

2-2022

Discovering & Raising the "Trafficking Awareness Level" (TAL) in Avalon

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GEORGE FOX UNIVERSITY

PROJECT PORTFOLIO:

DISCOVERING & RAISING THE

“TRAFFICKING AWARENESS LEVEL” (TAL) IN AVALON



IN PARTIAL FULFILLMENT FOR THE DEGREE OF
DOCTOR OF MINISTRY/DOCTOR OF LEADERSHIP

PORTLAND SEMINARY

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FEBRUARY 2022



CERTIFICATE OF APPROVAL

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GLOSSARY

Abbreviations

ACC	Avalon Community Church
CAC	Community Awareness Core
DHS	Department of Homeland Security
LASD	Los Angeles Sheriff's Department
KSI	Key Success Indicator
MVP	Most Valuable Prototype
NPO	Need, Problem and Opportunity
TAL	Trafficking Awareness Level
TATP	Trafficking Awareness Training Program

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EDITORIAL OR RESEARCH METHOD

This Project utilized a blended methodology that draws upon bibliographic resources, data derived from stakeholder collaboration, and human-centered design and iteration processes to create a heuristic-based, application-oriented Project.

ABSTRACT

“Awake, O sleeper, arise from the dead, and Christ will make you aware.” Eph. 5:14

Earlier this year I stopped at a table under a sign reading “January Is Human Trafficking Awareness Month.” The table’s material did ***awaken*** me to the scope of human trafficking (global), the amount of money traffickers are making (billions), and where to send money to help fight the problem – but there was little information on being more ***aware*** of human trafficking within ***MY*** town. A lifetime focus on community safety helped me realize that a high level of ***awareness*** of the signs of trafficking occurring within my community directly correlates to its’ safety... and that ***being awake isn’t enough – being aware is critical!*** If my community’s ‘trafficking awareness level’ (***TAL***) is low, the probability of trafficking occurring is high. I also realized that ***the smaller the scope, the greater the hope*** for dealing with this ‘hidden crime,’ for at the community level human trafficking is less able to hide.

In the verse from Ephesians 5 Paul pleads with Christians to ***awaken*** from their sleep. When we truly ***wake*** up, we become ***aware*** and this ***awareness*** keeps us alert and alive – especially if that ***awareness*** includes Jesus Christ as Lord. Similarly, to protect lives in our Avalon community, the Community Awareness Core (CAC) – in partnership with the Avalon Community Church (ACC) – proposes to assess Avalon’s ***TAL*** and, if low, raise it by training community members to identify, or ‘see,’ the signs and indicators of trafficking as they occur in daily interactions. When community members ‘see something,’ they’ll be trained to ‘say something’ (report to law officers). This project offers faith-based and civic organizations a grassroots approach to collaborating with law enforcement agencies to keep their communities safe from human trafficking.

INTRODUCTION

Discovery

Avalon Community Church (ACC) has been ministering to the community of Avalon since 1889, well before the City of Avalon was incorporated in 1913. My ministry in Avalon began in ACC's centennial year, when I was hired as Pastor, beginning a partnership still active 34 years later, now as Senior Pastor. I have also been serving Avalon as a Harbor Department patrolman for fifteen years, currently at the rank of Supervisor.

While breakfasting with my daughter and her friend several years ago, the topic of 'human trafficking' came up. Her friend worked for a ministry helping victims recovered from sex trafficking—the main human trafficking form at the time. He asked, "Are you aware that Avalon Harbor is 'in play'" (meaning 'actively involved in sex trafficking')?" I was dumbstruck, but managed to ask if he was sure, and followed with the question: "How many per year, hundreds?" When he answered, "No... thousands", I spilled my coffee in disbelief!

Since then, I've learned more about the differences between human trafficking and human smuggling, helping me realize that at Avalon Harbor we're primarily focused on people being smuggled through our harbor to the mainland, perhaps to be trapped into trafficking, or simply to join family in the United States. It was around this time that I also enrolled in Portland Seminary's Leadership and Spiritual Formation track of their Doctor of Ministry program and, following our first retreat at Cannon Beach, it became clear that my program project would involve human trafficking. Soon after landing back in Avalon, I brought together a group of community "stakeholders" to engage in the first Discovery Workshop to try and define a need, problem, or opportunity (NPO) for the *human trafficking awareness project*. This stakeholder

group—LASD Captain and Deputies, Avalon Fire Chief, two Avalon Harbor Patrolmen, Avalon Mayor and City Manager, Avalon Public School’s Principal, MFCC therapists working with the school and Domestic Violence programs, an RN and APRN nurse from the Catalina Island Medical Center (CIMC), and ACC pastors—met regularly to discuss the possibility vs. probability of human trafficking in Avalon, and the next steps to certitude.

The exercises of the first Discovery Workshop, exposed two major problems: 1) our overall lack of understanding the real scope of the trafficking problem, and 2) the lack of overall attentiveness we had given to the problem. Evil lives large by lying about its true size and strength and it thrives when the masses believe it’s insurmountable! However, the truth is, when broken down to a manageable scope and when it is understood through deeper, more intimate levels of awareness—evil morphs into vulnerable, ‘human’ proportions.

As seen below, our original NPO was predictably grandiose, as we stakeholders were trying to accomplish too much, too fast:

Having seen the darkness invading the Avalon Community, and knowing we have responsibilities as leaders, we pledge to join other community leaders and members to expose the drug and human trafficking; being fully aware there’ll be opposition and initial struggles, we promise a brighter outcome for Avalon.

Key Discoveries Explained

Although these important elements have been listed previously, it’s important to re-list them in order to explain more thoroughly why they are key discoveries.

1. Being awake isn’t enough; awareness is essential. To do an online search entitled ‘human trafficking’ is to be inundated with books, articles and governmental studies going back decades. A prolific amount of information has been accumulated, correlated, tabulated, re-programmed, spreadsheeted and screened, then dispatched to organizations to regress to the mean—and yet with all this information about trafficking,

we humans still find it difficult to keep from being entrapped by its well-known, yet evil, ways. The reason—people develop more of a fearful detachment to the impersonal “facts” of human trafficking. We hear of its global size, heinous actions, and inescapable desire to enslave, but unless we’ve been personally affected by it, fear makes sure we pay little attention to it. Through fear, evil keeps itself detached, and it does this so it can continue to deceive. But if we choose to become more *aware* of the interpersonal interactions of how trafficking works, pay attention to how it affects others in community, learn its telltale signs in those we love, see its fingerprints on those we touch, then we learn how the “hidden” crime hides and we can shine light on its shadow where it’s found. The more the indicators of healthy community relationships are seen and felt within, the more the contraindicators of evil stand out.

2. The smaller the scope, the greater the hope. As seen in the above discovery, the greater the fear of an object the harder it is to stand against that object. If the fear of human trafficking is based on the scope of human trafficking being global, then it would make sense that the fear would become less as scope declines. As the scope of human trafficking diminishes from global > through nation-wide > through state-wide > through county-wide > through city-wide > to the community level, the opportunities to engage trafficking will expand, and fear of trafficking will subside.

The Avalon community provides an optimal test case for clarifying the need to refine the geographical scope to the lowest level for the best hope of protection from human trafficking. The City of Avalon, incorporated in 1913, is located 22 miles off the Southern California coast on Santa Catalina Island, it is 2.88 sq. mi., and as of the 2010 census, has a population of 4,090 (54.6% - White; 45.4% - Latino, others). The city is a

resort community whose waterfront is dominated by tourism-oriented businesses that serve over one million visitors yearly, many from weekly cruise ship stops, but mostly visitors enjoying the “tourist season” (Memorial Day – Labor Day). To support this daily tidal wave of tourists, a huge hospitality industry has evolved on the island, and with it a vulnerability to human trafficking

Design

Human traffickers target victims of any age, gender, or nationality in any size or type of community and enslave victims into forced labor or sexual exploitation through an expert use of force, fraud, and coercion. According to the Department of Homeland Security’s (DHS) Center for Countering Human Trafficking, every community must ask itself, “Is human trafficking happening in and/or through our community?” The DHS advises communities to develop a safety-first mindset regarding the presence of human trafficking that’s built around the slogan, “If you really don’t know, assume so!” The Los Angeles Sheriff Department’s (LASD) Task Force on Human Trafficking agrees, adding the three “task force” components needed to successfully combat trafficking: 1) A Law Enforcement Agency (to engage, investigate, prosecute active traffickers), 2) Rescuer Help Groups (to protect, provide for, counsel and comfort those rescued from trafficking), and 3) Community Support Groups (to identify signs, symptoms and “red flags” of trafficking occurring among family, friends, neighbors, fellow students and co-workers – and point it out to LE agencies). Based on that third “task force” components, we, the stakeholders of Avalon, have designed this project to achieve the following two objectives as we address the issue of human trafficking awareness in our community:

- 1) Test to determine the Avalon community’s trafficking awareness level (TAL).
- 2) Train a Community Awareness Core (CAC) that can raise and retain Avalon’s TAL.

Stage 1 of the project is designed to determine the Avalon community TAL, or the percent of a community's membership who know the signs, symptoms, and other indicators of human trafficking as it happens within their community. The higher the TAL, the greater the prospect that the recognizing and reporting of trafficking will lead to a response from trained law enforcement, culminating in greater protection for Avalon's members against human trafficking. To determine the TAL, surveys are employed – first, SurveyMonkey.com was used to design and deploy a national survey to find the country's TAL (see Appendix C, p. 85), to be used to set a baseline to which a second more localized and weighted Avalon survey is compared (see Appendices D, p.86, and E-E₃, pp.87-89). The most common way to analyze survey data is to use simple percentages, which is done for the national survey—but weighting a couple of the Avalon survey questions did allow us to examine our data in ways more applicable to the Avalon community itself, providing us with a different perspective that we would never have gleaned if we just looked at percentages (see Graphic A – *Relationship Between Stage 1 Surveys*; p. 16). The result of Stage 1 is an accurate “tailored to the community” awareness level that (predictably) will need to be raised in order to keep Avalon safe.

A “too low” determination for Avalon community's TAL (< 20%) made it necessary to proceed to Stage 2 of the project—the formation of Avalon's Community Awareness Core (CAC), and the development of the Trafficking Awareness Training Program (TATP). The natural presumption is that most communities' original TAL will be too “low” to consider safe, and CACs in those communities will need to develop TATP, as Avalon did. The TATP will train community members to “*see*” the signs and indicators of trafficking, then “*say something*” to law enforcement agents, who will then investigate, interrogate, and isolate the traffickers. Trainees will also be instructed to “*do nothing else*” to keep themselves and their families safe.

Delivery

TATP training is different than other trafficking training programs, dwelling less on material that gives trafficking a “larger-than-life” fear-factor, and focusing instead on real-life group interaction training, based on situational role-playing (see Appendices G–G₂, pp. 91-92, and H, p. 93). Doing so helps raise the trainee’s awareness of the sometimes-subtle difference between signs and indicators of normal community interactions, and signs of coerced, fraudulent behavior. Such sensitivity is the key to building an *awareness of trafficking* in any community. The TATP is designed in partnership with the DHS’s “Blue Campaign,” the LASD Human Trafficking Task Force, Shared Hope International, and Project Reach, whose role-playing trainers and personally victimized story-tellers produce intensive ‘real-life’ training sessions that allow for recognizing and retaining sensations that give rise to the indicators of trafficking in victims. These personal and interactive training methods make-up the second half of the TATP sessions, in which the trainees are divided into small groups for “role-playing” actual trafficking scenarios (see PowerPoint presentation, Appendix H, p. 93). Using training strategies like these are a key reason why the TATP sessions are more successful at producing people who are *aware*.

Whereas the main prototype employed in Stage 1 is the survey, Stage 2’s main prototype is the “Pre–Post Test” administered to students at the beginning of the learning session and then again before officially finishing the session. “Pre-Post Tests” refer to academic achievement tests that are given to students to assess their academic progress from the beginning of a program session to its end. Ideally, the results of the pre-test provide a baseline for a trainee’s awareness level upon entry to the training session, and the post-test provides a delta-differential reflecting the positive change in learning occurring during training. Hopefully this new imbedded learning can assist the trainee in identifying trafficking signs as they occur, and lead to further reporting,

investigation, and incarceration. However, even though the “Pre-Post Test” is important, the most valuable prototype (MVP – see pp. 78-79) of the two stage project is the **TAL** due to its primary importance in the project. The **TAL** I’m referring to here is the actual process of discerning the awareness level of the community, whose level – if low – starts everything!

As stated earlier, for Avalon’s TAL to be determined, a national TAL must also be known to determine the general TAL of the country in which they reside. Although the scope of human trafficking is global in its spread and effect – and we’re using this one national survey for TAL determination only – it’s important to remember the overall scope and purpose of this project as a template to form **community** anti-trafficking safety zones. Even human trafficking, as immense and powerful as it is today, could not survive a coordinated attack at the multi-community level, simply because it won’t have its usual places to hide in those communities.

Along with maintaining a local community scope, certain other benchmarks need to be cemented into place for a community’s long-term success in the war against human traffickers. These benchmarks must have a community-wide scope of their own, be interactive in nature and must directly correlate to the project’s “critical success indicators” (see Graphic D – *Awareness Survey: Four-Step Awareness Stairway*, p. 20). These correlations are easily seen below in the list of benchmarks for this **awareness** project’s success listed below:

- Move from Awake to Aware (Key Success Indicator) – The importance of **awareness** (being sensually in touch, emotionally in tune, and cognitively connected) has been previously revealed. For success against human slavery, community members must be taught to “focus more on pain-filled faces... than painful facts!” The success of this **awareness** training will be revealed in the results of the ‘Pre-Post Tests’ which will be available shortly after every training session (see Graph A., below).

