

## Chief Matthew D. Antkowiak, CPP, PCI, PSP

CEO, Invictus Training & Consulting, LLC

*primum creare relationes*

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### Subject Matter Expert

*Crisis Management, Investigations & Physical Security*

#### SELECTED KEY ACHIEVEMENTS

- ☆ Earned Master Peace Officer Certification, Texas Commission on Law Enforcement (TCOLE)
- ☆ Earned Certified Protection Professional (CPP), Security Management Board Certification, ASIS International
- ☆ Earned Professional Certified Investigator (PCI), Investigations Board Certification, ASIS International
- ☆ Earned Physical Security Professional (PSP), Physical Security Board Certification, ASIS International
- ☆ Earned Triple Crown Board Certification Recognition, ASIS International
- ☆ Graduate of Law Enforcement Management Institute of Texas (LEMIT) Leadership Command College (LCC)
- ☆ Earned Master Defensive Instructor Certification, Maryland State Police & Correctional Training Commission
- ☆ Earned Practical Krav Maga Instructor Certification, Wingate Institute, Netanya, Israel
- ☆ Earned 8<sup>th</sup> Degree Black Belt from the United States Martial Artist Association (USMAA)

#### CAREER PROGRESSION

##### CHIEF EXECUTIVE OFFICER

Invictus Training & Consulting, LLC

07/1999 - Present

- **Consultant, Advisor, and Auditor.** Subject matter expert in crisis management, investigations, campus physical protection planning, security infrastructure implementation, Crime Prevention Through Environmental Design (CPTED), safety and security audits, behavioral and digital threat assessments, developing Multi-hazard Emergency Operation Plans (MEOP), and authoring safety and security policies.
- **Investigator:** Private investigations specializing in sensitive faith-based cases, business administrative/HR cases, OCR/Title IX investigations, and personal injury/death cases as well as crisis management.
- Licensed TXDPSPSB **Private Investigator** and **Personal Protection Officer** (bodyguard), and approved **TEA security consultant**.
- **Grandmaster**, 8<sup>th</sup> Degree Black Belt, and **Chief Instructor** in Krav Maga (authentic Israeli self-defense) and the Invictus integrated combatives training system, which incorporates empty hand combatives, knife fighting, tactical shooting (pistol, shotgun, and rifle), and urban tactics.
- **Chief Police & Security Instructor:** Court recognized subject matter expert in use of force and police and security procedures providing TCOLE and TXDPSPSB certified instruction in defensive tactics, standard response protocols/reunification methods, CPTED, crowd management, criminal intelligence, PVOC, personal protection, firearms proficiency, urban tactics, and security. Licensed TCOLE **Police Instructor**, TXDPSPSB Level 2, 3, and 4 **Security Instructor**, and Wingate Institute Krav Maga Instructor

##### POLICE CHIEF & DIRECTOR OF PUBLIC SAFETY

Newman International Academy, Dallas, TX

02/2015 - Present

(K-12 campuses in Arlington, Cedar Hill, Fort Worth, Mansfield, and Watauga)

- **Founding Police Chief** with the Newman International Academy accountable for the safety and security of nine K-12 campuses with 3,000+ students and a **\$3.5MM Police/Security budget**. Commenced as a Contractor and on Staff from 12/2021.
- Developed, submitted, and implemented all police agency formation. Authored department's policy and operations manual, and the school district's multi-hazard emergency operations plan, standard response protocols, and standard reunification method.
- Trained the entire school district staff, students, and parents on these plans, procedures, and protocols.
- **Chief of Investigations and Major Case Manager** on sensitive criminal, administrative, HR, and OCR/Title IX investigations.

*"As Chief of Police for a Charter school covering nine campuses over five cities, I've seen and heard of Matt's leadership in managing the school populace through some extremely difficult and complex situations. Situations, if handled improperly, could have long-lasting consequences including lasting damage to the school's reputation. Steadying school safety while providing a friendly environment for the staff and students is a difficult task, that he's doing successfully. Being a very personable, approachable person who leads from the front and isn't afraid to have difficult conversations when they need to be had.*

*This is a trait of a true leader: boldly unafraid to do what needs to be done and will stand by his decisions."*

*Mosezell F. Magee, Special Agent, FBI Dallas - Violent Crimes Task Force*

## **DIRECTOR OF FACILITIES, SAFETY & SECURITY**

**Fielder Church, Arlington, TX**

**10/2016 – 01/2022**

- **Executive Manager** of security, safety, facilities, grounds, and custodial services. Administered staff of 50+ security officers and personal protection officers. Accountable for the security of three church campuses, 50+ ministry staff, 7,500+ members, 500K+ square feet of facilities and a **\$9.2MM budget**.
- Case Manager and Lead Investigator and case manager on all sensitive criminal, administrative, HR, and OCR/Title IX investigations.
- Case Manager and Lead Investigator on an on-site **workplace accidental death** and OSHA investigation of a contractor.
- Case Manager and Lead Investigator on several **significant injury incidents** including workers comp and campus visitors' injuries.
- Case Manager and Lead Investigator on **multi-million-dollar insurance** claim by employer.

