


**Church Safety Team**  
Protecting the Sheep

**1: Active Killer Preparedness  
Congregation Response Part 3**  
Prepared by Bob Soule



**WARNING:** This training series examines the topic of church attacks and preparedness. Graphic Violence from actual incidents is depicted and discussed for informational and educational purposes in some of these presentations. Children should not view this presentation except when allowed by their parent and/or guardian.

Protecting the Sheep, Preparedness

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**Church Safety Team**  
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1:Active Killer Preparedness Congregation Response Part 3

In this presentation you will learn:

- What the Church Safety Team's Responsibilities are.
- About a Lockdown Plan.
- The Difference between a Hard Lockdown v. a Soft Lockdown.
- About Preparation Training for the Congregation.

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**Church Safety Team**  
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**Church Safety Team's Tasks**

1. **Develop a communication strategy** – The team needs to be able to communicate quickly and effectively with church members to make them aware of a threat.
2. **Plan the lockdown posture** – The church will need to go into lockdown quickly. Church members will need to know how to find safe rooms and how to get themselves locked in.
3. **Plan for evacuating and moving members** – Must be able to move members efficiently. The importance of getting out of the building and/or the killing zone quickly is most important. The Safety Team's responsibility is developing the plan on how this will be accomplished.
4. **Members need to train on what to do** – Team members must train on what to do in an active Killer emergency. This includes Reality-Based Training Scenarios, Evacuation drills, lockdown drills, signage and evacuation information, and training of volunteers and staff.

Let's look at these steps in more detail.

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**The Communication Strategy**

**Key point:** It is up to Safety Team to alert members in the building so they can evacuate or initiate a lockdown.

- **A way to alert members quickly and accurately is essential.** The information must be accurate about the type of emergency where in the building it is taking place so they can make informed choices about what they must do to survive.
- **Determine what will work best for your church.**
  - **Public Address System.** State in plain language that there is a lockdown emergency. Tell members where the Killer is so that the members can determine whether they can evacuate or need to go into hiding. Repeat the message several times.
  - **Runners.** With large churches with no public address system. Runners will need to disperse to deliver the message to all locations with members needing the alert. The plan on how to utilize runners will need to be developed to reach all areas quickly.
  - **Phone Alerts.** This is an effective method for the younger members. And as the technology is adopted by most people, this method maybe a promising alternative.
  - **Hybrid Communication.** Hybrid communication is a blend of synchronous and asynchronous modes of interaction that can help you reach and engage your entire audiences more effectively.

Next is the Lockdown Plan. Slide 1.3-4

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**The Lockdown Plan**

**Key point:** It is up to Safety Team to get the building into a lockdown as quickly as possible.

- How quickly can exterior doors be secured against an intruder on the outside?
- How quickly can classrooms and offices be secured?
- How quickly can members be moved to secure areas?

**Securing Exterior Doors**

This is the first line of defense against an active Killer. Research into these events have shown that 75% of active Killer events start in the parking lot. All exterior doors should remain locked at all times.

**Main Entrance**

- **Should remained locked even when the church is open.**
  - ❖ Greeters, ushers or other volunteers can hold the locked doors open for arriving attendees.
  - ❖ Keeping the doors locked means it is easy pull them closed and locked quickly if a threat is detected.
  - ❖ This also means throughout the week with scheduled activities.
    - Entrances with a digital keypad which can be provided for people who need it and then changed at end of week.

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**How Secure Is the Church's Main Entrance?**

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**The Lockdown Plan Continued**

- A safety Team member should be stationed at the Main Entrance anytime the church is open or any time people are coming in and out.
  - ✓ That team member should monitor who enters and should be responsible for opening the door for member and visitors during worship hours.
- **Visitors should not be allowed to wander around unattended during non-worship hours.**
- **Staff and others required to come and go throughout week can be assigned keys.**
  - A key card system is highly suggested, which allows monitoring of who comes and goes from church.
- **Emergency Exits**
  - Members need to be educated to use only the Main Entrance for entering and leaving the building when no Safety Team member is on duty.
    - ✓ Safety Team member should be assigned to monitor any door that worshippers are authorized to use.
- **Educating Members**
  - All other entrances and exits should be designated as for emergency use only.
  - Not to prop these emergency exits open.
  - Impress the importance of keeping the entrances and exits secure.



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**The Lockdown Plan Continued**

- **Identify Safe Rooms** – If members are unable to get out, where could they hide?
  - Which rooms could be used as safe rooms?
    - ✓ The rooms need locking doors.
  - Map out routes from populated areas to safe rooms.
    - ✓ Plan evacuation routes from various parts of the church to the safe rooms.
- **Securing Classrooms and Offices**
  - Examine the classroom locks.
    - ✓ How safely and quickly the room can be locked?
    - ✓ How hardened are the doors?
    - ✓ Will the doors withstand attempts to forcibly open?
    - ✓ Can a section of the church be quickly locked and made secured i.e. Children's, Commons?
    - ✓ Can teachers quickly lock the classroom doors from the inside without exposing themselves to the Killer?
  - Consider keeping classroom doors always locked.
    - ✓ There are products on the market designed to keep the striker on the door from meeting the strike plate or to keep locked door slightly ajar.
      - ✦ In an emergency, a simple readjusting allows the door to close.
  - Can a digital keypad locking system be programmed to lock doors by a simple command of a Bluetooth device?



