

4 Pillars of Church Safety & Security

Critical Ingredients of a Successful Team



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English Standard Version

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Foreword

If this is your first time finding one of our resources, welcome! Thank you for your dedication to serving your church and community through the ministry of church safety and security. Thank you for spending the time to research, train, and sow into the lives of those that you serve with, for the protection and safety of God's people and the community. If we can be of assistance to you in the future, please visit our website at ChurchSafetyGuys.com and don't be afraid to reach out. We have many resources there and through the Church Security App.

On The Journey Together,

James & Mike

4 Pillars of Church Safety & Security



Chapter 1 # A Road Map

If you have had the chance to listen to our broadcasts or listened to us speak at a church safety or security conference, you know that Mike and I are passionate about doing church safety and security the right way; having a ministry mindset. We recently had the opportunity to build a framework structure for what captures the essence of making a church safety and security ministry function well and compliment the mission of the church. We are excited to roll out this concise resource that hopefully will benefit many. It is not an all-inclusive resource that we go into significant detail on each topic. For additional details, we have connected back to our other resources already created. The intent of this is to offer a purposeful outline to those looking for patterns and best practices to success. We've gotten far too comfortable with using an automated GPS to direct our steps and have forgotten

how to use a road map to accomplish things. We want instant success instead of understanding that there is a process to success, and that is usually coupled with hard work. Ministry is not easy. Navigating a culturally new and relevant ministry is even more challenging. This is a road map to that venture.

As you navigate the road to a successfully team, there are rest stops along the way. Take the opportunity to reflect on where you have been and where you need to go and push forward. As Mike often says, in church safety and security “There is winning and then there is learning”. Take the opportunity to reflect on these

chapters and use it as a reference point to use other resources we have created.

**~Taking the time to
evaluate and understand
critical character traits is
important! ~**

Many of the things that you could be struggling with right now, we have struggled with and with God’s help, have learned how to address it, correct it, and learn from it. Take advantage of those resources so that you can navigate the struggle faster and with less stress. In our years of work in this ministry and helping churches around the globe, we have discovered the critical ingredients, the elements that make a team successful.

**Let's start with 3 critical character traits of a good safety
& security ministry volunteer:**

1. Empathy
2. Humility
3. Fortitude (Gratitude)

Empathy is the act of intentionally trying to understand an idea that is communicated to us. Often times Empathy overlaps with sympathy, but in reality, sympathy is just feeling sorrowful for an individual, while empathy is making a conscious effort to understand the situation and action that is taking place. Empathy doesn't always understand the emotions or actions of the individual, but it makes an active attempt to understand based on the information taken in. In safety and security, empathy is a tool that can be used by every volunteer. A volunteer may not understand exactly the situation emotions, but they can make an attempt to understand the situation and positions of others that they are both serving with, and those that may have a problem that they are responding to.

Humility is defined by Webster as "The freedom from pride or arrogance: the quality or state of being humble". Being free from pride (also a Biblical concept) means that we are dependent on others to assist us in making a decision or

evaluating information that we process during the emergency incident that we respond to. The leader makes the best possible decision based on the information that they have obtained, but the attitude of the leader should be one of being free from pride. Being free from pride means that we are evaluating information from all of the sources, and not specific ones that we choose to be bias towards. Proverbs 11:2 states “When pride comes, then comes disgrace, but with humility comes wisdom”. When someone presents information to us that we need to evaluate, that information might not be valuable to making a decision in the immediate process. The

reality, however, is that when we take the time to listen to others, not only are we using empathy, but we are also encouraging another

~David demonstrated all three-character traits through his life in the Bible; He didn’t always make the right decision - but he did try to please God. ~

person to speak their mind and we are engaging with them in a positive way.

Fortitude builds on empathy and humility as well. Fortitude is the strength and endurance of the mind, while building the courage to address adversity. Our minds are computers of information and are our most valuable tools in the ministry of church safety and security. There are countless examples of

fortitude in the Bible. A more common example or illustration would be David and Goliath in the Old Testament (1 Samuel 17). There were many situations and challenges through his life, that David was faced with adversity and yet continued to make wise decisions based on the information obtained from those around him and demonstrated a humility and empathy to those that he led. There were times and situations when he certainly failed and made poor choices, but ultimately, he is noted in the Bible for working hard to do the right thing.

When we are looking at the critical character traits, and we add all three of these components together, it provides the church safety and security ministry with a foundation to understand and look for most useful characteristics that benefit the mission of the church. An individual that demonstrates these characteristics, typically has a strong

**~Stability, structure &
sustainment are necessary
for a team to be effective ~**

constitution and is not easily swayed when something happens. They are well intentioned to handle emergency incidents and have a good analytical perspective to handle the unexpected.

Next, it is critical to understand that any ministry or organization needs the 3 "S"s: stability, structure, sustainment

to be successful. The Three Leg Stool of Church Safety & Security brings stability through balance.

The Three Leg Stool of Church Safety & Security



Bringing stability to the ministry of church safety and security is important, from the standpoint of understanding everyone's function and how processes work. There is a significant overlap between church safety and security directors with leadership functions, first responders functions

and also ministry function. This isn't as different as one might think. The truth is that church safety workers are in a ministry and are first responders. Those individuals will respond to the needs of the church and assess them, before (in many cases) a determination is made to call "911". Understanding the dynamics of how church leadership, ministry and first responder components fit together is important. It brings stability to processes and understanding for volunteers.

A church safety or security ministry must have structure. We have broken down structure into what we call the 4 Pillars of Church Safety & Security. These are fundamental and structural must haves to make a successful team. In this book we will unpack these four aspects and suggest recommended resources that we've created to be helpful to you in your journey.

Sustainment comes from the use of the Ministry Lifecycle (From the book *Inspire, Influence, and Impact*). To operate a successful Church Safety & Security Team it must be rooted in a solid biblical foundation, guided by sound principles, driven a thorough system or structured framework and repeated consistently. Through hundreds of hours of experience operating teams, and countless hours of research around leadership, ministry operations, we have created a framework system designed for ministry leaders but through the lens of

church safety and security, so those leaders can thrive not just survive, so they can succeed and operation with excellence, optimizing the impact of their church ministry. When using the Ministry Lifecycle, it is easier to be successful, because it is

**~Ministry leaders need
to thrive, not just
survive! ~**

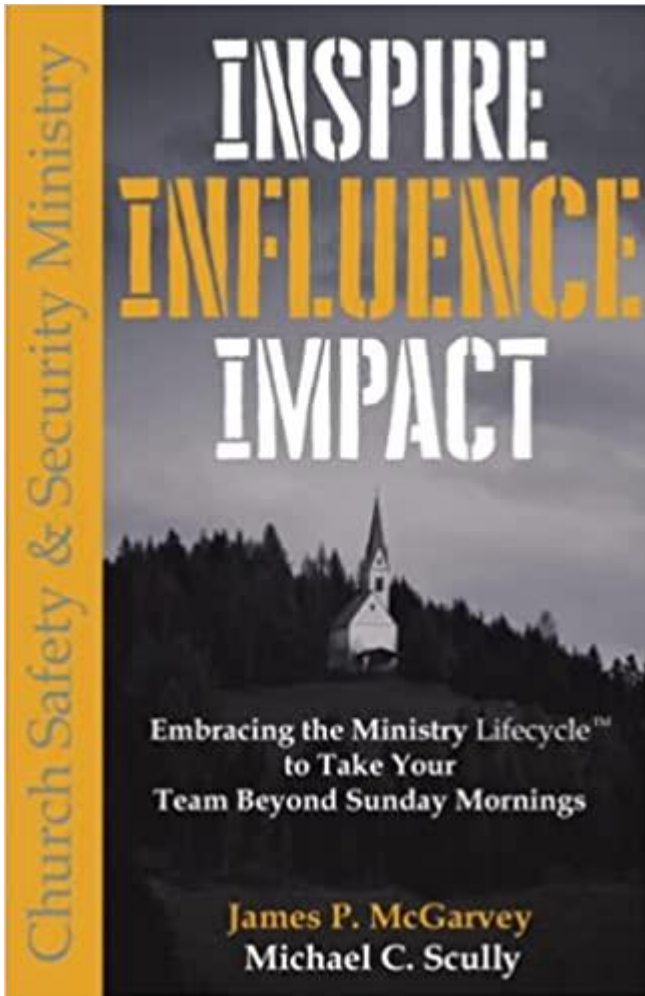
easier to track where an individual is on the path of being successful in church safety and

security. Tracking that individual as well as the success of the team itself is important because it helps keep the team (and individual) focused and developing quality ministry traits.

