

RECOMMENDATIONS FOR LOCAL CHURCH EMERGENCY PLAN

This document is intended for use as a template for local church leaders in developing a site-specific plan for church property. Every church will have different needs, so please adapt these recommendations to fit the needs of your particular site and congregation. For instance, smaller churches may not be able to form a full emergency response team; however, church leaders may be designated to serve in particular functions. Once procedures have been established, it is important that they be relayed to church members and emphasized as often as possible (e.g. church-wide meetings, trainings, drills).

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EMERGENCY TELEPHONE NUMBERS

For All Emergencies Dial 9-1-1—*If your community is not served by 9-1-1, call your local emergency contact number.*

Treat minor injuries from supplies in the first aid kits. The kits are located (*provide location here*).

OTHER IMPORTANT NUMBERS

Building Maintenance/Trustees: (*Identify appropriate contact person here*)

Call this number to report unsafe conditions.

Also, to report problems with:

- Leaks and drainage.
- Building temperature.
- Lighting.
- Building conveniences.

Pastor(s): _____

Church office: _____

Call this number for appointments or other business.

- Non-emergency assistance.
- Reporting lost ID or valuables.

Where applicable (*refer to following section*):

Building Coordinator: _____

Incident Coordinator: _____

Medical Response Team Members: _____

Name

Contact Number

Name

Contact Number

Emergency Response Team Members: _____

Name

Contact Number

Name

Contact Number

ROLE OF AN EMERGENCY RESPONSE TEAM

The following are guidelines for creating an emergency response team within your congregation should you deem it necessary. The positions listed are recommendations and can be adapted to the needs of your particular site. We recommend that several people be designated and trained for each position, and that each position be represented at every possible worship service or event.

Building Coordinator

A building coordinator is a staff member or volunteer trained to know the floor plans of each building and the emergency evacuation procedures for any emergency—medical, fire, tornado, etc. The building coordinator may be involved in long-range planning. *(Your church disaster response coordinator or building trustee might be appropriate for this position.)*

A building coordinator may be responsible for:

- Receiving status reports from the Incident Coordinator.
- Relaying status report information to the emergency agency/agencies involved (e.g., fire department, police, paramedics, emergency management, etc.).
- Coordinating with the emergency agency/agencies any needed evacuations or other emergency actions.

A building coordinator may work with the emergency response team to:

- Coordinate emergency planning activities.
- Assist with recruiting team members.
- Schedule training.
- Communicate ongoing plans.

Incident Coordinator

The incident coordinator on duty assumes responsibility for implementing the local church emergency plan at the time of the incident, providing leadership until personnel with more experience arrive on scene. *(Greeters, ushers, or other church leaders might be appropriate for this position.)* Responsibilities may include the following:

- Ensuring that all emergency response team members are assigned duties and understand all emergency procedures.
- Working with other emergency response team members to evaluate an emergency.
- Ensuring proper emergency communication.
- Delegating needed emergency actions.

The incident coordinator may also be called upon by the emergency agency/agencies involved to aid in crowd control and building evacuation. The incident coordinator should immediately identify her/himself as such to emergency agency personnel responding to an incident.

Medical Response Team Members

Medical response team members are members of the emergency response team who have been trained in medical emergencies. Responsibilities may include the following:

- Providing “first responder (medical) service” to those incurring a medical emergency until medical personnel with more advanced training arrive on scene.
- Conducting a primary assessment of the medical emergency situations and reporting this assessment to appropriate personnel.
- Participating as emergency response team members in emergency situations when their medical expertise is not required.
- Providing medical assistance and support until professional help arrives.
- Remaining “in charge” of a medical emergency situation until professional help arrives.

Medical response team members should immediately identify themselves as such to any personnel responding to the incident.

Emergency Response Team Members

The remaining emergency response team members are staff members or volunteers who are trained in evacuation techniques and use of fire extinguishers. Emergency response team members know the location of approved tornado shelter areas in the building. Responsibilities may include the following:

- Building evacuations—responsible for reporting to the incident coordinator that their assigned section has been cleared during an evacuation.
- Work in coordination with the building coordinator to minimize hazards.
- If available, maintain hand-held radios to coordinate with incident coordinator or other team members.

