



Creating a Secure Church: Active Intruder Preparedness & De-escalation

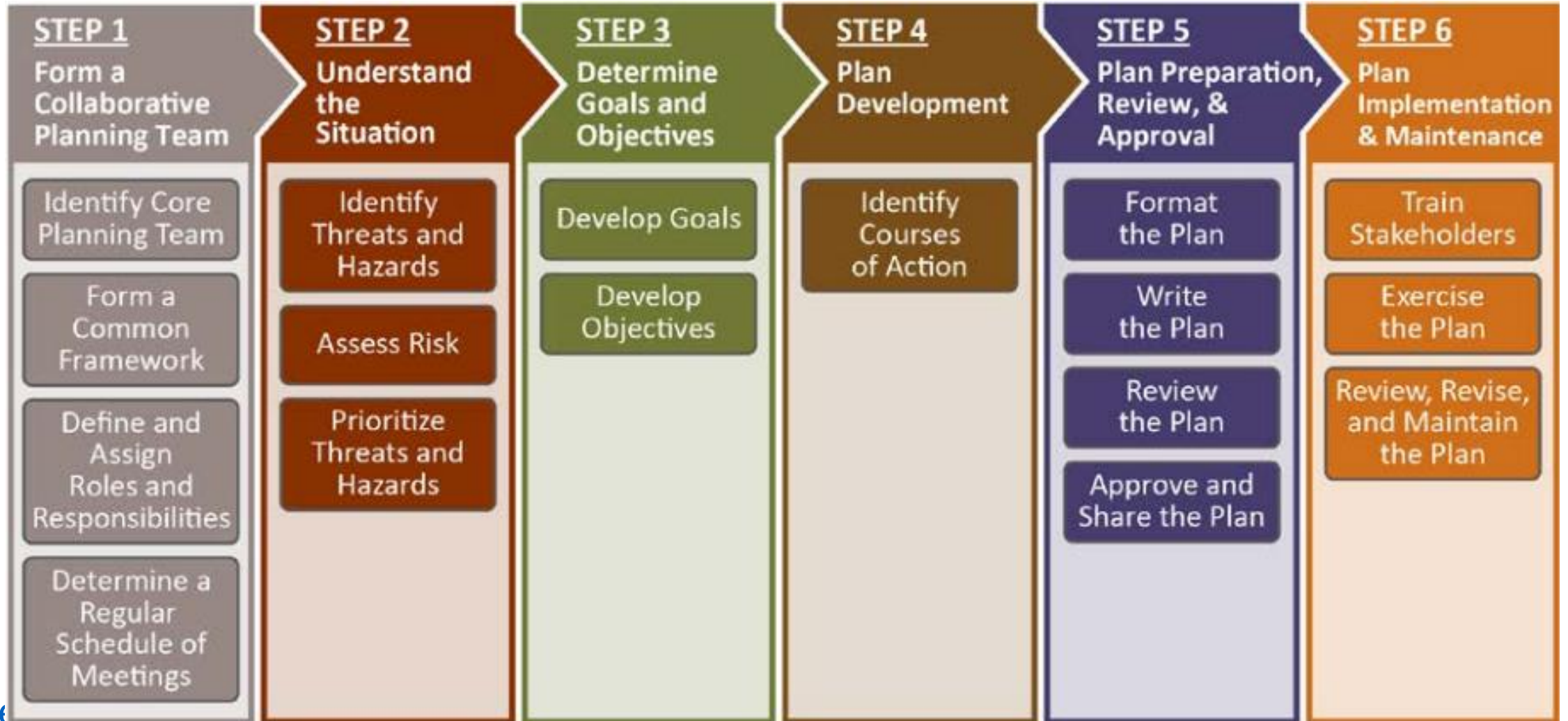
Introduction & Agenda

Policy and Processes

Unwanted Person-
De-Escalation

Active Shooter Preparedness

Policy/Procedures



Unwanted Person

An "unwanted person in church" refers to someone who is causing disruption, discomfort, or a negative atmosphere within the church community, often through disruptive behavior, inappropriate conduct, or actions that go against the church's values, potentially leading to other members feeling unwelcome or uncomfortable attending services.

A diverse group of people of various ages and ethnicities are shown in a state of intense celebration. They are cheering, shouting, and raising their arms in the air. Some are making fist-pumping gestures, while others are pointing or clapping. The background is dark, making the people stand out. The overall mood is one of joy and triumph.

5 Universal Truths



5 Universal Truths

1. All People wants to be treated with Dignity and Respect

2. All People wants to be asked not told

3. All people want to know why they are being asked

4. All people want to have options

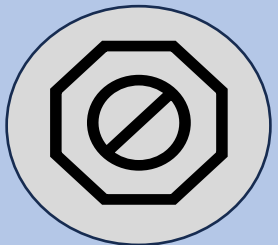
5. All People want to be provided a second chance

Situational Awareness



Method to
prevent violence

Encouraged to use
purposeful
actions, verbal
communication,
and body language
to calm a
potentially
dangerous
situation



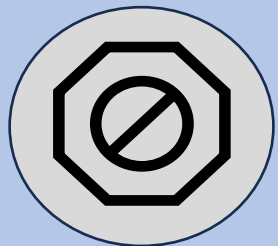
De-Escalation

The use of communication or other techniques during an encounter to stabilize, slow, or reduce the intensity of a potentially violent situation without using physical force, or with a reduction in force

Methods to prevent violence

Safety is the Highest Priority

Encouraged to use purposeful actions, verbal communication, and body language to calm a potentially dangerous situation



Maintain a safe distance and avoid being alone with an individual

If risk of imminent violence, leave and get help

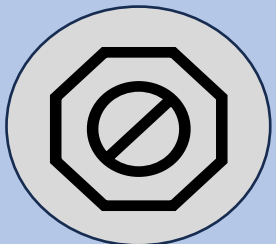


Methods to prevent violence

Safety is the Highest Priority

Know Your Limits

Encouraged to use purposeful actions, verbal communication, and body language to calm a potentially dangerous situation

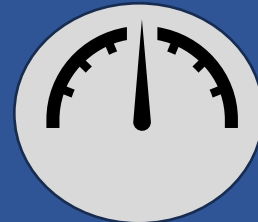


Maintain a safe distance and avoid being alone with an individual
If risk of imminent violence, leave and get help



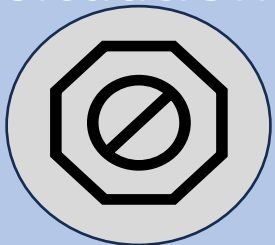
Keep in mind some people may be more adept to applying these skills.

