



CONNECTIONS

The Center Against Sexual and Domestic Abuse, Inc.

Fall 2018

30 Years! We couldn't have made it without you.

Throughout 2018, CASDA staff has been reflecting on our 30-year anniversary. At a recent gathering of CASDA staff, volunteers and community partners, CASDA Executive Director Kelly Burger shared these thoughts:

“With your partnership, we’ve come a long way in 30 years, and I’d like to highlight some of our history and accomplishments.

“CASDA was created in 1988 when two separate nonprofits in Douglas County, the Rape & Incest Victim Advocacy Group and the Coalition Against Domestic Violence, merged. The organization began with a staff of three and, as I tease about myself, I am truly the CASDA dinosaur, since I became staff number four, 27 years ago.

“Early on, we knew that if we wanted CASDA to be strong and competitive in the grant-making world, we would need to be able to inform people in one sentence about what CASDA provided. In 1992, board and staff got together with a local facilitator in a small conference room at the Challenge Center and hammered out the perfect words to form our mission statement. It is the same one we use today. CASDA still exists ‘to provide supportive services to individuals hurt by domestic violence, sexual assault and child abuse as we advocate for a community effort to end violence.’ The facilitator who helped us create that mission statement is Geof Wendorf, a long-time supporter and friend of CASDA.

“CASDA quickly grew because of the need for our

services. In 1992, CASDA secured a full-time attorney whose primary duty was to provide legal representation in the areas of family law to victims of domestic violence and child abuse. In 1994, after receiving a grant that allowed us to provide 24-hour coverage with paid, professional staff, CASDA was able to move the crisis line into the Shelter Program, rather than relying on an after-hours answering service. In 1995, we hired a Children’s Program Coordinator, who provided supportive services to child victims and witnesses of abuse. We understood that if we were going to fully work our mission, we must be working with kids since domestic violence and child abuse are generational.

“As the 1990’s passed into the 2000’s, CASDA continued to flourish and grow. Some victims and survivors were not necessarily seeking shelter; instead, many were hoping for support and understanding, as well as advocacy with the systems they needed to navigate in order to be

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Marking 30 Years

“30 years!” Continued from p. 1

free from violence. To meet this need, we added outreach services for domestic violence and sexual assault victims.

“Since its inception in 1988, CASDA’s home was on the University of Wisconsin-Superior’s campus. In 2007, campus administrators notified us that their newest strategic development plan included reverting Hawkes



From L. to R. — CASDA Executive Director Kelly Burger and Director of Program Services Dana Doyle

Hall back into student housing. This meant that we needed to find CASDA a new home. Planning began as board and staff had to learn all about finding a home and raising the money to build or renovate a future space for CASDA. For the next four years, we were busy researching.

“In 2011, we found our new home at 318 21st Avenue East, in what many of you know as the old East End Duluth Clinic. Essentia Health has long been a partner in the work we do and they allowed us to purchase the clinic on a land contract for \$25,000 a year for 10 years, no interest. Mayor Bruce Hagen and the City Council approved a grant for \$25,000 for ten years, with the goal of it being used to pay off the land contract. After much work and building some amazing partnerships along the way, CASDA successfully raised \$1.1 million, which allowed us to renovate the clinic. We moved all our

services into our new home in April 2013 and I cannot believe that we have already been there for five years. Where does the time go?

“Today, CASDA employs 14 full-time staff and about 10 part-time staff. We are governed by a volunteer Board of Directors, currently made up of nine members. Our annual budget is close to \$950,000. Each year, we work with close to 500 victims and survivors and answer approximately 2,000 calls on our 24-hour help line. These numbers have reflected our annual average for over ten years now.

“In 30 years, we have worked hard to build relationships with the different systems that domestic violence, sexual assault and child abuse touch, such as law enforcement, medical providers and schools. We have sought to educate our communities on the dynamics of abuse in hopes of gathering consensus that all people, especially children, deserve a life free of violence.

“As a survivor who first came to CASDA needing help, I know first-hand how vital these services are in our community. I want to thank everyone who has supported CASDA on our 30-year journey. Unfortunately, the need for our agency still exists, but I know, together, we will continue to make a difference and strive for a community effort to end violence. Thank you, one and all!”

A special shout-out to CASDA Staff who have been here 2 years or more!

