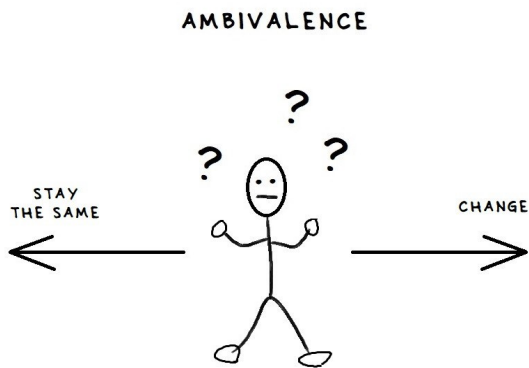




January is Human Trafficking Awareness Month and Stalking & Harassment Awareness Month
February is Teen Dating Violence Awareness Month

Relationships can make or break us and it's important to remember that there are many dynamics of how we interact with one another. Whether it be an online presence, personal, familial, or professional; unhealthy power dynamics can have a lasting impact on one's self-worth and safety. How we treat one another absolutely matters in the end.

In this newsletter, we will share information about unhealthy power dynamics and finish it out with how to foster and maintain relationships that will encourage you to be your best.



“The most toxic relationships are the mixed ones. It hurts more to be let down by people you sometimes like than by people you always dislike. If you can't fix an ambivalent tie, it may be time to shield yourself. Negative relationships are unpleasant but predictable. When dealing with an ambivalent relationships, you're constantly on guard, grappling with questions of trust.” - Adam Grant

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Mission Statement

HAVEN is a champion to people who have experienced abuse. We provide safety, shelter and assistance to victims and survivors in a free and confidential manner. Through education and advocacy, we support their journey of empowerment to achieve economic and emotional independence.

What is Human Trafficking?

Human trafficking, also known as trafficking in persons, is a crime that involves compelling or coercing a person to provide labor or services, or to engage in commercial sex acts. The coercion can be subtle or overt, physical or psychological. Exploitation of a minor for commercial sex is human trafficking, regardless of whether any form of force, fraud, or coercion was used.

Victim-Survivors

There is no single profile of a trafficking victim. Victims of human trafficking can be anyone—regardless of race, color, national origin, disability, religion, age, gender, sexual orientation, gender identity, socioeconomic status, education level, or citizenship status. But as is the case in many crimes of exploitation and abuse, human traffickers often prey upon members of marginalized communities and other vulnerable individuals, including children in the child welfare system or children who have been involved in the juvenile justice system; runaway and homeless youth; unaccompanied children; persons who do not have lawful immigration status in the United States; Black people and other people of color; American Indians, Alaska Natives, Native Hawaiians, Pacific Islanders, and other indigenous peoples of North America; Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI+) individuals; migrant laborers; persons with disabilities; and individuals with substance use disorder.

Vulnerabilities

Although there is no single defining characteristic shared by all human trafficking victims, traffickers around the world often target individuals whose vulnerabilities – such as poverty, limited English proficiency, or lack of lawful immigration status—are heightened by unstable housing and limited economic or educational opportunities. Trafficking victims are frequently deceived by false promises of love, a good job, or a stable life and are subsequently lured or forced into exploitative situations, where they are made to work under deplorable conditions with little or no pay. In the United States, trafficking victims may be American or foreign citizens.

Locations

Victims can be found in both legal and illegal labor industries, such as childcare, elder care, the drug trade, massage parlors, nail and hair salons, restaurants, hotels, factories, and farms. In some cases, victims are hidden behind closed doors, enduring domestic servitude within private homes. Others are in plain sight, interacting with people daily while being forced to work under extreme conditions in exotic dance clubs, factories, or restaurants. Victims may also be exploited for commercial sex in various settings, including on the street, illicit massage parlors, cantinas, brothels, escort services, and through online advertisements. Trafficking situations occur across the United States.

Traffickers

Just as there is no one type of trafficking victim, perpetrators of this crime also vary. Traffickers can be foreign nationals or U.S. citizens, family members, partners, acquaintances, and strangers. They can act alone or as part of an organized criminal enterprise. People often incorrectly assume that all traffickers are males; however, the United States has prosecuted cases against women traffickers. Traffickers can be pimps, gang members, diplomats, business owners, labor brokers, and farm, factory, and company owners.