## **ASSISTANT POLICE CHIEF**

**City of Oak Ridge Police Department, Texas**

**08/2017 – 05/2020**

- Commander - Operations and Administration. **Security Clearance: Top-Secret** Federal Law Enforcement Officer Program.
- Established the department's Criminal Investigation Division, including the establishment of relationships, policies/procedures for evidence management, DA case filings, and mutual-aid agreements.
- **Task Force Officer** on the Department of Homeland Security **Homeland Security Investigations** – North Texas Human Trafficking Task Force. Established federal/county task force relationships and developed MOUs with private for-profit, non-profit, and local government agencies to address community readiness for critical incidents.

## **FOUNDER & OWNER**

**U.S. Security Institute (2013-2015)**

**10/2013 - 10/2019**

**Tier 1 Investigation & Protection (2015-2019)**

- **Executive Manager** of 100+ commissioned armed security officers and private investigators, and accountable for the safety and security of twenty-three campuses.
- Developed and managed a police and security training institute and launched the Secure Campuses Initiative.
- **Chief Investigator and Case Manager** on all private investigations. Specializing in sensitive private investigations, business administrative/HR cases, OCR/Title IX investigations, and personal injury/death cases as well as crisis management.
- Lead **Consultant** and **Security Auditor**. Subject matter expert in campus physical protection planning, security infrastructure implementation, CPTED, safety and security audits, behavioral and digital threat assessments, developing multi-hazard emergency operation plans (MEOP), and authoring safety and security policies.

## **CHIEF INTELLIGENCE OFFICER & SENIOR PARTNER**

**Thrive Intelligence**

**01/2012 – 10/2013**

*Fusion Centers serve as focal points in states and major urban areas for the receipt, analysis, gathering and sharing of threat-related information between State, Local, Tribal and Territorial (SLTT), federal and private sector partners.*

- **Executive Manager** of a **CSAA 5 Diamond, ETL-certified** National Intelligence Fusion Center.
- Responsible for national accounts, client relations, and fulfillment services. Manager of security consulting and audit team.
- Designed, managed construction, and implemented the Thrive Intelligence National Command and Fusion Center.

## **POLICE DETECTIVE & TRAINER**

**Dallas Police Department, Texas**

**07/2007 – 02/2012**

- Police Officer, FTO, **Detective**, federal **Task Force Officer** on **U.S. Secret Service** Financial Crimes Task Force, and **Instructor Trainer**.
- Founding member of the Southcentral Crime Response Team (CRT).
- A task force officer for the U.S. Secret Service, as well as a Dallas PD detective, received training and significant investigative experience with the surface, deep, and dark web, digital threat assessments, electronic security countermeasure deployments, and technical security countermeasures.
- As a CRT member, developed KPIs for the team to address crime reduction, developed policies and training, and coordinated across other patrol divisions with other CRTs to unify response and support for larger operations.
- Assisted the development of the **Critical Incident Management Team** related to crowd management at large community events and protests, requiring coordination between local, county, state, and federal law enforcement agencies.
- Reviewed and consulted on Use of Force policies, training, and investigations, and provided training related to Use of Force, mobile field force, police vehicle operations (driving), reality-based training, Use of Force, as well as train-the-trainer courses related to Use of Force and post-academy field training.

## **POLICE OFFICER & TRAINER**

**Moore Police Department, Oklahoma**

**09/1999 – 06/2007**

- Police Officer, Use of Force **Master Instructor**, Grant Coordinator, and **Investigator**.
- **Police Use of Force Investigator** and interagency consultant

- Established the in-service training section and developed training protocols, procedures, and schedules, and facilitated by instructing or coordinating instructors to provide training.
- Coordinated with outside agencies to coordinate training and coordinating with the State Police Academy on behalf of the department and an Academy instructor related to reality-based training, Use of Force train-the-trainer courses, and post-academy field training.