Kelly Burger, Executive Director—27 Years (Apr ‘18)

Kim Marble-Follis, Bayfield County Outreach

Advocate—16 Years (Jan ‘19)

Dana Doyle, Dir. Of Prog. Services—11 Years (Mar ‘19)

Ruth Hunter, Shelter House Mgr.—7 Years (Feb ‘19)

Jill Hinners, Community Eng. Coord.—6 Years (Sep ‘18)

Joanne Sanders, Shelter Prog. Coord.—6 Years (Jan ‘19)

Kim Keskinen, FT Overnight Advocate—4 Years (May ‘18)

Connie Gaier, Shelter Advocate—4 Years (July ‘18)

Denise Selden, Outreach Advocate —2 Years (Sept. ‘18)

Cynthia Sweetnam, Attorney—2 Years (July ‘18)

Jaramy Hansen, Paralegal—2 Years (June ‘18)



Long-time CASDA Advocates Discuss Changes in the Field

CASDA Community Engagement Program Intern **Rachel Hoffman** recently interviewed two of CASDA's most experienced staff members to learn more about the changes they have seen throughout their years at our agency. First, she talked to our **Director of Program Services, Dana Doyle**.

Rachel: How long have you been at CASDA, and what roles or positions have you held in that time?

Dana: 10 or 11 years. I was initially hired as Shelter Director, and then about five years ago became Director of Program Services.

Rachel: What general changes have you seen in CASDA since you started?

Dana: There are always staffing changes at CASDA. Employee retention can be especially difficult due to the non-profit sector's relatively low wages. However, the number of staff working at CASDA has increased. There has also been a steady increase in our overall budget. **In general, CASDA is forever changing and adapting to the world around us. We are not afraid to try what's new.**

Rachel: Have you seen changes in community perceptions of CASDA and/or the issues that CASDA addresses?

Dana: The community is taking CASDA more seriously as an organization. **CASDA is now seen by many members of our community as the community "expert" on these difficult topics.** CASDA is often contacted by the news and other sources looking for our opinions. There has also been an increase of community involvement and engagement over time.

Rachel: Have clients' needs or priorities changed? How so?

Dana: **The needs of clients are more complex now than they used to be.** Not only are there the initial issues clients face with domestic violence and sexual assault, but now CASDA is seeing more clients that have needs regarding mental health issues and alcohol and other drug use (AODA) issues. The AODA issue has become more complex in itself because more dangerous drugs have become more common. There are also more "hidden" issues coming out, such as human trafficking, that make a client's needs more complex and multi-dimensional.

Rachel: Have you seen any new barriers that clients are facing?

Dana: The barriers have been consistent over the years. Housing has been, and still is, the number one barrier that clients face. Some years it's easier than others to get housing, so there is an up and down flow sometimes. But generally, wait lists for housing can be anywhere from months to years, which makes getting stable housing especially difficult for those in shelter because they only have a 45-day stay here. So, where

do they go next with housing waitlists that long? Other barriers that have remained consistent over the years are transportation (the bus line stops running to/from Superior in the early evening) and the general lack of services (Ex. mental health services) in the area that are accessible.

Rachel: Have there been any significant policy changes? What led up to those policy changes?

Dana: The policies over the years have adapted to become more client centered. **The policies have changed to better meet the needs of the clients, and meet them where they are at, and what the client is comfortable doing.** For example, case management, advocacy services, and house meetings are no longer mandatory for client's staying in shelter (all of these things were required for shelter residents at one point or another). Staff now needs to become more creative and inventive on how to get clients to participate.



Bayfield County Outreach Advocate Kim Marble-Follis and former CASDA Attorney, Terry Trogdon

Rachel: How long have you been at CASDA, and what roles/positions have you held in that time?

Kim: 15 years, and I have been Bayfield County Outreach Advocate all 15 years.

Rachel: What general changes have you seen at CASDA since you started?

Kim: **It is not what has changed, but what has not changed. I am extremely grateful for the continued funding for legal services and the funding that allows CASDA to have a staff attorney.** The presence of an attorney can make a huge difference for a client navigating the court process.