Know your vulnerabilities and tendencies, know when to get help



Method to prevent violence

Encouraged to use purposeful actions, verbal communication, and body language to calm a potentially dangerous situation



Safety is the Highest Priority

Maintain a safe distance and avoid being alone with an individual

If risk of imminent violence, leave and get help



Know Your Limits

Keep in mind some people may be more adept to applying these skills.

Know your vulnerabilities and tendencies, know when to get help



Obtain Help

If you feel the individual or situation is escalating and violence may occur call for help, then move to a safe location.



Purposeful Actions

Remain Calm

Change the Setting

Respect Personal Space

Listen

Empathize

Verbal Communications

Tone

Volume

Rate of Speech

Inflection



Verbal Communications

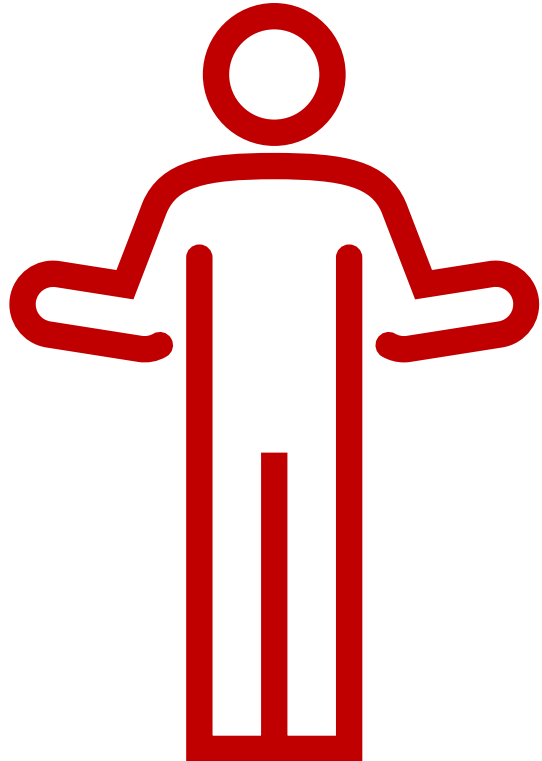
= Verbal De-Escalation



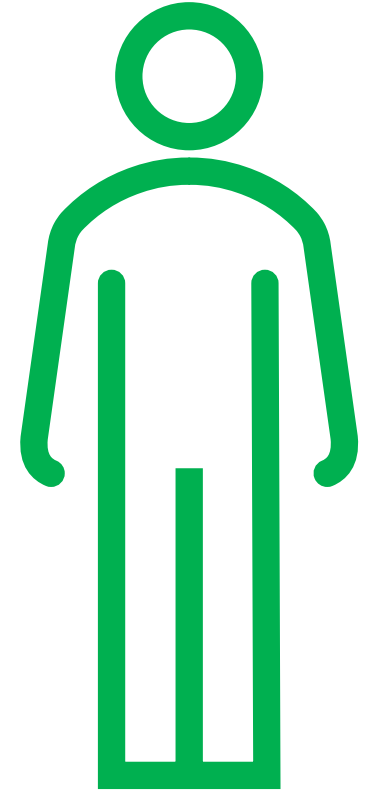
Words to Say

“Come with
me.”

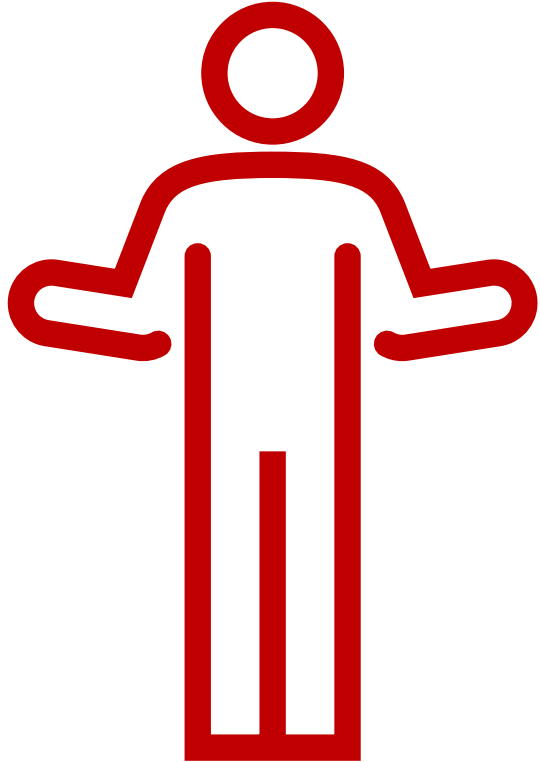
“May I
speak with
you.”



