

Faith Community Nurse
Partnership of Central
Minnesota
Church Safety & Security

Why are we here?

Why are we here?

- ~10 church shootings per year through U.S.
- Churches are vulnerable – “A place that welcomes all”
- Violent crime rate and property crime rate are above the national average in St. Cloud
- 2017 – most violent year for churches
 - 92 violent deaths (118 including Sutherland Springs)
 - Most often a result of domestic violence
- These types of events could happen at your church

To train you to be initial responders to these events!

Objectives

1. Identify how to evaluate risk and put processes in place that reduce risk to the congregation.
2. Develop skills to lead emergency response training and simulation.
3. Gain tools, resources and best practices to assist with church safety and security planning and implementation.

Agenda

1. Evaluate Risk
2. Develop Action Plans
3. Implement Processes
4. Practice
5. Performance Improvement
6. Simulations

Evaluating Risk

- Perceived risk vs actual risk
- Probability X Severity = Risk

Event	Probability	Human Impact	Property Impact	Business Impact	Prepared-ness	Internal Response	External Response	Risk
-------	-------------	--------------	-----------------	-----------------	---------------	-------------------	-------------------	------

Event	Probability	Human Impact	Property Impact	Business Impact	Preparedness	Internal Response	External Response	Risk
Score	1 – Low 2 – Moderate 3 – High	1 – Low 2 – Moderate 3 – High	1 – Low 2 – Moderate 3 – High	1 – Low 2 – Moderate 3 – High	1 – High 2 – Moderate 3 – Low	1 – High 2 – Moderate 3 – Low	1 – High 2 – Moderate 3 – Low	0 – 100%
External Active Threat								Probability/3 X Severity/5 = %
Internal Active Threat								Probability/3 X Severity/5 = %
Medical Emergency								Probability/3 X Severity/5 = %
Power Outage								Probability/3 X Severity/5 = %
Summer Severe Weather								Probability/3 X Severity/5 = %
Average Score	Total/5	Total/5	Total/5	Total/5	Total/5	Total/5	Total/5	Probability X Severity

Physical Security Assessments

- Start with a floor plan – identify what each space is used for (including multiple purposes)
- Identify special concerns of interest.
- Recent situations involving churches, areas of interest, known vulnerable areas
- Physical security assessment:
 - Exterior of the building
 - Main entrance(s)
 - Other vulnerable doors
 - Inside sanctuary
 - Classrooms, education areas
 - Other gathering areas
 - Offices
 - Maintenance, cleaning closet and mechanical rooms
- Assess the space from the viewpoint of someone who wants to cause harm or could be harmed by the environment
- Conduct physical security rounding at different times, on different days and during different events

Physical Security Assessments

- Take thorough notes
- Take pictures
- Invite and collaborate with local Law Enforcement and Fire Department

Keep in mind not all problems have immediate solutions, this is a marathon, not a sprint.

Conducting Risk Assessments

Small Group Activity

What do we do with all this information?

Hardwiring a Process

- Identify a team who will be responsible for the work
 - Need paid staff on the team
 - Accountability is key
 - Deadlines, responsibilities, participation, etc*
 - Set a meeting schedule
 - Have an agenda
- Use consistent tools and resources
 - Policy and procedure development and formatting
 - Communication
 - Education and training

Develop an Action Plan

- Identify top hazards – first and foremost!!
- Coordinate a safety/security environmental assessment with fire/law enforcement
- Develop response procedures for those top hazards
 - Identify training needs
- Create processes for mitigating risk
 - Background check process for volunteers
 - Staff and volunteer orientation
 - Safety assessment for large events
 - Triggers to cancel service/outdoor events

Action Planning

Small Group Activity

Best Practices (and lessons learned)

- If it's not on the schedule it won't happen
- If it's not assigned, it's your responsibility
- People make decisions based on perceived risk and not actual risk
 - Perceived risk should be acknowledged and managed
- Policies/procedures need to be short and to the point
 - Who has time to read a narrative in an emergency?
- Education and training has to be designed to reach target audiences (i.e. volunteers)
- Visuals are important and necessary.
 - Severe weather shelter and AED sign.
- Active members and volunteers want a role, assure that it is clear

How to get buy-in?

- Real event
- Share hazards & risks
- Practice together
- Bring in local experts
- Have fun

A cookie cutter approach WILL NOT WORK



Sample Procedure

- When a Medical Emergency is identified the following steps should be taken:**
- Designate someone to call 911 and give the following information:
 - Building address/location: 5971 Pine Cone Road, St. Cloud, 56303 – front entrance
 - The symptoms of the victim
 - Your name
 - Grab the AED located in the Gathering area.
 - Follow the directions of the AED as appropriate.
 - Designate someone to meet Emergency Responders.
 - Maintain control of people traffic in the area of the medical emergency.
 - Designate someone to grab the wheelchair located in the storage area in Casa Hill.