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30 YEARS
OF
SERVICE

30 WAYS TO MAKE A DIFFERENCE!

1. VOLUNTEER AT CASDA!
Find out how at: www.casda.org/get-involved/
2. TELL A FRIEND ABOUT CASDA'S SERVICES
3. WEAR PURPLE DURING THE MONTH OF OCTOBER!
To show support for Domestic Violence Awareness Month.
4. ATTEND A FREE DOMESTIC VIOLENCE MONTH TRAINING AT VIP PIZZA OCT. 25TH, 5-7 PM
5. "LIKE" CASDA ON FACEBOOK
6. FOLLOW CASDA ON INSTAGRAM & TWITTER
7. SHARE CASDA'S NEWS & POSTS WITH OTHERS
8. SUBSCRIBE TO CASDA'S EMAIL LIST
9. SERVE AS A CASDA BOARD MEMBER
10. MAKE A MONETARY DONATION
11. DONATE WISH LIST ITEMS FOR OUR SHELTER
12. ATTEND CASDA'S NEW YEAR'S EVE GALA
13. DONATE AN ITEM TO THE NEW YEAR'S EVE SILENT AUCTION
14. RESEARCH THE REALITIES
15. ATTEND A LGBTQ+ PRIDE PARADE/EVENT
61% of bisexual women have experienced intimate partner violence.
16. HOST A FUNDRAISER TO SUPPORT CASDA
17. SELECT CASDA FOR AMAZONSMILE ONLINE SHOPPING.
0.5% of your AmazonSmile purchase goes to CASDA!
18. DONATE YOUR SPECIAL SKILL
Photography, baking, decorating, etc!
19. REGISTER A TEAM FOR CASDA'S ANNUAL GOLF SCRAMBLE
20. COLLECT OLD SMART PHONES OR OTHER CELL PHONES & DONATE THEM TO CASDA!
21. BOOK A CASDA SPEAKER
Invite us to speak at your next meeting or event!
22. WEAR A TEAL OR BLUE RIBBON DURING THE MONTH OF APRIL
To show support for Sexual Assault Awareness Month and Child Abuse Abuse Prevention month.
23. REQUEST CASDA RACK CARDS FOR YOUR OFFICE
24. DONATE TO THE UNITED WAY
U.W supports CASDA & many other community organizations.
25. VOTE YOUR VALUES IN THE NEXT ELECTION
26. PRACTICE EVERYDAY CONSENT
27. BELIEVE SURVIVORS!
28. CHALLENGE HARMFUL SOCIAL NORMS
29. HELP CREATE SAFE ENVIRONMENTS
30. BELIEVE IN YOUR ABILITY TO MAKE A DIFFERENCE!



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Kim Marble-Follis Interview, Continued from p. 3

Rachel: Have you seen changes in community perceptions of CASDA and/or the issues that CASDA addresses?

Kim: I have seen legislative changes and changes in laws surrounding restraining orders. **The procedures surrounding the restraining order process have become much more victim centered.** The process of getting the restraining order is much smoother and even more importantly, law enforcement is now able to come down harder on perpetrators who violate the restraining orders that clients have against them. There has also been an increase over the years in understanding, cooperation, and respect from other agencies and the community about trauma-informed care and the work that CASDA does.

Rachel: Have you seen any new barriers that clients face?

Kim: Increases in costs of services. More specifically, the cost surrounding the legal process. I have seen clients not be able to take steps forward in the legal system due to the high costs. Court scheduling and the length of court processes is also another barrier because the length of time in between hearings and appearances is just more time that the client is in danger from their perpetrator. **Housing is also a huge issue. Low-income/inexpensive housing continues to be a problem whether it's in a rural community or city-wide.**

Rachel: What are differences that you can think of between the Bayfield County outreach office and the office here in Superior? Or what would you like people to know about what is different in rural communities?

Kim: **Safety planning with clients is a whole new ballgame in rural communities;** more isolation from support systems and fewer resources make safety planning for rural victims very different and much more complex.



DOMESTIC VIOLENCE AWARENESS MONTH

At the Douglas County Domestic Violence Awareness Month Kick-off Event, CASDA's outgoing Domestic Violence Program Coordinator, Martina Tendrup, shared some history and a call to action:

Domestic Violence Awareness Month evolved from the "Day of Unity" held in October of 1981 and conceived by the National Coalition Against Domestic Violence. The intent was to connect advocates across the nation who were working to end violence against women and their children. Thirty-seven years later, the "Day of Unity" is still celebrated the first Monday in October, with the first Domestic Violence Awareness Month observed in October 1987.

We take this month to mourn those that have died due to domestic violence, celebrate the survivors, and connect to others who share our goals to end domestic violence. We work to educate our communities, and evaluate how far we have come and how far we have yet to go. We work for the victims who may not yet feel safe enough to share their stories or experiences; we are committed to letting them know that they are believed, they are not alone, and they do have support.