## **FIREFIGHTER 2**

**Oklahoma City Fire Department, Oklahoma:**

**09/1996 – 09/1999**

- Fire suppression specialist,
- High-angle and confined-space rescue technician
- Emergency Medical Technician, EMT-B

## **INFANTRY LIEUTENANT**

**United States Army**

**01/2008 – 07/2013**

**Security Clearance: Top-Secret Personal Reliability Program**

**12/1990 – 12/1998**

- Infantry company **Executive Officer** (XO), Military Police Officer, and DOD Special Programs (PRP) - WMD Special Response Team (SWAT) member & ISR

### **FORMAL EDUCATION**

#### **Master of Arts - Criminal Justice, Organizational Leadership Concentration**

Sam Houston State University (Projected graduation in the fall of 2025)

#### **Bachelor of Arts - Criminal Justice, 4.0 cumulative GPA (summa cum laude)**

American Military University

- Member of the Golden Key International Honor Society
- Pi Gamma Mu International Social Sciences Honor Society

#### **Leadership Command College (LCC) – Class 97 (Graduate Certificate)**

Law Enforcement Management Institute of Texas (LEMITE)

- Texas A&M University Mays Business School
- Texas Women’s University Public Policy School
- Sam Houston State University School of Criminal Justice

### **PROFESSIONAL CERTIFICATION**

**Texas Commission on Law Enforcement (TCOLE):** Master Peace Officer, Basic Police Instructor, and School-Based Law Enforcement Officer.

**Oklahoma Council on Law Enforcement Education and Training (CLEET):** Advanced Police Officer and Advanced and Police Instructor

**Texas Department of Public Safety Private Security Bureau (TXDPSPSB):** Licensed - Qualified Security Manager (Corporate Rep.) Personal Protection Officer, and Private Investigator

**RFI International:** Technical Security Countermeasures (TSCM) specializing in RF Analysis and TSCM Core Concepts

**Oklahoma State University:** Professional Certificates as Firefighter II and Rescue Technician II

**Emergency Medical:** National Registry Board of Emergency Medical Services Basic Emergency Medical Technician (EMT-B), Advanced Life Support (ALS), Basic Life Support (BLS), CPR/AED, and Stop the Bleed (Instructor)

**ASIS International:** Board certifications earned in Certified Protection Professional (CPP), Professional Certified Investigator (PCI), and Physical Security Professional (PSP)

### **HONORS - AWARDS**

#### **Police Awards/Decorations:**

Certificates of Merit (2), Special Designations (11), and Commendations (8)

Distinguished Honor Graduate, Dallas Police Academy (rated 1 of 50)

Honor Graduate, Oklahoma Police Academy

Master SWAT Operator

Triple Crown Board Certification Recognition, ASIS International.

*Only 265 individuals currently hold this designation out of the 5.45MM security professionals globally.*

Graduate of the 97<sup>th</sup> Law Enforcement Management Institute of Texas Leadership Command College

**Army Awards/Decorations:**

Honorable Discharge, Medals (4), Ribbons (6), Badges (2), & Certificates of Achievement (numerous)  
 Leadership Excellence Award, Association of the U.S. Army - 2012  
 Honor Graduate, U.S. Army Officer Candidate School  
 Honor Graduate, U.S. Army Non-Commissioned Officer Academy

**Fire Service Awards/Decorations:**

Honor Graduate, Oklahoma City Fire Academy

**Martial Arts Achievements:**

8th Degree Black Belt, United States Martial Artist Association  
 Krav Maga Practical Instructor, Wingate Institute, Israel  
 6-time National Grand Champion, Silver and Bronze Medalist, National Black Belt League  
 Inductee, United States Martial Artist Association Hall of Fame

**United States Martial Artist Association:**

International Director's Award, Golden Life Achievement of the Martial Arts, Grandmaster of the Year – Krav Maga, Master of the Year – Krav Maga, Man of the Year, Instructor of the Year – Krav Maga, and School of the Year – Invictus Martial Arts

**Other:** Eagle Scout, Boy Scouts of America

<b>PROFESSIONAL DEVELOPMENT</b>
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**TCOLE transcript:** Completed 9,398+ hours professional development/technical training in continuing education.

**LEMIT:** Command Staff Leadership Series, New Police Chief Course, and Police Chief Leadership Series

**Texas School Safety Center (TXSCC):** Behavioral Threat Assessments, Digital Threat Assessments, Safety and Security Agreements, School Safety and Security Audits, and Multi-hazard Emergency Operations Planning.