Education for Next Activity

Emergency Procedure Activity –
Disruptive Behavior Awareness

- Invading personal space
- Unwanted gifts
- Physical aggression
- Escalation of anger
- Verbal intimidation
- Sudden change in behavior
- Isolation
- Preoccupation with weapons or violence

Emergency Procedures Activity -
Safety Awareness Tips & Tricks

- Proximity
- Escort, don't lead
- If there is a doubt, there is no doubt
- Match non verbal cues to the person you are interacting with
- Maintain a barrier

Emergency Procedures Activity – De-escalation Tips & Tricks

- Stay calm
- Establish who you are and how you can help
- Don't take the situation personally
- Actively listen - paraphrase/summarize what the person is saying
 - Assure understanding
 - Re-direction/rehearsed lines (know your own triggers)
- Don't try to be the hammer – offer options
- Maintain safety at all times and be prepared to act

Developing Emergency Procedures

Small Group Activity

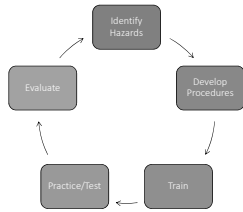


PRACTICE

Practice, Practice, Practice

- Establish a training and drill schedule – STICK TO IT!!
 - Annual refresher opportunities
 - Annual fire/evacuation drill
 - Annual tornado drill
 - Quarterly tabletop discussions with staff
- Scale education and training
 - Virtual training options
 - Posters and short articles
 - Accept various forms of training certifications
 - Break it down into small teachable pieces

Performance Improvement

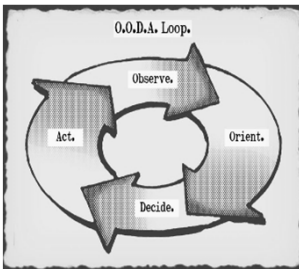


Active Threat Education

Active Threat – What do we do?



Ooda loop



OODA Loop

- Observation
 - They're Moving
 - They're Attacking Me
- Orient
 - They're Going to my Right
 - That's a Fire Extinguisher
- Decide
 - I Need to Aim Right
 - I Must Block the Attack
- Act
 - Aim and Pull the Trigger
 - Lift my Arm to Block

Hide/Lockdown

Hide/Barricade Techniques

- Wedge
- Block
- End-to-End



Hide/Lockdown (Continued)



If hinge crosses to open, a shoe can be used to block the motion



If hinge spreads to open, use a belt to hold in place.

HIDE

- BE OUT FROM DIRECT LINE OF VIEW
- LOCK DOORS AND BLOCK THEM WITH FURNITURE
- KEEP YOUR OPTIONS FOR MOVEMENT
- SILENCE PHONE
- BE QUIET

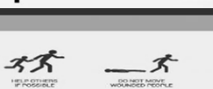
Run/Evacuate

O.O.D.A. Loop

Observe
Orient
Decide
Act

RUN

- HAVE AN ESCAPE PLAN
- EVACUATE
- LEAVE YOUR BELONGINGS
- "IF POSSIBLE"
- DO NOT HELP WOUNDED PEOPLE



Fight/Counter

O.O.D.A. Loop

Observe
Orient
Decide
Act

Let's Practice

Practice Guidelines

Keep the environment comfortable to share ideas.
Remain curious and open-minded.
Varying viewpoints, including disagreements are expected and welcomed.
Consider different approaches and suggest improvements.
Participate in role playing so everyone can learn.
Empty your pockets of any potential weapons.
Participation is optional, observing is acceptable.
Safety, safety, safety

Practice Activity 1

De-escalating a verbally threatening person

Practice Activity 1 - Scenarios

Scenario 1

A congregation member is talking to the office assistant and becomes upset because Pastor/Priest is running late for their appointment.

Scenario 2

A congregation member who regularly comes to the health screenings your church offers, was recently diagnosed with cancer and is blaming you that you didn't catch it before the doctor diagnosed it.

Practice Activity 2

Run, Hide, Fight

Practice Activity 2 – Discussion

Describe the vulnerable areas of your congregation.

Describe where people could evacuate to.

Are their exits in the sanctuary? In public meeting areas?

Describe what hiding and barricading would look like.

Practice Activity 2 – Run, Hide, Fight

- Scenario 1 – Hide, Barricade, Lock
- Scenario 2 – Run, Evacuate
- Scenario 3 – Fight, Counter

Briefing

Take Home Points

- Keep the church locked
 - Station greeters at doors
 - Secure access
- Get to know who you can and study those you don't know
- Watch the parking lot
- Have trusted people round the church during services and large events
- Volunteers working with youth should have background checks and should be provided training to respond to emergencies
- Put a continually process in place for monitoring, assessing and acting on
- Intentional readiness if key!!

Questions/Comments?

Rachel Mockros –
Coordinator Emergency
Preparedness
rachel.mockros@centracare.com
320-492-0890
