EMERGENCY AND SAFETY PLANNING FOR HOUSES OF WORSHIP & FAITH COMMUNITIES

NOVEMBER 20, 2021
JAFFREY, NH
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

- CPG 101 v 3.0
  - Alignment to 2021 Doctrine
  - More Inclusiveness
  - Updated 6-Step Planning Process

https://www.fema.gov/emergency-managers/national-preparedness/plan#cpg
Faith Based 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

All emergency plans must 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

https://www.cityofwestminster.us/EmergencyManagement
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 events
The 6-Step Planning Process

1. Form a Collaborative Planning Team
   - Identify core planning team
   - Engage the whole community in planning

2. Understand the Situation
   - Understand risk
   - Use the results of risk analysis

3. Determine Goals and Objectives
   - Determine operational priorities
   - Set goals and objectives

4. Develop the Plan
   - Develop and analyze courses of action
   - Identify resources
   - Identify information and intelligence needs

5. Prepare and Review the Plan
   - Write the plan
   - Review the plan
   - Approve and disseminate the plan

6. Implement and Maintain the Plan
   - Train on the plan
   - Exercise the plan
   - Review, revise and maintain the plan

For more information, please see Developing and Maintaining Emergency Operations Plans (Comprehensive Preparedness Guide [CPG] 101), Version 3.0

https://www.fema.gov/emergency-managers/national-preparedness/plan#cpg
Recognize
the warning signs for someone on a pathway to violence, identify stressors, changes in baseline behavior, and observable behavioral indicators.

Assess
the situation to protect personal safety and the safety of those around you. Identify what an escalating person may look like and warning signs.

De-Escalation
individuals are encouraged to use purposeful actions, verbal techniques, and body language to calm a potentially dangerous situation. Safety is the highest priority, know your limits and obtain help immediately if needed.

Report
concerning behavior or an escalating incident through organizational reporting to enable assessment and management of an evolving threat, and 9-1-1 for immediate threats.

https://www.cisa.gov/publication/de-escalation-series
FBO-HOW Security Self-Assessment

- Easy to use & designed for the minimally experienced assessor
- Outputs include:
  - Executive report for use in justifications (Word)
  - Action Item lists (Word & Excel)
  - Options for consideration
  - References
    - Best Practices & Standards
    - Faith Based Resources

https://www.cisa.gov/houses-of-worship
The assessment, when completed, will provide an easy-to-follow road map for implementing suggested voluntary options for consideration. These options are based on current best practices designed to improve facility security and preparedness:

The focus areas of the assessment include the following:
Essential Courses of Action

Courses of action address the what/who/when/where/why/how for each solution.

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Example: Goals and Objectives for an Evacuation Function

For an evacuation function, three possible goals and associated objectives include:

*Function Goal Example 1 (Before)*: Ensure all persons know their evacuation route.

- **Objective 1.1**: Assess, identify, and communicate the location of assembly points to be used during an evacuation.

*Function Goal Example 2 (During)*: Evacuate the house of worship immediately.

- **Objective 2.1**: All persons will evacuate the house of worship using assigned routes.

*Function Goal Example 3 (After)*: Confirm that all persons have left the building.

- **Objective 3.1**: Safely sweep the building.
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

**Immediate**
- Rapid implementation

**Receivable**
- At or away from work station
- By persons who may have impairments

**Understandable**
- Clear and concise
- To persons who may not speak English

**Credible**
- Delivered from trusted sender
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. CISA Resources for Faith-Based Organizations: https://www.cisa.gov/faith-based-organizations-houses-worship
4. FEMA Faith-Based Community Preparedness: https://www.fema.gov/emergency-managers/individuals-communities/faith-preparedness
6. US DHS Active Shooter (AS) Emergency Action Plan Templates
   a. AS EAP Video Link: https://www.cisa.gov/active-shooter-emergency-action-plan-video
For more information:
https://www.cisa.gov/faith-based-organizations-houses-worship

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