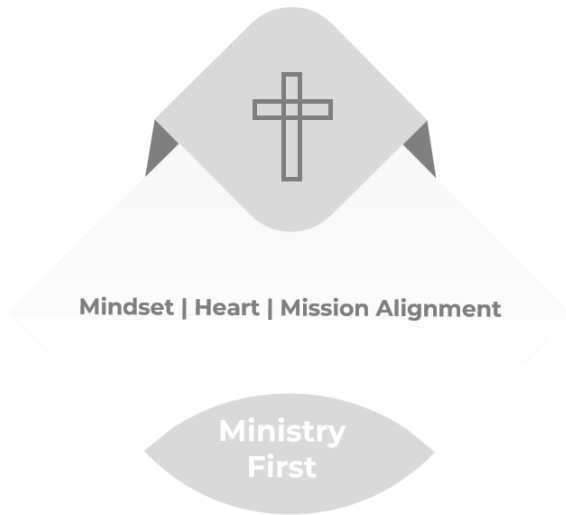
Ministry Lifecycle



***More information can be found on the
Ministry Lifecycle in the book:***



4 Pillars of Church Safety & Security



Chapter 2# Ministry First

It's not a mistake that the first Pillar of Church Safety and Security is "Ministry First". Having a ministry first approach is the foundational essence of the success of a safety and security team. Without that focus, the entire ministry can collapse and quickly become non-existent. It might "operate" for a period of time, however, in the end, there will be little interest because people are simply performing a task without understanding the purpose. This is where we acknowledge that church safety and security without the ministry component is simply having a "guard" stand at a post.

~Church safety and security is *not* a club! ~

Having a ministry first mindset outlook encourages the following:

- Church safety isn't a club or mini-police force
- A ministry mindset starts with the heart
- Mission alignment with the purpose of the place of worship
- Faith and willingness to be involved
- Attitude and aptitude
- Having more than a Sunday only attitude

Church Safety Is Not a Club:

When the ministry focused is removed from church safety and security, then the job of safety and security becomes a mere task to be completed. What is ministry focus? The concern for others serving to complete the mission of the church. When we are concerned with those that are serving, as much as completing the mission of the church (through the tasks within the processes of the church safety and security mission) then we are fulfilling the great commission and discipleship mandate that Jesus left before He left the earth. Having a ministry focus isn't something that happens by default or by chance. It requires focus from the leaders to be engaged and purposeful in sowing into the lives of others, as well as incorporating a tangible vision of the church's mission through ministry. When we remove the discipleship

component from the church safety and security ministry, we reduce it to simply a club, organization, or group that merely performs tasks. It fails the church and the individuals serving, because they are going through the motions of tasks, but aren't discipling anyone. Volunteers will become tired, worn out, and leave.

Ministry Mindset Starts with the Heart:

While having any individual serve can be helpful (especially if your team is low staffed) however, what is the ultimate cost? If an individual isn't serving for the right reasons and with the right purpose, they can easily lose focus and personal value. Personal value comes from Jesus Christ through ministry, not from

completing a task related to a ministry. In other words, when we serve, we do so because of gratitude

**~ Our personal value
comes from the value
that Jesus has placed
on us! ~**

towards God for how He has blessed us, through worship to God, and to glorify Him. If we are just completing a task, then we are not doing safety and security for the right reasons. We all need to be reminded of this truth on a regular basis. I often find myself fighting to ensure that I spend an appropriate amount of time being spiritually fed myself. It is far too easy to go through the motions and complete tasks, simply because they are "necessary" without realizing the reason that we

should be serving or completing those tasks. I often have churches ask me how to find the most trained and adequate person to help in safety and security. When I ask further questions, I often hear that they are looking to recruit an individual that has the skill set of law enforcement, military, or operator. What I don't often hear is the question of how to

**~ Grace in church
safety and security is an
important
consideration! ~**

recruit an individual that is willing to pray with someone or minister to them. That is disappointing to me. I

would truly rather have an individual that has a heart full of grace and compassion and no military or law enforcement experience and have to train them, then someone that has law enforcement or military experience, but not the grace to understand that we are trying to reach the lost. Having law enforcement and military experience certainly isn't bad. It can be a great resource. However, grace isn't always the key focus of law enforcement; it's to enforce the law. Enforcing the law, isn't the mission of the church. So, when those two worlds collide, often times the safety and security director must mitigate a balance between the two ideologies when it comes to the safety of those in attendance. Serving in church safety and security for over 12 years with one of my closest friends who was a high-level police officer in the local department, and an amazing asset to the safety and security team, often

times we would disagree with each other over the way to proceed through situations. More often than not, we would both compromise to work together and still accomplish what we needed to.

Another quick consideration that I have learned to start mentioning, before we move to the next point - is this this: having a ministry mindset starting with the heart means that you are more concerned about the people serving and their current relationship with Christ, then serving on the team. That is a challenge, but if you put them and their needs first,

**~We need to be more
concerned about people
and their relationship
with Christ ~**

before focusing on your needs to fill a slot, I believe, God will bless you with fulfilling your team needs, because you

are putting others needs above your own. (A Biblical principle the Apostle Paul talks about in the New Testament - Romans 12:13). Following this principle, I have often mentioned to Pastors and church leadership that they need to be reserved when considering who leads a safety and security team and why. Many times, our natural inclination is to immediately go to someone that is in public safety or a professional first responder. The challenge with this is that if a public safety professional does happen to have Sunday off, (very rare in the industry) they really need to be spending time with their family and recharging their mental and spiritual batteries,

worshipping and listening to the message of the service. As I mentioned previously, having a ministry mindset of the heart, means that we look at someone's needs before our own. There have been times that I have had to walk away, not asking an experience person to help, because I knew in my heart, they simply needed that break. I resorted to asking them not to serve on a regular basis, but if they were ok with me asking them to serve when emergencies came up and I needed a quick resource. Most will allow you to do that. So, if something happens, you can quickly respond and ask them for their help in a pinch and they will make themselves available to help you.

Mission Alignment with the Purpose of the Place of Worship:

Do you know what your church mission statement is? Do you know what their vision is? Is it something that you regularly review with those that serve with you in your safety and security team? If your church or place of worship has a mission statement, it should be your goal as a church safety and security team to highlight and

**~Understanding your
church's mission
statement is critical! ~**

focus on that as you serve all of the ministries of the church. Beyond the mission of the church, is the mission and directive to make disciples from Jesus (Matthew 28). Church safety and

security takes a strong third role in how we need to be serving. One of the recommendations that we make is when your team assembles for the service or day before the service, take time to pray with them, and review a devotional or passage of scripture. Take time to review the mission of the church with those serving with you so that you can help them keep focused on the purpose and goal of serving. Reflecting on how and why the church is involved in the community is a good reminder on the purpose and mission. One of the activities that we've done in the past is establish a once a month, Sunday morning

**~ Committed
volunteers are a
valuable asset ~**

Bible study class for safety and security team members. Those that aren't serving that

morning have the opportunity to stop in and sit through a small Bible study and training session. The Bible study typically is the focal point of the meeting and uses the majority of the time. For the training portion, we pick small conversations to have on the church safety and security electives discussed in the Always Training section of the 4 Pillars. This class on Sundays was one of the most loved activities that we ever did on our safety team. Volunteers loved it because it offered them the opportunity to connect with others, become spiritually fed, and reflect and be focused on the purpose of the church.

