



ALICE in Action at Real Life Ministries: PROTECTING LIVES & EMPOWERING COMMUNITIES



Real Life Ministries: From Uncertainty to Preparedness

It was Christmas Eve in 2020 when Real Life Ministries faced a moment that no organization ever expects: a man carrying a guitar case filled with weapons entered the church, intending harm. As congregants gathered to celebrate, their sense of safety was shattered. Thanks to proactive measures taken years earlier, tragedy was averted.

“Mass shootings are now an active part of American culture, and organizations such as businesses and schools have policies on what to do when faced with that situation. Most of these organizations still use traditional lockdown procedures, where people lock themselves in a room, huddle in a corner, and hope for the best. But there are other, more effective, ways to ensure people’s safety, and Real Life Ministries stepped up to find one of those solutions.”

- Gary James, former SWAT member and Real Life Ministries congregant

Real Life Ministries had implemented **Navigate360 ALICE Active Shooter Response Training**, equipping its staff, volunteers, and community members with the knowledge, confidence, and skills to act decisively in a life-threatening situation.

The attacker’s presence was quickly identified. Following ALICE protocols, staff initiated a rapid response: locking down spaces, evacuating congregants, and countering the threat. Within minutes, the man was subdued, and law enforcement took control of the situation. **This story could have ended in unimaginable loss, but instead, it became a testament to the power of preparation.**



A Proactive Approach to the Unimaginable

Real Life Ministries' journey to preparedness began with a simple yet profound realization: the belief that "it won't happen here" is a dangerous misconception. Located in Post Falls, Idaho, this network of churches serves a community of 15,000 people across five counties. Despite its small-town setting, the leadership recognized the growing prevalence of mass shootings nationwide. They decided to act before becoming another statistic.

This decision not only saved lives but also reshaped the way the congregation viewed safety. Real Life Ministries transitioned from reactive security measures to a proactive culture of preparedness, empowering its people to protect one another.

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“Real Life Ministries used to rely on a volunteer security team. These individuals wanted to do their best to keep the church safe and acted as watchmen for our congregation. The growing size and scope of our community eventually required us to make our security more robust, and the increasing threat from active shooters underscored that.

After thorough research, we selected Navigate360 and its ALICE Active Shooter Response Training to implement in our churches.”

— Gary James

Understanding the Threat

Active shooter events are a sobering reality of modern life. They can unfold anywhere—schools, workplaces, houses of worship, and public spaces—and they often last only minutes. In the face of such rapid escalation, traditional lockdown strategies have proven inadequate. These methods rely on passivity: huddling in corners, silencing phones, and waiting for help to arrive.

Real Life Ministries knew they needed more. The leadership turned to **Navigate360 ALICE Training®** for its innovative, multi-option approach to active shooter response. ALICE—an acronym for **Alert, Lockdown, Inform, Counter, and Evacuate**—is designed to empower individuals to assess their situation and act. Unlike one-size-fits-all lockdowns, ALICE provides options, enabling people to make informed decisions based on the unique dynamics of each threat.

“Navigate360 stands apart from other platforms. The team behind the training has deep expertise in active shooter situations, and the training features a blended learning approach. We can send new members, volunteers, and staff directly to the online, on-demand lesson library to start training immediately. The in-person training complements the online learning with trauma-informed, interactive training sessions.”

—Gary James

For Real Life Ministries, this proactive framework was a game-changer. **Leadership recognized that safety measures had to evolve with the times.** They sought a solution that would not only protect their congregation but also instill a sense of confidence and agency among their staff, volunteers, and attendees.

ALICE Training® met this need by offering a blend of online and in-person instruction. The program’s trauma-informed methodology ensured that training was both effective and sensitive to participants’ emotional well-being. By the time Real Life Ministries completed their first training, it was clear that this wasn’t just about survival—it was about empowerment.



ALICE Training® empowers participants to survive in the face of violence by providing a proactive, options-based approach to active shooter events, based on comfort level, age appropriateness, and event circumstances.



Alert: You must Recognize, Accept the ALERT and Respond. The ALERT is your first notification of danger, not accepting the ALERT increases the threat of harm.



Lockdown: Spread out in the room, stay out of sight. Create a fortified space, making it difficult for the shooter to enter and increasing safety. Barricade the door, turn off lights, and stay out of sight. Prepare to Evacuate or Counter as appropriate.



Inform: Process and relay real-time information on the shooter’s location, description, and actions using plain language through any means possible.



Counter: Take actions to interfere with the shooter’s ability to act, such as: throwing objects, making noise, or swarming the shooter to disrupt their focus and reduce harm.