- Shared Leadership – Equal Membership (Equal Opportunity Indicator) – Membership of the CAC will entail all the original stakeholders, plus all who go through the TATP training. The leading stakeholders have the responsibility of building bonds between groups from the leadership level on down. “Equal representation for all ages, genders, educational and social levels in all ethnic groups, for all time!” This equality can be verified through the CAC membership, made up of the list of original stakeholders and the attendance records of all who have gone through a TATP session.
- Build A Bond (“Generation Gap-less” Indicator) – Quarterly, post-training ‘See Something, Say Something’ events need to be scheduled to build strong bonds between CAC leaders and the younger members, and the CAC and the community law enforcement agencies. “No Generation Gaps!” Quarterly post-training social events need to be verified as listed on the official yearly calendar by the end of January.
- Keep It Coming (“Simplicity Sustained Success” Indicator) – Keeping the whole process simple, yet thorough enough for any community, allows for its use at any time. Simplicity also applies in Avalon’s scheduling the TATP trainings for twice a year (May and September) for 4 hrs. per session. Re-evaluation and assessment of these trainings will happen directly following. Keep employing the “K.I.S.S. Principle.”

GenUS Survey (Awake)				
Avalon Survey (Pre-TATP)	AWAKE %	“Pre-TATP” TAL %	“Post-TATP” TAL %	% Difference in Change
Avalon Survey (Post-TATP)				
Female Average (N = 300/15)	58	26	88	62%
Male Average (N = 300/15)	54	24	90	74%
TOTAL AVERAGE	56	25	89	64%

Figure A. – Learning achieved (TAL% raised) during the TATP.

As Figure A. (above) shows, the initial Avalon Surveys revealed an Avalon TAL of 26% or less, yet the same survey taken after a test training session showed a 64% rise in *TAL*. If these feedback principles are used to keep assessment current and relative to what traffickers are doing at the time, community safety will continue over the temporal scope of generations.

Experiential Evaluation

Yes, I was told several times by several people that this topic would not be easy to build a project upon. I don't know whether it was because Avalon is a small, rural town that's still too dangerously close to "prime" society, or that God desired to teach me a lesson (or both), but I stubbornly stuck to my first choice of doing a project on human trafficking.

Most of the first year was smooth sailing on a steady breeze, with sails full-n-by, and the wind on a nice starboard reach... then BLAM (add the nasty sound of hull planks splintering) I hit the rocky shoal of an IRB! IRB stands for Institutional Review Board which, in accordance with FDA regulations, has the authority to approve, require modifications in, or disapprove research, and serves an important role in the protection of the rights and welfare of human research subjects. The IRB that oversees Portland Seminary was not eager to deal with the possibility of proceeding with a project that had anything to do with sex trafficking.

The initial IRB form passed right through, but the following year's amendments did not. Discussions began, but they were few and far between, for the IRB does not believe in debate. However, with the arrival of a new, young leader of the board, I finally got a second hearing, which fortunately led to: 1) the IRB opening up to learn more regarding human trafficking being more than just involving sex, but domestic and commercial slavery as well, and 2) researching and finally formulating the concept of the "trafficking awareness level" (TAL) as a quantifiable entity to use for engaging in research on awareness levels. After much discussion and the

frustration of the loss of a semester of study, the IRB passed my amendment, so I could continue with my classwork and continue I did, without summer break! Although I was offered a semester pass to catch-up, I desired to keep going because of another of the LSF5's strong points – a lovingly inclusive cohort design that draws one into a positive dependency based on a group-wide, super-supportive structure. I truly love and will continue the exercise of praying for them – and their success – on a daily level.

Next Steps

I do believe in this project and the concept of keeping a high TAL for community safety. I don't believe any alternative approaches can compare to the results that this project can, for it's based on interpersonal interaction within a community, and not law enforcement techniques. The interpersonal and socially interactive training can get better, as more information and adaptive techniques are brought into the training from therapists currently working with trafficking survivors. It's the perfect initiation program for a faith-based or other form of community support group to begin a relationship with a new community. It can also be incorporated by groups already established in communities that want to expand into areas they now realize exist. However, "Avalon first!" One of the reasons we've been having to continually postpone the real kickoff is due to the state and federal governments adaptations of new COVID-19 due to variants of the original COVID-19 viral strands. We want to be careful that this program starts strong and is allowed to get a solid foothold. As the COVID regulations now allow, we're re-starting our meeting with the interview groups of five, and the stakeholders are not only excited about gaining greater **TAL** accuracy, but also re-connecting with the hurting in trying times. The outcomes of early interviews have shown that the Avalon **TAL** will be low, but a bit higher than the national average, confirming the need for a TATP training program. With this in mind, some

stakeholders are now fully involved with designing Stage 2's training portion of the project, which we hope to launch an English TATP on Saturday, May 21, 2022, with a Spanish to follow by the end of 2022. The training manuals that closely follow the PowerPoint presentation for both versions of the TATP should be close to completion by the end of April, 2022.

Journey Summary

While on a trip to the mainland in 2016, my wife and I went to one of our favorite breakfast nooks – the L'Amande French Bakery, in Torrance, CA – to enjoy a couple of their delicious croissant breakfast sandwiches, of which we had grown fond. Upon arriving at the site the restaurant use to be, we found an empty building, with a sign out in front which read, "Close Due To Human Trafficking." Later I decided to do some further investigation and found that the Filipino owners – Analiza and Goncalo Moitinho de Almeida – had been indicted in human trafficking scheme using "little known visa program for foreign investors and their employees" to bring people from the Philippines to the US to work and make a good living. Instead, the 11 exploited Filipino workers had to work 17 hr. days at less than minimum wage and no over-time pay, working in the restaurants (2 of them), construction projects at 2 Long Beach condominium complexes and landscape and cleaning at a Rolling Hills estate – all owned by the Almeidas! The crooked couple was found guilty and have been ordered to pay almost \$15 million to the 11 victims (see LA Times, "*L.A. bakery owners ordered to pay \$15.3 million for abuse of workers on visas*," <https://www.latimes.com/local/lanow/la-me-ln-bakery-ordered-to-pay-for-abuse-of-foreign-workers-20160513-snap-story.html>, 5/13/2016 – accessed in 03/2022). Feeling guilty of helping abuse these poor workers, I vowed to work against human trafficking where I can – and I believe I can in Avalon.

I thank God for this program, for the key learning in both leadership and spiritual formation that has taken place in me, personally. It was a roller coaster ride, but mostly my hands were over my head in enjoyment. I must admit to learning more during the down times, confirming that most of our real growth takes place outside of our comfort zone. Overall, I grew immensely, I have already used what I have learned, and will continue to do so more and more.

PROJECT

Introduction

“Defeating human trafficking is a great moral calling of our time.”

Condoleezza Rice, former U.S. Secretary of State¹

The sole intent of this project is to answer a call to protect lives by raising awareness of the prevalence of human trafficking through specific, easily accessible instruction. Believing that a smaller scope is easier to cope with, a small community was selected as the test case for the implementation of a human trafficking awareness curriculum originated by the senior teaching pastor of Avalon Community Church (ACC).

Avalon, California, located on Santa Catalina Island, welcomes over one million visitors during the peak tourist season. The 2020 census sets the city’s population at 3,460 residents,² most of whom work in the hospitality and tourism industries that drive the island’s economy. The ACC has retained a vital presence in the community, serving the physical and spiritual needs of residents and visitors since its inception in 1889.

NPO Statement

After determining the low ‘trafficking awareness level’ (TAL) of the community of Avalon, an alliance of stakeholders named the Community Awareness Core (CAC) intends to raise the TAL of the community through a training program aimed at preventing the growth of

¹ Condoleezza Rice, *Opening Statement*, U.S. Department of State, Sixth Annual Trafficking in Persons Report, June 5, 2006.

² California Demographics by Cubit, “Avalon,” accessed February 12, 2022, <https://www.california-demographics.com/avalon-demographics>.

human trafficking. Increased awareness among residents will help support the law enforcement agencies in their efforts to identify and eradicate “hidden” trafficking in Avalon.

Project Description

Any community must realize that if their awareness level of the signs, symptoms, and other indicators of human trafficking is low, the probability of trafficking occurring is high. To protect lives in our Avalon community, the Community Awareness Core (CAC) – in partnership with the Avalon Community Church (ACC) – proposes to 1) assess Avalon’s *TAL* and, if low, 2) raise it by training community members to identify, or ‘see,’ the signs and indicators of trafficking as they occur in daily interactions. When these trained community members ‘see something,’ they will be directed to ‘say something’—to report the incident to trained law enforcement officers, preventing human trafficking from taking hold in the community. So, the hoped-for result of raising the TAL is the protection of both individual and corporate life as faith-based groups, civic organizations, and trained law enforcement agencies collaborate to rid communities of trafficking.

Project Scope

Although the scope of human trafficking is global in its spread and effect, this project focuses on raising one community’s TAL to ensure human trafficking cannot get a foothold in their town. Project costs will be absorbed by ACC as part of its 132+ years of ministry to the Avalon community. It is key for any community who desires to engage human trafficking realize the need to focus solely on their community; any larger focus gives trafficking the advantage. Each community ‘puzzle piece’ must be primarily won on its own before being able to interlock with other successful puzzle pieces (communities) for successful alliance.

Benchmarks

The following benchmarks are vital for keeping the project focused on the critical key factors of success that have emerged from the four-step ‘*Awareness Stairway*’ – modeled after the public health approach – which will be discussed later in the section on Assessment.

Step 1 Benchmark - Awake to Aware

Incorporate LASD Taskforce, HSD “Blue Campaign,” Shared Hope International, and Project Reach training materials to increase *awareness* of trafficking indicators in everyday social interactions and community-based scenarios. “*Focus more on pain-filled faces than painful facts!*” The success of this *awareness* training will be revealed in the results of the ‘Pre-Post Tests’ which will be available shortly after every training session (see Graph A., *Learning achieved [%TAL raised] during the TATP*, p.8).

Step 2 Benchmark - Shared Leadership – Equal Membership

Stakeholders (CAC) administer at least ten Awareness Surveys in the next four months, focusing on their ethnic group, carefully maintaining age, gender, educational, and social level equality. This equality can be verified through the CAC membership, made up of the list of original stakeholders and the attendance records of all who have gone through a TATP session.

Step 3 Benchmark - Build a Bond

Hold quarterly, post-training, “See Something, Say Something” social events to build a bond between the CAC and LE. Quarterly post-training social events need to be verified as listed on the official yearly calendar by the end of each January.

Step 4 Benchmark – Keep It Coming

Keeping the whole process simple, yet thorough enough for any community, allows for its use at any time. Simplicity also applies in Avalon’s scheduling the TATP trainings for twice a year (May and September) for 4 hrs. per session. Re-evaluation and assessment of these trainings will happen directly following. Keep employing the “K.I.S.S.

Principle.” Results of ongoing *awareness* surveys are analyzed, and Awareness Training is adjusted and updated accordingly to keep the *TAL* at a high (= safe) level!

Project Presentation

“He who kidnaps a man, whether he sells him or he is found in his possession, shall surely be put to death.”— Exodus 21:16 (NASB)

Human slavery is sin—God declared it so when He fixed the value of all humans in His act of creating them in His *imago Dei*. Historically, humanity’s lack of valuing itself using God’s standard has allowed the sin of slavery to multiply throughout the world, making the modern-day “trafficking of humans” merely the newest form of one of the oldest evils. The enslavement of others for sexual pleasure or domestic labor is against God’s will, yet it has gained such a foothold in modern society, many question whether any action can stand against such evil!^{3,4} The truth is, surrendering to sin is easier if the scope of the sin is large, but it becomes less an option as scope declines. As the scope of human trafficking diminishes from global (national > state >

³ Kinship United, “Why is Human Trafficking So Difficult to Stop?” accessed February 12, 2022, <https://kinshipunited.org/why-is-human-trafficking-so-difficult-to-stop>; 2022

⁴ UNODC.org, “Global Report on Trafficking in Persons 2021,” Rep. United Nations, November 2021, https://www.unodc.org/documents/data-and-analysis/tip/2021/GLOTiP_2020_15jan_web.pdf.

citywide) to the community level, the opportunities to engage trafficking grow. A more spirited response of a community then becomes – “The smaller the scope, the greater the hope!”

This project is developed and designed to aid communities in a fight against the horror of human trafficking, specifically by removing the weapon of hiding—which this “hidden crime” wields so effectively and efficiently.⁵ In an over-the-top usage of the micro-productivity process—problem solving by dividing intricate, complex tasks into smaller mini-tasks so that they seem more doable and less intimidating⁶—the Avalon CAC determined to fight human trafficking at the community level, selecting their own community for the trial case. The City of Avalon was incorporated in 1913, is 2.88 sq. mi., and has a population of 3,460 (54.6% - White; 45.4% - Latino, others). The city is a resort community whose waterfront is dominated by tourism-oriented businesses that serve over one million visitors during the “tourist season” (Memorial Day - Labor Day) and weekly cruise ship stops throughout the year.

The crucial key success indicator of this project⁷ is the trafficking awareness level (TAL) of the community targeted. The TAL is defined as the percent amount of a community’s membership that knows the signs, symptoms, and other indicators of human trafficking as it happens within a community. The national USA TAL% must also be known, for the community TALs are determined from them; however, it is absolute that the community TAL is the primary focus (key success indicator – KSI).