Body Language

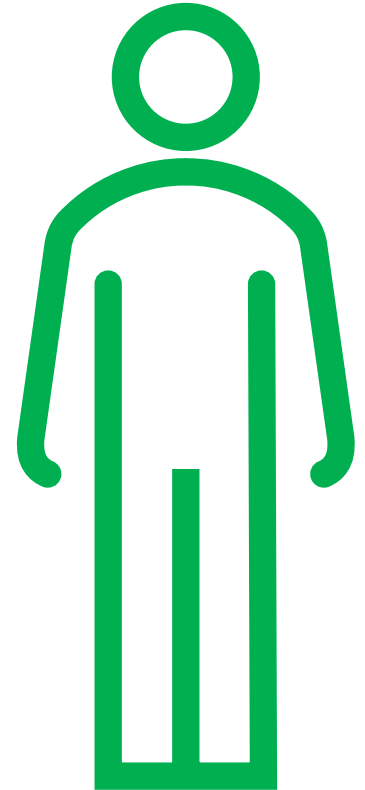


Body Language

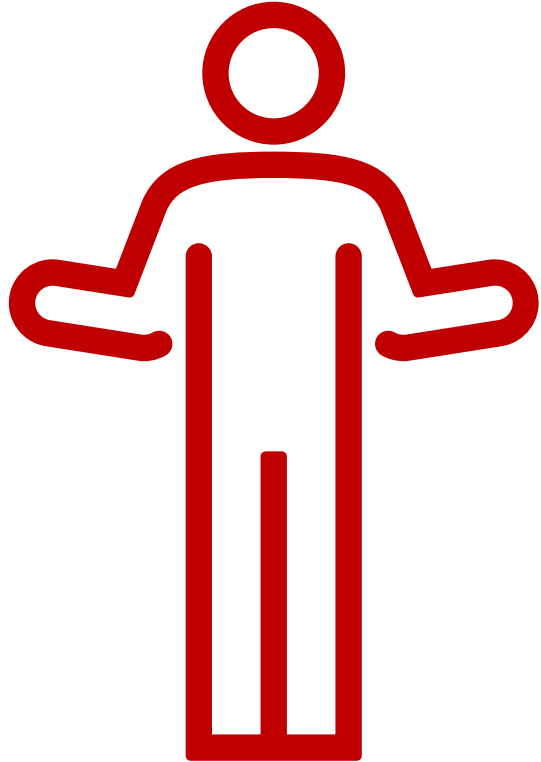


Standing
rigidly
directly in
front of the
person

Keeping a
relaxed and
alert stance
off to the
side of the
person

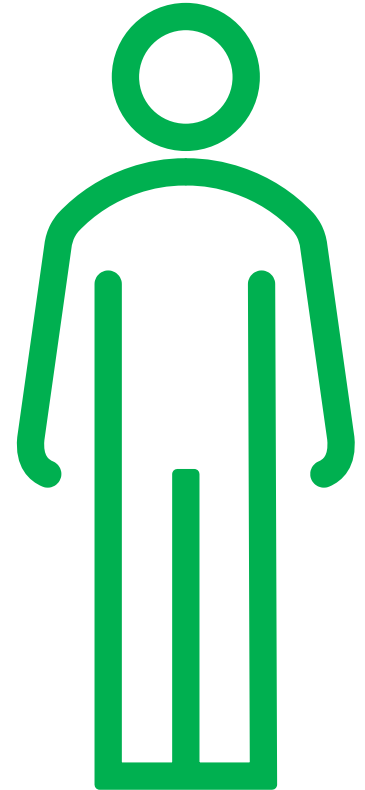


Body Language

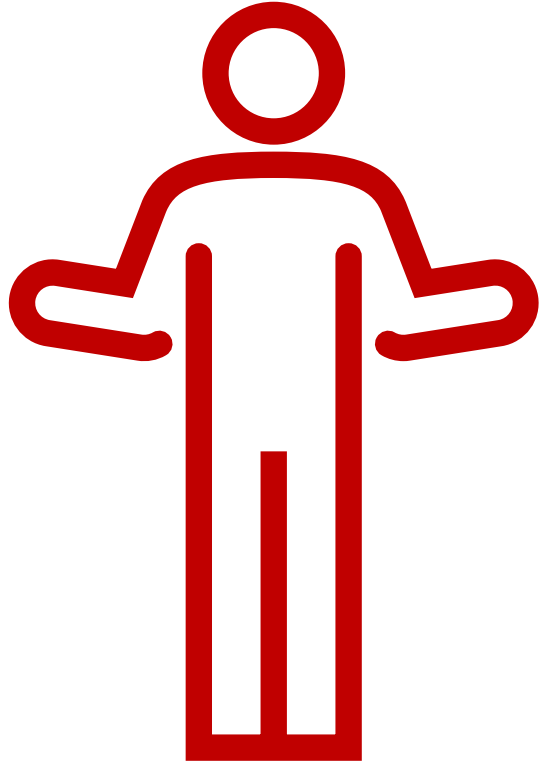


Pointing
your finger

Keeping
your hands
down, open,
and visible
at all times

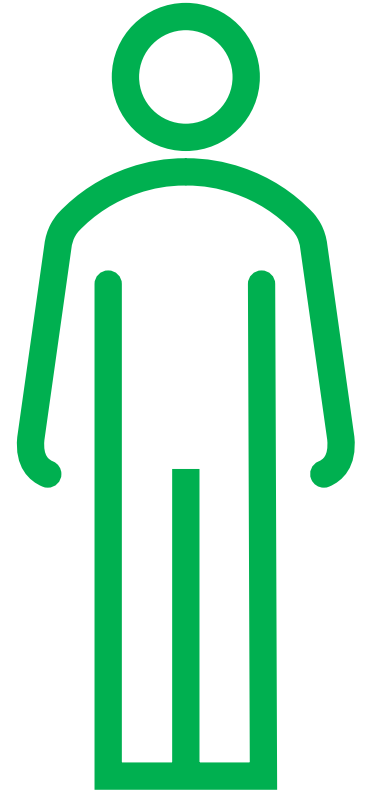


Body Language

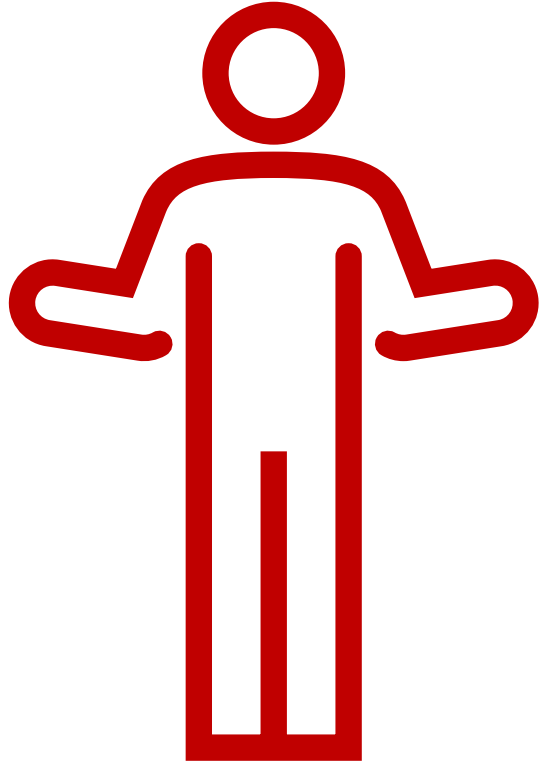


Excessive
gesturing
or pacing

Using Slow,
deliberate
movements

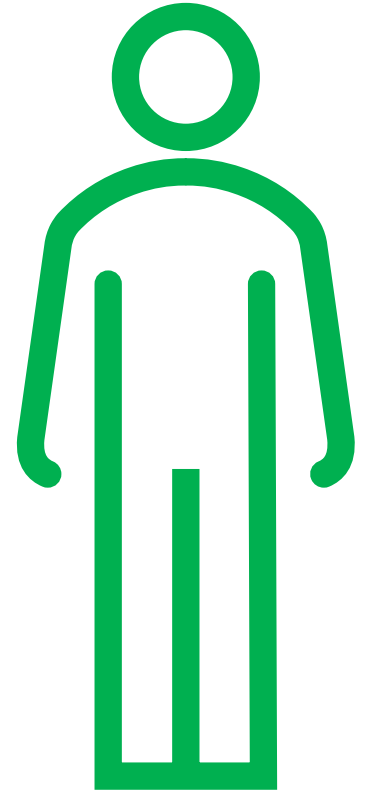


Body Language



Faking a
Smile

Maintaining a