Faith and Willingness to be Involved:

Having a solid relationship with Christ is imperative to the spiritual development and growth of every person that is serving within the church. Developing and encouraging faith to grow for that individual is paramount. An individual that is serving in the capacity of church safety and security needs to be a solid, well-rounded individual, with a strong consideration for faith and having a positive willing attitude. If this is lacking, this will impact (in a negative way) the entire culture of the ministry team and will ultimately reduce the effectiveness of ministry within the

**~ Look for volunteers
that are willing to be
involved ~**

church and community. When I first began my church safety and security team, I learned very quickly that while everyone might “want” to serve on the safety and security team, the best way to assemble a team is to closely evaluate the faith of an individual as well as their willingness. If an individual is evaluating serving in the safety and security ministry, they need to consider the time commitment very carefully. The safety and security ministry are the first to arrive and usually, the last to leave. The time commitment can be overwhelming and for some, the aspect of having a strong faith combined with having a positive attitude to serve can be a struggle. Individuals need to be carefully screened through an application process and references. When I interview an

individual on joining this ministry, often times I will inquire as to if they have talked to their spouse about the implications. I encourage individuals to do that because of the long time and significant training requirements.

There is no place in church activity for gossip or drama. Of all the detrimental places for that type of behavior, safety and security is the probably the most important to consider. We often deal with personal private information that should be kept quiet. Respecting and keeping confidential information within the church is important for several reasons:

1.) It builds relational equity between the church leadership and the safety team. Relational equity is goes between the church leadership and the safety and security team, and it goes between the leader of the team and those volunteering to serve.

2.) We are to encourage and strengthen each other, as believers, in love (1 Cor 13). As such regardless of what someone is going through, we need to treat them with respect and grace.

3.) Keeping information confidential reduces drama, but it also builds engagement with the team, and ultimately leads to discipleship and growth of faith and attitude. There are times when individuals need an individual to

confidentially talk to and express frustration. Sometimes we need to seek counsel from others for the unique situations in life. For our mental, spiritual and physical health, that is important, but we need to be able to do that without fear of personal gain, drama, or repercussions.

Whenever I talk to churches about gathering volunteers, or even screening them these is a quick guideline for what I look for:

- 1.) Faithful (to church and the church's mission)
- 2.) Available (they have time to serve without negatively or adversely impacting their family, job, or other commitments)
- 3.) Teachable (they have a learning attitude and are not above learning)
- 4.) What is their motive for serving? (Is it because they want to be cool or carry a firearm?)
- 5.) Do they have references? (People that can speak to their attitude and general behavior)
- 6.) Are they members of the church? (Members of the church submit themselves to the Biblical leadership)

and direction of the church leadership and will listen to the direction of those in leadership)

7.) Have they been attending this church for a long period of time? Have they been church hoping? How is this church different than others for their needs? Individuals serving in the safety and security ministry should be church attendees for minimally 6 months, and preferably a year before serving. This gives them the opportunity to see processes within the church and get acclimated to the various ministries and get to know people.

Attitude and Aptitude:

We have talked quite a bit in this chapter about attitude and how it impacts the ultimate success of the safety and security team. To coin a phrase from my pastor, “attitude is everything”. We have a tendency of forgetting the importance of serving with a positive attitude. In church safety and security, people will be constantly watching us to see how we are handling opportunities, challenges and incidents. Having an upbeat attitude doesn’t mean that you aren’t nervous or scared about the outcome of a particular situation. It means that you are going to be the best prepared that you can be to handle the situation. It means that you will be ready, with God’s wisdom, to impact in a positive way. If

you are leader of the safety and security ministry, keep in mind, that your body language and how you carry yourself, along with how your emotions are perceived is important to the overall sense of safety within (and without) the church walls.

Aptitude is something to consider because as we go through the “Ministry Lifecycle” (see the book Inspire, Influence, Impact for more details) it is critical to have an understanding as to where someone’s learning level is. What is their aptitude

**~Your attitude towards
those in leadership is
important! ~**

for following directions
or learning something
new? There are many
components in safety and

security that are changing regularly. Once a year, I evaluate our church’s policies based on the events and actions from the last year. We look at what was effective and what was not, and make the necessary changes. As we live life and respond to various incidents and situations, we learn more about how to implement best practices and have a better understanding of how to handle critical incidents professionally. We want to be professional and give the perception of solid confidence to those within the church. We may not always understand how to handle a specific situation, but we can learn, grow, and do better the next time. Aptitude involves and includes the opportunity to do a self-assessment and determine what we individually need to improve on and do better with, and what

we do well. Assessments of individuals are not a bad thing. As leaders, it gives us a better understanding of the skill set of the individuals that are volunteering and that we're working with. Some people are better at certain tasks than others. Understanding the aptitude of the volunteer to handle various tasks builds into the success of the team. There are many different assessments that can be used or developed to evaluate aptitude and skill set. Consider doing a spiritual gifts assessment along with a Christian personality assessment. Both can be beneficial to the team in a spiritual way. Not only can it tell you characteristics of someone's personality, but it can tell you how they are Biblically gifted to serve. It is easier to place an individual in a particular role when you understand their characteristics and aptitude. Just to recap, attitude & aptitude are can be evaluated with:

- 1.) Characteristics Test (Such as a Biblical version of MBTI)
- 2.) Skill/Knowledge Test (on the important training topics)
- 3.) Spiritual Gifts Test (ensuring they are best suited for how they are serving and knowing what they are gifted in, to bless the ministry)

4.) Biblical Personality Test (Such as a simple personality indicator of general habits (Lion, Beaver, Otter, and Golden Retriever Test)

5.) 5 Love Languages Test (Understand another aspect of what motivates someone)

Having “More than a Sunday Only Attitude”:

When people are performing tasks involved in a ministry and are not eternally minded about those tasks or being discipled, two things can happen. The value of the task is reduced and people get possessive of their time serving. How is the value of the task reduced? Because instead of seeing the bigger picture, that picture of accomplishing something is reduced to only performing the tasks because we're required to. A heart of ministry and service evaporates, and the safety ministry becomes at best, a club

~ Church safety and security goes far beyond just the weekend! ~

performing tasks that no one else wants to do. As we serve in ministry, the value of completing the tasks, rests in the overall mission of the church and vision to accomplish that purpose in Christ. Why do people get possessive of their time serving? Because since the value has dissipated and they don't see the overall picture of serving and the purpose, they lose sight of

the long-term mission. When people get possessive of their time serving, they lose interest in training and learning, while also losing interest in the ministry. The easiest correction to this is to remove them from team at this point. The most direct way to prevent this, is to keep people engaged, motivated, and disciplined. Individuals are then kept engaged and motivated because you are pouring into their life in a personal meaningful way that is caring and expressing the love of Christ. Safety and security must be maintained for every service, every activity and throughout the week, long after the church members have come and gone. It must be a regular consideration and cultural priority for the staff throughout the week as well.

Conclusion:

In the Pillars of Church Safety and Security, why do we consider “Ministry First” to be the most important component of the structure? Church safety and security is a very young ministry. As church leaders mature and change by generation we are moving away from understanding “why we need a safety or security team”. Churches and places of worship

**~Everything rests on
having a ministry first
mindset ~**

(thankfully!) now realize
that it’s important to have
a team of trained
individuals that can

respond to emergency situations and handle them in a trained

fashion. Now, church leaders are moving in the direction of integrating church safety teams into the mission and culture of the church. Many of the church leaders that we talk to are trying to problem solve within the culture and need help in other areas. Understanding how to relate to those that are serving in church safety and security seems to be the upcoming wave of opportunity that we are seeing. By placing a focus on ministry first, we set the foundation for everything else to rest on. If the team understands and supports the mission of the church, then they can appropriately assist other ministries with keeping that the focus. Church safety and security teams actively assist other ministries with their functions of outreach, children's activities, youth activities, and the list is never ending. Each of those ministry teams has a need (whether they realize it or not) for the safety team to help them with activities. When helping with those activities the safety team volunteers then need to be observant, attentive and trained to mitigate the potential emergency situations that can arise. On church campus or off campus, the safety and security team can actively be a part of the mission and purpose of the church.

