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**ANNEX G – SECURITY TRAINING PROGRAM**

1. GENERAL. Effective and thorough training is essential in order to prepare security team members to be able to react instinctively and appropriately. Security Team training will consist of mandatory and non-mandatory topics. Mandatory training consists of basic weapons qualification, conflict de-escalation, verbal judo, and EAP review. All other topics are strongly encouraged. All training will be documented and rosters maintained for a minimum of 3 years.

2. PURPOSE. The purpose of the Security Team training is to provide team members with the skills required to respond effectively to adverse situations that might arise during Church services. Additionally, training will be conducted and documented in the event that liability issues arise.

3. WEAPONS TRAINING.

 A. BASIC QUALIFICATION: All armed security personnel will complete SEMI-ANNUAL Defensive Handgun Marksmanship Training conducted by a certified firearms training instructor in accordance with Annex E (Weapons Qualification Standards).

 B. ADVANCED SKILLS: Tactical weapon skills training will be strongly encourages for all armed members and will, as a minimum, consist of:

 (1) Drawing from cover / concealment.

 (2) Shooting on-the-move.

 (3) Engaging multiple targets.

 (4) One-hand shooting with both strong and weak hand.

 (5) Low-light shooting with & without the aid of a handheld flashlight.

4. TACTICAL MOVEMENT. Team members will practice moving safety in a tactical setting as an individual, as a team of 2, and a team of 3-4.

5. EMERGENCY ACTION PLAN REVIEW. The Security Team will collectively review and rehearse all contingencies listed in the EAP semi-annually.

6. CONFLICT DEESCALATION & VERBAL JUDO. The purpose of these topics is to train team members on techniques to deescalate conflicts and to be able to verbally manage confrontations.

7. SCREENING / PROFILING. Team Members will receive training on behavioral profiling to learn to identify cues and behaviors that might indicate disturbed or hostile intent.

8. COMBATIVES. Combatives training consists of hand-to-hand fighting skills used to break contact with an attacking belligerent, to subdue a belligerent, and to prevent a belligerent from inflicting injury upon another.

9. LEGAL ASPECTS. The Security Team will annually review the legal aspects of the use of deadly force, the Church Security Act, the Castle doctrine, and how to make legal statements.

10. FIRST AID. Team members will receive certification in the following:

 A. TRAUMA / BASIC LIFE SUPPORT

 B. AED

 C. CPR

 11. LIFE SAFETY CODE 101 BASICS. This training will provide the team members with an overview of basic safety standards requirements by the NFPA and OSHA to mitigate risks and hazards.

12. FIRE SAFETY. Annual fire safety training will include employment of fire extinguishers, maintenance of fire safety equipment, and 1st aid for burns.

13. CONFERENCES & SEMINARS. Team members are encouraged to attend Church Safety seminars and conferences. HBC will provide funding for reasonable requests to attend events.