⁵ Laura Shoop, “Uncovering the ‘Hidden Crime’ of Human Trafficking by Empowering Individuals to Respond,” *Georgia State University Law Review* 36, no. 4 (Summer 2020), <https://core.ac.uk/download/pdf/327145195.pdf>.

⁶ Rahil Sarvaiya, “Microproductivity — The Truth Exposed,” Medium, May 29, 2020, <https://medium.com/@rahil1304/microproductivity-the-truth-exposed-e0054fcf5f1e>.

⁷ James A. Johnson and Michael Friesen, *The Success Paradigm: Creating Organizational Effectiveness Through Quality and Strategy* (New York: Quorum Books, 1995).

PROJECT PREMISE: When a community’s TAL—awareness of signs, symbols, and other indicators of trafficking—is LOW, then the probability of trafficking existing in the community is HIGH!”

The CAC designed the project to be deployed in two stages: Stage 1 – Determining the TAL; and Stage 2 – Raising the TAL (training the community members in trafficking *awareness*).

STAGE 1: Determining the TAL (2 Phases)

As stated earlier, two TALs need determining: 1) a national TAL, and 2) an Avalon, or community, TAL. For both Phases, surveys were chosen to determine the TALs.

PHASE 1: GenUS TAL

To achieve the national scope needed for this first determination, the CAC turned to SurveyMonkey.com for assistance. This popular online survey company was a good choice, for it taught us about surveys, helped us design a survey to our needs, deploy the survey where we designated, and interpret the results.⁸ (See Appendix A – *GenUSA Survey Sample*). Again, this *GenUS TAL* gives us a national norm needed to determine how we in Avalon compare with the rest of the country.

PHASE 2: Community/Avalon TAL

Reaching out to the members of the community proved to be much more time consuming but also more personable (See Appendices B1, B2 – *Avalon Individual Survey Sample*). Many of the people we interviewed we knew, and we wanted the face-to-face encounter. Not only would this be the initial interview process, but if the *Avalon TAL* did prove to be

⁸ Hannah Hoeschele. *Weighting Survey Questions and Responses In Your Survey for Healthy Data*, SurveyMonkey.com. <https://www.surveymonkey.com/curiosity/weighting-responses-survey/>, (Feb. 10, 2022).

low, this would also do well for re-contacting them for joining the Awareness Training Program. A time of discussion and feedback after the early interview sessions allowed us to investigate new avenues of expanding and improving our interviewing such as Spanish interview forms, email interviews to Gen Xer's and younger who deal mostly through email, and ads in the local newspaper telling readers to stop by the ACC Website to take the survey. However, COVID-19 restrictions caused delays, leaving a need to reschedule. Over the next four months, the stakeholders are excited about each meeting with five interview sessions to gain greater *TAL* accuracy and to connect with the hurting in trying times. The outcomes of early interviews have shown that the Avalon *TAL* will be low, but a bit higher than the national average. With this in mind, some stakeholders have been involved with designing Stage 2's training portion of the project, which we hope to launch on Saturday, May 21, 2022.

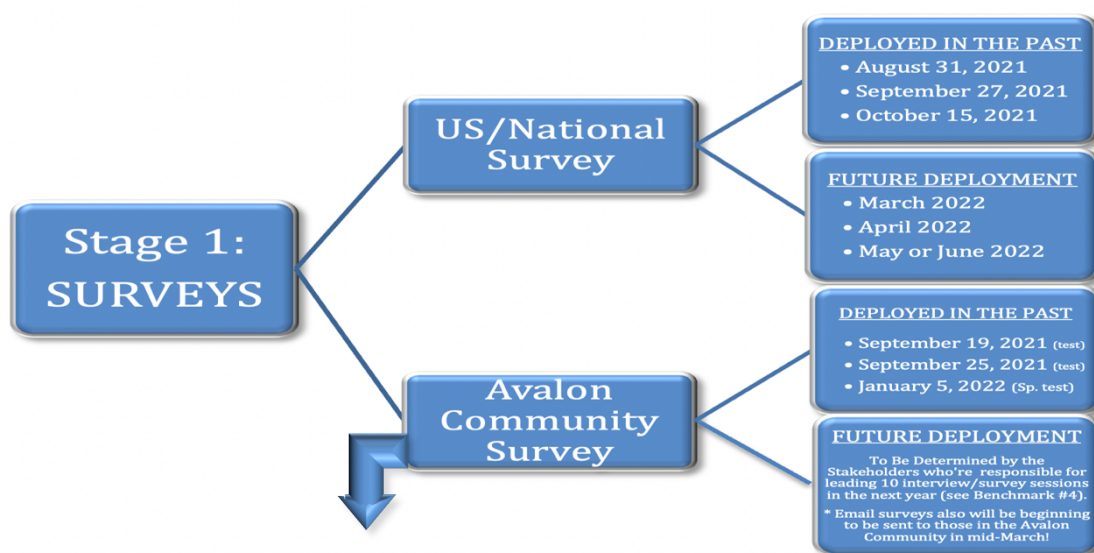


Figure B – Relationship between Stage 1 surveys.

Figure B, above, shows the relationship between the two phases of Stage 1: Surveys.

Phase 1 yields the GenUS survey, by which the national TAL is derived and to which the Avalon Community Survey will be compared to derive the Avalon TAL (arrow spout). The boxes on the right form a Stage 1 Timetable, which denotes past and future deployments of the various surveys used.

STAGE 2:

Should Stage 1, Phase 2's surveys determine the Avalon community *TAL* to be too low, then community members will need to be trained to identify or “see” the signs, symptoms, and indicators of human trafficking as they happen in real community life! The Stage 2 Trafficking Awareness Training Program (TATP) (See Appendices C–C₂) will not focus the local Avalon community members to be merely *awake* to the facts of human trafficking existence; instead, the TATP will train them to be more *aware* of how trafficking effects the people around them, those they love and live among. Community members who are enslaved suffer in unique ways, so they express their slavery and suffering in unique ways. The TATP training will focus on personal interactions which happen at the community level so if/when they “see something” different than the norm, or that reflects something they saw, heard, felt in training, then they’ll “say something”—report (as trained) to an experienced law enforcement officers what they saw. Faith-based or other community assist groups who desires to raise their community's TAL to a high enough level to keep trafficking from becoming established will receive their local law enforcement agency's appreciation and hand in partnership. The CAC Motto (“When you SEE something, SAY something—DO nothing else!”) focuses on the safety of the trainees and their families, and should basically be re-stated as: “Report only, do NOT get physically involved!”

The main TATP format is a PowerPoint-guided discussion (See Appendix E) filled with audio/visual stimulation and supported by an individual training manual (per trainee) for reading

and writing reinforcement (fill-in answers). The training manuals are in English and Spanish; however, the CAC is currently choosing to have separate English and Spanish training sessions, rather than mixed sessions. The program is designed to be three hours long (0900 – 1200), and broken into two halves: the first half will be mostly slide-guided discussion, and the second half



Figure C – Relationship between Stage 1 Surveys and Stage 2 TATP

will have more small-group interaction following ‘real-life situations’ video viewing. The small groups will also involve situational role-playing to bring out more realistic interactive learning. A ‘Post-test’ identical to the ‘Pre-test’ will follow, allowing for an immediate recognition of the learning that has been achieved, and the program will close with each trainee filling out an evaluation, and then a final collection of all forms.

Figure C, above, shows the relationship between Stage 1: Surveys and Stage 2: TATP Program, with Stage 1 feeding Stage 2 motivating TAL level information and Stage 2 feeding assessment information back into the survey systems to keep TAL levels accurate and current to trafficking techniques. Benchmarks also help in assessment, as seen in next section.

ASSESSMENT

In *Benchmarking for Best Practices: Winning Through Innovative Adaptation*, Chris

Bogan and Mike English point out one of the project's critical success factors (CSFs):

One of the most common pitfalls is failure to plan the research and fact-finding phases of the benchmarking process early so that they reflect implementation realities. Segregating benchmarking planning and implementation planning is like separating Siamese twins who share vital organs – the results are almost always calamitous. *Benchmarking and implementation should not be considered as two distinct events.* They are separate, but related, phases of a common improvement process. Consequently, implementation is, and should be, regarded as one with the benchmarking process.⁹

Building upon the reality of implementation and benchmarking merging, the project was designed to be implemented by following four emergent program steps, each step taken in association with assessment benchmarks to make sure they successfully flow into one another in a stepwise fashion. This design was suggested by stakeholders involved with the Catalina Island Medical Center (CIMC) who were familiar with the Public Health Approach to Violence Prevention,¹⁰ which focuses on the health, safety, and well-being of populations, not corporations. It was accepted by the CAC because it is multi-disciplinary, trusting a broad range of disciplines—including, sociology, psychology, criminology, education, economics, and medicine—allowing public health agents to respond efficiently and effectively to a range of social health issues globally.

The Avalon Awareness Four-Step approach likewise encourages input from different stakeholders whose agencies include health, education, social services, justice, policy, and the private sector. Collective action on the part of these stakeholders allows for problems like human

⁹ Christopher E. Bogan and Michael J. English, *Benchmarking for Best Practices: Winning Through Innovative Adaptation* (Boston, MA: McGraw-Hill, Inc., 1994), 181. (Emphasis is the authors).

¹⁰ Center for Disease Control and Prevention (CDC), “The Public Health Approach to Violence Prevention,” January 2022, <https://www.cdc.gov/violenceprevention/about/publichealthapproach.html>.

trafficking to be addressed in an aggressive, multi-disciplinary manner. Globally, only about .04% survivors of human trafficking cases are identified, indicating that most cases of trafficking go undetected, leading the United Nations to label human trafficking as “the hidden figure of crime.”¹¹ More community members who can identify indicators that a person is being trafficked (e.g., marks of abuse like burns, bruises, cuts; overly sexualized behavior; overly tired throughout the day; withdrawn, depressed, distracted or checked out; bragging about making or having lots of money, etc.), the safer the community. Communities who unite to expose this heinous darkness to the light will be helping professionally trained law enforcement agencies and medical/mental health agencies to finally rid the world of this evil, forever.

The **Four-Step Awareness Stairway** figure (Figure D) shows the four steps to the

AWARENESS STAIRWAY: 4 Steps to Trafficking Awareness

	Designed Project	Pre-Planning	Benchmarks
4	Deploy AWARENESS Training and Document Results 30 hrs.	Train community members to be AWARE of trafficking indicators, and if they “ see something, say something! ”	Keep It Coming! Awareness Training is updated accordingly to keep the TAL at a safe, high level! 15 hrs.
3	Develop AWARENESS Training and Program Partners 60 hrs.	If a community’s ‘ TAL ’ is low, training to raise awareness of the signs of trafficking is needed.	Build a Bond! Quarterly, post- training, “ See Something, Say Something ” events to build a bond between CAC and LE. 10 hrs.
2	Determine AWARENESS Measuring TAL - “ Trafficking Awareness Level ” 40 hrs.	A community’s ‘ trafficking awareness level ’ (TAL) can be measured and used as an anti-trafficking tool.	Shared Leadership – Equal Membership Stakeholders administer 10 Awareness Surveys in the next 4 months, focusing on their ethnic group 15 hrs.
1	Define AWARENESS As the problem it IS! 30 hrs.	Awake to the fact a thing exists and AWARE of its effect are 2 different things. <u>Danger lies in not being AWARE!</u>	Awake to Aware! Not a head full of facts, but a heart full of caring! “ Focus more on pain-filled faces than painful facts! ”
160 man/hrs.		TOTAL = 200 man/hrs.	
		40 man/hrs.	

Figure D – **Awareness Stairway: 4 Steps to Trafficking Awareness**

¹¹ Californians Against Sexual Exploitation, “What is Human Trafficking,” accessed January 24, 2022, <http://www.caseact.org/learn/humantrafficking/>.

Project Awareness’ Design and the four important benchmarks for reassessment and recovery discussed before. These benchmarks are found to directly correlate to the project’s “critical success indicators.” These correlations are easily seen below:

Benchmark: Awake to Aware = The ‘Key Success’ Indicator

The importance of awareness (being sensually in touch, emotionally in tune, and cognitively connected) has been previously indicated, when it was correctly referred to as the key success indicator. The awareness program is not designed to let people know how prevalent trafficking is, globally, or how much money it makes annually; instead, it is designed to focus on people and how they act, react, and interact with one another through a variety of life situations. Awareness of distress signals being given off in personal interactions far outweighs merely being awake to trafficking facts and figures. For success against human slavery, community members must be taught to *focus more on pain-filled faces... than painful facts.*

Benchmark: Shared Leadership – Equal Membership = Equal Opportunity Indicator

Membership of the CAC will entail all the original stakeholders plus all who go through the TATP training. The whole group must be representative of all of Avalon community’s differing ethnic groups, and the leading stakeholders are the ones having the responsibility of building bonds between groups from the leadership level on down. The ethnic, gender, and social disposition of the CAC leadership needs to be indicative of the equal opportunity success indicator, which guarantees “*equal representation for all ages, genders, educational and social levels in all ethnic groups, for all time!*”

Benchmark: Build a Bond = “Generation Gap-less” Indicator

Diseases like polio or smallpox would devastate generation after generation if vaccines were not used across generations. The same would be true for the evil of human slavery if awareness was allowed to slack between generations. Quarterly, post-training “See Something, Say Something” events need to be scheduled to build strong bonds between CAC leaders and the new members, and the CAC and the community law enforcement agencies. New trainees become the new members of the CAC, mentored by older members, making sure proper benchmarks are maintain through the generations.