One common misconception is that traffickers are strangers to their victims. Only 20% of the time the trafficker starts out as a stranger, but with grooming and the cycle of violence it doesn't take too long for a relationship to be established.

Effective intervention often takes time and patience as trafficking survivors are not in need of 'rescuing' or 'saving', but rather need support in meeting their basic needs, gaining insight in unlearning harmful behaviors, and gaining a sense of self.

What is Human Trafficking?

Sex Trafficking

Often times, sex trafficking is compared to sex work. The difference between sex work and sex trafficking is CONSENT. Sex workers are able to choose their rates, clientele, hours worked and, services to be performed. Sex trafficked victims/survivors are told who their clients will be, work long and exhausting hours, and receive little to no compensation.

Labor Trafficking

Is more common than sex trafficking but extremely underreported and misunderstood. There are a number of individuals who take different employment offers under false pretenses i.e. complete their education, receive regular meals, a place to reside, steady wages, medical care, and so much more. When they arrive to their new place of employment, it becomes apparent that their employer falsely advertised the position.

In many cases, a person's documents-such as identification, work permits, or visas-are withheld by traffickers under the false promise that they will be returned once the victim's "debts" are paid. This practice, also known as peonage, traps victims in a cycle of exploitation. Traffickers often assign exorbitant prices to anything they can, including travel, food, lodging, hygiene items, bedding, dining utensils, and even the victim's time spent with the trafficker. These inflated fees accumulate, creating a cycle of debt that keeps victims trapped and unable to escape their circumstances.

HUMAN TRAFFICKING IS ROOTED IN POWER AND CONTROL

- Physical and Emotional Violence
 - Finance Abuse
- Sexual Assault and Harassment
 - Broken Promises
 - Exploitation
- Force, Fraud, Threats, Coercion

Key Definitions

Peonage: a debtor held in servitude by a creditor

Debt Bondage: Similar to peonage, debt bondage involves pledging a person's services as security for the repayment of a debt or other obligation. In most cases, this debt or obligation is deliberately designed to be insurmountable, ensuring it can never be fully repaid or resolved.

Involuntary servitude: related to slavery, but is broader. Can include situations where a person labors against their will to benefit another under some form of force, fraud, coercion and can be for a set period of time.

Slavery: tends to relate more to those treated as property and 'legally' owned.

-13th Amendment explicitly states that both involuntary servitude and slavery are illegal in the United States.

Force: used as a way to control victims. Can be physical assault, sexual assault, rape, physical intimidation

Fraud: False promises of a better life, higher pay, education, or a new start in the U.S.; misleading job advertisements regarding hours, wages, type of work, or living conditions; and acquiring or using false documentation for travel (e.g., visas, passports) or work (e.g., birth certificates, SSN/ID numbers).

Coercion: threatening to harm other family members/friends. Especially common with traffickers who use the victims' cultural norms/morals against them i.e. forced to take sexually explicit photos. The trafficker threatens to show photos to family or release them on social media, this would bring shame to family, victim more likely to comply with trafficker's demands OR the fact the trafficker may be an elder to the victim makes it exceedingly difficult for them to disobey. Trafficker may threaten to report victims to authorities if they are on probation or are undocumented (either trafficker has taken documents, used false documents without knowledge of victim, or the victim is undocumented.)

[Human Trafficking | What is Human Trafficking?](#)

[Human Trafficking | Wisconsin Department of Justice](#)

Wisconsin Stalking and Harassment Laws

Stalking

A person stalks a victim when they engage in a “course of conduct” that causes the victim to experience serious emotional distress or to fear bodily injury or death of her/himself, to a family member, or to a member of his/her household. In most instances, a course of conduct means two or more acts carried out over any period of time. If the stalker knew or should have known that at least one of the stalking acts would cause the victim to experience this distress or fear, the stalker may be charged. If a person was previously convicted of a domestic abuse offense or sexual assault offense against the same victim, the person may be charged with stalking after only one stalking act against the victim. In addition to causing fear of bodily harm or death, if the stalker causes the victim to suffer serious emotional distress, stalking may be charged. “Suffer serious emotional distress means to feel terrified, intimidated, threatened, harassed, or tormented” (See Wis. Stat. sec. 940.32 for this and other definitions).