neutral and
attentive facial
expression



REPORT

Is critical to the prevention of workplace and community violence. Threats that are not known cannot be managed.



2 Types of Reporting



Calling 9-1-1



Organizational Reporting

When Should You Report?

- When to call 911
 - Serious physical Harm
 - Serious damage to property

- When to call LE and just make a report (non-emergency)
 - Damage to property
 - Suspicious Person

- Internal Reporting
 - Events that occur at the church.

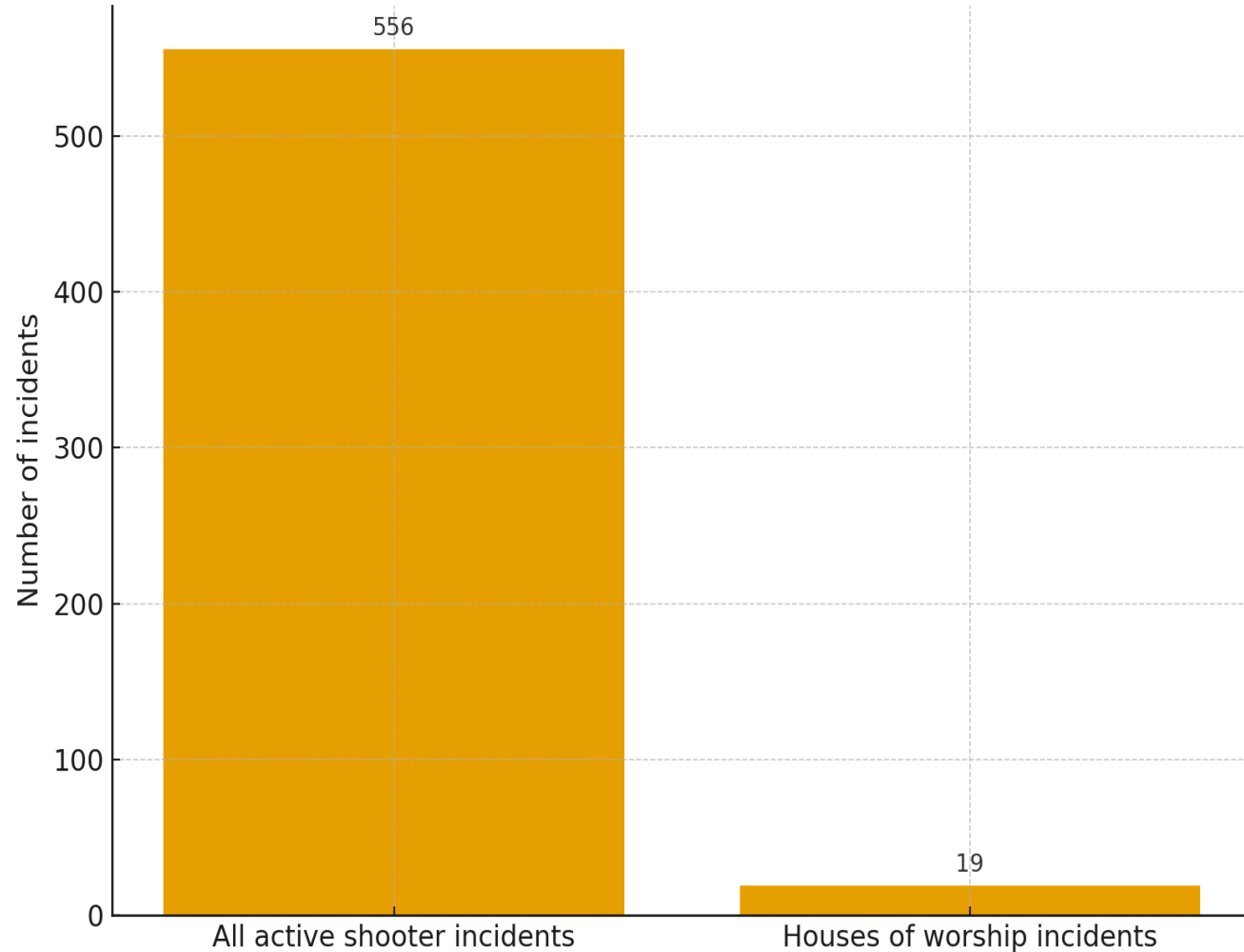
Active Shooter Response



Active Intruder Events, 2000-2024

U.S. Active Shooter Incidents vs. Houses of Worship (2000-2024)