Benchmark: *Keep It Coming* = *Simplicity Sustained Success Indicator*

Awareness training must be updated continually, as an integral part of the process if the TAL is to be kept at a safe, high level. Again, this makes sure another critical indicator of this TAL training program is maintained—the K.I.S.S. Principle. Keeping the whole process simple, yet thorough enough to allow any community to use it at any time, is what is going to sustain the success of the TAL training process and keep it coming around to save the communities who learn to value its enduring safety. As the table below simply shows, the initial Avalon Surveys showed an Avalon TAL of 26% or less, yet the same survey taken after a test training session showed a 64% rise in ***TAL***.

PROJECT LAUNCH PLAN

Project Description

NPO Statement

Upon revealing that a low human ‘trafficking awareness level’ (TAL) exists in the community of Avalon, on Catalina Island, CA, the Community Awareness Core (CAC) intends to raise Avalon’s TAL through a training program that helps prevent human trafficking growth and allows law enforcement agencies to focus more on extermination of trafficking already present in Avalon.

CAC Motto: “*When you SEE something, SAY something – DO nothing else!*”

The CAC is a coalition of stakeholders living in Avalon who have partnered with the Avalon Community Church (ACC) to address the probability that human trafficking is happening in the Avalon community. After developing a method of determining the community’s TAL and finding the level to be dangerously low (~22%), they developed a program that trains community members to identify the signs, symbols and indicators of human trafficking, specifically those seen within interpersonal relationships. Once the trainees “SEE something” the training further instructs them to “SAY something” to specifically proficient law enforcement officials, who will then investigate, interrogate, and isolate the problem. Finally, the trainees are instructed to “DO nothing else” after reporting what they have seen—staying physically uninvolved for their own safety and that of their families.

Audience

The Avalon community is located 22 miles off the Southern California coast on Santa Catalina Island and it is to be the inaugural audience for the rollout of the project. The City of Avalon was incorporated in 1913 and, as of the 2020 census, has a population of 3,460 crammed

into its 2.88 square miles. The resort community’s waterfront is lined with numerous tourism-based businesses that serve over one million guests per year—all seeking either adventure or rest and relaxation “in paradise.”

Hospitality is the major industry of this resort community, so hotels, restaurants, and bars abound, which is terrific for traffickers, but agonizing for enslaved community members. Since human trafficking is a global evil best fought at the community level, a solution would be to train confused community members to be an alert unified audience, aware that when this evil “hidden crime” is exposed, it can no longer thrive. Bravo to any audience saving itself from enslavement. Many other afflicted communities worldwide should consider their own encore. Obviously, the ultimate audience is any community group bold enough to integrate this model of awareness to help expose the evil secretly feeding upon it.

Development Timeline

The CAC understood that the project needed to be developed in two stages, which then will blend into two phases of a continual process. Stage 1’s focus needed to be on determining the “trafficking awareness level” (TAL) of the community. To do that, a general TAL of the United States needed to be established, from which the community’s TAL was determined. Surveys were chosen as the mechanism to be used to determine both the US and Avalon community TAL. SurveyMonkey.com was used for the U.S. national survey, the first being designed in the last week of August 2021 and deployed on August 31, 2021. (Appendix A) Identical surveys were deployed on September 27, 2021 and October 15, 2021, just before the 2021 Cannon Beach Retreat. These surveys confirmed that the national TAL is low (~25%).

A similar survey was designed specifically for the Avalon community with an initial “test” survey being shared in a group setting on September 19, 2021. After getting feedback, the Avalon survey was amended, re-tested, and emailed to more Avalon residences. (Appendix B)

Stage 1 – “TAL” Surveys. Below is an estimated timeline of stage 1, including both past and future survey deployments (Appendices B and C):

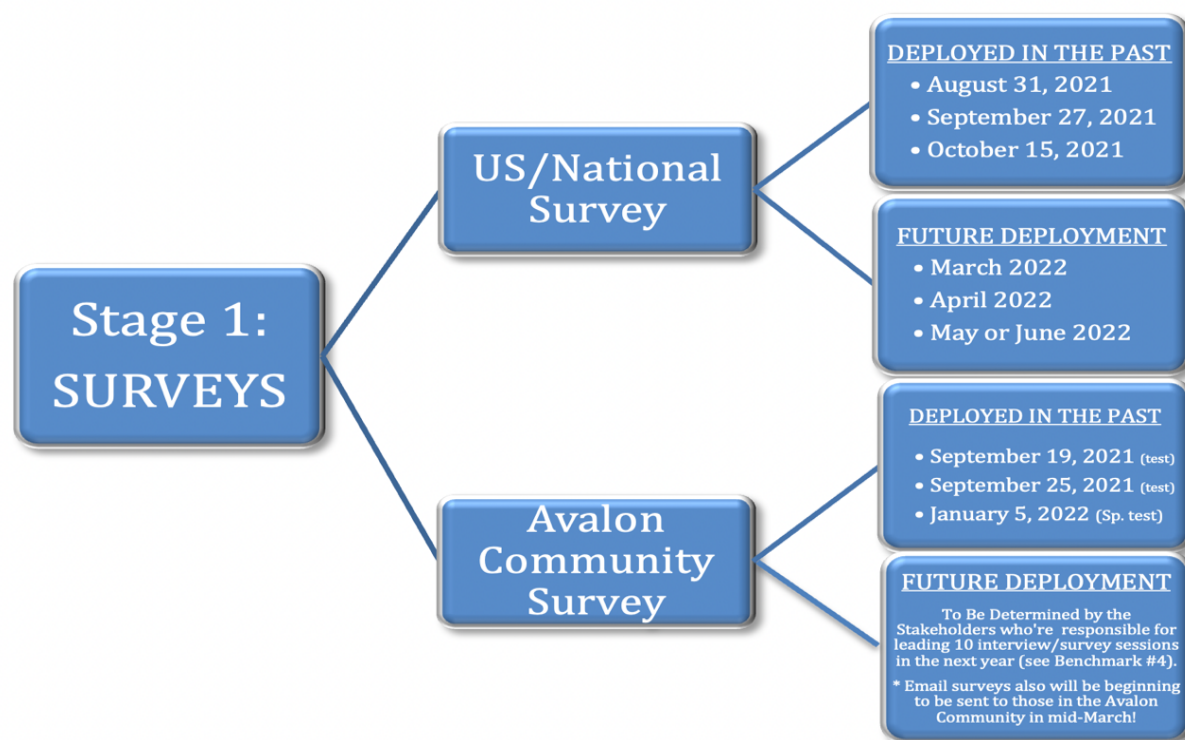


Figure A – Relationship between Stage 1's Surveys

Currently, the focus is on the Avalon community surveys administered by the CAC leaders to those in their same ethnic group. All surveys must include 18- to 80-year-olds, all genders, all educational levels, and all socio-economic levels for all ethnicities. Two critical indicators of the success of this TAL determination process are: 1) it represents the entire community, and 2) it is simple, yet thorough enough to be accurately measure any community's TAL.

Stage 2 – Avalon Awareness Training. The Stage 1 parameters previously deployed are already indicating that the Avalon community TAL is going to be dangerously low, meaning the opportunity for trafficking is dangerously high. To raise Avalon’s TAL, the CAC is developing the Avalon Awareness Training Program, focusing specifically on interpersonal relationship indicators. As trained community members become more aware of specific indicators of human trafficking abuse, the TAL will rise, the evil will be exposed, and community safety restored.

GenUS Survey (Awake)				
Avalon Survey (Pre-TATP)	AWAKE %	“Pre-TATP” TAL %	“Post-TATP” TAL %	% Difference in Change
Avalon Survey (Post-TATP)				
Female Average (N = 300/15)	58	26	88	62%
Male Average (N = 300/15)	54	24	90	74%
TOTAL AVERAGE	56	25	89	64%

Figure B – Difference (%) in Awareness due to TATP training.

Both the GenUS and Avalon surveys showed that people are awake to the facts that Human Trafficking exists and is a big global moneymaker for crime, but few are aware of the signs and indicators of its activity in a community’s interpersonal relationships. Raising the awareness level of trafficking indicators is a simple, yet powerful way for a community to protect itself against this evil.

The diagram below charts out the relationship between Stages 1 and 2.

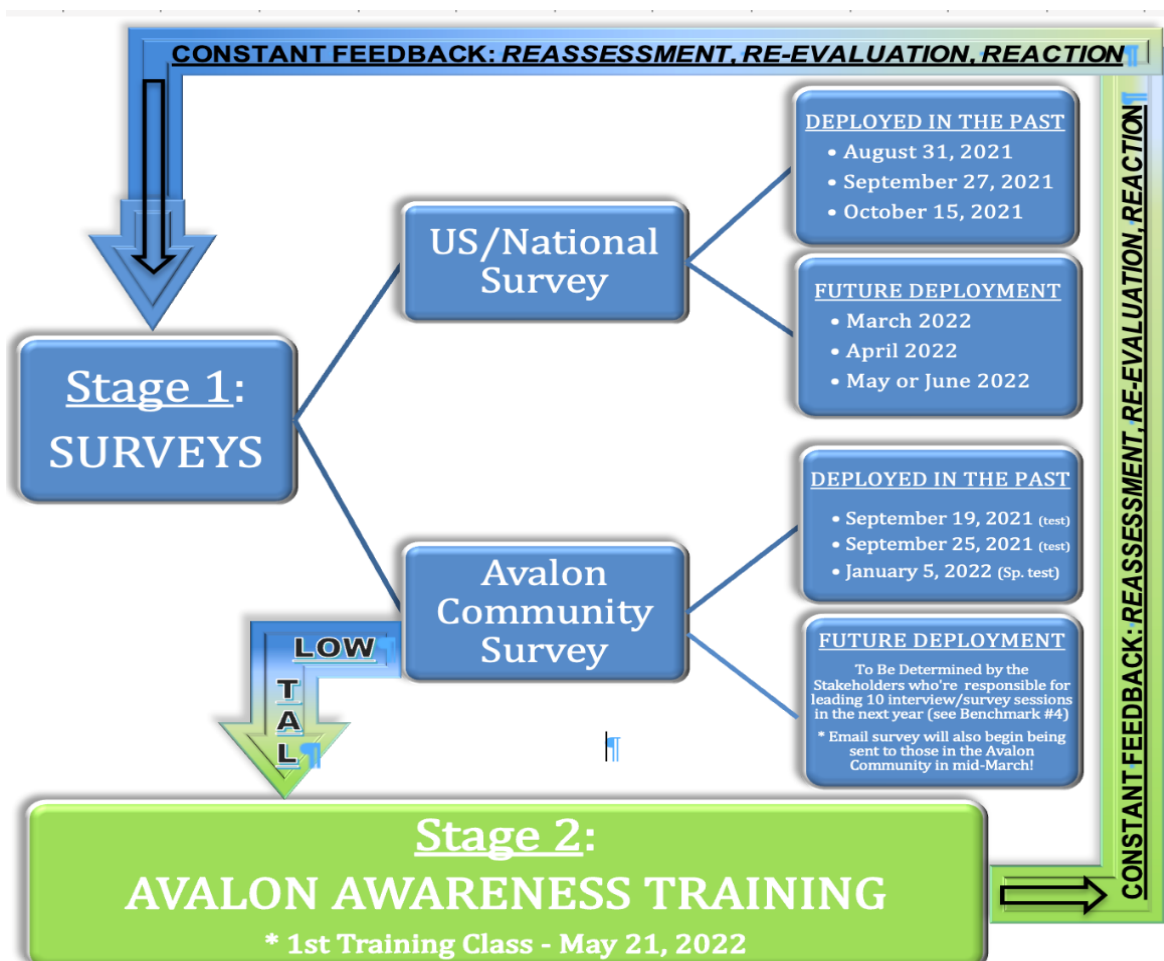


Figure E – Relationship between Stage 1 Surveys & Stage 2 Awareness Training

The above diagram shows that when the surveys first inform the community that its TAL is dangerously low (relative to the rest of the nation) an awareness training is developed, based on the CAC's continually updated perception of the current state of human trafficking, and the monitoring of the community's TAL. With assistance from program partners (i.e., DHS, LASD, Shared Hope Inter., Project Reach), a culturally in-touch training program is developed, and constantly fed back into the survey system through a feedback pipeline to keep the training process current and viable for the community.

Development Process

The **4 Step Awareness Stairway** diagram (Appendix F) shows the four steps upon which the project was designed and also four important benchmarks for reassessment and recovery.

Those benchmarks are:

Step 1 Benchmark: *Awake to Aware!*

Not a head full of facts, but a heart full of caring! The whole awareness program is not designed to let people know how prevalent trafficking is or how much money it makes annually. It's designed to focus on people and how they act, react, and interact with one another through a variety of life situations. *"Focus more on pain-filled faces... than on painful facts!"* Become truly aware when trafficking is happening.

Step 2 Benchmark: *Shared Leadership – Equal Membership*

Stakeholders administer Awareness Surveys to their own ethnic group, and at the same time continue to build bonds between groups at the leadership level—as dictated by another one of the project's critical indicators of the TAL process: *"Equal representation for all ages, genders, educational, and social levels in all ethnic groups, for all time"* (There is an indirect correlation to traffickers focusing on certain age and ethnic groups, some social outcasts and those less educated).

Step 3 Benchmark: *Build a Bond!*

Quarterly, post-training "See Something, Say Something" events are held to build strong bonds between CAC and LE. The new trainees become members of the CAC, who are mentored by older members, making sure the generations maintain the integrity of the benchmarks and assessments through the ages.