Stalking acts include, but are not limited to:

- Maintaining a visual or physical proximity to the victim.
- Approaching or confronting the victim.
- Appearing at the victim’s workplace or contacting coworkers or employers of the victim.
- Appearing at the victim’s home or contacting the victim’s neighbors.
- Entering property owned, leased, or occupied by the victim.
- Contacting the victim by telephone repeatedly or continuously causing the victim’s (or another’s) telephone to ring, whether or not a conversation ensues.
- Photographing, videotaping, audio taping, or, by other electronic means, monitoring/recording the victim’s activities. (Regardless of where the monitoring takes place).
- Sending material by any means to the victim or to the victim’s family, member of the victim’s household, employer, coworker, or friend in order to obtain information about, disseminate information about, or communicate with the victim.
- Placing an object on or delivering an object to property owned, leased, or occupied by the victim.
- Delivering objects to certain others with the intent of delivery to the victim, or placing objects on property owned, leased, or occupied by certain others with intent that it be delivered to the victim.
- Causing a person to engage in any of the acts described above

Criminal Harassment

Criminal harassment is different from stalking and may also be charged in some stalking situations. The crime of harassment is also different from the harassment restraining order, which is a civil protective remedy for victims of harassment.

Harassment occurs whenever a person, with the intent to “harass or intimidate” the victims, either:

“Strikes, shoves, kicks, or otherwise subjects the person to physical contact or attempts or threatens to do the same,” or

“Engages in a course of conduct or repeatedly commits acts which harass or intimidate the person which serves no legitimate purpose.”.

Teen Dating Violence Awareness

Relationships can be challenging and confusing at any age but more so when you are starting out as a teen or young adult. These early relationships can mirror what you are accustomed to during childhood or filling a void of what you lacked from your parent(s).

Healthy

A healthy relationship means both you and your partner are:

- Communicating
- Respectful
- Trusting
- Honest
- Equal
- Enjoying personal time away from each other
- Making mutual choices
- Economic/financial partners

Unhealthy

You may be in an unhealthy relationship if your partner is:

- Not communicating
- Disrespectful
- Not trusting
- Dishonest
- Trying to take control
- Only spending time together
- Pressured into activities
- Unequal economically

Abusive

Abuse is occurring in a relationship when one partner is:

- Communicating in a hurtful or threatening way
- Mistreating
- Accusing the other of cheating when it's untrue
- Denying their actions are abusive
- Controlling
- Isolating their partner from others

Something adults can be mindful of with the younger generations, is teaching consent. Most often consent is associated with physical and sexual relationships with a partner but it has more to do with the decision-making behind your actions than the actions themselves.

Common statements including “No means no.” and “Yes means yes.” are true, however, puts the sole responsibility on one person to resist or accept an activity. Consent is communicating every step of the way. We can never assume that our partner is comfortable with taking things further. Some questions to consider asking for a mutually good time.

- ♥ “Are you comfortable?”
- ♥ “Is this okay?”
- ♥ “Do you want to slow down?”
- ♥ “Do you want to go any further?”

What consent does not look like

Behavior like dressing a certain way, flirting, or accepting a ride, gift, or drink is not a form of consent. Neither is saying yes (or not saying no) while under the influence of drugs or alcohol, or doing so because you feel pressured or too afraid not to.

<https://www.loveisrespect.org>

[Parent Guide 2021](#)

Fostering Healthy Relationships for Connection and Growth

At every stage of life, relationships play a crucial role in our overall well-being. Whether romantic, familial, or platonic healthy relationships are built on trust, communication, and mutual respect. These bonds not only enhance our emotional health but also provide a solid foundation for personal growth and resilience. Here are some examples of how you can nurture and maintain healthy relationships in your life.