Additional Resources on Ministry First:

The Case for Church Safety and Security

The Case for Church Safety and Security Group Study Guide

10 Steps to Starting a Team for Your Church Plant or New Church Build (A Workbook)

More information can be found in the best-selling book- The Case for Church Safety & Security:

Foreword By: Frank Pomeroy
Pastor of the First Baptist Church of Sutherland Springs, Texas

**THE CASE FOR CHURCH
SAFETY &
SECURITY**

**A Biblical Foundation For A Church Safety &
Security Ministry**



DR. JAMES P. MCGARVEY

4 Pillars of Church Safety & Security



Chapter 3# Engaged Leadership

When we talk about engaged leadership, it is a broad term that we use to explain the concept of the safety and security team leader taking the opportunity to sow into the lives of those volunteering. We also use the term engaged leadership to refer to the interaction of the leader to develop and grow. If the safety and security leader isn't growing while they are leading, they won't be motivated to keep working at engaging the volunteers that are serving on a regular basis. Engaged leadership contributes to the relational equity that was discussed in the last chapter under Ministry First. Engaged leaders have the characteristics of always

learning and looking for opportunities to work with others, and leave others better than they were found. Relational equity builds the platform of interaction between the church leaders and the safety and security leader. When church leaders see that the ministry leader is putting in the effort to be engaged and continually learn to lead better, that sets a foundational standard of culture for not only the team, but the whole church.

Having Integrated Aspects of Engaged Leadership Includes:

- Servant Leadership
- Discipleship
- Outreach
- Devotions
- Generations
- Journeys

Servant Leadership, Discipleship & Outreach:

Servant leadership is the foundational leadership model to church safety and security. It is also most Biblical leadership model to be used as a resource for church ministry. The model of servant leadership was designed by Robert Greenleaf in the 1970's. Greenleaf, who followed the Quaker religious persuasion was an engineer for AT&T in New Jersey. He believed that the ultimate example of leadership should

come from the Bible and that there was no better example of leadership, then the example that Jesus Christ portrayed. Jesus' ministry on earth set the example of people interaction that Greenleaf researched and understood. Greenleaf went on to research the topic in depth and wrote the theory and principles of it, making it the popular Christian model today. Servant leadership has ten principles that define it and interact with teaching individuals to be empathetic, listen and

**~Discipleship is
important because it
brings people closer to
Jesus ~**

how to effectively
communicate. All
essentials' characteristics
of leading a ministry team
and creating an

environment of engaged leadership.

Discipleship has been talked about considerably, but it is creating an environment of Biblical understanding and learning to assist someone in the depth of the knowledge and faith. When we are actively discipling someone, their faith grows deeper allowing them to have a more intimate relationship with Jesus Christ. It also allows them to have a deeper level of understanding when it comes to serving and the needs of others. When an individual has that deeper understanding, they can then serve at a different capacity and level. They have the ability to help lead others through ministry to visualize their full capacity and value through Christ's eyes. It allows them to understand the importance of

outreach and implement that sharing the love of Christ to the glory of God.

Outreach comes as we grow deeper through the value of our understanding when it comes to the love of Christ and our value in Him. Outreach is the overflow of this consideration because we want to fulfill the Great Commission in Matthew 28 and tell others about our relationship and experience with Him. Outreach also signifies an attitude of working with others and being able to stretch out of our comfort zone to assist with ministry activities that the church is involved in.

**~ The church is not a
country club, but a
hospital for those that
need Jesus ~**

This very attitude and essence is what as Christians, we need to be demonstrating to those around us. We demonstrate it as we are out in the community serving with other ministries and keeping them safe, but we also demonstrate it in church as those individuals come to the church campus to investigate further. Demonstrating outreach also builds an environment and attitude of grace and kindness from within the church and the safety and security team. When we exemplify characteristics of Christ, reaching out to the lost and those in need, we demonstrate to those around us the importance and value of everyone. The church is not a country club for those interested in being entertained, but rather a hospital for the sick and needy.

Devotions, Generations, & Journeys:

As leaders, investing in our own relationship with God and Christ is crucial to being fit and strong mentally, physically, and spiritually to lead those around us. Devotions are an essential because they give us the opportunity to reflect on truths from God's Word. Reflecting on God's Word is important because it cements the truths that we want to share with others and provides us with the necessary motivation and value through Christ. Whether you do them independently or together as a team, devotions can be a great resource for building unity and bringing engagement to the team itself. Our recommendation for devotions includes

meeting for prayer before the specific event or service and take a few moments to reflect on why we serve. Everyone can use encouragement

**~ Generational
differences are
important as we relate
to those who we serve
with ~**

and after a busy week, it's helpful to come together, at church, reflect on why you're serving and take a break from all the busyness and problems of the week. Devotions at minimum should be a weekly interaction or activity. If you decide that you would like to do more team-based activities, then our recommendation would be to set up a once-a-month Bible study or "small group" that spends time going over a training topic (keep it simple) or specific topic as it relates to life or

even church safety and security. If your community is smaller, you could consider adding a group to do activities together, meet at a coffee shop or even do things on a regular weekly basis. The only limit is what everyone's schedules can handle, but meeting together and having devotions is important and can have a major impact in a positive way.

Generations:

Generations is a topic that we cover in depth with the book *Inspire, Influence, and Impact*. As we see the change in our culture of churches embracing the ideology to have a safety or security ministry, we also have to look at the demographics of the individuals that are embracing this ideology. The truth of those demographics show that a younger generation (or next generation of leaders) are the ones that are embracing the idea of having a safety and security team, but they don't always know where to start or how to problem solve with the group. There is very little educational information out there (from an academic standpoint) to instruct or guide in the content. We developed the first Associates program in Church Safety and Security with Centurion Bible College, to meet this need. As we see a younger generation looking to understand and learn, we have to realize that this is not the church climate that some of us grew up in. By researching various generations, we have learned that there are different motivations and level of

engagement, based on an individual's generational influences. How the culture has come to shape and mold individuals, is indicative, in the majority of cases, how that person views church attendance, its importance, and the ministry component of effectively serving. Once we understand the generational aspects of what motivates one to serve, we can see that the shift in church culture is now leaning towards people want to be connected, engaged, and motivated before they commit to serving, verses getting connected through serving. This is important to consider because when we are leading a safety team or ministry, the reality is that we will have a wide scale of ages of those volunteering. If we are

**~Generational
understanding is the
key to motivating
volunteers ~**

motivated, connect, and engage with those individuals and ensure that they are Biblically fed, and continue to serve

in the ministry, we need to understand what motivates them to seek and attend church to being with. Gone are the days where individuals typically attend church "because their parents did". Younger generations want to see a connection to church because of the individuals already attending. The sense of community within and without the four walls of the building, gives a sense of purpose, value and engagement to accomplish tasks. Many times, throughout the years of leading a safety and security team, I have evaluated the ages and

demographics of those serving. It varies greatly. I have had individuals from ages 16/17 all the way up to individuals in their 80's. Everyone has an important role to play in God's church, and if an individual is willing to learn and is passionate about the ministry, they should be given the opportunity to use that passion and turn it into energy to support the mission of the church. I Corinthians 12:27 the Apostle Paul comments that we all have various talents and gifts to use to support the mission of the church, but that each one of us have unique contributions that are needed, based on those talents and gifts. It is beneficial to evaluate the unique gifts and talents of each one serving on the ministry team. It's also beneficial to evaluate and research their generational influences, to better understand aspects of their attitude, that have been influenced by the culture, and learn how to motivate and keep the team engaged.