Emergency response team members should immediately identify themselves as such to any personnel responding to the incident.

Weapons as Part of Your Response Team

You will hear many suggestions, ideas, and options in response to this issue. Some of them may be good, while others may not be in the best interest of your church and people. Let’s consider the pros and cons of each option.

Option #1: Never allow guns on church property.

A church can adopt this approach for a couple of reasons. From a doctrinal standpoint, there is much support for believing that churches are to love their enemies, show the way of peace and be an example of non-violent resolution to conflicts. Aside from doctrine, there are practical considerations as well. Having weapons brings enormous liability to the church. The potential for accidents, unintentional injury to innocent bystanders, excessive use of force, and confusion when police arrive over who is a threat, are all downsides that can offset any benefits of additional security.

Option #2: **Hire only trained professionals.**

This can include professionally trained and equipped security agencies or off-duty law enforcement officers. Many churches in high risk areas have used this approach for years. The advantage is that churches shift liability away from themselves to the outside agency. These professionally trained security officers and off-duty officers are usually trained in such areas as crisis intervention, de-escalation, and proper non-lethal tactics. Most parishioners, even those with a concealed carry permit, do not have this level of training.

Some churches utilize uniformed security personnel while others operate in plain clothes. Regardless, such trained personnel have the best chance at stopping or minimizing violence should it occur. This option is preferred by the previously mentioned legal expert Richard Hammar, *“The exercise of reasonable care can best be demonstrated by hiring only uniformed, off-duty police officers as security guards.”*

On the downside, to hire off-duty personnel during church events comes at a cost. Some private security personnel can cost a church \$17-25 an hour while off-duty law enforcement officers can cost \$25 per hour and up. For some churches, this is just not possible due to limited finances. Another potential drawback is that the hired officer is not connected to your church and therefore may not represent the church like a member would. However, you may be able to hire an officer who has the personality and possibly the same beliefs as your church and can represent you well.

Option #3: **An in-house, volunteer, trained security team.**

There is a growing industry around this approach. Options are: sending a team to a training center or conference; having someone come onsite to train your volunteers; video; online training. Some organizations are comprised of current or former law enforcement officers. There are some church teams that have been trained and now want to train others.

The quality of such training can vary from company to company. Any training, regardless of who you hire to conduct it, should include emergency/crisis identification and response, de-escalation, and use of force. Ideally, it should be “hands-on” training where you can practice, be corrected, and refine your tactics. Furthermore, besides initial training, your team should have ongoing, regular situational training and meetings. A more in-depth annual training by outside professionals is ideal.

Should your church make a determination to allow concealed weapons, all personnel must have more than the basic training needed to obtain a concealed weapons permit. Shooting at a stationary, paper target and firing at a perpetrator in a crowded room are far different. Again, very few civilians are equipped with the mindset needed to engage in such a scenario.

In addition to what is described above, your training should cover other topics such as moving about and observing people, using radios or phones for communication, special considerations for the pastor’s protection, assigned areas, and the use of video surveillance.

There is debate as to whether the security team should be high profile or low profile. There are advantages to being visible; it shows people entering the building that this facility is protected. Some teams have a shirt that indicates they are safety or security, but the low profile approach also has some advantages. Visitors and parishioners may be put off by uniforms or high profile images.

Secondly, it is easier to observe and get closer to people without incident if you are not seen as a “designated” safety/security person. This issue is up to the discretion of church leaders.

