



**FIRST BAPTIST CHURCH OF GLENARDEN**  
JOB PROFILE:  
**DIRECTOR OF SAFETY AND SECURITY**



**CONNECTED.  
RESULTS-DRIVEN.  
BEST IN CLASS.**



## THE FBCG STORY

In 1917, Mr. and Mrs. Robert Warren planted a seed: a humble, at-home Bible study. Fast forward 100 years and that kernel of faith has grown to become the internationally renowned First Baptist Church of Glenarden International! God has done great things at First Baptist Church for over 100 years.

The history of First Baptist is one filled with faithful men and women of God who helped build their community and stood tall for Christ during the Civil Rights movement. To this present day, FBCG is committed to spreading the gospel of Christ and making a positive impact in our culture.

On January 14th, God called Pastor John Jenkins, a true son of this church, came back to FBCG to become its Senior Pastor. Under his faithful and humble leadership, FBCG began to reach hundreds and then thousands of souls for Christ.

Through Pastor John's leadership, an incredible ministry began to as the unique pouring out of God's Spirit began to overflow. As a result, in 1996, FBCG founded SHABACH! Ministries, its community service arm, empowers and educates the next generation of young people in the community.

Worship services and special events are viewed online in more than 20 countries. FBCG also has high-level classes through its Bible Institutes and has a strategic partnership with Denver Seminary.

FBCG is blessed to have some of the best Bible teachers and musicians come to minister in their church. Dr. Tony Evans, Bishop TD Jakes, Kirk Franklin, CeCe Winans, and many more great men and women of God come to FBCG as guest ministers.

FBCG is committed to making “dynamic disciples” and makes teaching the word of God a priority by having many options to grow as a follower of Jesus through the Bible Institute.

During the COVID pandemic, FBCG experienced unprecedented growth worldwide through its online ministry. Over 60,000 people all over the world now call FBCG their church home. You never know what to expect at FBCG!

## **FBCG CHURCH VISION STATEMENT**

**Developing Dynamic Disciples through Discipleship,  
Discipline and Duplication**

## **FBCG CHURCH VALUE STATEMENTS**

### **S - Seek God First**

*Matthew 6:33*

We commit to seek God first for direction in every decision, whether great or small.

### **E - Evangelism**

*Matthew 28:19*

Because it is God’s desire that no one should perish, we are equipped to share the love of Christ wherever and whenever, with anyone, out of gratitude for God sparing us from eternal damnation.

### **E - Excellence**

*Daniel 5:14, 6:3*

We strive to give God our very best! Diligence, responsibility and faithfulness are essential ingredients to succeed in anything God has tasked us to do, as demonstrated by Daniel.

# FBCG CHURCH VALUE STATEMENTS

## **H - Honor/Humility**

*Romans 12:10*

Esteeming others higher than ourselves, regardless of their title, position or status, is our priority because everyone was created in the image of God.

## **I - Integrity**

*Job 31:6*

Honesty is demonstrated by doing what we commit to do.

## **M - Mentoring**

*2 Timothy 2:2*

God has given everyone a purpose, and we commit to impart in others lessons learned to help them fulfill their destiny.

## **Why work at FBCG?**

Pastor John and his team have created a phenomenal ministry culture. For those who come onto the FBC team you will discover:

1. A ministry team that is authentic.
2. A ministry team that honors Christ together
3. A ministry where there is freedom from micromanagement.
4. A ministry where you will be developed to be the best version of your God-given self.
5. A ministry team where you work with some of the best ministry talent in the U.S.

Turnover at FBC is very low.

Why? Because it is a fantastic place to be.



# JOB SUMMARY

The First Baptist Church of Glenarden is seeking a full-time Director of Safety and Security to serve and be responsible for developing and directing strategic planning, implementation and management of the security operations and function aligned with FBCG's overall mission and purpose. This position is responsible for developing and maintaining a comprehensive safety and security program which protects members, guests/visitors, leaders, students and employees. This critically important leadership role has responsibility and accountability for developing and executing a security and threat management program as well as leading a world class, security department to identify risks, threats, develop innovative and cost-effective mitigation strategies, conduct sensitive internal investigations and play an important leadership role in crisis management, emergency response planning and safety management.

With the support of existing safety & security staff, this position manages a team of law enforcement personnel, as well as security support staff, and provides guidance and works in conjunction with volunteer in the Safety and Traffic Control Ministry as well as other ministries and operational staff. The incumbent will partner with the Deacons Ministry, Finance Department and others to coordinate the operational flow of monetary proceeds from tithes and offerings. This is intended to ensure the retrieval, safeguarding and transport of tithes and offerings at all times. Work directly with the Information Technology Department as it relates to the installation, monitoring and surveillance of security cameras and the Facilities Department as it relates to the alarm and access control systems in each facility. This position reports to the Chief Operating Officer.



