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FIRESTORM

At **Church Mutual**, we take great pride in protecting the greater good. In today's changing landscape, unfortunate events can happen. That's why we partner with **Firestorm**, a nationally recognized leader in crisis management, helping clients minimize disaster exposure and plan for a crisis.

# HOW TO SPOT THE WARNINGS

Firestorm has aggregated best practices and research from many sources, including the U.S. Secret Service, FBI, OSHA and other thought leaders, on the topic of workplace and school violence. This research serves as the foundation for the Behavioral Risk and Threat Assessment program, which Firestorm calls BeRThA®.

## WHAT IS BERTHA?

The underlying premise of BERTHA is that individuals who commit acts of violence exhibit warning signs long before they become violent. The goal of BERTHA is to make everyone aware of what those warning signs are, how to report them and what your organization should do with the information once you get it.

## BERTHA HAS SEVERAL CRITICAL COMPONENTS

**AWARENESS** - Educating everyone in the organization on not only what constitutes a "threat," but also what constitutes "behaviors of concern."

**REPORTING** - Providing everyone with a means to report what they see or hear, including through an anonymous reporting tool (text, mobile app, voice call, web form).

**CENTRAL REPOSITORY** - All behaviors and threats are not equal, but each represents a data point: a dot that, if connected to other dots, presents a picture of someone who may be on a path to violence. It is important that all reports be aggregated in a central repository so that those charged with responding, investigating and analyzing the seriousness of a situation have a means of gathering all available information about a subject.

## BERTHA PLAN

Upon receipt of a reported threat or behavior of concern, the BERTHA plan is activated. The BERTHA plan sets forth the steps a designated and trained multi-disciplinary Threat Management Team (TMT) within the organization will follow:

### + INVESTIGATION

The investigation process should document the incident/threat or behavior of concern and gather information, resulting in an initial threat-level determination.

### + BEHAVIORAL RISK SCREENING

Depending on the threat level, a behavioral risk screening should be conducted. The TMT should make a determination as to whether the subject poses a guarded, elevated or severe risk.

### + ACTION PLAN

Following every investigation or screening, an action plan for short or long term intervention should be documented and implemented by the TMT.

### + MONITORING PLAN

Upon determination of the action plan, the TMT should make arrangements for supervision and monitoring of the subject's behavior.

### + SIGN-OFF AND RECORD KEEPING

All forms should be signed by participating TMT members and filed in the Central Repository.

PROTECTING  
THE GREATER  
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