The downside to having a volunteer team trained is the difficulty of getting enough of the right personnel to adequately form a successful team. Some people may mean well, but may not be the types of people you need on your team. Some people do not have the skills, maturity, or psychological makeup needed to be a police officer but want to be one. These people are known as “wannabe’s”. Since they would not be hired by a legitimate police department, they’ll settle for a church security position. They may be quick to anger, see issues where there aren’t any, and live to engage someone in a negative way. Richard Hammar shares, *“Security guards with little or no training, and who are not licensed under state law, present the greatest risk of liability to a church or other employer as a result of injuries they inflict while responding to a crime or otherwise performing their duties, or injuries they fail to prevent.”*

Note: There is one option we have not advocated here—that of allowing just anyone with a concealed weapon permit to carry a weapon. Pause just a moment and ask yourself, “If there are many people in my congregation carrying weapons and something occurs, am I confident that each of them will make sound, correct decisions, and the end result will be something I can live with?” Making the wrong decision in a crisis can quickly make a bad situation worse.

Allowing or encouraging people to carry weapons into church with no written policy or specialized training creates a huge liability issue and should be avoided. Regardless of which option is chosen, church leaders should consider posting their policy regarding weapons in and around the church building.

How does a church decide which option to choose?

Let’s be clear, no level of risk management can completely thwart a tragic incident of persons being injured or killed on church property. These incidents often happen without warning and are over very quickly. So what is a church to do? After looking at all the options and their advantages and disadvantages, investing in trained professionals is the best option available to churches from both a liability and tactical aspect. These trained, equipped, and mentally prepared professionals give you the best option to stop or minimize a volatile situation.

There are many occasions where a church may have one of these professionals attending their church. Other professionals may do it at an affordable cost because they are people of faith themselves. If the cost to hire these trained professionals is not an option, providing the proper training for individuals that are carrying concealed weapons becomes the next best option.

The following is Mennonite Mutual Insurance Company’s position regarding church security policies for our policyholders:

Instances of violence in churches are few but widely reported, causing some congregations to consider allowing members with concealed carry licenses to carry weapons into church for security purposes. Ohio law prohibits carrying a gun into a place of worship but a church does have the option of giving permission to an individual to do so. Indiana law allows carrying a weapon in church unless

the church has a school or day care. Pennsylvania currently does not have a law prohibiting the carrying of a concealed weapon in church.

While we hope every congregation can enjoy safety and security during church services, we think the potential liability risks associated with having guns in churches can outweigh any increase in security that can be gained from their presence. In order to obtain a concealed carry permit, many states only require an individual to be able to demonstrate competency in handling a gun, ammunition, and be able to shoot the firearm. This training does not cover likely scenarios that would be encountered in a church setting, including shoot/don't shoot decision-making, hostage situations, de-escalating tense situations and whether or not the use of force is justified.

Mennonite Mutual's guidelines do not permit churches to allow concealed carry weapons except: 1) active or retired law enforcement or military personnel with firearms training who are either contracted by or are volunteering for the church as security guards; or 2) churches that contract with outside professionals for security; or 3) security training for church personnel.

Again, if churches decide to implement a security team with firearms, the best option is to hire off-duty law enforcement professionals or security agency. Should the church opt for training a team of security personnel within their church, the church must provide training by qualified and certified professionals. Secondly, the church must offer not only initial training to the team, but show their plan for ongoing training. This should include who conducted the training, when it was done, what topics were covered, what team members were present, and whenever possible, demonstrated and documented competency on the subjects taught. These guidelines must be in place to be eligible for our church insurance program.

BUILDING EMERGENCY PROCEDURES

Leader Responsibilities

In the event of an emergency, leader responsibilities may include the following:

- Knowing how to correctly respond to and summon help for a medical emergency.
- Knowing how to correctly report a fire or smoke emergency using the 911 or other emergency number(s).
- Knowing the locations of the manual fire alarm pull stations in their area.
- Knowing the locations of the fire extinguishers in their area and how to use them.
- Knowing how to correctly respond to a fire warning alarm.
- Knowing designated shelter areas and precautions to take in the event of a tornado emergency.
- Becoming familiar with exit routes and knowing alternate exits to correctly respond to a call for an evacuation.
- Closing all opened doors as they evacuate an area.

Medical Emergency

Call 911 or other emergency number(s). Be prepared to give the following information:

- Name and extension.
- Location (Street address and position inside building).
- Number of people involved.

- Nature of injury or illness.

Note: Treat minor injuries from supplies in the first aid kits. The kits are located (*provide location here*).