Severity
↑
↓
Frequency



3% of all Active Shooter Incidents happened at a church

Plan

*Have a plan, Know the plan,
Practice the Plan*



Develop a Plan for your Church



IDENTIFY A
PLANNING TEAM-
ESTABLISH ROLES
AND
RESPONSIBILITIES



HAVE A
VULNERABILITY
ASSESSMENT
CONDUCTED



DEVELOP A
SECURITY
PLAN



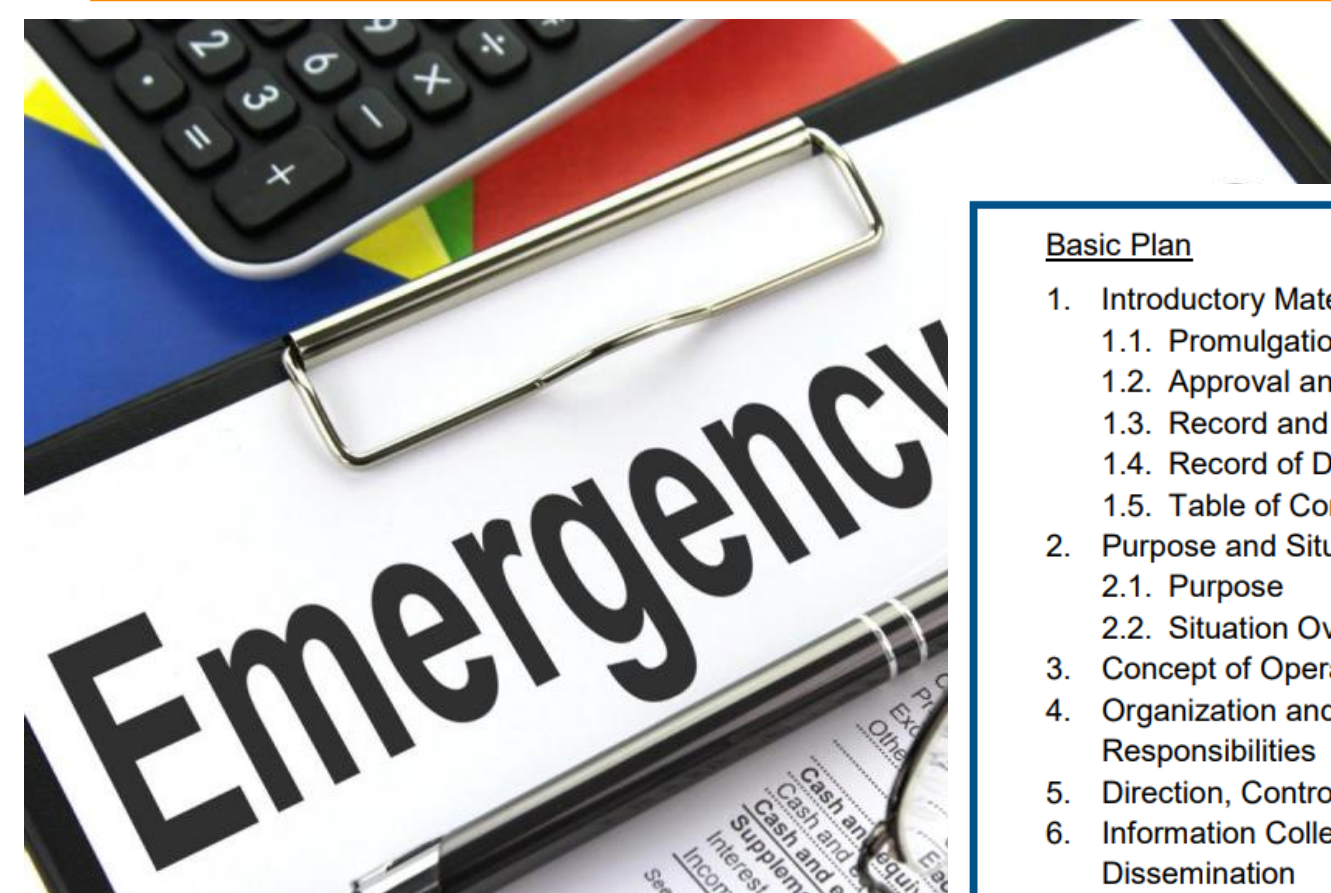
EXERCISE
THE PLAN

Conduct a Vulnerability Assessment

- Security Advisors
 - [Regions Cybersecurity and Infrastructure Security Agency CISA](#)
- Local Law Enforcement
- Needs to be completed if you are looking at applying for Grants.



Develop an Emergency Plan



Basic Plan

1. Introductory Material
 - 1.1. Promulgation Document/Signatures
 - 1.2. Approval and Implementation
 - 1.3. Record and Changes
 - 1.4. Record of Distribution
 - 1.5. Table of Contents
2. Purpose and Situation Overview
 - 2.1. Purpose
 - 2.2. Situation Overview
3. Concept of Operations
4. Organization and Assignment of Responsibilities
5. Direction, Control, and Coordination
6. Information Collection, Analysis, and Dissemination
7. Training and Exercises
8. Administration, Finance, and Logistics
9. Plan Development and Maintenance
10. Authorities and References

Functional Annexes

(Note: This is not a complete list; however, it is recommended that all plans include these functional annexes.)

1. Evacuation
2. Lockdown
3. Shelter-in-Place
4. Recovery
5. Security

Hazard-, Threat-, or Incident-Specific Annexes

(NOTE: This is not a complete list. Each house of worship's annexes will vary based on their threat and hazard identification and risk assessment.)

1. Severe Storm
2. Earthquake
3. Tornado
4. Fire
5. Hazardous Materials Incident
6. Active Shooter

[*click here to download the guide](#)

Our insurance serves you so you can serve God.