Step 4 Benchmark: *Keep It Coming!*

Awareness training is updated accordingly to keep the TAL at a safe, high level.

When the TAL lowers to 60%, the program will be updated to include newer, more current trafficking methods, so training will be relevant and ready to begin when the TAL drops to 50%. All updating and usage of surveys and trainings must reflect the K.I.S.S. Principle—they must be simple yet thorough enough that any community can use it at any time to measure the community's TAL.

APPENDIX A—MILESTONE 1 THE NPO CHARTER

Personal Research Manifesto

Having seen a darkness invading the Avalon Community, and knowing I have an obligation as a leader, I pledge to join other community leaders and members to expose human trafficking; and, fully aware there will be opposition and initial struggles, I promise a brighter outcome for Avalon.

NPO Statement

Eliminate human trafficking in and through Avalon by forming a collective effort to expose and eliminate the trafficking entities.

NPO Scope

The scope of the evil of human trafficking no longer is merely ‘sex slavery’, it now encompasses domestic servitude and forced labor as well. Having grown to such a degree, the scope of any program or ministry trying to tackle the problem has grown as well – as has the importance of tackling, controlling, eliminating it! The boundaries of any anti-trafficking program in Avalon are going to be geographically controlled by the size of the community itself; anything that happens ‘off-island’ will be too much for the limited Avalon resources to handle.

Funding is available through State and Federal Grants, as well as other sources.

NPO Context

The Avalon Community is a self-sustaining, ethnically diverse community of 4,000 – 4,500 individuals and families situated on Santa Catalina Island, roughly 20 miles offshore from Los Angeles, California. The population is culturally diverse and multi-generational, with the younger

generation percentage being much more transient than the longer-lasting, family-based portion.

There are two major churches: the Avalon Community Church – an independent Protestant church, established in 1889 by the First Congregational Church of Los Angeles, and the Saint Catherine’s of Alexandria Catholic Church, established in 1936. The Avalon Public Schools (APS) educational institution is K-12 with all the student meeting in the same location, but in different buildings. APS is part of the Long Beach Unified School District (LBUSD), whose offices are located on the mainland, in Long Beach, California.

The City of Avalon only covers an area of one square mile, so it is a close-knit community. There is 1 market, 1 gas station (\$6.58 per gallon), 1 Edison electric generating plant, no traffic lights, the main mode of transportation is golf cart (600 car/truck limit), and the only way to-and-from the mainland is cross-channel boat, helicopter or airplane.

Root Causes

One of the main causes for the growth of human trafficking is the enlargement of the evil’s scope – it no longer is merely ‘sex trafficking’! Slavery’s growth into the areas of domestic servitude and forced labor has correspondingly enlarged the scope of the evil, and with it the need to traffic a more diverse range of slave. Now the need is no longer for women (of all ages and ethnicities) and young boys, but people of every gender, every age and every race, color, and creed. However, along with a **growing need** for more slaves comes the parallel **growing opportunity** for others to protect their family, friends and neighbors from human slavery and trafficking.

Much of the Avalon Community believes it has a bit of protection from outside social evils due to its isolation, but the fact of Avalon being a port through which human smuggling is occurs, points to the truth that Avalon is also a town in which human slavery also occurs!

Discovery Session Stakeholders

- Deputy – Los Angeles Sheriff Department (LASD)
- HPO/TLO – Harbor Patrol Officer/Terrorist Liaison Officer – Avalon Harbor Department (AHD)
- Administrative Analyst, City of Avalon (CoA)
- Santa Barbara Judge (Ret.) now with the Catalina Island Women’s Forum (CIWF), Domestic Violence Unit (DVU)
- Marriage & Family Therapist (MFT), also with CIWF-DVU
- Avalon Public Schools (APS), Teacher/Administrator (Ret.)

One-On-One Interviews

- Captain – Los Angeles Sheriff Department (LASD), Station #18 – December 12, 2019
- Mayor, City of Avalon (CoA) – City Hall Council Chambers – December 13, 2019
- Principal – Avalon Public Schools (APS); LBSUSD – December 16, 2019

Academic Resources:

There are a myriad of online ‘help’ groups when it comes to human trafficking, a sample of which are:

- Human Trafficking Overview sites
- Victim/Survivor Advocacy Group sites
- Law Enforcement Advocacy sites
- Legal Advocacy sites
- US Government Anti-Trafficking Resources
- Faith Based Community Resources
- Training Opportunities to Address Human Trafficking

Scholarly articles, books and other academic resources abound in the UTA database and in journals and magazines found online or in local university libraries. Theological resources are rarer, however specific journals like the **Journal of the Society of Christian Ethics** are beginning to include more on the subject (see Bibliography).

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Appendix 1:

NPO Discovery Session & One on One Interviews

Discovery Session Description:

After personally surveying the Avalon Community's Law Enforcement and Firefighting Agencies, Public School System, Medical Center, and City Social Services for prospective stakeholders with knowledge or expertise concerning human trafficking, I developed an initial list of ten viable stakeholder candidates. The list was then trimmed down to eight, and, due to availability, was finalized to six. The list of six stakeholders was comprised of:

- a Los Angeles County Sheriff Department (LASD) Deputy
- an Avalon Harbor Patrolman/Terrorist Liaison Officer (AHD)
- a City of Avalon (CoA) Special Assistant to the City Manager
- a retired Santa Barbara Judge now with the Catalina Island Women's Forum (CIWF), Domestic Violence Unit
- a Marriage and Family Therapist, also with the CIWF, DVU
- a retired Avalon Public Schools (APS) Teacher/Administrator

It was difficult finding time for a mutual meeting, but finally the six stakeholders and I met on Thursday, December 5, 2019, for our NPO Discovery Session. Wednesday, December 4 – the day before the Discovery Session – the Avalon Community Church was prepared by supplying each location with a session agenda (see appendix A), yellow, blue, and red post-it-notes, pens and markers, and pre-labeled flip chart papers for posting on the wall.

The following day, the Discovery Session began with Introductions as the stakeholders gathered; coffee, pastries and fruit were also enjoyed. When all were present, a brief overview of the day was given, and a couple of videos – distributed as part of the Department of Homeland Security's (DHS) anti-



human trafficking **Blue Campaign** – were shown. These videos presented the topic of human trafficking and its devastating consequences the best way possible.

After the videos, the stakeholders found a location at the table, and each introduced him or herself and their level of awareness of human trafficking. A brief discussion regarding how human trafficking specifically affected Avalon followed, before implementing Exercise # 1, which involved answering the question: “When it comes to human trafficking in Avalon, who is the audience we should be targeting?” After acknowledging that the general public and the school children were most at risk, we moved on to Exercise #2 in a desire to uncover the needs, purposes or opportunities (NPOs) that might arise from human trafficking, its symptoms, and its causes. Then Exercise #3 pointed us to how our audience would react to the NPOs, as well as how we would respond to their reaction. Exercise #4 brought the results of all other exercises into one summary “Discovery Statement,” as listed below.

Discovery Statement:



Considering the Avalon’s General Public and the Avalon Schools children (Audience),

We’ve discovered a dual problem of human trafficking/smuggling and a public lack of awareness/education of human trafficking (NPO – *Both problems give us opportunities!*),

Which is caused by logistics and resources of living on Catalina Island and a continuing illegal immigration situation. (Root Cause – *We also acknowledged a secondary need to re-establish local safe housing for recovered victims of trafficking and domestic violence.*).

If solved, it would mean a safer, healthier environment for members of the community, visitors and human trafficking victims. (Outcome)

Critical Insights from Discovery Session:

Several outstanding suggestions were given regarding possible strategies that would help either expose trafficking or give possible victims choices to keep them from being enslaved. A couple superb suggestions were 1) ***“See Something, Say Something”/“Ver Algo, Decir Algo”*** – no, do ***NOT*** get personally involved, but here’s the appropriate person to go and talk to (training in proper procedure) and 2) ***“Immigration Legalization Help”*** – develop and maintain credible connections with free legal services for those who need them. By helping those who are illegally living in Avalon live here legally we take away one of the traffickers modes of entrapment.

One-On-One Interview Discoveries:

The three One-On-One Interviews were very uplifting, very informative and promise a future for the “Blue Campaign Against Human Trafficking in Avalon.”

- Captain – Los Angeles Sheriff, Station #18: The Captain was very glad to hear that there are those in the community who are willing to come forward to help keep Avalon “free from predators” and train others to aid in that endeavor. The Captain offered assistance in connecting with possible speakers to help educate the community members. Very supportive.
- Mayor – City of Avalon: The mayor was very surprised to find out just how fast human trafficking is growing and was very interested to find out the degree that Avalon might be involved. She stated that she would keep her eyes and ears open for connections on her travels to state and federal governmental conferences.
- Principal – Avalon Public Schools: Joined by the Vice Principal (in charge of High School) and counselor. All were very interested in a program to educate the youth to the signs/symptoms of human trafficking and methods of entrapment used by the traffickers. Mostly desired to focus on the junior and senior high school students and were also eager to include the PTA for possible parental education.

Synthesis:

When one views the Avalon community for the first time, it is hard to believe that any evil as dark as human slavery and human trafficking could possibly exist in such a close and closed context. Yet, the longer one stays and the more involved one becomes within the community, the more the truth reveals itself. No, it is not because these people are any more evil than others; rather it is the close, closed context that is problematic. Being only 20 miles from ‘the land where dreams come true’, and with easy avenues to reach its shores, this particular form of evil breeds abundantly. A similar phenomenon can be found at too many border towns. Social predators seem to prey most where those are found praying most. It is important we do not allow the people we love to deny that this evil exists among us.

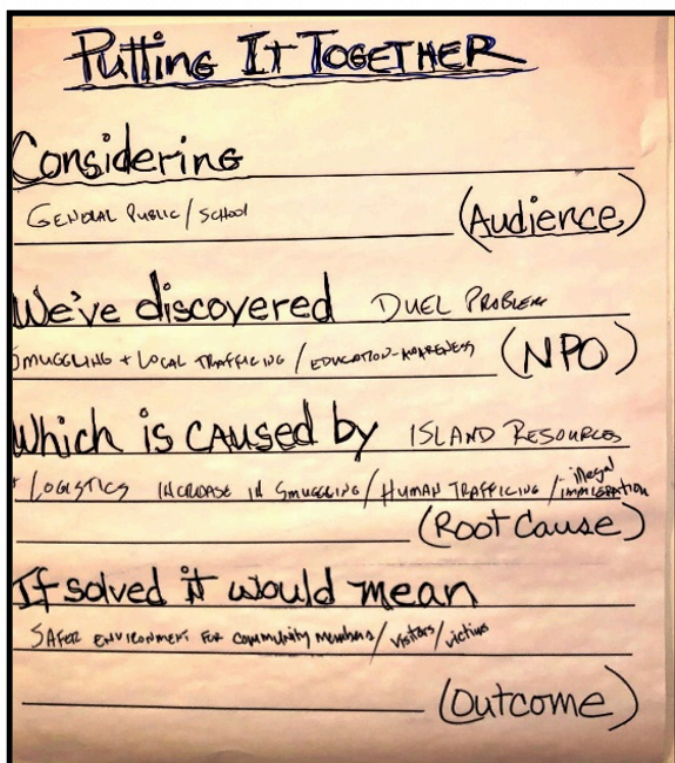
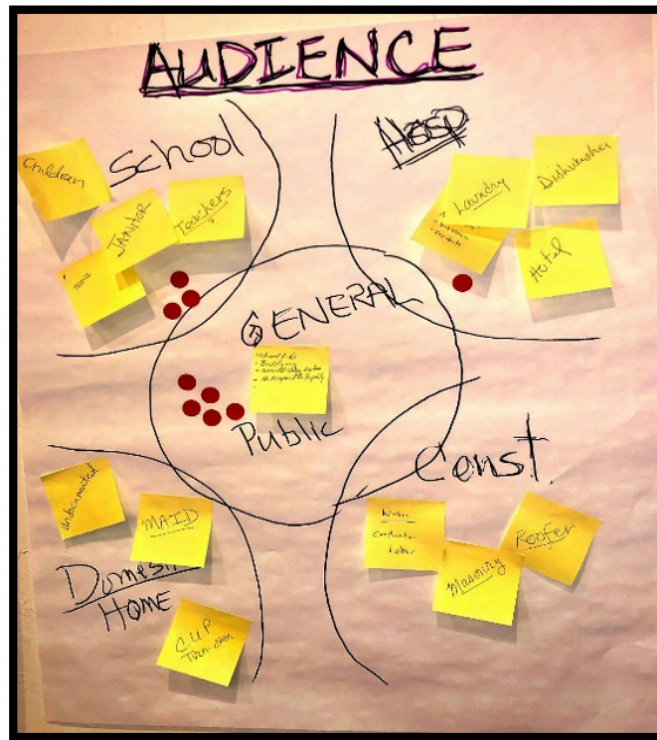
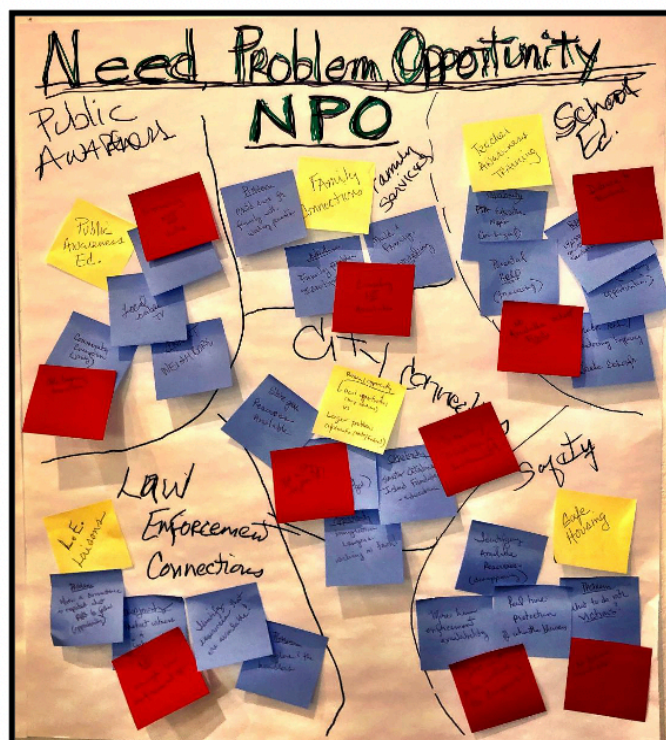
To change the community ethos, “bad habits” need to be identified and verified before they can be nullified. Denial is only be defeated by reliable proof. It is important to seek out and listen to all the voices impacted by the NPO and later learn how to live the truth through proper prototyping, testing, and replication of true communal living.¹