**FEMA:** National Incident Management System (NIMS), Incident Command Systems (ICS), Multi-Hazard Emergency Operations Plans, and Emergency Planning

**DHS Homeland Security Investigations:** Cross-Designated Customs Inspector (CFR Title-19) Course

**U.S. Army:** Non-Commissioned Officers Primary Leadership Development Course (basic military leadership school) and Officer Candidate School (advanced military leadership school)

**U.S. Marine Corp:** Non-Commissioned Officers Academy (basic military leadership school)

**Charlie Mike Enterprises:** Basic SWAT Operator, Advance SWAT Operator, Hostage Rescue Operator, Team Leader/Commander Course, Hostage Negotiations, and SWAT Instructor

**Police One:** Basic Principals of Supervision, Management and Supervision, Conflict Management, Crisis Training and Peer Support, Cultural Diversity and Awareness, Racial Profiling, and Police Officer Anti-Bias Training

<b>PROFESSIONAL AFFILIATIONS - BOARD APPOINTMENTS - MEMBERSHIPS</b>
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**United States Police Defensive Tactics Association:** State Representative

**Texas Police Chiefs Association:** Member

**Texas School District Police Chief Association:** Member

**Fraternal Order of Police:** Member

**Texas Municipal Police Association (TMPA):** Member

**Combined Law Enforcement Association of Texas (CLEAT):** Member

**Dallas Police Association:** Member

**ASIS International:** Member

<b>SPEAKING ENGAGEMENTS AND PRESENTATIONS</b>
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**Multi-hazard Emergency Operation Planning:** ASIS International Global Security Exchange, Chicago, Illinois, 9/10/2019.

**A Case Study – Managing a Year in Crisis:** ASIS International Global Security Exchange, Orlando, Florida, 9/27/2021.

**Pathway to Policing Schools in Texas:** Texas Public Charter School Association Conference, Austin, Texas, 9/25/2023.

**Active Shooter – Practical Campus Protection Solutions:** National Campus Safety Conference, Online Conference, 7/18/2024.

*Provided numerous and annual presentations for Community Readiness, Standard Response Protocols, Title IX compliance, Inappropriate Relationships and Sexual Assault of Students, Safety and Security Protocols for Schools, and Personal Safety.*

## PUBLICATIONS

Authored *Armed Defenders in Texas Schools* (2024)

Contributing member - Development and Editing Team for ASP International on four training manuals on Police Use of Force training, impact weapons, and restraints. Globally recognized as the standard in police Use of Force training (2003-2008)

Authored the *Moore Police Department Police Defensive Tactics Manual* (2003)

Authored numerous policies on police procedures and Use of Force (2003-2023)

Developed multi-hazard emergency operations plans (MEOPs) for numerous school and church campuses (2015-2024)

Authored the *Newman International Academy Police Department Policy Manual* (2021)

Co-authored the *Invictus Martial Arts Krav Maga Curriculum Manual* (2023)

Authored the *Police Practical Krav Maga Instructor Course Manual* (2024)

## RESEARCH

### Armed Defenders in Texas Schools

May 17, 2024

Peer-reviewed academic research through the Bill Blackwood Law Enforcement Management Institute of Texas – Leadership Command College in partnership with the Texas A&M University Mays Business School, Texas Women’s University Public Policy School, and Sam Houston State University School of Criminal Justice. “*Armed Defenders in Texas School*,” a leadership white paper and research project submitted in partial fulfillment required for graduation from the Leadership Command College, researched, addressed findings, and hypothesized that Texas school districts should establish school district police departments and employ school peace officers as armed defenders on every campus.

### 2019 Texas School Safety Act

86<sup>th</sup> Texas Legislature

Commissioned through the Texas State Representatives, House Bill 18 and Senate Bill 11 from the 86<sup>th</sup> Texas Legislature provided for the implementation of best practice-based programs and research-based practices regarding mental health promotion and intervention, substance abuse prevention and intervention, suicide prevention and intervention, school safety and security infrastructure, armed defenders initiatives, and required the implementation of multi-hazard emergency operations plans as well as developed whole-community readiness programs for and in public schools. This research project and subsequent legislation strengthened safety and security on public school campuses across Texas.

## VOLUNTEERING

**Fielder Church:** Volunteer Security Director from 2016-2019.

- Mission trip To New York City, led youth group of 40 students and to Haiti, as group leader for 10 students.

**New World United Methodist Church:** Volunteer Security Director from 2010-2018.

- Church youth group leader.
- Member of the Church Board of Trustee and Pastor Staff Committee

## ENDORSEMENTS & PROFESSIONAL REFERENCES

### Dr. Sheba George, Superintendent

Newman International Academy  
website: [www.newmanacademy.org](http://www.newmanacademy.org)

### Pastor Michael Wierick

Principal Consultant Church Design  
website: [www.synccac.com](http://www.synccac.com)

### Pastor Jared Yates

Fielder Church  
website: [www.fielder.org](http://www.fielder.org)

### Chief John Lawton, Retired

Dallas ISD Police Department  
ESC Region 10 - Security Coordinator