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**The Lockdown Plan Continued**

- Consider locking down an entire area.
  - ✓ If classrooms are in one area, determine if there is a feasible way to close off the entire area.
  - ✓ What other areas can be closed off?
- Auditorium
  - ✓ Should have hardened doors and a locking device.
    - ✦ It is much faster and easier to lock the sanctuary against an intruder than to evacuate.
- Safety of the children must also be balanced with the need to protect them and staff that can be put into compromising situations.
  - ✓ Providing requirements that there is more than one adult with the children at all times.
  - ✓ Classrooms are accessible to deacons, safety team members at all times.
  - ✓ Criminal background checks of volunteers and staff working with children.
  - ✓ Intruder safety protocols require locked doors, covered windows, and everyone out-of-sight.
    - ✦ In absence of an intruder emergency, interactions between adults and children need to be plainly visible.
- Train staff and volunteers to use the lockdown devices.
  - ✓ Make sure staff and volunteers are trained to operate the lockdown devices competently.
  - ✓ In a high stress incident, simple actions and manipulations become difficult.
    - ✦ Give all the opportunity to practice with them frequently.



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**The Lockdown Plan Continued**

- **Moving Members Quickly**
  - People with mobility or special needs.
    - ✓ Assign people to assist those who need help.
    - ✓ The assigned person would be responsible for staying with their person and help them to get to safety.
    - ✓ During non-worship, safety members should note the location of those needing assistance in the event of an emergency.
    - ✓ Life-saving minutes could be saved by Safety Team members knowing exactly who needs assistance.
  - Emergency Evacuation Plan.
    - ✓ Study and know the plan.
    - ✓ Understand what is supposed to happen during an evacuation.
  - Directing members to an exit.
    - ✓ Know all the locations of the emergency exits.
    - ✓ Be able to map in your mind at least two emergency exit routes from any location in the church.
      - ❖ Keep in mind that the closest exit may be blocked or otherwise unusable.

  
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**The Lockdown Plan Continued**

- **Lockouts versus Lockdowns**
  - If a violent person or other similar threat were in the area, but not inside the building, a "**Lockout**" should be implemented rather than a "**Lockdown**."
  - With a Lockout and depending on the nature of the threat, the building would be locked, and those inside the building would be required to shelter in place inside designated safe rooms or would continue with their activities.
- **Instituting a Lockdown**
  - In the event of an active Killer inside the building, a "Lockdown" should be put into effect.
  - Three actions of members are:
    - ✓ Evacuate if it can be done safely.
    - ✓ Go into hiding in one of the designated safe rooms, or another location if you cannot get to a safe room.
      - ❖ This all depends on your location between the Killer, your planned emergency exit.
    - ✓ Fight if there is no other option.

  
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**The Lockdown Plan Continued**

- **Lockout: The Safety Teams Role**
  - If an active Killer or known threat is outside of the building, "Lockout" procedures would go into effect.
  - The Safety Team would:
    - ✓ Secure all access doors.
    - ✓ Consider moving members to interior/windowless safe rooms.
    - ✓ Monitor exterior cameras.
    - ✓ Call 911 or wait for all clear signal from the police.
    - ✓ Guard and defend the likely entrances, the killer would try to enter the building.
- **Lockdown: The Safety Teams Role**
  - In the event of an active Killer inside the building, a "Lockdown" procedure would be put into effect.
  - The Safety Team would:
    - ✓ Help church members evacuate.
    - ✓ Ensure that safe rooms are secure and members who couldn't get out are in hiding.
    - ✓ Contain and/or neutralize the Killer.

**NOTE:** In a Lockdown, exterior doors should be left unlocked if possible, to facilitate entrance by police and emergency medical personnel.

  
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**The Lockdown Plan Continued**

- **Hard and Soft Lockdowns**
  - **Hard Lockdown**
    - ✓ A violent intruder is in the building.
    - ✓ A threat is imminent.
    - ✓ Evacuation Plan should be initiated.
    - ✓ For those who cannot evacuate, move to designated safe rooms if possible.
  - **Soft Lockdown**
    - ✓ Potentially threatening situation is unfolding in the building or nearby.
    - ✓ A Soft Lockdown lets members know that the threat is not as serious as an active Killer.
    - ✓ Members should stay inside of a locked classroom or offices but can carry on regular activities.
    - ✓ Members should avoid walking around in hallways until an all-clear has been reported.

  
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**The Lockdown Plan Continued**

- **Training for Members**
  - Members need to know:
    - ✓ Where the exits are and how to get out of the building quickly.
    - ✓ Where the safe rooms are and how to get to them quickly.
    - ✓ How to secure the safe room doors.
    - ✓ What to do while hiding.
    - ✓ Where to find cover if they can't get to a safe room.
    - ✓ Teach the entire Run, Hide, Fight Survival Plan developed by the Department of Homeland Security.
  - Post exit route diagrams in classrooms and office areas.
    - ✓ Post diagrams in key areas showing the shortest route to an emergency exit.
  - Create brochures to remind members of safety protocols.
    - ✓ Regular reminders not to leave doors unlocked.
    - ✓ Report anything suspicious to the Safety Team.
    - ✓ Having handouts available for pickup after worship.
  - Pay Special Attention to Staff and Volunteers.
    - ✓ Should be taught how to lock their areas quickly.
    - ✓ Provide regular training and drills.

  
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**The Lockdown Plan Continued**

- **Training for Members Continued**
  - Conduct church attack and fire drills.
    - ✓ Drills for the members are an important part of the overall preparedness plan.
    - ✓ The Safety Team members conduct the active Killer drills.

  
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**Active Killer Preparedness Congregation Response - Introduction**

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- What the Church Safety Team's Responsibilities are.
- About a Lockdown Plan.
- The Difference between a Hard Lockdown v. a Soft Lockdown.
- About Preparation Training for the Congregation.

  
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**Conclusion**

Thank you for your attention. The Safety Team is a work in progress and will continue to try and balance, our commission of spreading the Gospel and safety of the members.

Should you have any questions or comments, you may contact me at:

Email: [lajtop1@rsoule.us](mailto:lajtop1@rsoule.us)

Bob Soule

  
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
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