# ESSENTIAL DUTIES & RESPONSIBILITIES

This position is responsible for planning, developing, managing and evaluating all security, safety, traffic and related services for the First Baptist Church of Glenarden and SHABACH! Ministries, Inc., in accordance with organizational objectives, industry standards and applicable regulatory requirements. Duties and responsibilities include but are not limited to:

- **Day-to-day operations:** Lead a diverse team of law enforcement professionals and security support staff as well as develop, implement and oversee innovative and cost-effective strategies to assess and mitigate risks, protect staff, members, students, and guests. Close collaboration with important stakeholders including Facilities, Human Resources, Information Technology, business leaders and extended stakeholders in the community. Identify and integrate leading and cost-effective and security and threat management practices into day-to-day operations of the organization. Managing the surveillance of all facilities and equipment to maintain reasonably safe and secure environments for members, guests, visitors, employees and others who come in contact with FBCG facilities.
- **Loss Prevention and Employee Safety:** Develop, implement, and refine security processes and policies, to identify and reduce risks, limit liability and potential exposure to theft and fraud. Conduct annual risks and threat assessment with appropriate stakeholders. Closely collaborate with the business operations and ministry departments to develop safety and security awareness training, emergency preparedness. loss prevention and other initiatives.
- **Crisis Management and Emergency Response:** Create cost-effective plans and exert strong leadership in crisis management situations arising from natural disasters, physical threats, political risks, as well as terrorism or civil unrest. Leads the Crisis Management and Emergency Response Team, ensuring a timely and coordinated response to emergencies.
- **Law Enforcement & Regulatory Agency Liaison:** Effectively engage in productive liaison with appropriate senior officials in federal, state and local law enforcement agencies, to effectively address risks from workplace violence, domestic terrorism, data integrity, intellectual property theft as well as unforeseeable future contingencies.
- **Investigations:** Oversee robust protocols to ensure consistent, efficient, and cost-effective sensitive investigations. Actively manage sensitive investigations into allegations of financial fraud, theft of intellectual property and other violations of the FBCG Code of Conduct under the oversight of internal counsel and/or external counsel, as appropriate.

• **Risk Management:** Identify, prioritize and create cost-effective strategies to mitigate both internal and external risks.

• **Security Technology:** Develop plans to use advanced technology to assist in operations, to include arial drones, biometric and analytical systems, security cameras, access control, mobile and imaging devices as needed.

## IS FBCG FOR YOU?

- Do you like to function in a fast-paced, high energy environment?
- Do you have strong written and verbal communication and analytical skills?
- Do you have experience with safety protocols, safety training or safety certifications?
- Do you have knowledge, skills and abilities dealing with planning and executing complex projects in the areas of capital facilities, resource management, security protocols, budget and operation policies.
- Do you have a minimum of ten years of full-time security, law enforcement or military experience with a demonstrated track record of progressive levels of supervisory, command or executive management experience?

If this sounds like the perfect fit, reach out to the Group ONE39 team today!

GOD IS STILL DOING A

**new**  
*Thing!*



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## CANDIDATE PROFILE

- 3 H's are a MUST...hungry, humble, & hustle
  - Highly motivated initiator & self-starter
  - Think fast & act quick
  - If you have to ask what emotional intelligence is, NEXT!
  - Drama free, please!
  - Have fun, laugh, and walk in joy
  - Flexible, driven, goal-oriented and gets it done early
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## WASHINGTON D.C. METRO AREA

The Washington D.C. metropolitan area (also known as the National Capital Region and colloquially as the DMV for "D.C., Maryland, Virginia") is the metropolitan area centered on Washington, D.C., the capital of the United States. The area includes all of the federal district and parts of the U.S. states of Maryland, Virginia and West Virginia. It is part of the larger Baltimore-Washington metropolitan area.

The Washington D.C. metropolitan area is one of the most educated and most affluent metropolitan areas in the US. Attractions abound in the area, offering a range of activities. Washington D.C. offers national monuments and museums like the world-famous Smithsonian; Baltimore attracts visitors to its Inner Harbor area with the National Aquarium and is the home of Under Armour; while Northern Virginia offers a blend of Civil War history and wineries with a growing business climate.

The Washington Metro allows for easy access to and around our nation's capital and surrounding areas. Six lines run throughout the day from more than 90 stations in the DMV. We have three major airports (Baltimore-Washington International, Dulles International and Reagan National).

# We love what we do!

*Group ONE39 is a transformational recruiting firm and leadership organization. We transform churches and ministries by delivering best in class talent and we help leaders increase their capacity for growth and reach. We create this transformation through established propriety interviewing systems, assessments, and simple memorable tools to help leaders understand themselves and connect well with others.*

**Our vision is transformation & our mission is**

*Transforming people + organizations*

## Values



### Fun

We will laugh hard & often.



### Generosity

We will give & not take.



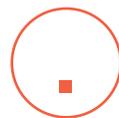
### Integrity

We will be the same in public & private.



### Team

We are better together.



### Simple

Complexity is the enemy of growth.