

OR HAOLAM MESSIANIC CONGREGATION
9898 WEST 95TH ST., OVERLAND PARK, KS 66212

Security Ministry Policy

June 20, 2024

Part 1: Introduction

A. References

1. *Safety, Security and Emergency Response Plan*. Or HaOlam Messianic Congregation, 2017.
2. *The Church Safety & Security Guidebook*. 2nd ed. Brotherhood Mutual, 2015.

B. Mission

Or HaOlam Messianic Congregation (hereafter 'OHO') acknowledges the moral and legal obligation to provide a safe and secure environment for congregants and visitors who enter our campus, and attend our services and events. It is our goal to insure that everyone is able to participate in any activity without fear of any threat or violence. The mission will be accomplished by (1) maintaining moral integrity and expectations outlined in the Scriptures, (2) following state or local laws and policies relevant to security, and (3) coordinating education and training of security personnel as needed or required by government ordinances.

C. Purpose

The Security Ministry Policy of OHO' sets forth the conditions and standards for having volunteer armed security personnel serve the congregation in emergency response.

D. Law

Following are relevant sections of Kansas Statutes that have a bearing on armed response to crisis situations.

1. K.S.A. 60-3601 provides that immunity exists for uncompensated officers, directors (board members) and other volunteers of tax-exempt organizations from liability for ordinary acts and omissions committed during the course of their volunteer work for the organization, provided the organization maintains general liability insurance. Or HaOlam does have such insurance through Brotherhood Mutual.
2. K.S.A 75-7c03 says that a license is not required for person to carry a concealed handgun, whether loaded or unloaded.
3. K.S.A. 75-7c10 provides that a private entity is not liable for any wrongful act or omission relating to actions of persons carrying a concealed handgun and concerning acts or omissions regarding such handguns.
4. K.S.A. 21-5220 through 21-5231 defines deadly force as action taken that will result in death or serious bodily injury. By Kansas law deadly force is only justified when the purpose is to defend self or others, including in any dwelling, place of work or occupied vehicle, against the imminent unlawful use of force by another person and thus to prevent death or great bodily harm. The person defending is not required to retreat in the face of such threat. The use of deadly force is also authorized against someone who enters a building with the intent of removing another person against such other person's will.

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E. Insurance Coverage

Brotherhood Mutual Insurance Company is the insurer for OHO and the policy specifies Security Operations Liability Coverage. This coverage

1. Pays specified amounts for medical costs, wage loss, counseling cost and cost of damage to or loss of security-related equipment to emergency response personnel affected by an emergency response incident.
2. Pays for personal injury or emotional injury damages that the ministry, leaders or security team members become obligated to pay as a result of enforcing OHO security plans and policies or as a result of emotional distress caused by OHO security operations.
3. Under this form, all applicable liability coverages of the insurance policy will apply to the volunteer security personnel on a primary basis (before their personal homeowner's coverage).
4. Removes the effect of the "intentional act exclusion" on OHO and covered individuals who have not used "unreasonable" force.

F. General Firearms Policy

1. While Or HaOlam does not promote or require regular congregants, members or staff to bring firearms to any service or event at Or HaOlam, Or HaOlam does follow Kansas law concerning lawful carry of firearms by such individuals.
2. Or HaOlam does not display a notice of weapons being prohibited since criminals would not respect such a sign.
3. Persons who attend OHO services carrying a concealed firearm are asked to inform the Rabbi, Security Ministry Leader or Security Manager.
4. Persons carrying a handgun, unless otherwise authorized, are expected to keep the weapon concealed while on OHO property so as not to invite interest from others.

