

What legal liabilities do churches assume by openly providing counseling and support to groups of people with high-risk behavior?

Unless the church sets strict guidelines and routinely does criminal record checks, it is going to be susceptible to extreme liability exposure. Having a trained security team and a fully implemented security/emergency response program your church will save money on insurance costs over the long run.

What do you do if you find out or suspect that someone already on staff or a volunteer is a dangerous person?

Your church should have a thorough signed and witnessed application, background, and interview process. Often churches fail to call references or do background checks. If after due diligence the person is hired, your application should indicate that he has lied on this form. This should be adequate grounds for termination.

Can you identify a church that has successfully dealt with this issue? Or one who has learned the hard way and who is willing to share what it has learned with our readers?

I have found that most churches do not want to share openly on these issues. This is a very "touchy" legal and ethical issue for most churches. In our society most companies and churches are "gun-shy" when it comes to disclosure of information to any news source and/or potential law suits.

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