Open and Honest Communication

Effective communication is the cornerstone of any healthy relationship. Share your thoughts, feelings, and concerns openly with those you care about. Equally important is active listening-not just hearing, but truly understanding the perspective of others.

Set and Respect Boundaries

Boundaries define the space between you and another person. They help maintain mutual respect and prevent feelings of resentment or abuse. Discuss and establish clear boundaries in your relationships, and always respect the limits that are set by others.

Foster Mutual Respect

Respect is a fundamental element in healthy relationships. It involves valuing the other person's opinions, feelings, and individuality. You can demonstrate respect by:

- ♥ Showing appreciation
- ♥ Being considerate of their time and energy
- ♥ Avoiding criticism or judgement

Cultivate Trust

Trust is earned through consistent, honest, and supportive behaviors. Be reliable and truthful in your interactions. If trust has been broken, work together to rebuild it through patience, understanding, and transparency.

Handle Conflict Constructively

Disagreements are inevitable in any relationship, but how you handle them can make all the difference. Approach conflicts with a problem-solving mindset rather than assigning blame. Focus on finding solutions that work for both parties and be willing to compromise.

Make Time for Connections

In today's fast-paced world, it is easy to neglect a relationship. Prioritize quality time together, whether it's through shared activities, meaningful conversations, or simple gestures of kindness. Regularly expressing love and appreciation strengthens your bond.

Support Each Other's Growth

Healthy relationships encourage personal growth and self-improvement. Celebrate each other's achievements, provide emotional support during challenges, and inspire one another to pursue dreams and goals. Any relationship should inspire you to be your BEST self.

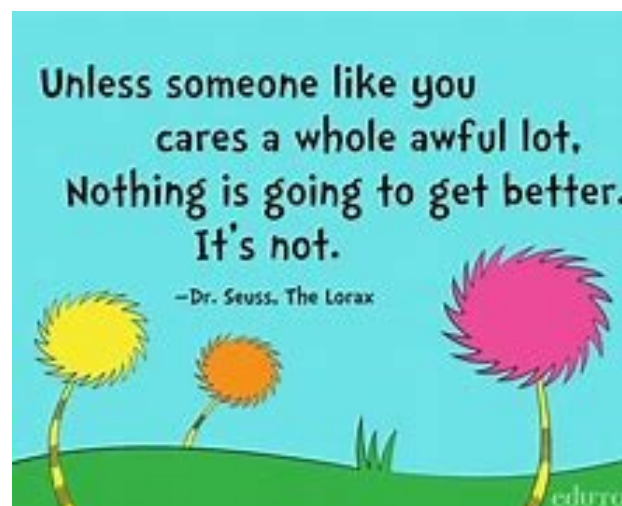
Healthy relationships require effort, but the rewards including—emotional fulfillment, companionship, and mutual growth are worth it! However, it's important to understand that some relationships cause harm and might never be able to be reciprocated. Here are some examples to look out for when the relationship feels off with no hopes of improving.

Recognizing Unhealthy Relationships

It's also important to recognize the signs of unhealthy relationships, such as:

- ⇒ Consistent lack of respect or trust
- ⇒ Controlling or manipulative behaviors
- ⇒ Frequent conflicts without resolution
- ⇒ Feeling emotionally drained or unsupported

If you find yourself in an unhealthy relationship, consider reaching out to a trusted friend, therapist, or calling HAVEN at 715-536-1300 to speak with an advocate. HAVEN understands the complexity of leaving an unhealthy relationship. We can be your confidant to listen and, if needed, assist in safety planning.



We know that individual skills and interests vary and that not everyone can volunteer the same amount of time. Therefore, we offer many opportunities with various time commitments.



Fundraising: Plan and organize events to raise money and/or items for HAVEN.

Shelter Advocate Support:

Assist with shelter advocates in answering the 24/7 crisis line and supporting the residents. Full volunteer training will be provided.

Transportation: Transport clients to various appointments when needed, and/or transport clients to the shelter (may include locations outside of Lincoln County). Must have a valid driver's license and liability insurance.