Journeys:

By definition of "journeys" every individual on the safety and security team starts at a different place in their journey or process to being a competent individual serving. By

**~Everyone is on a
different journey; a
journey that is
important ~**

studying the Ministry Lifecycle (In the book Inspire, Influence, Impact) you can better understand where someone is in their

learning process. By completing the assessments mentioned previously, that allows you to consider every learning curve that an individual might have. Once you understand where someone's knowledge level is, you can assist them on the journey to be well rounded and understand the basics of church safety and security. By evaluating, assessing, and documenting where each individual is in the Ministry Lifecycle, you can set an ongoing training plan ensuring that everyone completes the necessary training and does not fall through the cracks of being forgotten. Completing necessary training sets a good standard and example within the team, as well as a foundation for keeping all of the volunteers engaged and motivated, knowing how to accomplish the basics of the ministry tasks. Engagement and motivation based on their

**~ Engagement =
motivation for those
involved in ministry ~**

training assessments,
generation and the job
functions build a solid
foundation for moving

forward at a level of well-rounded excellence. One way you can increase operational excellence with your team is to understand that every volunteer goes through a series of transitions that we call volunteer journeys. Breaking each down is critical to the engagement and excellence of your ministry and volunteer program. For example, orientation and onboarding are periods of transition for volunteers, they are key points of interaction, major periods of change for the

individual and creating a good volunteer experience can be summarized with the acronym - FIRE: fellowship, inspiration, recognition and enablement.

Additional Resources on Engaged Leadership:

Inspire, Influence & Impact

Start with Servant Leadership

Vision for Your Team

Engage Your Team

War Ready

The Gratitude Challenge

The Road Less Travelled

To Protect and Serve



Chapter 4# Operational Excellence

Operational excellence isn't merely a statement of pride to do things better. When we start building the foundational aspects of a safety and security team, we have the opportunity to secure high functioning operations from a team aspect, that result in successful mitigation of emergency situations. Operational excellence is important, because it builds into the relational equity that is important for the safety and security team. As the volunteers develop in training and a better understanding, it gives us the opportunity to excel in ministry activities and better support the other ministries in the church that are needed. The better that a safety or security team function, the more successful other ministries can

operate or run. Consider this: if your church is in the middle of a service, and the pastor or preacher has to stop their sermon to address someone in the audience that is causing a disturbance. If they stop preaching, then the disruptions have caused a disturbance. However, if your team is trained to respond to a potential disturbance, de-escalate the situation, and bring some calming peace to the individual (or call the police as necessary) then that is addressing the problem and creating operational excellence for the ministry of the pastor preaching. Likewise, if you respond to a medical emergency in the kid's ministry, you can treat the individual in need, so that others can continue ministering to the other children, without a major disruption.

Having Operational Excellence Includes:

- Foundational Level of Training
- Standards, Accreditation
- Best Practices
- Policies and Procedures
- Guides and Playbooks
- Continuous Improvement

Foundational Levels of Training, Standards, Accreditation, Best Practices:

We have discussed the importance of foundational levels of training to ensure that individuals are motivated and complete their training needs. Once you have completed the needs assessments and other evaluations, you can easily track the completion and records of completion for the church's records. Every training has various levels of accomplishment. When the foundational or basic level is completed, you should have minimally two other levels of training to push the volunteers that would like to train more to accomplish.

Standards of training need to be kept high and concise. While

**~ Standards of training
need to be kept high
and concise! ~**

it's always important to remember that not everyone understands or is at the same

comprehension level as others, the reality is we need to be training everyone up to the same standard. Making broad exceptions for individuals typically does nothing positive. It can have a detrimental impact on their learning. Understanding how someone learns and the best environment for learning is important to consider. Some of this can go back to the generation of the individual. Be consistent in training for everyone is important, because it adds validity to the records and documentation of the church. If there was ever a situation where the training was called into

question, you would benefit from having consistent training and documentation. Standards of training also benefit from having consistent name recognized curriculums to add validity to the standards. Using curriculums that nationally recognized such as the NRA, American Red Cross, and others, offer the validity to encourage stability and understanding. For every training session, ensure that there is a roster for each training and that it is documented well.

Accreditation goes into consideration with the standards (they broadly overlap). The accreditation adds stability to learning environment with a tried-and-true method and offers credibility. If your church decides to create its own curriculum, that is certainly a valid method. However, make sure that every person goes through the same process, to offer consistency and a ~ **Training should not be frustrating for volunteers ~** free experience for volunteers.

If volunteers feel that there is a lack of consistency and that the training is low quality, they will become quickly disenchanted and frustrated. Learning in a poor, unprepared environment is very frustrating and doing so for a church ministry is no different. Best practices can be considered on a regular basis. Consider reaching out to a national organization- such as the Church Safety Guys, to see what your situation might be best with. You can always reach out to other local churches and find out what

their best practices are. Things to consider when reaching out to another church:

- 1.) Do they have a team?
- 2.) What is the age of their ministry team?
- 3.) What is their training schedule?
- 4.) What is the background of the individual leading it?

The reality is often churches can train together and excel together in a community because they develop relationships that help each other. Not only is it easier to train because you have more people involved, but you're consistently learning how other churches perform tasks and teaching your people similar methods. If your church or their church is every short of people, you can easily support each other through different

**~ Churches can train
together to be better
prepared ~**

activities, events,
concerts, etc. Take the
time to evaluate best
practices and make sure

that they fit the dynamic of your church or place of worship. Every church is different, beyond the dynamic of denomination. Just because a church chooses to perform a task a certain way, does not mean that it's a bad thing, or that church needs to change. At our church, I had taken pride in using the software - Planning Center, to do all of our team scheduling. At some point I realized our scheduling process

just wasn't working and was getting really frustrated. I reached out to one of my Assistant Directors. I had been randomly talking to him about it and he approached me about a week later and said he had some ideas. I sat down with him and was blown away by how precise his ideas were. Not only did they solve my problems with the scheduling, but he had a different perspective that allowed me to delegate something to him that he could excel at. Consider carefully the individuals that you place around you in authority and those that you rely on (from a leader's perspective). As a leader, you don't need to know everything. You can always learn new things and new ways to accomplish results in a better fashion. But you do need to realize that the people around you are assets and if you surround yourself with people that know different things and have different levels of experience, you can be very successful. It is easy to draw on their knowledge of seek their counsel. Proverbs 15:22.

Policies and Procedures, Guides and Playbooks, and Continuous Improvement:

Policies and procedures are the foundations for directing successful operations in the church safety and security ministry. Policies are a living breathing guidance to offering direction in handling operations. They are critical because a best practice is to always train back to the policy that has been established. If individuals do not understand the

policy or the expectation for performance, true chaos will ensue. Individuals on a safety or security team need to have a solid understanding of

the expectations from the church leadership as to the proper way that church leadership would

~ Policies and procedures need to be evaluated yearly and adjusted accordingly ~

like them to handle emergency situations. In every situation, it is critical to train individuals back to the policy and procedure structure within the organization. Many times, individuals ask me how you train people to those policies and procedures when they change often. Consistency is important, but best practices and learning is also important. If you have a set policy, it needs to be evaluated at least once a year, and evaluated on the incidents that have happened to ensure that the policy is giving the correct guidance. The correct guidance might be adjusted according to the outcome of the incident and how individuals responded. If you notice a discrepancy within the guidance of the policy, make the decision to change it. We established a policy guide for our team 15 years ago, and once a year (to this day) still review it. I take the opportunity to sit down (usually over breakfast) with the Assistant Directors on my team and Oversight Pastor, and review all of the policy and have an open discussion. This discussion is focused on the events that have happened in the last year, and if the policy needs to be changed or updated. As we learn new

things and gain the experience of handling various emergency situations, it may open our eyes to update or change aspects of the policy and procedures. We need to consider the opportunity to make them better, more inclusive, or clearer to those that are volunteering and involved with the church. Making them clearer and easier to understand is always an important aspect. Making them too specific is also a consideration. While it may be tempting to make very detailed, understand that policies and procedures are ok being “grey” and broad. Broad from the standpoint of being able to cover a multitude of situations, and offer direction, but not so specific that it keeps you from being gracious or forgetting that you are a church or place of worship ministering to those in need. Take time to reach out to other churches and see how they have compiled their policies

**~Don’t frustrate
volunteers with overly
complicated policy or
playbooks! ~**

and procedures. If you are looking to update them, consider sending a copy to your insurance agency because they can offer some valuable feedback on what would be acceptable and what is not. An insurance company is the one that will be defending your actions in a Court of Law, should a situation need mitigated.