Next Steps:

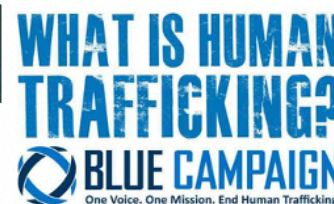
The discovery group has been formed and has successfully completed the primary task of identifying the main audience groups that are most in danger of being entrapped by human slavery and trafficking. Now the discovery group must keep growing – in group knowledge and group numbers. The next step is to plan out how to act on the need to expose the evils of human slavery and pray that we are ready when the God-given opportunity comes. Thanks to having the right people on the discovery group, the group is already growing. ***Here we grow!***

¹ Schultz, Karen. *Being Wrong: Adventures in the Margin of Error*. HarperCollins eBooks, New York, 2010

Pictures of Discovery Session



APPENDIX B



HUMAN TRAFFICKING DISCOVERY SESSION

Avalon Community Church – 12/05/2019

Introductions and Overview – *“Thank you for helping our community!”*

Purpose: We are here to learn about human trafficking in Avalon.

Goals: Define human trafficking, how Avalon is involved, and how we can get involved to expose it and erase its influence in our community.

– Show HSD “**Blue Campaign**” videos

EXERCISE ONE: Charting Our Audience: *Who are all the audiences or impacted?*

Materials: **Yellow** Post-It Notes, **Red** Dots, Flip Chart Paper

Process: Place one name on one **yellow** post-it and place on the “Audience” flip-chart paper on the wall. Next layer of defining, vote with **red**-dots.

EXERCISE TWO: Nailing Our NPO (Need/Purpose/Opportunity): *Are we going in the right direction?*

Materials: **Yellow**, **Blue**, **Red** Post-It Notes, Flip Chart Paper

Process: First, list *known facts* re.: “human trafficking” on **yellow** post-its. Then symptoms of trafficking on **blue** post-it. Finally, causes on **red** post-its.

BREAK: *Have a snack, stretch, take a restroom break!*

EXERCISE THREE: Starting with the End: *Are we still on track?*

Materials: **Yellow** Post-It Notes, Flip Chart Paper

Process: Answer the question: “*What will the audience **think**, **say**, **feel**, or **do** differently when the NPO is addressed?*” Put answers on **yellow** post-its.

EXERCISE FOUR: Putting It Together

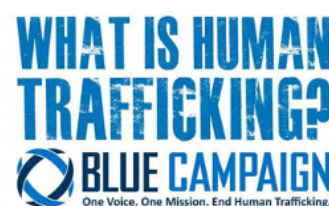
Materials: Flip Chart Paper

Process: Fill in the blanks on the Final Sheet with the answers attained for the previous sheets. Discussion and future plans.

APPENDIX C



HUMAN TRAFFICKING DISCOVERY SESSION



Dear _____,

Thank you for your involvement in the Human Trafficking Discovery Session on Thursday, December 5, 2019, at the Avalon Community Church (ACC). I deeply appreciate your personal dedication to the people of Avalon and your insight into how we can expose and eliminate all **human trafficking** from our community. I pray the realization that you have helped keep our families, friends, and neighbors safer will be a reward for the contribution of your time, your talents and your expertise.

As you remember, after we first watched some videos distributed by the **Homeland Security Department's "Blue Campaign"**, we dove into Exercise 1 in which we charted out our audience by asking the question: *Who are the ones in our community that can be impacted by human trafficking?* After acknowledging that the general public and the **school children** were most at risk, we moved on to Exercise 2 in a desire to uncover the needs, purposes, or opportunities (NPOs) that might arise from human trafficking, its symptoms, and its causes. Then Exercise 3 pointed us to how our audience would react to the NPOs, as well as how we would respond to their reaction. A couple superb suggestions were 1) **"See Something, Say Something/Ver Algo, Decir Algo"** – no, do **NOT** get personally involved, but here's the appropriate person to go and talk to (training in proper procedure) and 2) **"Immigration Legalization Help"** – develop and maintain credible connections with free legal services for those who need them.

APPENDIX C₂

Finally, in Exercise 4 we ***“Put It Together”*** in the summary statement:

Considering the Avalon’s General Public and the Avalon Schools children...

(Audience)

We’ve discovered a dual problem of human trafficking/smuggling and a public lack of awareness/education of human trafficking...

(NPO – Both problems give us opportunities!)

Which is caused by logistics and resources of living on Catalina Island and a continuing illegal immigration situation.

(Root Cause – We also acknowledged a secondary need to re-establish local safe housing for recovered victims of trafficking and domestic violence.)

If solved, it would mean a safer and healthier environment for community members, visitors, and human trafficking victims.

(Outcome)

This meeting was a helpful beginning to and, hopefully, the end of all human trafficking in, around and through Avalon! I am proud of you and the others for stepping up to stomp-out this fast-growing social threat before it totally infects our community. If you have any new ideas to help our endeavor, feel free to contact me at reroen@cityofavalon.com or (310) 804-7373. I will be in contact regarding future meetings as our work advances.

Again, many thanks for your involvement,

Pastor Ron



Ron Eroen, Senior Pastor
Avalon Community Church

APPENDIX B—MILESTONE 2 NPO TOPIC EXPERTISE ESSAY

Introduction

“He who kidnaps a man, whether he sells him or he is found in his possession, shall surely be put to death.”— Exodus 21:16 (NASB)¹

“Do you not know that when you present yourselves to someone as slaves for obedience, you are slaves of the one whom you obey, either of sin resulting in death, or of obedience resulting in righteousness?” — Romans 6:16 (NASB)²

You’re gonna have to serve somebody, yes you are
 You’re gonna have to serve somebody
 Well, it may be the devil, or it may be the Lord
 But you’re gonna have to serve somebody. — Bob Dylan,³

The modern-day trafficking of humans is the newest form of one of the oldest evils – slavery. Enslavement of others for sexual pleasure or domestic labor cannot be condoned as anything other than against God’s will, and thereby sin. Much debate has happened over generations concerning the Biblical validity of this truth, but joining this debate is *NOT* the purpose of this essay. Rather, exposing the darkness of human trafficking *IS* the purpose⁴, and this essay lays down a Biblical foundation on which a framework for this exposition is built. The scope of this essay’s project is not universal, as that would be too broad to be effective. Rather, the scope is more localize to the protection of the community of Avalon, on Catalina Island, CA.

¹ https://accordance.bible/link/read/NASB#Ex._21:16.

² https://accordance.bible/link/read/NASB#Rom._6:16.

³ Bob Dylan,. “Gotta Serve Somebody”, Slow Train Coming; (Columbia Records, August 20, 1979).

⁴ Eph. 5:11-13 (NASB) – ¹¹Do not participate in the unfruitful deeds of darkness, but instead even expose them; ¹²for it is disgraceful even to speak of the things which are done by them in secret. ¹³But all things become visible when they are exposed by the light, for everything that becomes visible is light. Accordance Bible Software.

Section 1: Biblical and Theological Foundations

Creation, whether substance or action, serves God. Anything made is, to serve, and through service, give glory to its maker. The Old Testament Psalmist-King, David of Bethlehem, affirms this truth via the cosmos in Psalm 19:1 – “*The heavens declare the glory of God; the sky above proclaims His handiwork.*” The New Testament Apostle, Paul of Tarsus, confirms King David’s affirmation in the Book of Romans 1:18-20 –

“¹⁸For the wrath of God is revealed from heaven against all ungodliness and unrighteousness of men, who by their unrighteousness suppress the truth. ¹⁹For what can be known about God is plain to them, because God has shown it to them. ²⁰For His invisible attributes, namely, His eternal power and divine nature, have been clearly perceived, ever since the creation of the world, in the things that have been made. So they are without excuse.”

Again, in the Old Testament, we find David’s wisest son Solomon of Jerusalem agreeing, more specifically regarding created man, stating in Ecclesiastes 12:13 – “*The end of the matter; all has been heard. Fear God and keep His commandments, for this is the whole duty of man.*”

Finally, another New Testament Apostle, Peter of Capernaum, confirms all this in 1 Peter 4:11 –

If any man speak, let him speak as the oracles of God; if any man minister, let him do it as of the ability which God gives: that God in all things may be glorified through Jesus Christ, to whom be praise and dominion for ever and ever. Amen.”

So, as part of God’s creation, we humans are created purposefully to glorify God with all of our hearts, souls and minds, i.e., in all that we think, say and do – “do” meaning any and every activity or service. God makes this clear throughout the Old Testament Law, for example: Exodus 23:25 – “You shall serve the LORD your God, and He will bless your bread and your water, and I will take sickness away from among you” (ESV); Deuteronomy 10:13– “It is the LORD your God you shall fear. Him you shall serve and by His name you shall swear” (ESV); Deuteronomy 10:12 – “And now, Israel, what does the LORD your God require of you, but to fear the LORD your God, to walk in all His ways, to love Him, to serve the LORD your God

with all your heart and with all your soul” (ESV; c.f., Deut. 10:20, 11:13, 13:4). Jesus Christ reinforces this “serve God” purpose early in the New Testament when He says, “Be gone, Satan! For it is written, ‘You shall worship the Lord your God and Him only shall you serve.’” (Matt. 4:10 NASB). Consequently, a foundational biblical truth is made manifest: mankind is created to serve, and – more purposefully – to serve God... and in doing so, glorify Him, alone!

Theologically, there are only two ways that mankind, every one of us, can be hindered from accomplishing our creative purpose. First, any one of us can choose to serve someone or something other than God, which is the sin of idolatry; secondly, another human – or group of humans – can force us into serving them instead of the God we are created to serve, which is the sin of slavery. This essay focuses on this latter sin of slavery, more precisely in its modern-day form of the human-trafficking of sex slaves and domestic workers – and more specifically sinful human trafficking occurring in the community of Avalon, on Santa Catalina Island, CA.

Textual Discussions

As previously stated, a prime premise of this essay is the creation of man to serve God, either directly or indirectly through service of others. However, from the fall of mankind into sin and on, men, women and groups stealing other humans away from their created purpose to serve themselves has been a common occurrence. The outright kidnapping of an individual (גָּנָב) – *ganav*, “stealing another human being” – Ex. 21:16; BDAG) is, by nature, a cruel sin as it enslaves or imprisons a person for another’s pleasure or profit. The conquest and enslavement of a tribe of people or nation is different, as it incorporates varying levels of enslavement: slave, servant, steward. Reading the biblical story of Jacob youngest son, Joseph, allows us a view into these multi-level forms of slavery. *(It is suggested that the reader stop to read Genesis 37-50)*

Summary of Gen. 37-50:

Joseph is kidnapped by his brothers and sold to slave traders in an Arab caravan; he is then sold in Egypt to Potiphar, one of Pharaoh's ministers, and he works himself up through the ranks to become the head-steward of Potiphar's household. But a problem with Potiphar's wife lands him in Egyptian prison, where he, again, works himself up through the ranks to be the main jailer's head-steward of the prison. A Holy Spirit guided dream-interpretation event gets him an audience with Pharaoh himself, where he incredibly is made Pharaoh's 2nd in command, in charge of all of Egypt! **Joseph's Journey: Slave – Servant – Steward – (x2) ... Co-leader!**

It is the conviction of this essay that the God inspired inclusion of this story in Genesis is, in part, to show how men/women can benefit from God's toleration of mankind's evil practice of slavery, if they remain steadfastly focused on God and achieving His will – that even while they may seem to be under another's control, God is still sovereign and is still to be glorified! In this God allowed time of toleration, the sin of slavery is allowed to exist as a useful institution for management of a conquered people – as even God directed Moses and Joshua in conquering the Promised Land – but is especially heinous when used abusively against unconquered innocents. In the account of Joseph, a salvation story is found for all of us who have “eyes to see and ears to hear,”⁵ that maintaining our focus on God and doing His will can: free us from enslavement to sin and make us *slaves* to God and His righteousness, move us to be *servants* of His Son Jesus Christ, allow us to graciously act as *stewards* of His Kingdom, while all along transforming us into *children of God – brothers and sisters of Jesus Christ and joint-heirs to God's Kingdom!*

⁵ Marion L. S. Carson. Human Trafficking, the Bible, and the Church : An Interdisciplinary Study (Cascade Books, Eugene, OR.; 2016): p. 205.

Key Verses

Biblical verses relevant to this essay's position regarding the progression of slavery in the Bible are few, but key to the understanding of how slavery progresses in people personally, and in groups of people corporately. This section is formatted to follow Joseph's Journey in the reformational progression of service: slave – servant – steward – brother/sister/heir.