Serve God

Types of Exercises

- Seminar
- Workshop
- Drill
- Tabletop Exercise



Respond

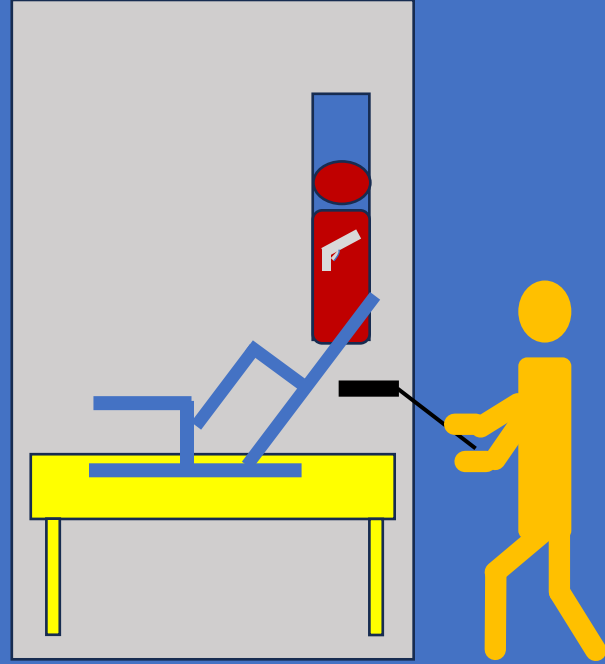


Response to an Active Shooter (RHF)



RUN/EVACUATE

- Move away from the threat
- Go to the Rally Point



HIDE

- Secure/Control Your location(lockdown)
- Create a Barricade

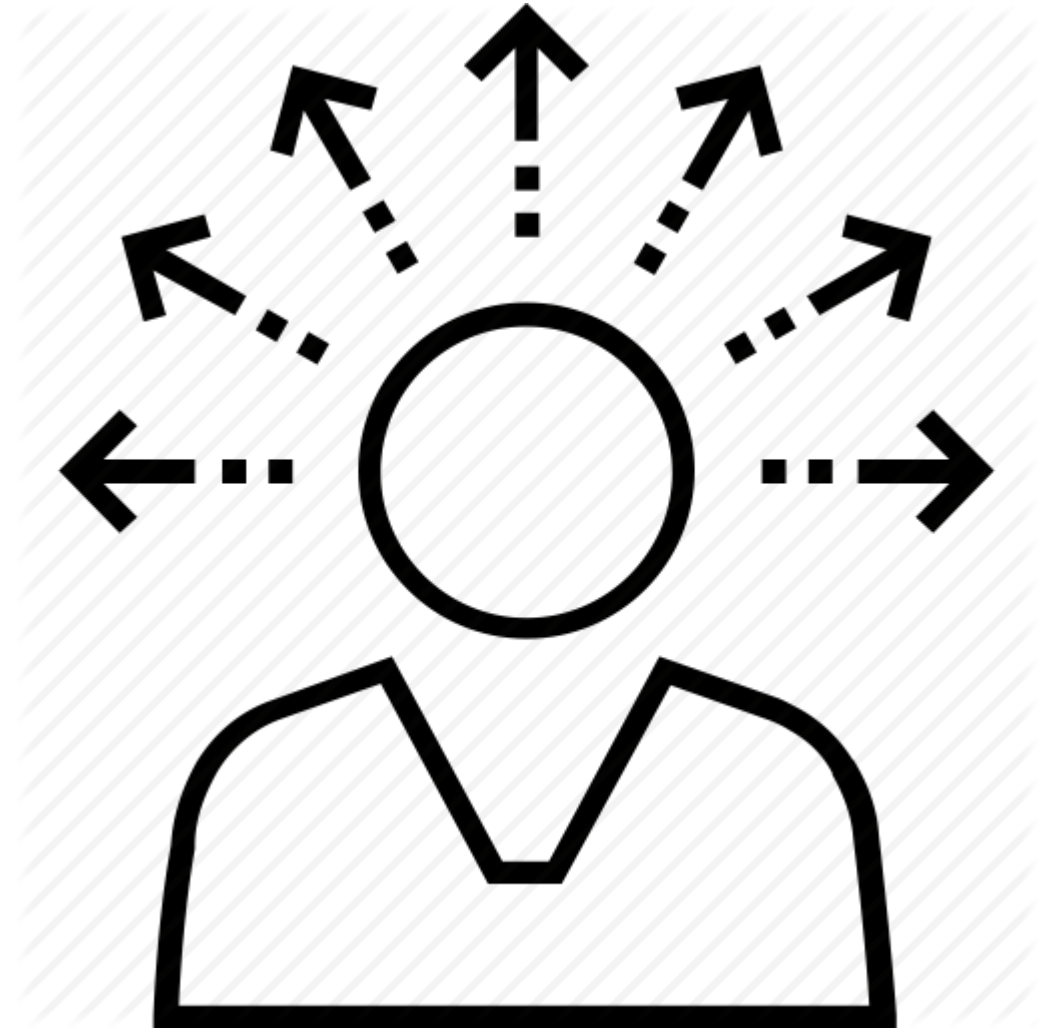


FIGHT

- Disrupt the Attacker's Actions
- Control the attacker

Situational Awareness & Communication

- Situational Awareness
- Provide the ability to communicate
 - How will you get the message out to others
 - How do you communicate now