Guides and playbooks for your church are helpful and offer a quick resource to new volunteers to review so that they can understand the serving requirements and guidelines. They also create documentation of processes and policies so that individuals can be held accountable for understanding information and performing tasks. This is especially helpful if you are onboarding people or have new volunteers that are interested in helping. It is far less time consuming to be able to give the new volunteers a guide on the policies and procedures or documentation necessary, instead of having to just verbally walk through everything with them. If they have a guide or playbook on what they need to be aware of, it is quicker for them to understand the aspects of the church

**~ Keep policy and
procedures simple and
easy to understand ~**

safety and security
ministry. It is also easier
to have guides or
playbooks because they

offer the opportunity to once or twice a year be able to remember or remind yourself of policies and procedures that you possibly don't use on a regular basis. Keeping those policies and procedures fresh in your mind helps with staying focused and aware of things in the church and how to handle them. Be careful not to overwhelm those that are volunteering with the entire policy and procedural guide to the church. Make sure that they have appropriate information, but also remember that is a lot of information to keep organized or

structured. Refer back to the policy book often, but keep it simple and concise. A policy book does not need to have church membership requirements in it. A policy or guidebook can easily just cover the basics of how the church wants to handle things and outline of information for the ministry and how it operated. The less confusing for the volunteers, the better. Also keep in mind, that based on the individual's personality or learning abilities, they may have a good deal of questions for you on the policy or why the church chooses to do things a certain way. Maybe their previous church did something different or they have recommendations on changing things. Be open minded to understand

**~Volunteers need to
understand they “why”
of a policy and the
“how” ~**

and implement new things, if necessary, but also realize that the new volunteer (or the old one) may not understand the specific methodology or ideology behind the policy. If you can take time to sit down with them and explain to them the value of it, that will go a long way in helping them understand and become better volunteers. Guidebooks or playbooks should be updated as the church policy is updated or changes. This should be evaluated at least once a year (minimally), based on the incidents or situations that have taken place at your church. Remember to update those that have been volunteering and are familiar with the old guidebooks as well,

when a new one comes out. Having structure and setting up guidebooks or playbooks isn't always easy, but it doesn't have to be hard or complicated. In the end, it is beneficial because it keeps volunteers informed, offers direction and is a stable resource for an individual to refer back to, if they need more understanding.

Continuous improvement is something we all should strive for. Regardless of how much you train or create a policy or procedure, you will run into situations that test that policy and your understanding of it. Be flexible in understanding that accomplishment in church safety and security is not an end destination, but a repeated marathon that must be continuously maintained with care and precision. One of the reasons we designed and introduced the Ministry Lifecycle model, was to show the pattern of this.

~ We should always be striving for continuous improvement! ~

Ministry itself goes in a regularly yearly pattern based on the church's activities and the safety and security team is no different. For more information on the Ministry Lifecycle and how it can be proactively be used to help you with your team, check out our copy of Inspire, Influence, Impact. As leaders we need to be constantly moving forward and always trying to improve on our leadership skills as well. We need to be looking for opportunities to learn more, be more efficient, and more understanding. Engaged leadership are leaders that are

empathetic and follow the servant leadership guidelines effectively connecting with those that are serving. Engaged leaders must be continuously evaluating their effectiveness. Effectiveness with volunteers, supporting the church mission, and growing with the church. Having a Biblical approach is important, because it is a ministry

**~ Jesus was the perfect
example of always
learning ~**

and understanding that Jesus set the perfect example of always learning, is important to remember. As long as His ministry was on earth, He was absorbing information to interact with people and be about His Father's purpose. We should be equally engaged with those serving around us, and disciplined in doing the best we can to serve and support the safety and security ministry within the church. Excellence must be part of everything we do. Holding ourselves accountable and measuring and seeking best practices, standards to be met, raise the bar. We must always seek to improve ourselves, our teams, our policies, our procedures at every opportunity. Always striving for better, we win or we learn, we must always learn.

Additional Resources on Engaged Leadership:

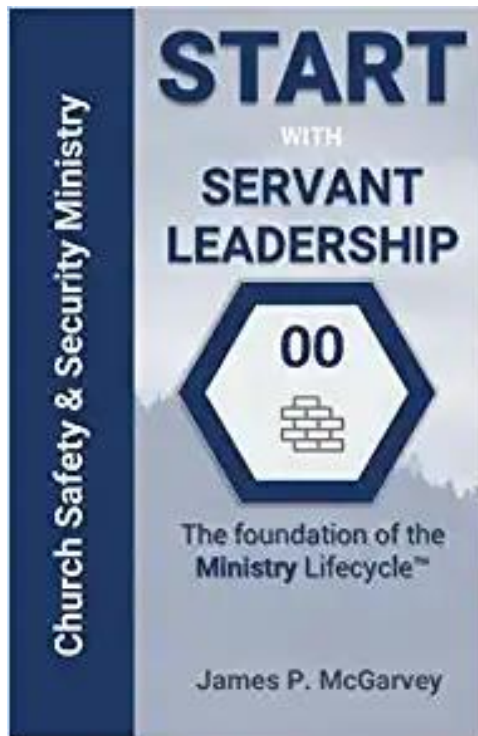
Certificate Program on Church Safety & Security (Centurion Bible College)

Associates Program on Church Safety & Security (Centurion Bible College)

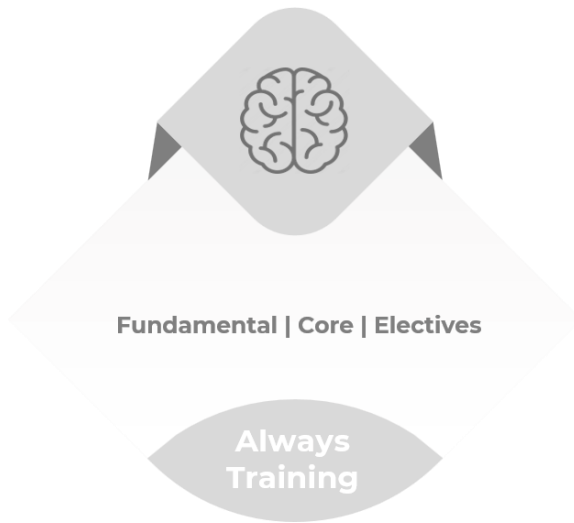
Inspire, Influence, Impact

Start with Servant Leadership

10 Steps to Starting a Safety Team for a Church Plant



4 Pillars of Church Safety & Security



Chapter 5 # Always Training

Church safety and security is one of the most in-depth ministries in the church. Individuals are required to spend a great deal of time and energy to establish and maintain training. More than any other ministry within the church, safety and security requires ongoing training and a disciplined attitude. Individuals in other ministries expect safety and security volunteers to be consistent, trained, and able to handle situations that they themselves may not be able to handle. To do the best that they can, the volunteers must be consistent with their skill set and use the opportunities to

learn more, do more, and be aware of how to handle unique situations with a diverse skillset. We should always seek to improve ourselves, and drive a culture of learning and being well skilled in handling emergency situations. As leaders and teams, we should embrace the attitude of striving for better, we win or we learn, we must always learn.