SLAVE – *Man-stealing and/or enslavement is not God's will but is allowed in conquest.*

- **Exodus 21:16 (NASB)** – “He who kidnaps a man, whether he sells him or he is found in his possession, shall surely be put to death.”

This thought-provoking verse sets the act of enslavement in its proper level of sinful offensiveness – from God's sovereign perspective. Although slavery was culturally accepted by Israel as a nation and was literally, “incorporated into Israel's national constitution,”⁶ this verse shows that the initial act of enslavement was qualified as stealing a person and was against God's will – as proved by the death penalty. The person stolen had lost all personal freedom and, seemingly his/her God-given value, and was now the thief's property or the property of the person the thief sold to! Amazing the death sentence is only applied to the one who does the original man-stealing, showing how offensive the initial act of enslavement is to God! From the point of sale on, the slave is now at the mercy of the national slavery acceptance policy!

- **Leviticus 25:44-46 (NASB)** – “⁴⁴As for your male and female slaves whom you may have – you may acquire male and female slaves from the pagan nations that are around you. ⁴⁵Then, too, it is out of the sons of the sojourners who live as aliens among you that you may gain acquisition, and out of their families who are with you, whom they will have produced in your land; they also may become your possession. ⁴⁶You may even

⁶ William M. Swartley. *Slavery, Sabbath, War and Women: Case Issues In Biblical Interpretation*. (Harrisonburg, VA.; Herald Press; 1983), Chpt. 1: Pro-Slavery Case, Thesis 2.

bequeath them to your sons after you, to receive as a possession; you can use them as permanent slaves. But in respect to your countrymen, the sons of Israel, you shall not rule with severity over one another.”

The above-mentioned national slavery acceptance policy stands out clearly in the Mosaic Law, most specifically in Exodus 25, and the rest of Leviticus 25. It is apparent that God authorizes, or at least tolerates, the institution of slavery amongst His chosen people.⁷ Israelis could take slaves not only from the aliens/foreigners among them, but also from among their own people! However, Exodus 21:2-6 and 21:20-21 include limits on how long Israelites could keep their enslaved fellow Jews, and just how badly they could treat them. All in all, The Law limited the nation of Israel from treating those in subjugation as cruelly as the Egyptians, Greeks and Romans treated them. This cultural leniency allows the slaves more liberties and chances to show loyalty if given major chances at minor choices, which lead to more opportunities for becoming more “servant” than slave. *It all centers on service*; a servant would have more opportunities for service, to prove loyalty, attain a higher status and may even make a small wage; the slave, however, was property assigned to obligatory, restricted service.

• **Romans 6:16 (NASB)** – “*Do you not know that when you present yourselves to someone as slaves for obedience, you are slaves of the one whom you obey, either of sin resulting in death, or of obedience resulting in righteousness?*”

Paul asks a good question, because every human is a slave to one or the other of the two masters mentioned – sin or righteousness. Ultimately, we are made to serve and be controlled by forces beyond our power; serving one leads to life, the other leads to death. Enslavement to God sets us free from sin, and from experiencing death. However,

⁷ Swartley, Slavery, Sabbath, War and Women, Ch. 1.

slaves in ancient Egypt, Greece or Rome had little choice regarding experiencing death;

Jewish slaves had much more of a chance of living long enough to become a servant.

Religious Studies professor Jennifer Glancy points out that the reality of slavery impacted the structures and beliefs of Early Christianity:

Christianity was born and grew up in a world in which slaveholders and slaves were part of the everyday landscape. In a context in which slaveholders treated slaves as bodies – available bodies, vulnerable bodies, compliant bodies, surrogate bodies – ascetic Christians learned to treat their own bodies as slaves.⁸

SERVANT – *Persons, not just property, given opportunities to show value and gain respect.*

• **Leviticus 25:39-42** – “³⁹If your brother becomes poor beside you and sells himself to you, you shall not make him serve as a slave: ⁴⁰he shall be with you as a hired worker and as a sojourner. He shall serve with you until the year of the jubilee. ... ⁴²For they are My servants, whom I brought out of the land of Egypt; they shall not be sold as slaves.”

Both the Old Testament Hebrew word עֶבֶד, and the New Testament Greek word δοῦλος, are more accurately translated “slave,” however “servant,” “bondservant” or “steward” are also commonly used.⁹ Certain slaves performed menial household tasks, others who often supervised the work of other slaves were called servants, and those with even more control – managing entire households, animals, stores and even finances – were stewards. In Slavery As Salvation, Dale B. Martin writes of slavery’s acceptance:

The institution of slavery itself was never really questioned. Slaves may have resented their bondage but given the chance they acquired slaves themselves. When freed, they simply moved up a notch in the system, becoming themselves masters and mistresses and pulling their dependents along with them. Almost no one, slaves included, thought to organize society any other way.¹⁰

⁸ J.A Glancy. *Slavery In Early Christianity*. (Minneapolis, MN: Fortress Press, 2006): p. 156.

⁹ American Bible Society - Resources; “Slaves and Servants In the Time of Jesus – History and Culture,” <http://bibleresources.americanbible.org/resource/slaves-and-servants-in-the-time-of-jesus-history-and-culture>, accessed 03/27/2020.

¹⁰ Dale B. Martine, *Slavery As Salvation: The Metaphor of Slavery In Pauline Christianity*. (Yale

STEWARD: More opportunities to serve and prove loyalty; chance of attaining freedom.

• **Luke 16:1-2 (NASB)** – “¹Now He was also saying to the disciples, ‘There was a rich man who had a manager/steward, and this manager/steward was reported to him as squandering his possessions. ²And he called him and said to him, ‘What is this I hear about you? Give an accounting of your management/stewardship, for you can no longer be manager/steward.’”

Here Jesus tells a parable regarding a manager or steward of a household (οἰκονόμος – “manager of a household, steward, manager”; BDAG) who had more responsibility than slaves and common servants and did not take that responsibility seriously, so he was replaced. Obviously, the important point for this essay is not the moral of the parable; rather the model of household management is, as it shows the important position of steward or manager. Generally, when a slave or servant becomes his master’s steward, the next step would be freedom or becoming a “freedman.” Many times, after becoming free, the steward would still choose to stay with the master, but now as a paid steward or employee. However, the relationship is of a much different nature, for it is no longer a master-slave “ownership” relationship, but an employee-employer “working” relationship – legitimate and legally binding!

BROTHER, PARTNER, FELLOW HEIR: A truly faith-based “family” relationship.

• **Philemon 1:10-18 (NASB)** – “¹⁰I appeal to you for my child Onesimus, whom I have begotten in my imprisonment, ¹¹who formerly was useless to you, but now is useful both to you and to me. ¹²I have sent him back to you in person, that is, sending my very heart, ¹³whom I wished to keep with me, so that on your behalf he might minister to me in my imprisonment for the Gospel; ¹⁴but without your consent I did not want to do anything, so that your goodness would not be, in effect, by compulsion but of your own free will. ¹⁵For perhaps he was for this reason separated from you for a while, that you would have him back forever, ¹⁶**no longer as a slave, but more than a slave, a beloved brother**, especially to me, but how much more to you, both in the flesh and in the Lord. ¹⁷If then you regard me a partner, accept him as you would me. ¹⁸But if he has wronged you in any way or owes you anything, charge that to my account.”

Here Paul appeals to Philemon to consider the master-slave relationship that previously existed with Onesimus from a different power perspective and to regard Onesimus, not just as a brother, a fellow Christian... but also as a valuable person, not property! Paul desires Philemon to recognize that the faith that he, Paul, and Onesimus now share places a different perspective on the equality of all human beings. Paul does apply offers to pay Philemon compensation so that any debt can be repaid. Christian faith, then, must investigate inequalities of power and lead others to recognize that the persistence of such inequalities is not what God intends for the kingdom. The Church can model relationships to society and culture that are radically different to the status quo.

As Christians Paul's example, actively intervening for the worth of a human being whom he has got to know and appreciate as a brother, asks us to find out more about those people who are being enslaved and to work at making sure that such injustice is both exposed and stopped. Our communities should model the equality of fellowship that is expected of disciples, which Paul so richly expresses in the last verse to discuss, which follows in the synthesis.

Synthesis of the Church Exposing Slavery for What It Truly Is

“There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.” – Galatians 3:28

In Women, Slaves, and the Gender Debate, Ben Reaoch writes that in Galatians 3:28 – as well as in 1 Corinthians 12:13 and Colossians 3:11 – Paul is declaring that, “these deeply entrenched social divisions are transcended by our unity in Christ.”¹¹ However, Reaoch also

¹¹ Reaoch, Benjamin. *Women, Slaves, and the Gender Debate: A Complementarian Response to the Redemptive-Movement Hermeneutic*. (P&R Publishing; Phillipsburg, NJ, 2012): 32-33.

believes “Paul was not primarily concerned to change the societal structures around him. He was most certainly concerned to protect the reputation of the Gospel.”¹² Murray J. Harris concurs in Slave of Christ, stating that, “The New Testament represents a direct challenge to the fundamental pillar on which slavery was built – the belief that the ‘slave-free’ division was natural and necessary in both principle and practice within any well-ordered society.”¹³

The reality is, slavery was such a significant component of the working economy of first century society that it was impossible to imagine life without it, and believers of this new inexperienced church who could envision a society without slavery, were not in a position to challenge it without endangering what little the new sect of Judaism had precariously produced as a following. The Romans would brutally crush any uprising against the institution of slavery! However, the Holy Spirit did give Paul a glimpse of how He, the Spirit, would eventually bring slavery down – by working in the hearts of all people, masters and slaves alike, so they see the evil men are capable of, and enabling them to say as Christ did, “Get thee behind me, Satan!”

The early Church needed to remain focused on the transformational work of Jesus Christ and, through the power of the Holy Spirit, help sinners repent and become slaves of Christ, then help them mature into servant and stewards of Christ, and finally accept them as brothers and sisters ‘in Christ’ and heirs with Christ to the Kingdom of God. It is no different for today’s Church, and the Church members of the times in between! As more work with the Holy Spirit in moving more and more along this miraculous matrix, slavery becomes weaker and weaker. It is our prayer in Avalon is, if we remain just as diligent today, we may see it completely eliminated.

¹² Ibid, p. 39.

¹³ Murray J. Harris. *Slave of Christ: A New Testament Metaphor for Total Devotion to Christ*. (IVP: Downers Grove, IL, 2001): 65.

Section 2: Topic History and Key Voices

General Topic History

As previously stated, creation, whether substance or action, serves God. Anything made is, to serve its maker; so, as part of God's creation, we humans are created purposefully to glorify God with all of our hearts, souls and minds, i.e., in all that we think, say and do – “do” meaning any and every activity or service. The only way of making every activity God's alone is to do it “in Christ,” or utterly under the power of His Holy Spirit. If we are not utterly under the Spirit's power, we often choose to do things that we will, and that God does not – and that choice creates sin. God, knowing His creation and knowing our hearts have a “prone to wander”¹⁴ problem, has promised never again to cleanse the world of sin as He did in the days of Noah and the flood¹⁵ (Genesis 6-9), which present a problem: What to do with the human race's “heart condition”!

The Bible refers to this heart condition, not as a wandering, but a “hardening” – σκληροκαρδία: “unyielding frame of mind, hardness of heart, obstinacy, stubbornness”¹⁶ – which is the actual term Jesus uses in Mark 10:5 (c.f. Matthew 19:8). Really, this condition is an infection of the free-will causing one's desires to be “like God” or “in control,” and although originating in the heavenlies, the “sin-virus” was cast down to earth and crossed-over from serpent to man – and maintains a 100% rating for both infection and mortality, in both place and time. God, as a Creator who knows and loves His creation, has a costly cure; however, it takes a

¹⁴ “Prone to wander, Lord, I feel it, prone to leave the God I love; here's my heart, O take and seal it; seal it for thy courts above.” Words in v. 3 of Robert Robinson's hymn Come Thou Fount of Every Blessing, 1758.

¹⁵ Gen. 9:11 (NASB) – “I establish My covenant with you; and all flesh shall never again be cut off by the water of the flood, neither shall there again be a flood to destroy the earth.” Accordance Bible Software.

¹⁶ Bauer, Danker, Arndt, and Gingrich, edited by F.W. Danker. A Greek - English Lexicon of the New Testament and other Early Christian Literature, 3rd Ed. (University of Chicago Press, Chicago, Ill.): 2000.

while for the sinful sick to realize the extent of their sickness and apply the cure. So, the loving Creator provides the space in time for this to happen – He accommodates His creatures out of His love for them... and He allows the sin-sick behavior to happen for the sake of the cure!

Oddly, this is what allows for the existing paradox Jesus reveals in Mark 10:1-12, of divorce being both against The Law, yet accepted by sin-sick society! Throughout history individuals and nations have tried to make life simpler and/or better for themselves by owning or enslaving others to do their will – even though God has made it clear this is not His will. God, having created man, establishes in “The Law” of the Old Testament a penalty of death against an initial act of enslavement or “man-stealing.”¹⁷ Though many say this is not relative to our days, they wrongly do not give the Holy Spirit His due credit in being the one to keep us current to what God’s will is, as our Lord and Savior, Jesus of Nazareth, teaches.¹⁸

However, God also shows lack of desire for, but accommodation of, the existing custom of slavery (as Jesus says He does for divorce in Mk. 10:1-12) by imposing a 7th-year “Jubilee” freeing of slaves (Deut. 15:12; שְׁמִיטָה – *shmita*; “release”), and makes sure Moses includes all of Leviticus 25 in “The Law” section of the Jewish Torah. These “Jubilee - Sabbatical” years are essential time periods for both social equality and ecological recovery to take place in Jewish life and land. But equally essential is the act of acknowledging all Godly accommodations, for they allow finite minds to realize how the divine mind more clearly sees the distinction between sin and its consequences. Consequences of sin – like divorce or slavery – are still sinful, but the

¹⁷ Ex. 21:16 (NASB) – “Whoever kidnaps a person must be put to death, whether he sells him or the person is found in his possession.” Accordance Bible Software.