While waiting for professional help do not move the ill or injured person. When professional help arrives:

- Allow responding units to take control of the situation.
- Emergency response team members will stand by to assist as needed

Regular CPR/First Aid training is recommended for all church leaders, especially pre-school and Sunday school teachers.

Fire and Smoke Emergencies

If you detect smoke:

- Call 911 or other emergency number(s).
- Give your name, telephone number, and location within the building.
- Describe the situation.
- Advise the building coordinator, incident coordinator, or other emergency response team members of the situation.

If you detect fire:

- Activate the manual fire alarm
- Call 911 (move to a safe area before making this call).
- Give your name, telephone number, and location.
- Describe the situation.
- If you know how to use a fire extinguisher and feel the best course of action is to attempt to extinguish the fire, locate an extinguisher and, without risking injury attempt to extinguish the fire.
- If the fire is beyond the point of a safe attempt to extinguish it, isolate the fire by closing doors in the area before evacuating.
- Advise the incident coordinator or other emergency response team members of the situation.

If the Fire Warning Alarm Sounds

- Evacuate immediately, using the nearest exit. Walk quickly. Do not run.

Note: Evacuation should be toward ground level. If you encounter smoke or heat in a stairwell, proceed across that floor to another stairwell and continue evacuation to ground level.

- Assist disabled persons in your area.
- If you encounter smoke, take short breaths through your nose and crawl along the floor to the nearest exit.
- Feel all doors with your hand before opening. If the door is hot, do not open it. If the door is cool, open it slowly, keeping behind the door in case you have to quickly close it to protect yourself from oncoming smoke or fire.
- Proceed to the ground level and outdoors.

- Move upwind of the building at least 75 feet away from the building and beyond designated fire lanes. Go to your designated assembly (Located in Appendices under Evacuation Maps) area (if possible).
- Do not go to your automobile or attempt to move it from the parking lot. This could hinder access by emergency vehicles.
- Do not congregate near building exits, driveways, or roadways.
- Do not reenter the building until an “all clear” is issued by the incident coordinator. (Note: The “all clear” should be initially issued by the Fire Department.)

Building Evacuation Emergency

All leaders should know the emergency evacuation routes and procedures for the building, and their designated assembly area outside the building. Memorize the exit route closest to your work area or office.

The designated assembly area is located (*provide location here*).

Should the designated assembly area be deemed unsafe, an alternate assembly area will be located (*provide location here*).

If a Building Evacuation is Initiated Important “dos” and “don’ts” are:

- Remain calm.
- Follow the instructions of the incident coordinator or emergency response team, if applicable.
- If you occupy an enclosed office, close the door as you leave.
- Use stairwells (do not use elevator) for evacuation. Be alert for other staff, church members, and emergency agency personnel who might also be using the stairwells.
- Do not return for coats, purses, briefcases, etc., after you have left the area.
- Do not smoke.
- Do not return to your area until the “all clear” signal is given.

Notes: Ensure that (*identify appropriate leader here*) has planned with disabled leaders or church members a procedure to assist each disabled person in evacuating. Emergency evacuation procedures should be provided to all church members (e.g. in member orientations).

Tornado Emergency

The National Weather Service has developed a method of identifying storm conditions that foster the development of tornadoes. The classification and definitions of storm conditions are:

- Tornado watch
- Tornado warning

A “**tornado watch**” status indicates that weather conditions are favorable for the development of tornadoes. The “watch areas” are usually large geographic areas, covering many counties or even states that could be affected by severe weather conditions including tornadoes.

A “**tornado warning**” is an alert issued by the National Weather Service after a tornado has been detected by radar or sighted by weather watchers or by the public. The National Weather Service provides the approximate time of detection, the location of the storm and the direction of movement. A tornado can move from 25 to 40 miles per hour so prompt emergency action must be taken.

During a tornado warning, a battery-powered radio should be tuned to the National Weather Service and local weather watchers radio frequency. Should a tornado develop which threatens the area, emergency response team members should initiate actions to notify and protect all staff and church members in the facility.