Evacuate: Increase your survival, taking actions to interfere with the shooter’s ability to act, such as: throwing objects, movement, making noise, or swarming the shooter to disrupt their focus, decreasing their ability reducing harm.

Remember: These steps do not need to be completed in order. You should take the appropriate action based on the circumstances.

www.ALICETraining.com

Blended Learning: Turning Fear into Confidence



When Real Life Ministries began its ALICE Training® journey, the transformation was immediate. **The training didn't just teach participants how to react, it helped them think critically under pressure.** Through a combination of online learning modules and hands-on, scenario-based training, volunteers and staff developed the skills needed to navigate violent threats with confidence.

The online component provided accessibility and convenience, allowing team members to learn at their own pace. These modules covered everything from situational awareness to the principles of ALICE's multi-option response. But the true magic happened during the in-person sessions. Guided by Navigate360's expert trainers, participants engaged in realistic role-playing exercises that simulated high-stress scenarios.

One volunteer, initially hesitant about their ability to contribute in a crisis, described the transformation: "At first, I was scared. But **after going through the training, I felt empowered.** I realized that even someone like me—small and not physically strong—can make a difference."

This empowerment was central to ALICE Training®'s success. Participants learned that size and strength aren't limitations; strategy, timing, and teamwork are what matter. By practicing counter techniques—like creating

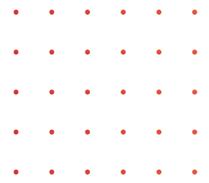
noise and distractions—they discovered how to disrupt a shooter's focus and buy critical time for others to evacuate or find safety.

The training also emphasized the importance of communication. During the Christmas Eve incident, Real Life Ministries staff used their ALICE Training® to inform and direct congregants. This clear communication helped prevent panic and ensured that everyone knew what to do, saving lives in the process.

"I can't speak highly enough of ALICE and its impact on our church and congregation. I've been around a lot of traumatic situations, and it's a relief to see people gain more peace of mind after undergoing ALICE Training®. Any active shooter situation will be scary, but we must give people more options and tools to help themselves and others effectively."

—Gary James

A Culture of Preparedness: The ALICE Impact



The success of ALICE Training® at Real Life Ministries didn't end with the Christmas Eve incident. Instead, it became the foundation for a lasting culture of preparedness. Every year, the church trains 175 staff members and volunteers, ensuring that the principles of ALICE are deeply ingrained in the community.

This culture extends beyond the church walls. ALICE Training® has equipped Real Life Ministries' members with skills that apply to everyday life. Whether at work, school, or in public, they now carry with them the confidence to respond to emergencies.

For the leadership, the partnership with Navigate360 has been invaluable. "The Navigate360 team is always there for us," said a security coordinator at the church. "Whether it's answering questions, customizing our training setup, or guiding us through complex scenarios, they've become an integral part of our safety strategy."

This trust was critical during Real Life Ministries' darkest moments. The church's ability to act decisively during the Christmas Eve attack was a direct result of Navigate360's expertise and the empowerment that ALICE Training® fosters.



Why ALICE Training® is a Must for Your Organization

Real Life Ministries' story is a powerful reminder that **no community is immune to violence—but every community can prepare for it.** ALICE Training® isn't just for churches; it's for any organization that values the safety of its people.

- **Businesses** can protect employees and customers, ensuring continuity and trust.
- **Houses of worship** can safeguard congregants while preserving the sense of sanctuary.
- **Medical institutions** can protect vulnerable patients and overworked staff in high-stress environments.

With ALICE Training®, you're not just implementing a program—you're investing in lives. You're empowering individuals to act decisively and confidently in the face of danger.



“Unfortunately, we got the chance to put our training into practice. On Christmas Eve of 2020, someone came to our church intending to hurt as many people as possible. Without the training from Navigate360 and ALICE, it would’ve been a dark day in our church’s history. Thanks to our training, we were able to mitigate the threat, swiftly subduing and containing the shooter. He was soon taken into custody.”

—Gary James



Don't Wait for Tragedy—Act Now

Active shooter incidents are unpredictable but increasingly common. The time to prepare is now. Navigate360 ALICE Training® offers a proven solution that empowers your organization to face these threats head-on.

Real Life Ministries saved lives because they acted before tragedy struck. Will your organization do the same?

“Please don't wait for a tragedy to strike. Be proactive about training your community and keeping them safe and secure. The writing on the wall is very clear: organizations need to invest in training that gives people the knowledge and options to counter critical threats. Navigate360 ALICE Training® offers a cost-effective solution that empowers everyone on your team and helps save lives.”

—Gary James

Contact Navigate360 today to learn how you can implement ALICE Training® and create a safer future for your employees, customers, and community.

