



Inclement Weather & Emergency Building Closing Guidelines

Your safety is our primary concern. Inclement weather resulting in unsafe conditions or other emergencies may affect the church's ability to be open and provide services or prevent employees from getting to or working safely. Keep in mind that weather conditions may be more or less severe where you live, so make your best judgment when deciding to drive.

Policy Details

This policy intends to ensure the safety of Salem's guests, members, volunteers, and staff and to provide effective communications regarding ministries and activities during severe or hazardous weather or other emergencies such as power outages.

When weather conditions or emergency situations occur or are predicted, the church may be closed. This decision is left to the discretion of Salem's Church Council and Pastor.

The church may close if:

- o If Verona Public Schools are closed or dismissed early because of inclement weather, all church activities will be canceled for that evening unless otherwise determined by the Council and Pastor.
- o The electricity is scheduled to be out for over 4 hours.
- o There is no heat in the building, and it is expected to be out long enough for the internal temperature of the building to fall to an uncomfortable level for an extended period of time.
- o Snow, flash freezing, or freezing rain accumulation results in or is predicted to result in unsafe road and walkway conditions.
- o State or other local authorities issue warnings or declare a weather emergency and ask people to stay home.
- o A threat of violence is made to Salem's building, staff, and/or members. This type of threat will require law enforcement involvement.



Notification:

Every effort will be made to notify the congregation, staff, and groups about any closings by Salem's Office Administrator as soon as possible through email, posting on Salem's website and local news stations*, and updated phone message greetings.

*News Stations - Sometimes, this information is delayed due to a large number of businesses and churches attempting to report their closings. Please use the links below to check the status.

[CBS Channel 3](#)

[NBC Channel 15](#)

[ABC Channel 27](#)

[FOX Channel 47](#)

Employee Compensation

Employees will be compensated according to the current ESA (Employment Safety Standards) policy when the church is closed. No pressure is extended at any time that would encourage staff to take unsafe chances to attend work.