If a Tornado Warning is Announced

When you hear the announcement for a tornado warning:

- Move to a designated tornado shelter immediately. Move quickly, but do not run.
- Do not use elevators.
- Assist disabled personnel in your area.
- Wait in the shelter until you hear an announcement from a member of the emergency response team and/or a hand-held radio system station (if applicable) that it is safe to return to your area.

Tornado Safety Basics

Tornadoes and tornado-producing weather conditions are common in the area. Familiarize yourself with the basics of protecting yourself wherever you may be.

If you are indoors, the general responses to a tornado warning are:

- Move away from windows. Move to an interior room away from windows—to an enclosed room or conference room, a rest room, an interior stairwell. If you have time, close any window blinds or shades to help prevent flying glass and debris—the cause of most injuries in office buildings.
- Warn others. Encourage them to get to safety immediately.
- Move away from large expanses of unsupported ceilings.
- Move away from building perimeter area.
- If in an interior hallway, away from windows, crouch down as low as possible.
- If you are in an elevator, stop and get off at the next floor and take cover in an interior hallway or interior room. Do not use elevators during tornado warnings.
- If moving to a safer location in the building is not possible, get under a desk or table in an interior office.
- Once you’ve situated yourself in the safest place you can find, protect your face and head, and stay where you are until an “all clear” signal is given. If circumstances change and new dangers are present, seek a different safe place.

If you are outdoors, the general responses to a tornado warning are:

- If at all possible, move indoors to an interior room.
- If moving indoors is not possible, take cover near objects that are low and securely anchored to the ground, such as a culvert or low retaining walls.

Basic safety information specifically related to other disasters likely to occur in your area may be included here (i.e. flooding, hazardous material spills, etc.).

THREATS

Intruder/Active Shooter Emergency Action Plan

When a hostile person(s) is actively causing deadly harm or the imminent threat of deadly harm or is barricaded within a building, the following procedures should be followed:

- Lock yourself in the room you are in at the time of the threatening activity.
- If communication is available, call **911** or other appropriate emergency number(s).
- Do not stay in open areas.
- Do not sound the fire alarm. A fire alarm would signal the occupants in the rooms to evacuate the building and thus place them in potential harm as they attempted to exit.
- Lock the window and close blinds or curtains.
- Stay away from windows.
- Turn all lights and audio equipment off.
- Try to stay calm and be as quiet as possible.

If for some reason you are caught in an open area, such as a hallway or main congregation area, you must decide what action to take.

1. You can try to hide, but make sure it is a well-hidden space or you may be found as the intruder moves through the building looking for victims.
2. If you think you can safely make it out of the building by running, then do so. If you decide to run, do not run in a straight line. Keep any objects you can between you and the hostile person(s) while in the building. Use trees, vehicles, or any other object to block you from view as you run. When away from the immediate area of danger, summon help any way you can and warn others.
3. If the person(s) is causing death or serious physical injury to others and you are unable to run or hide, you may choose to play dead if there are other victims around you.
4. The last option you have, if caught in an open area, may be to fight back. This is dangerous, but depending on your situation, this could be an option.
5. If you are caught by the intruder and are not going to fight back, follow their directions and don't look the intruder in the eyes.
6. Once law enforcement arrives, obey all commands. This may involve your being handcuffed or made to put your hands in the air. This is done for safety reasons, and once circumstances are evaluated by law enforcement, they will give you further directions to follow.

This Emergency Action Plan cannot cover every possible situation that might occur.

Nevertheless, it is a training tool that can reduce the number of injuries or death if put into action as soon as a situation develops. Time is a critical factor in the management of a situation of this manner.

Warning Signs

It must be stressed that if you have had contact with ANY INDIVIDUALS who display the following tendencies, that you may contact law enforcement, and certainly notify leaders in your organization:

- Threatens harm or talks about killing others or themselves.
- Constantly starts or participates in fights.
- Loses temper and self-control easily.
- Swears or uses vulgar language most of the time.
- Possesses or draws artwork that depicts graphic images of death or violence.
- Frequently initiates domestic violence.
- Becomes frustrated easily and converts frustration into uncontrollable physical violence.