Always Training Attitude Includes the Following:

- Training is a Perishable Skill
- Core Training
- Electives

Training is a Perishable Skill:

Often times when I teach a CPR/First Aid class, I reflect and question the audience on how many times they have taken such a class. When I took my first class with the American Red Cross, the class itself was about 32hrs in length. This class I took with my dad and it was over a period of several weeks, devoting a few hours - two or three nights a week. Today, the same class typically takes about 4 hrs. in

~Training is a perishable skill! ~ length to teach. What has changed in 30 years? Has the basic information

changed? No, it has not. What has changed is the dynamics of the class and the information. We've tried to streamline it and make it easier for individuals to learn, while only teaching the

necessary basics to be successful at providing emergency care. The reality is that in the process of streamlined instruction, often times people become confused because they don't understand how things could have changed since the last time they took the class, or the first time they took the class. So, in essence, we are making it more confusing, because people become worried that they are "missing" something, or quite possibly overlooking a key component to providing lifesaving aid. Training is a perishable skill. When we don't regularly use a skill that we've learned, except in an emergency situation, it can present challenges to us from adequately problem solving to understanding or remembering how we were trained to complete a skill. Often times, consistent completing consistent training scenarios and talking through situations can help us keep those skills at the front of our brain to use when we need them. Taking things, a step further, repetitive actions on core training (as discussed in the next section) help us build muscle memory to revert back to, when we need to use these skills sometimes years later.

Core Training:

Core training would include the basics of what is critical to safety and security training and what is absolutely essential verses what can be trained on a later time (electives). The core training guidelines comes from researching countless incidents reported by churches and places of

worship on a regular basis. I often tell the story that when we first started the safety team at the church, we quickly realized through recording our incidents that what our team responded to, was health or first aid concerns. Health and first aid incidents were equivalent to about 80% of what our team regularly responded to. 15 years later, we see far more “suspicious activity” incidents than we did when we first started. Suspicious activity is typically when an individual in the church mentions to us that “something doesn’t look right”, or what we regularly call “DLR” (Doesn’t Look Right). This isn’t indicative of something actually being wrong, but

~ Core training is what is absolutely necessary to effectively start a safety ministry ~

if it’s outside the normalcy of things at our church, it begs the opportunity to be further investigated. Core training would be more specific to each church based on the needs of the church for the other ministries that safety and security need to support. While core training may not be 100% of what your church needs to handle on a regular basis, it would be the more needed training for you and your team to consider as a priority first, when evaluating which to spend time and sometimes money on training resources. Going through this list, you may quickly find that you actively use one area of training far more often than another area. It is ok to have an active list of core training that needs to be adjusted

throughout time for your church. Keep in mind that the list of core training should be actively reviewed for new volunteers or individuals that are regularly or not regularly serving, so that they all can stay up to date with their training and what is important. By keeping track of the core training necessary, it is easier to create a database of learning opportunities for various individuals as they go through serving and expanding their skill set.

Core Training Includes (but may not be limited to):

- 1.) Basic CPR/AED & Basic First Aid/ Tourniquet Use
- 2.) De-Escalation
- 3.) Kids Ministry Safety Procedures
- 4.) Deterrence, Detection, & Prevention
- 5.) Evacuation/ Environmental Concerns in the Community

Each one of these core training topics has multiple levels that can be explored throughout training session. Basic CPR/AED and Basic First Aid, can easily be elevated to learn advanced techniques from Advanced First Aid, to First Responder &

Emergency Medical Technician levels. With each elevated or advanced level, keep in mind that this should be provided for those that are interested in learning more and becoming more skilled, but it may not be suitable for the basic volunteer. A basic volunteer may not have the time or abilities to commit to learning more advanced levels of training. Keeping a roster of training available along with the training that every volunteer has completed is critical for keeping a positive, always training culture within the team. It is also important have training resources for each core. If there is a consistent well qualified individual that you regularly have train on those core topics, consider asking that instructor to come in regularly to update or teach refresher classes for the new individuals or volunteers that would prefer to re-take the content to have it fresher in their minds.

Electives:

Electives would be all of the content or training topics that aren't necessarily something that is needed every week or for every incident at your church or place of worship. While this list isn't inclusive, based on your church activities, it can certainly very. Lest someone

**~ Elective training is
secondary, but just as
important! ~**

misunderstand, please be clear- electives aren't less important. Training in a wide range of training is always

important and always critical to be well rounded. However, these are the topics that statistically you have less chance of using in a church setting, and as such, should be more skilled or have more time vested into the core training topics.

Elective Training Topics (but may not be limited to):

- 1.) Active Shooter Training
- 2.) Working as a Team
- 3.) Firearm Related skills- (Room clearing, etc)
- 4.) Executive Protection (for church leadership)
- 5.) Mass Casualty Incidents

Many reading this book may get angry at the idea of prioritizing an active shooter training as “less important” then some of the other topics listed in the core recommendations. The reality is that often times a firearm is really just a security blanket for any situation that we get into. We like having it nearby, and in case of something going wrong, it’s a great resource to have. But the likelihood that it will be actually used, is minimal if at all. In 15 years of serving in church safety

and security, I have used de-escalation and first aid training far more often than a firearm. That hasn't stopped me from training or practicing with my firearm, but putting it into perspective means that I consider investing my time carefully into training priorities. I don't (as most don't) have a great deal of time for training, so whatever I do train in, I want the time to be the most beneficial possible to helping me serve better. It's always good to talk to volunteers and allow them to do a self-assessment because they may find themselves more deficient in a specific area that you might not have considered. If at all possible, make a list of what volunteers think their opportunities could be. Use that to schedule

**~De-escalation training
is good for any
volunteer to be
proficient in! ~**

training for the next period of time. To build team unity and consistency in training, consider having training

once a month on a rotating basis. This allows individuals to complete the training at a different time if their schedule doesn't allow. Electives are important, but it is just as important to evaluate what incidents are regularly taking place at your church and adjust the list accordingly. If you are starting off with your safety and security team, start with the core training topics, and as your team moves ahead in their training, add the electives. Keep things fresh and interesting, and look for instructors who keep training interesting and

lively, and not dull and boring. Instructors should keep volunteers' interest to be engaging and helpful - not mundane and treating training like another task.

4 Pillars of Church Safety & Security



Conclusion

To operate a successful Church Safety & Security Team it must be rooted in a solid biblical foundation, guided by sound principles, driven a thorough system or structured framework and repeated consistently. Through hundreds of hours of experience operating teams, and countless hours of research around leadership, ministry operations, we have created a framework system designed for ministry leaders but through the lens of church safety and security, those leaders can thrive not just survive, so they can succeed and operation with excellence, optimizing the impact of their church ministry. Sustaining and maintaining a church safety or security team is a challenging ministry. Keep in mind that there are many foundational resources available through the Church Safety

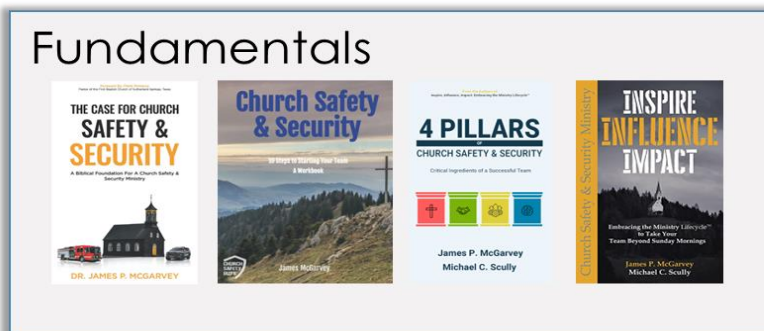
4 Pillars of Church Safety & Security

Guys ministry, and there are just as many instructors that we are connected with that offer training with a ministry focus. You can visit our website or reach out to us about instructors that we could recommend that would be willing to help you and your ministry with a church mission focus. Sustainment requires more than just showing up every Sunday and expecting everything to work well.