Domestic Violence is understood as a pattern of abusive behaviors - including physical, sexual and psychological attacks and economic coercion - used by one intimate partner against another in order to gain, maintain or regain power and control in the relationship. Batterers use a range of tactics to frighten, terrorize, manipulate, hurt, humiliate, blame, often injure, and sometimes kill a current or former intimate partner. In fact, domestic violence claimed 62 Wisconsin lives in 2017, and 73 lives in 2016. And we know that a victim choosing to leave the relationship is often the most fatal time. We understand that only the victim truly knows the safest time to leave. We also know that a victim may leave multiple times before they leave for good.

Victims suffer the psychological, if not physical, repercussions of abuse for the rest of their lives. They often live years wondering what could have gone differently and questioning their own judgment. They may blame themselves, and others may blame them. They may feel so ashamed that they never tell their story. Sometimes they believe their abuser, and think they could never survive outside of the relationship. They often internalize the abuser's words, and think themselves worthless and responsible for their own abuse. Some of them will never be able to trust anyone fully or feel like they have value again.

Most of us recognize and understand that domestic violence is a serious public health problem, but all too often we don't take action. We want to do something, but feel like our actions can't make a difference. We feel like we can only do so

much, and it's not going to fix the problem, so why do anything at all? But imagine. Just imagine if each individual in our city, every person in our state, committed to just **one thing**. One thing to help in the effort to end violence. Perhaps it is telling a survivor that you believe them. Maybe you commit to modeling respect, equality and peace in your relationships. Maybe you will reach out to your legislators, and tell them that you do not support laws that do not help victims and survivors. Maybe you will simply say hello to a neighbor, and begin building the relationships that foster safe and happy communities. But if we each commit to **one thing**, in our city alone, that's 27,000 things. 27,000. Suddenly, ending domestic violence does not seem so daunting. Creating a culture that teaches us that every one deserves safety and respect doesn't seem quite so overwhelming. **One thing. From each of us. And we can create change. One thing at a time.**



Bayfield County shows off its purple for DV Awareness!

Bayfield County Does #1Thing and More!

Bayfield County Police Department and Sheriff's Department, as well as the Clerk of Courts, Victim-Witness and District Attorney's office, are all displaying purple awareness materials for Domestic Violence Awareness Month. A special thank you to Craig Parks from Bayfield County Maintenance Management, for his steadfast kindness and patience in helping **Bayfield County Advocate Kim Marble-Follis** put up the purple lights each year. Thank you, also, to all who serve domestic violence victims and celebrate the achievements and efforts of every victim striving to break free of violence in their life. **Kim says, "Carpe Diem!"** and encourages our communities to seize the opportunity to help victims and be part of this important movement, or if you are experiencing violence, seize your chance to break free from abuse and celebrate your bravery. **We applaud Bayfield County!**

Now that our July 2018 Golf Scramble is a Wrap, Please Join Us for CASDA's New Year's Eve Gala,
 "Behind the Mask," Presented by MAC Sport & Marine, December 31st at Barker's Island Inn!



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-Dan's Feed Bin	-District Attorney Mark Fruehauf	-Superior Police Department
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-Billings Park Cafe	-Fabrick Cat	-Jeremy Thiessen	-Pattison Golf Course	-Super One Liquor
-Blue Arrow Boutique	-Famous Dave's	-Jimmy's Saloon	-PAVSA	-Tavern 105
-CASDA Board of Directors	-Gerlach Beaumier & Trogdon	-Keypoint Liquor & Lounge	-Paul's Pour House Bar & Grill	-Top Hat Tavern
-Cathy Edwards	-Hacienda	-Lake Superior Chiropractic Office	-Rich Cuisine & Wednesday Bakery	-Trend's Day Spa & Salon
-Cedar Lounge/Earth Rider	-Hidden Green North Golf	-Lost In The 50s	-Riverside Bar & Grill	-Village Pump
-CentriCity Bank			-Safe Haven	-Wheeler Associates
-Christi Willette			-Sam's Club	

Thanks, also, to golfers, Nemadji staff, our volunteers and everyone else who helped make this year's Golf Scramble a success! Your generosity will help support services to adult and child survivors of abuse, as well as a community effort to end violence.

PLACE
STAMP
HERE