In the event you receive a threat call (i.e. bomb threat, armed assault, custody issues), remain calm. If possible, have a pre-arranged signal to alert other personnel to listen to the caller also. If possible, advise the caller that the detonation of a bomb could maim or injure innocent people.

Threat Checklist

Complete this list if you receive a threat.

Exact time of call: _____ Date: _____

Exact words of caller:

Caller's voice qualities: (circle)

Male Female Adult Youth

Estimated Age: _____

Black White Hispanic Asian Other: _____

Calm Disguised Nasal Rapid Accent

Nervous Angry Sincere Slurred Loud

Excited Giggling Stressed Crying

If voice is familiar, whose did it sound like? _____

Background Noise: (circle)

Music Children Typing Airplanes Machinery Cars/Trucks

Other:

Do not hang up! Obtain as much information as possible:

- When is the bomb going to explode? _____
- Where is the bomb? _____
- What does it look like? _____
- What kind of bomb is it? _____

- Method of activation: mechanical, clock, movement/chemical action?

- Method of deactivation? _____

- Did you place the bomb? _____

- Why? _____

- Where are you calling from? _____

- What is your address? _____

- What is your name? _____

Call received by: _____ Department: _____ Ext: ____

Note: In the event you receive a bomb threat:

- Call 911 immediately. Provide the following information:
- Identify yourself
- State: "I have received a bomb threat."
- Give your office location and extension.

REMAIN CALM!

APPENDICES

EMERGENCY EVACUATION MAPS

Insert maps here.

BUILDING EMERGENCY SYSTEMS

This appendix may include information about the location of emergency equipment and information about warning systems for your particular site. Such systems may include, but are not limited to, the following:

Fire/Smoke Detection and Warning

Recommended information: automatic sprinklers, location of fire extinguishers (including maps), lighting

Emergency Power System

Recommended information: emergency power backup equipment

Recognizing an Alarm System Warning

Recommended information: description of warnings (sound, light)

CONDUCTING A HAZARD ANALYSIS

Purpose

The purpose of a hazard analysis is to determine the hazards a site is most susceptible and vulnerable to experiencing. By determining those hazards prior to development, the site emergency plan will be realistic.

Starting Point

A good place to look for information regarding potential hazards is the local emergency management office. This office can describe the disaster history of the community, the location of flood plains, frequency of tornadoes, and so on. The local library may also provide some insight on local disasters.

Considerations

Look at disasters or emergencies that have occurred in the community. For example: tornadoes, wind storms, severe winter weather, heavy rains, forest fires, flooding, utility problems, transportation accidents, etc. Consider the geographic location of the site to flood plains, nuclear power plants, heavy forest, major transportation routes, and neighboring sites which might be hazardous. Look into past emergency events onsite. Consider technological problems that could occur due to problems on the site, such as heating and cooling systems, incinerator problems, power failure, etc. Consider the construction of buildings on the site. Do the buildings pose any hazards, such as building collapse?

Hazard Analysis Worksheet

Using the worksheet on the next page examine the listed hazards. List any other possible hazards that the site may face under the first column labeled "Hazards". Cross off any hazards that are not possible, for example the "onsite hazardous material" incident. Using a scale of 1 to 3, estimate the possibility of each listed hazard.

- 1. Unlikely or low possibility**
- 2. Maybe or average possibility**
- 3. Likely or high possibility**

In the next three columns labeled, "Employee Impact," "Property Impact," and "Economic Impact" use a 1 to 3 scale. Using the 1 to 3 scale estimate the possible impact of each hazard on the employees, property and business. Use a worst case scenario to estimate the probable impact.

- 1. Low impact** (few hours lost productivity, nick and scratch injuries, slight property damage.)
- 2. Moderate impact** (loss of wage, loss of short term productivity, serious bodily injury, moderate property damage.)
- 3. High impact** (loss of employment, loss of life, destruction of property and business.)