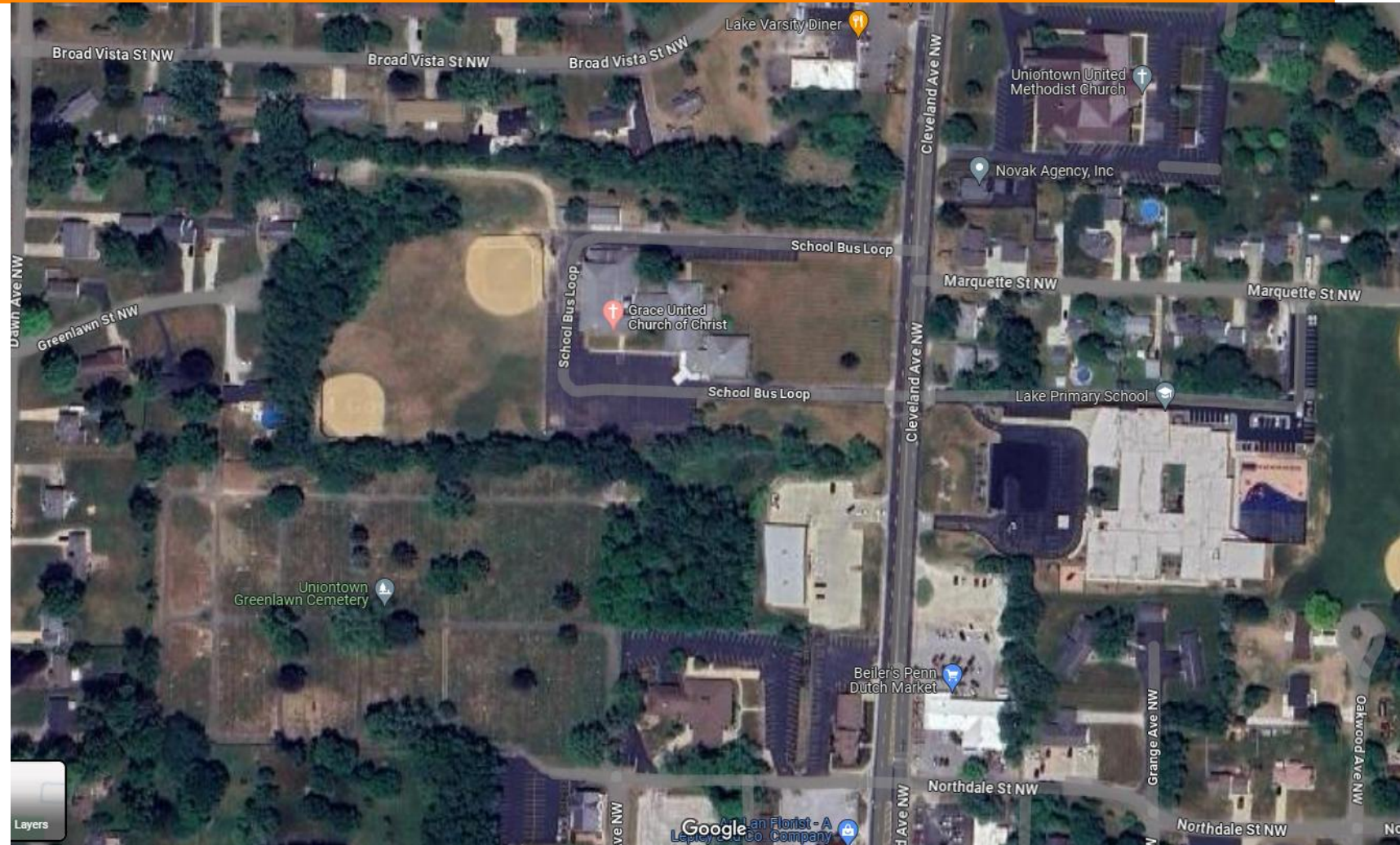
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RUN- Remove Yourself from the Danger



RUN/EVACUATE

- Move away from the threat
- Go to the Rally Point



Hide- Control Your Environment

Start by using the lock if there is one

Barricade the door with items around your environment

Outward Opening
Inward Opening

Stay out of sight of the doorway and be ready



How does your door open?



Fight- Control Your Outcome



Overwhelm the thought process of the intruder

Distract using items within your environment

Once distracted, control the intruder by controlling the five appendages.

Creating a Distraction to Overwhelm the Attacker



OODA
(OBSERVE
ORIENT,
DECIDE, ACT)