Resources that we have available for you and your team to be successful.

Church Safety and Security Fundamentals Set:

- 1. Make the Case: (Case for Church Safety & Security)**
- 2. Start Your Team (10 steps)**
- 3. Critical Ingredients: Add Stability & Structure (4 Pillars)**
- 4. Sustain Your Team (Ministry Lifecycle)**



Following through all of these resources guide you from the Biblical importance of starting a safety and security team, to starting a team, understanding the importance of the stability and structure, and sustaining your team. Understanding the importance of Biblical structure, stability, and sustainability can make or break your safety or security team. Pushing through the potential roadblocks, and embracing the concepts previously mentioned, add a significant level of maturity to you as a leader and to your ministry team. As you go through potential problems together, understand that problems help you navigate changes and learn down the road. Problem solving when it comes to church safety and security teams is an invaluable skill and should not be overlooked. An individual that is skilled at problem solving through training and learning and can embrace the opportunities of problem solving will do very well in church safety and security. Leaders that take a hands-on approach and learn to problem solve will be far more flexible and helpful supporting the mission of the church. Supporting the mission of the church is the key focus of any safety or security team, and applying the 4 Pillars of Church Safety & Security are vital to making this happen successfully.

4 Pillars of Church Safety & Security

God's Plan for Salvation:

You are not reading this by accident. God loves you. He wants you to have a personal relationship with Him through Jesus, His Son. There is just one thing that separates you from God. That one thing is sin.

People tend to divide themselves into groups - good people and bad people. But God says that every person who has ever lived is a sinner, and that any sin separates us from God. No matter how we might classify ourselves, this includes you and me. We are all sinners.

"For all have sinned and come short of the glory of God." [Romans 3:23](#)

God DOES love you! More than you can ever imagine! And there is nothing you can do to make Him stop! Yes, our sins demand punishment - the punishment of death and separation from God. But, because of His great love, God sent His only Son Jesus to die for our sins.

"God demonstrates His own love for us in this: While we were still sinners, Christ died for us." [Romans 5:8](#)

You cannot make yourself right with God by being a better person. Only God can rescue us from our sins. He is willing to do this not because of anything you can offer Him, but JUST

BECAUSE HE LOVES YOU!

"He saved us, not because of righteous things we had done, but because of His mercy." [Titus 3:5](#)

It is God's grace that allows you to come to Him - not your efforts to "clean up your life" or work your way to Heaven. You cannot earn it. It is a free gift.

"For it is by grace you have been saved, through faith - and this not from yourselves, it is the gift of God - not by works, so that no one can boast." [Ephesians 2:8-9](#)

For you to come to God, the penalty for your sin must be paid. God's gift to you is His son, Jesus, who paid the debt for you when He died on the Cross.

"For the wages of sin is death, but the gift of God is eternal life in Jesus Christ our Lord." [Romans 6:23](#)

Jesus paid the price for your sin and mine by giving His life on a cross at a place called Calvary, just outside of the city walls of Jerusalem in ancient Israel. God brought Jesus back from the dead. He provided the way for you to have a personal relationship with Him through Jesus. When we realize how deeply our sin grieves the heart of God and how desperately we need a Savior, we are ready to receive God's offer of salvation. To admit we are sinners means turning away from

our sin and selfishness and turning to follow Jesus. The Bible word for this is "repentance" - to change our thinking about how grievous sin is, so our thinking is in line with God's.

All that is left for you to do is to accept the gift that Jesus is holding out for you right now.

"If you confess with your mouth, "Jesus is Lord," and believe in your heart that God raised him from the dead, you will be saved. For it is with your heart that you believe and are justified, and it is with your mouth that you confess and are saved." [Romans 10:9-10](#)

God says that if you believe in His Son, Jesus, you can live forever with Him in heaven and He will give you daily guidance in living your life.

"For God so loved the world that He gave his one and only Son, that whoever believes in him shall not perish, but have eternal life." [John 3:16](#)

Are you ready to accept the gift of eternal life that Jesus is offering you right now?

Here is a Suggested Prayer:

“Lord Jesus, I know I am a sinner and I do not deserve eternal life and a relationship with You. But I believe that You died and rose from the grave to give me eternal life, and to have a relationship with me, because You love me. Jesus, come into my life, take control of my life, forgive my sins and save me. I am now placing my trust in You alone for my salvation and accept Your gift of forgiveness and eternal life. Amen.”

If you have prayed that prayer, welcome to God’s family! We would love to hear about it and rejoice with you, as well as talk to you about the “next steps”. Reach out to us and let us know!

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ABOUT THE AUTHORS

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Mike is a public speaker, broadcast host, Safety Team Leader and is the architect of the Church Security Lifecycle™. He has 20+ years of experience in Operations, Safety, Security, Nonprofit Strategy & Communications. He has served in Emergency Management and as a Deputy Director of their Emergency Response Team where he helped with volunteer operations, procedures, recruiting, training, retention, executive protection, and event management. He also served with Homeland Security where he was actively involved with Emergency Responder Training in Active Threat drills.

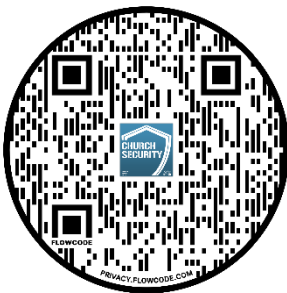
For more information or help on setting up your church safety and security ministry, or to have either speak at a training event for your church, contact through: www.churchsafetygsuy.com

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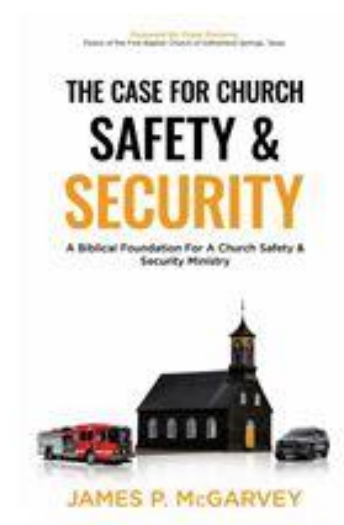
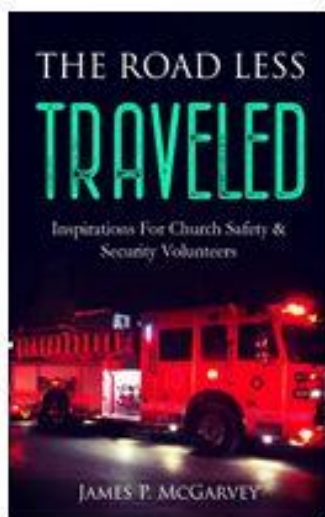
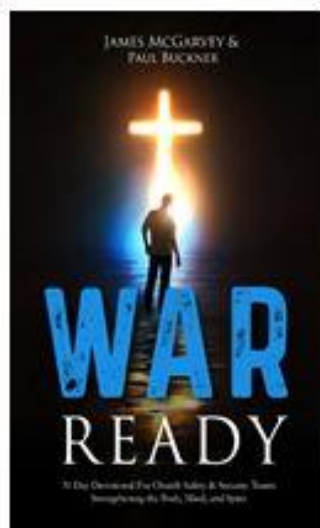
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Church Safety & Security Ministry

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James P. McGarvey
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We are a nonprofit ministry. Our mission is to inspire, influence and impact church safety & security teams. We do this through regular interaction with churches in an effort to help them mitigate safety and security concern, engage their teams and disciple their volunteers. Contact us for more information or resources!

For more information or to schedule a speaking engagement, with James McGarvey or one of the other Church Safety Guys, they can be reached at www.churchsafetyguys.com