After factoring each impact area, total the row for each hazard. Using the totals, prioritize the hazards to determine which hazards to plan for first. Depending on the needs and resources of the organization, complete the low priorities as possible.

HAZARD ANALYSIS WORKSHEET

Hazards	Possibility	Employee/Volunteer Impact	Property Impact	Economic Impact	Total Possible Impact
Fire					
Tornado					
Severe Winter Storm					
Flood					
Onsite Haz/Mat*					
Off-site Haz/Mat*					
Bomb Threat					
Civil Unrest					
Utility					
Intruder					

*Haz/Mat means Hazardous Materials

Training Calendar

Recommended information: Schedule of ongoing/upcoming trainings which include a brief outline and/or agenda.

References

Where to turn for more information

There are organizations, resources, and helpful websites in the area of risk management, safety and security. It is important that you review the specific laws that pertain to your state.

Please be advised that we are not endorsing these websites or organizations. Some of them lean towards their particular view of gun laws, or have a theology or philosophy that may or may not align with Mennonite Mutual Insurance Company or your church. Use discernment when looking into these sites and organizations.

State-by-State Gun Laws –

<http://www.handgunlaw.us/>

Indiana: *May carry weapon in church unless the church has a school or day care.*

http://en.wikipedia.org/wiki/Gun_laws_in_Indiana

It is illegal to carry a concealed weapon, even sporting arms, on school property (K-12 and day care) or on a school bus. Lawful gun owners may have guns in their vehicles on school property provided the driver is only transporting someone to, or from, a school event.

Ohio: *May not carry weapon on church property without permission.*

The law sets forth several places where your license does not allow you to carry a handgun. Under the law, you may not carry a concealed handgun into the following places (see Ohio attorney general website below for complete list):

- *Places of worship, unless the place of worship gives specific permission to individuals*
- *Child day-care centers*

<http://www.ohioattorneygeneral.gov/OhioAttorneyGeneral/files/00/0014c1ed-a150-4726-82fc-686c9062e9d6.pdf>

<http://codes.ohio.gov/orc/2923.12>

Pennsylvania: *No laws against carrying a concealed weapon in church.*

<http://www.pacode.com/secure/data/058/chapter465a/s465a.13.html>

<http://www.pafoa.org/law/carrying-firearms/concealed-carry>

Businesses that provide Gun Safety and Security Training

OSS International, 425 S. Sandusky Street, Delaware, OH 43015; 740-363-6774; <http://oss-international.net/>

PM Security Services, Tactical Weapons Training Group, 26355 Jelloway Road, Danville, OH 43014; 330-317-8607; <http://pmsecurityservicestwtg.com/>

Books:

Chin, Carl. *Evil Invades Sanctuary*, Snowfall Press; 2012

Cirtin, Robert. *Church Safety and Security: A Practical Guide*. CSS Publishing Company; 2005

Aguiar, Ron. *Keeping Your Church Safe*. Brienigsville, Penn.: Xulon; 2008

Welch, Robert H. *Serving by Safeguarding Your Church*. Grand Rapids, MI: Zondervan; 2002.

Other Helpful Sites:

<http://www.churchlawandtax.com/>

<http://theresurgence.com/2010/01/12/church-safety>

<http://www.churchsecurityalliance.com/members/churchsecurity>

<http://www.christiansecuritynetwork.org>

<http://www.right2defend.com/church-security-conference/>

<http://christianfamilyservice.com/workshops/church-security-workshop/>

<https://www.nonprofitrisk.org>--Click on the AFFILIATE Login button on the left.

Center Affiliate ID: MMIC

Password: MMIC

Sources

Homeland Security Initiative

FEMA “Emergency Management Guide for Business & Industry”

Draper, Electa, “Weapons at Church? For Everything There is a Time.” *The Denver Post*. Dec. 12, 2007.

Hammar, Richard. “Does Your Church Need a Security Guard?” *Church Law and Tax Report* March/April 2008, p. 1.

Yeakley, Richard, “”Report says crime up at U.S. churches.” *The Christian Century*. Feb. 09, 2011.

Ibid.