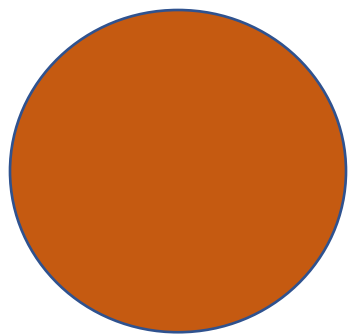
MOVEMENT &
DISTANCE
DECREASES THE
ATTACKER'S
ABILITY TO BE
ACCURATE



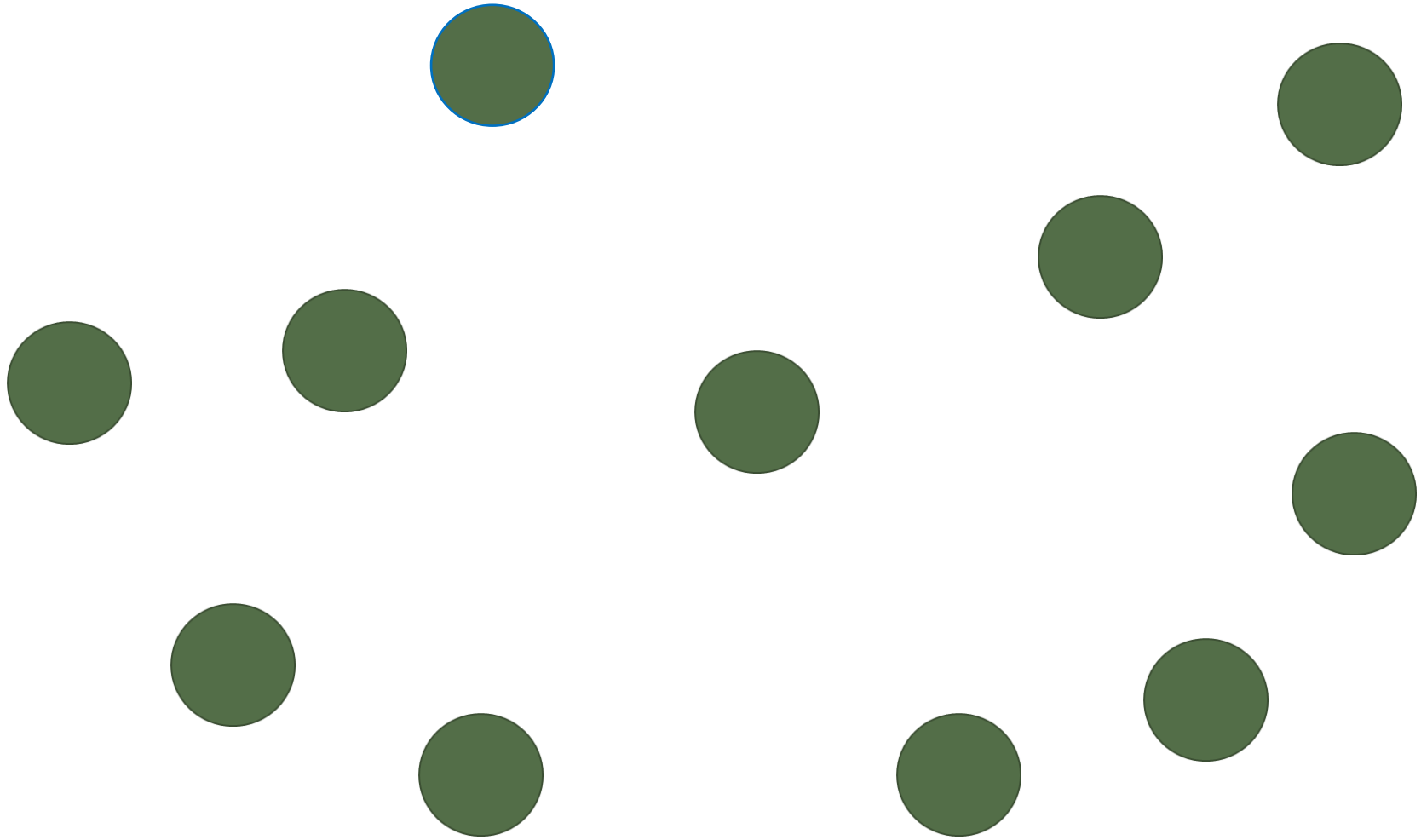
OVERWHELM
THE INTRUDERS
THOUGHT
PROCESS WITH
LOTS OF
STIMULUS



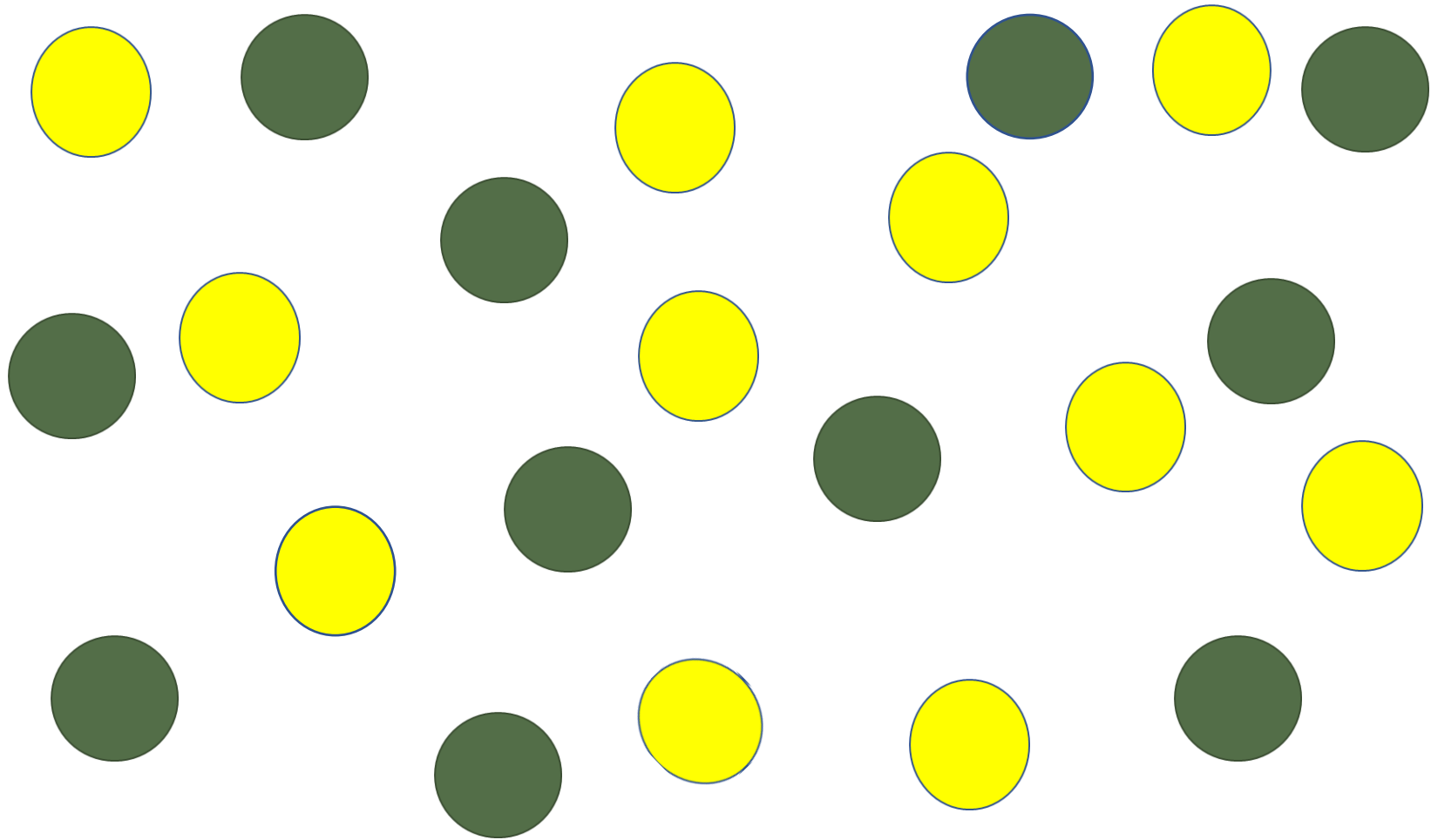
GAIN TIME TO
EITHER
EVACUATE OR
CONTROL



1



2





What Do You See?



Control the Five Appendages

1-Head

2-Arms

2-Legs



Other Links for Resources

- www.cisa.gov
- [Physical Security-](#)
- [Protective Security Advisors](#)
- [DHS Grant](#)
- [Emergency Action Plan](#)
- [Insurance Board Safety Central](#)
- [Emergency Operation Plan Template, UCC](#)

Questions



YOUR Insurance Board Loss Control Team

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