Child Care/Child Activities: Come to the shelter and read a book or do any activity with the kids. Help during the weekly Youth support group. Full volunteer training will be provided.

We welcome all individuals to apply as volunteers who are committed to our cause. Volunteer opportunities can range from short-term to long-term, and locally or remotely.

If you are interested in becoming a HAVEN volunteer, please contact HAVEN at 715-536-1300 or email volunteercoordinator@haveninc.org

We look forward to hearing from you!

HAVEN's Wish List

Contact HAVEN at 715-536-1300
Donations can be dropped off at HAVEN,
1106 E 8th Street, Merrill, WI, 54452 during business
hours, Monday-Friday 8am-4:30pm

SUPPORT GROUP NEEDS

♥ Consider sponsoring a support group meal.

Bottled water	Juices
Hamburger	Taco sauce & shells
Chicken breasts	Sour cream
Butter	Pasta Sauce

SHELTER NEEDS

Coffee (grounds/pods)	Size 5 and 6 pull ups
Silicon Oven Liner	Kitchen Scissors
Replacement Stove Drip Pans	
Knife Sharpener	Facial Tissue
Heavy Duty Shower Curtains X 5	

Sugar (white/powder/brown)	
Butter	Cinnamon
Miracle Whip	Cereal
Ketchup	Pancake Mix
Mustard	Canned Meat
Salt (iodized/sea)	Hamburger Helper
Garlic (salt/powder)	Spaghetti Sauce
Onion Powder	Eggs
All-Purpose Flour	BBQ Sauce
Salad Dressing (French/Ranch/Thousand Island)	
Vanilla	Marshmallows
Rice Crispy Cereal	Cake Mix
Chocolate Chips	Baking Soda
Pepper	

Thank

You

Testimonials of 2024!

"You are all angels to have the patience you do, we are so happy to have such an organization like HAVEN in this little town."

"I didn't want to dump this in your lap but I'm hanging on by a wing and a prayer. I'm getting by one minute at a time and I appreciate your help."

"I really don't know how I could have navigated the legal system without you. Thank you."

"Thank you so much for helping me and talking to me today....."

"I appreciate your willingness to sit with me."

"Since I started talking with you, I feel like I've made so much progress. My mindset is more positive, and I've even started journaling to better understand my thoughts and feelings. You've created a nonjudgmental space where I can open up about anything, even things I've never shared with anyone else because of fear of being judged."

"At times, it may seem like I'm just venting, but you've always given me thoughtful insights and goals to work toward. I can genuinely say I'm doing much better in my life. While I don't have everything figured out yet, I feel like I can count on you for support, which means so much in my current situation."

"Thank you for helping me find the help I needed."

"All I can say is thank you to you and the others at Haven. If not for your help and support, I would not be back on my feet."

THANK YOU, DONORS

Our sincere thanks to the donors listed below, who made contributions and in-kind donations to HAVEN from 9-14-24 to 12-31-24.

We have made every effort to acknowledge these gifts correctly.

Please contact us and accept our apologies should any error or omission be discovered.

12 Anonymous Donors	Northern WI Dirt Track Racing	St. Stephen's United Church of Christ
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Now you can have your donations automatically and regularly deposited to Haven's -Incredible Bank account.

Save time

Save checks

Give automatically, even when you're on vacation.

Automatic payment is safe, easy and convenient. To take advantage of this service, complete the attached authorization form and take it, along with a voided check, to **your** financial institution.

I authorize HAVEN and the financial institution listed below to initiate entries to my checking/savings account for payment of my donation. This authority will remain in effect until I cancel it in writing. Make this deduction from:

Checking

Savings

Monthly -----

Weekly _____

Print Name

Date

Financial Institution

Account Number

Signature

Phone

Financial Institution of HAVEN:
Incredible Bank
3210 E. Main Street
Merrill, WI 54452

Transit Routing Number-ABA: 075911742
Account Number: 0100805605

We rely on your generosity. If you would like to do a single donation, please send or drop off your check to HAVEN at 1106 E 8th St, Merrill WI 54452. -Thank you!

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Merrill, WI
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