Part 2: Security Ministry Administration

A. Organization

1. Emergency Response Personnel. These persons include:
 - a. OHO Rabbi, elders and ministry leaders.
 - b. Members of the Emergency Preparedness Committee.
 - c. Members of the Hospitality Team (greeters and ushers).
 - d. Members of the Medical Response Team.
 - e. Members of the Security Ministry.
2. Volunteer Armed Security Personnel. These persons include armed members of the Hospitality Team and a separate security team.
 - a. Level One. The security ministry member serves a scheduled assignment within or outside the building during a particular service or event.
 - b. Level Two. The security ministry member is among the worshipping congregation, positioned in a location which affords quick response to an emergency situation and provides back-up support to level one members.
3. Security Ministry Structure
The security ministry has these positions which are described in the Security Ministry Guidelines:

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- a. Security Ministry Leader.
- b. Enhanced Security Team Leader
- c. Security Manager.
- d. Security Training Coordinator.
- e. Security Ministry Member.

B. Qualifications of Volunteer Armed Security Personnel

To serve as an armed member in the security ministry of OHO, the candidate must satisfy the following requirements.

- 1. Be in regular attendance at OHO for at least one year and meet the basic qualifications of all volunteers who serve Or HaOlam and sign the Statement of Commitment.
- 2. Possess a mindset of protecting others, and when on duty be alert to suspicious or dangerous conditions that would threaten the security of the congregation.
- 3. Possess no medical disqualifications: have the physical capacity to perform the basic functions of kneeling, sitting, walking, stooping, reaching, lifting, pushing, pulling, talking, seeing, hearing, and repetitive motion.
- 4. Possess people skills with an ability to observe people and situations and effective at communication.
- 5. Manifest mental and emotional stability, as well as good judgment (not impulsive) and possess integrity.
- 6. Be legally authorized to carry a concealed firearm.
- 7. Provide his/her own handgun, ammunition, holster and supplies for maintenance of the firearm.
- 8. Demonstrate proper gun safety.
- 9. Be willing to attend scheduled emergency response training.

C. General Responsibilities of Volunteer Armed Security Personnel

- 1. Be acquainted with the procedures specified for security in the Or HaOlam Safety, Security and Emergency Response Plan.
- 2. Follow procedures set forth in the Guidelines for Security Ministry.
- 3. Protect those attending a service or event and unable to protect themselves.
- 4. Detect danger and prevent intrusion.
- 5. Write incident reports on unusual occurrences, disturbances, accidents, property damage and theft.
- 6. Call police in cases of criminal acts committed on OHO property.
- 7. Yield to all responding uniformed law enforcement officers (LEOs) and to plain clothed officers that display proper identification, and follow their directions.

D. Procedure for Selecting Volunteer Armed Security Personnel

- 1. Recruitment.
 - a. Recruitment begins with a conversation to determine interest and availability, whether initiated by a candidate or an OHO leader.
 - b. A basic application will be completed by the candidate giving contact information (address, phone, email), concealed carry weapons (CCW) certification (if any), type of

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firearm carried, date of background check and two references. The need for references is waived for members of Or HaOlam.

- c. An interview of the candidate may be conducted by the Rabbi and/or Security Ministry Leader, to discuss information on the application and background training and experience of the candidate.
 - d. A criminal records check is required before appointment, which may be satisfied on the application. If there was no prior background check the candidate must sign an authorization for OHO to complete this requirement.
2. Reception.
- a. The Security Ministry Leader recommends approval to the Rabbi and elders for appointment.
 - b. Only persons approved by the Rabbi and elders may serve in security ministry.
 - c. Approval of candidates for service as a volunteer armed security member will be duly noted in the minutes of the elders' meeting.
 - d. Upon approval by the Rabbi and elders, a volunteer armed security member may be assigned to or scheduled for security ministry.

E. Assignment of Volunteer Armed Security Personnel

1. The goal is to have a minimum of one armed security team member on duty at each service or public event.
2. The head usher schedules greeters and ushers for their ministry on Shabbat, including armed members.
3. The security ministry leader provides general oversight of the allocation and scheduling of security ministry personnel.

Approved by Rabbi Wolkenfeld and the Elders

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