Emergency and Safety Planning for Houses of Worship & Faith Communities

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Greater Derry Clergy

Derry, NH
Welcome and Introductions

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Emergency Planning for All Incidents

- FEMA 2018-2022 Strategic Plan
  - Build a Culture of Preparedness
  - Ready the Nation for Catastrophic Disasters
  - Reduce the Complexity of FEMA

https://www.fema.gov/media-library/assets/documents/25975
House of Worship/Faith Community

Emergency Planning Principles

- Planning considers all threats and hazards
- Planning considers all setting and all times
- Planning provides for the access and functional needs of the whole house of worship community
- A model EOP is created by following a collaborative process

https://www.fema.gov/media-library/assets/documents/33007
All emergency plans have to be community-based, representing the whole population and its collective needs

- Understand the unique needs of your community
- Access and Functional Needs
- Children
- Pets and Animals
- Historical Artifacts and Buildings
General Planning Fundamentals

- Planning needs to include input from all stakeholders
  - Emergency Management Director (EMD) & First Responders

- Plans must consider all threats and hazards

- Plans need to be flexible and scalable to address both the minor and the catastrophic
The 6-Step Planning Process

STEP 1: Form a Collaborative Planning Team
- Identify Core Planning Team
- Form a Common Framework
- Define and Assign Roles and Responsibilities
- Determine a Regular Schedule of Meetings

STEP 2: Understand the Situation
- Identify Threats and Hazards
- Assess Risk
- Prioritize Threats and Hazards

STEP 3: Determine Goals and Objectives
- Develop Goals
- Develop Objectives

STEP 4: Plan Development
- Identify Courses of Action

STEP 5: Plan Preparation, Review, & Approval
- Format the Plan
- Write the Plan
- Review the Plan
- Approve and Share the Plan

STEP 6: Plan Implementation & Maintenance
- Train Stakeholders
- Exercise the Plan
- Review, Revise, and Maintain the Plan

Pathway to Violence

Hostile or dark speech, drawings, writings, other expressions

Thoughts replaced by action, declarative writings (manifesto)

Conducts research and develops plan

Devotes time to gathering materials, forewarning friends

Surveillance, tests plan

Pre-Attack Preparation

Research and Planning

Probing and Breaching

Grievance

Violent Ideation
Essential Courses of Action

- Reporting
- Notification
- Evacuation
- Shelter in Place
- Emergency Responder Coordination
- Access Control
- Accountability
- Communications Management
- Short-Term Recovery
- Long-Term Recovery

Goals
Objectives
Courses of Action
Coordinated Public Information

**Incident**
- Identify and train a spokesperson
- Coordinate a public information message with stakeholders
- Disseminate information to employees and guests

**Post-Incident**
- Notice of resolution and facility status
- Assistance notification and accountability
- Control rumors, community restoration
# Effective Notification Message

<table>
<thead>
<tr>
<th>Immediate</th>
<th>• Rapid implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receivable</td>
<td>• At or away from work station</td>
</tr>
<tr>
<td></td>
<td>• By persons who may have impairments</td>
</tr>
<tr>
<td>Understandable</td>
<td>• Clear and concise</td>
</tr>
<tr>
<td></td>
<td>• To persons who may not speak English</td>
</tr>
<tr>
<td>Credible</td>
<td>• Delivered from trusted sender</td>
</tr>
</tbody>
</table>
Drafting and Reviewing the Plan

Best writing practices
- Use simple language
- Use short, active voice sentences
- Give enough detail to convey easily understood, actionable guidance
- Focus on mission guidance

Plan review criteria
- Adequacy
- Feasibility
- Acceptability
- Completeness
- Compliancy
3. US DHS Active Shooter Emergency Action Plan (EAP) Templates
   a. AS EAP Video Link: https://www.dhs.gov/active-shooter-emergency-action-plan-video
   c. AS EAP Template (For use with the above video): https://www.dhs.gov/publication/active-shooter-emergency-action-plan-guide
5. NH Alcohol and Drug Treatment Locator: http://nhtreatment.org/
6. NH Community Mental Health Centers: https://www.dhhs.nh.gov/dcbcs/bbh/centers.htm
11. Department of Justice, Bureau of Justice Assistance Active Shooter Response Training ALERTT (Advanced Law Enforcement Rapid Response Training), CRASE (Civilian Response to Active Shooter Incidents) – For use in training individuals what actions they can take in an active shooter situation visit www.alerrt.org.

12. CRASE Video that illustrates the Avoid, Deny, Defend in practical application – 11 minutes long: https://www.bing.com/videos/search?q=Avoid+Deny+Defend+Active+Shooter&view=detail&mid=22585AD5D5D69BF4D50122585AD5D5D69BF4D501&FORM=VRDGAR

13. DHS Active Shooter Website: https://www.dhs.gov/human-resources-or-security-professional


17. FBI Active Shooter Web Page: https://www.fbi.gov/about/partnerships/office-of-partner-engagement/active-shooter-resources

18. DHS Pathway to Violence Video (Great to mitigate potential violence from an organizational insider/member of your House of Worship): https://www.dhs.gov/pathway-violence-video

   a) Arabic, Chinese, English, Korean, Punjabi, Russian, Somali, Spanish, Urdu. From this site you can download the handouts and posters.
20. Visit the NH Department of Information Technology Cybersecurity web site at http://www.nh.gov/doit/cybersecurity/ to see Alerts & Advisories, In the News and access Resources.
21. US Cyber Security - Access US-Cert at http://www.us-cert.gov/, then select the Home and Business, Government or Control System section to view related threats, vulnerabilities and resources for that section that may be applicable or of interest.
22. Top 8 Things Church Techs Need to Know About Cybersecurity: https://www.churchproduction.com/education/top-8-things-church-techs-need-to-know-about-cybersecurity/
25. Tech Soup – website that provides software at low cost to non-profits. THIS IS NOT AN ENDORSEMENT – JUST A RESOURCE THAT IS OUT THERE. https://www.techsoup.org
26. FEMA National Preparedness Course Catalog – links to Emergency Management Institute, Center for Domestic Preparedness, & National Training and Education Division: https://www.firstrespondertraining.gov/frt/npccatalog
Resource List

29. The University of Southern California Center for Religion and Civic Culture (USC CRCC): [https://crcc.usc.edu/](https://crcc.usc.edu/)
For more information, visit www.dhs.gov/active-shooter-preparedness.

Contact the Active Shooter Program Manager: ASworkshop@hq.dhs.gov