¹⁸ John 14:26 (NASB) – “But the Advocate, the Holy Spirit, whom the Father will send in My name, will teach you all things, reminding you of everything I have said to you.” Accordance Bible Software.

death wage is divinely indebted, and life resumes; acts of sin, like adultery or man-stealing, divinely demand direct death. God does not desire divorce but allows it as a consequence of the sin of adultery, knowing how hard it is for humans to forgive. Divorce is allowed, only because of adultery (as Jesus teaches in Matthew 5:32); but adultery is never allowed, being designated a sin deserving the death sentence. Similarly, slavery is allowed because of being disadvantaged or dominated; but man-stealing deserves death!

As an allowed consequence, slavery has been around since before Moses wrote down The Law defining HOW it would be divinely tolerated! Slavery can come about either one of two ways – during times of detriment or times of domination. Detriment occurs when damage or disease lead to disadvantage and debt – resulting in selling one’s self into indentured servitude. Domination occurs when combat, conflict or confrontation led to conquest – resulting in captivity and becoming a prisoner.

According to Don Nardo in Slavery Through the Ages, slaves fell into one of two principal categories: 1) private slaves (Latin: *servi privati*) – who were treated better and worked in homes, shops or fields, and 2) public slaves (*servi publici*) – whose jobs were more dangerous and laborious in areas as mining, quarrying, road and aqueduct building, cleaning city streets, sewers, buildings, marketplace and public restrooms, etc. Where private slaves lived in homes and may have been treated as family (especially if born to those in service with the family for generations) and public slaves lived in less glorious city workhouses while literally keeping the wheels of the Roman state running successfully along their well-maintained roads.¹⁹

¹⁹ Don Nardo. *Slavery Through the Ages*. (Lucent Books: Farmington Hills, MI; 2014): 45

Hunter-gatherer civilizations were not populous or pompous enough to sustain slavery, nor did they do much historical recording. However, early cuneiform writing and architectural drawings found in the excavations of larger, agricultural nations like Sumer depicted slavery, verifying its existence in the earliest known civilization of southern Mesopotamia (southern Iraq), dating back to the Chalcolithic and Early Bronze Ages – 3500- 3000^{BC}.²⁰ Ancient empires in Egypt, China, Iran India were also ascending about this time, followed by the Akkadian, Assyrian, Babylonia Empires. All these diverse civilizations increased in productive industry and military domination in amazingly similar ways despite their different global locations. In turn, they were followed by the Greek and Roman Empires, the Arab Islamic Caliphate and Sultanate, and shortly thereafter the Mayan civilization of the South American's Yucatan Peninsula. In the establishing and maintaining of these domineering regimes, the institution of slavery was imperative.

Richard Hellie in his excellent Encyclopedia Britannica article, “Historical survey: Slave-owning societies,” alludes to a third type of slavery that he refers to as “productive” slavery.²¹ Productive slavery grew sporadically throughout time, rising to prominence in Classical Greece and Rome, in 9th-century Iraq, in the Caribbean New World (post-Columbus), among the Kwakiutl Indians of the American Northwest, and in a few areas of sub-Saharan Africa in the 19th – 20th centuries. As the other two categories of slaves also endured, productive slavery in these societies “seems to have existed predominantly to produce marketable commodities in

²⁰ Richard Hellie. “*Historical survey: Slave-owning societies*”. (Encyclopædia Britannica. <https://www.britannica.com/topic/slavery-sociology>); accessed on 3/18/2020.

²¹ Ibid.

mines or on plantations.”²² The advent of productive slavery initiated a change in societies that owned slaves, and a new social group called “slave societies” developed. Slave societies single-mindedly see slaves as strictly objects of production that can make or break the status of the owner and/or the society that benefits from the product. Due to the dependence on slave labor, there is a higher percentage of slaves in the overall population of a slave society, and so, more energy is focused on control of the slave populace than on the relationships between masters and servants. In “slave-owning societies” the slave numbers are smaller, master–servant cordiality is more a focus and the level of overall social energies is less volatile. It is not surprising to learn, again from Dr. Hellie, that most of the slave societies have been concentrated in Islamic and Western civilizations (including Greece and Rome)²³ – and including, of course, the United States of America until the end of, not the Civil War, but the Civil Rights Movement in 1968.

The seeds for the elimination of slavery, it is generally assumed, were planted by Enlightenment philosophers; however, the truest work of abolition was initiated by strongly-grounded Christian activists working tirelessly around the globe from the 1600s on.²⁴ And even though Christians are involved on both sides of the slavery issue, the powerful redemptive message of the Gospel of Jesus Christ is overcoming slavery over time. The British Broadcast Company writes, “Between 1815 and 1957 around 300 international agreements were implemented, with varying degrees of success, to suppress slavery. Many of these agreements

²² Ibid, 46.

²³ Ibid, 47.

²⁴ Stephen Coffey. *The Abolition of the Slave Trade: Christian Conscience and Political Action*; (Cambridge: Jubilee Centre, 2001): 1.

lacked adequate institutions and procedures to ensure that they were enforced.”²⁵ In 1948, the United Nations General Assembly passed the Universal Declaration of Human Rights (UDHR) that states in Article 1: “All human beings are born free and equal in dignity and rights;” and in Article 4: “No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.”²⁶ The United Nations and its UDHR is a principal reason why most of the modern world believes the horrible evil of slavery has been greatly reduced as a sin against humanity... and why most of the modern world is believing a lie!

Specific Topic History and Key Voices

Productive slavery is alive and flourishing as never before in its modern form designated as “human trafficking” – the more specific topic of this essay, which can be defined as:

The recruitment, transportation, transfer, harboring or receipt of a person by the threat or use of force, fraud, deception, or coercion, or the giving or receiving of unlawful payments for the purpose of sexual exploitation or forced labor.²⁷

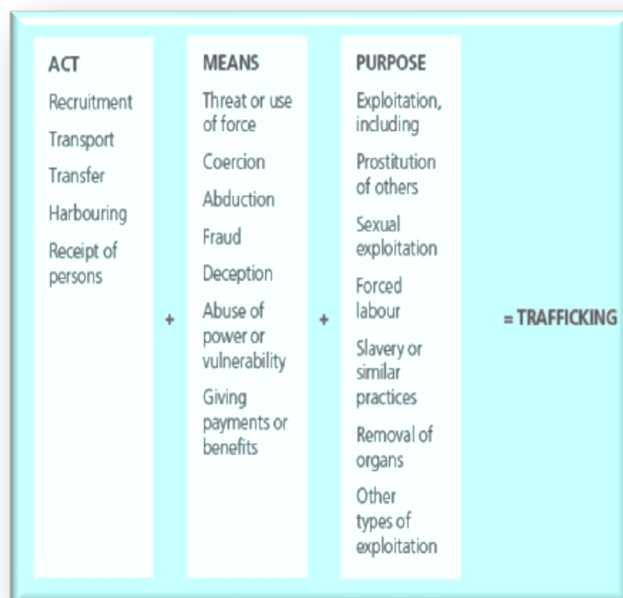
²⁵ British Broadcast Company. *The Law Against Slavery*. (BBC – Ethics Guide; 2014. www.bbc.co.uk/ethics/slavery/modern/law.shtml). Accessed April 18, 2020.

²⁶ United Nations General Assembly. *The Universal Declaration of Human Rights*; (UNGA Draft Committee: Palais de Chaillot, Paris; 1948): 1-2.

²⁷ Kersley Fitzgerald. *Human Trafficking 1: Statistics and Definition*. (Blogos: The Take Away: Blogos. Org.: <https://www.blogos.org/thetakeaway/trafficking-1-statistics.php>). Accessed April 12, 2020.

The United Nations' bases its definition on three constituent parts:²⁸

- **The Act** (What is done)
Recruitment, transportation, transfer, harboring or receipt of persons
- **The Means** (How it is done)
Threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability, or giving payments or benefits to a person in control of the victim
- **The Purpose** (Why it is done)
For the purpose of exploitation, which includes exploiting the prostitution of others, sexual exploitation, forced labor, slavery or similar practices and the removal of organs.



Thankfully more people are awakening to the realization that human trafficking has become the largest human rights violation in the history of mankind; the truth is, there are more slaves today than were seized from Africa during the four centuries of the trans-Atlantic slave trade! Even more absurd is the statistical realization that more people are enslaved in the world today than at any other point in history, with an estimated 25 – 40 million+ in bondage worldwide^{29,30} – these numbers are broken-down by researchers to groups in forced labor (25 million), in forced marriages (15.4 million), in sexual exploitation (4.8 million) and of child slaves (10+ million).³¹

²⁸UNODC. *Human Trafficking: What Is Human Trafficking*. (United Nations Office on Drug & Crime: <https://www.unodc.org/unodc/en/human-trafficking/what-is-human-trafficking.html>. Accessed 04/15/2020.

²⁹ Human Rights First.org. *Human Trafficking By The Numbers*, (Human Rights First, Last modified 2019. <https://www.humanrightsfirst.org/resource/human-trafficking-numbers>). Accessed 04/20/2020.

³⁰ USDOS. *Trafficking In Persons Report*. U. S. Department of State Publication; June, 2019; <https://www.state.gov/wp-content/uploads/2019/06/2019-Trafficking-in-Persons-Report.pdf> Accessed 04/20/2020.

³¹ Restavek Freedom, Org. *The History of Slavery*. (<https://restavekfreedom.org/2018/09/11/the-history-of-slavery/>). Accessed 04/11/2020.

Behind illegal drugs and arms trafficking, human trafficking is estimated to be one of the top-grossing criminal industries in the world with profits exceeding an estimated \$150 billion a year for traffickers, according to the Human Rights, First report from 2014. The following is a breakdown of profits, by sector:³²

- \$99 billion from commercial sexual exploitation
- \$34 billion in construction, manufacturing, mining and utilities
- \$9 billion in agriculture, including forestry and fishing
- \$8 billion dollars is saved annually by private households that employ domestic workers under conditions of forced labor.

Throughout the globe trafficking of humans happens disproportionately in communities of color – and that includes in the United States! The U.S. Department of Labor estimates that, in the United States, more than 77% of human trafficking victims are people of color. Also, an FBI report confirms *sex trafficking* victims are more likely to be black (40%) or white (26%), whereas *labor trafficking* victims are more likely to be Hispanic (63%) or Asian (17%). An even more surprising report reveals that four-fifths of confirmed *sex trafficking* victims are identified as U.S. citizens (83%), while most confirmed *labor trafficking* victims are identified as either undocumented aliens (67%) or in-process aliens (28%)!³³ Although there are many different forms of modern-day slavery – prostitution, physical bondage, forced labor, human trafficking, debt bondage or simply being born into slavery – *all of the forms have one thing in common: they people involved are being forced to work against their will!* The majority of the trafficking

³² Human Rights First.org. "Human Trafficking By The Numbers," (Human Rights First, Last modified 2019. <https://www.humanrightsfirst.org/resource/human-trafficking-numbers>). Accessed 04/22/2020.

³³ USDOL. *What are Child Labor, Forced Labor, and Human Trafficking?* (U.S. Dept. of Labor; Bureau of Inter. Labor Affairs; 2019): <https://www.dol.gov/agencies/ilab/resources/what-is-child-labor-human-trafficking>.

involves adult prostitution (48%), but the involvement of child prostitution or child sexual exploitation is on a drastic increase (40%). This increase is especially seen in Asian countries where a more significant proportion of the world trafficking is occurring and where sex customers seek Asian minors of both sexes to avoid AIDS. In India, children are maimed to be more effective beggars; Chinese babies are trafficked for adoptions overseas, boys and girls. In Philippines, Sri Lanka and Myanmar the children are bought and sold as child soldiers. Shared Hope International, a child trafficking prevention, rescue, and restoration group, states the average age a child enters the sex trade in the U.S. is 12 -14 yro. Children they have interviewed report they are given a prostitution quota by their trafficker/pimp of 10 – 15 clients per night, though some do more during sports events or conventions. Using a moderate estimate of five different men per night, for five nights per week, for an average of five years, means the child would be raped by 6,000 buyers through the course of his/her victimization. Horrific!

More locally in the United States, we find increasing action oriented toward stopping human trafficking within our borders. In 2000 the USA signed the Trafficking Victims Protection Act (TVPA), posturing a more aggressive position to eliminate this unconscionable evil. However, in 2008, the Journal of Immigration and Refugee Studies asked the question: *Is It Enough?* The answer given by the Journal explains that, despite the efforts of the U.S.,

“... the policy is still overly focused on using victims as law enforcement tools rather than assisting them based on their victim status, with the result that relatively few victims are coming forward. ... It is imperative that the United States Congress establish a clear policy of acknowledging and assisting victims if it is truly intending to abolish human trafficking, a modern-day form of slavery. In implementing and monitoring such policies, the various other government entities – law enforcement, human services, and judicial systems – should also take a victim-centered approach.”³⁴

³⁴ Jini L. Roby , Jennifer Turley & JoAnna Garrick Cloward. *U.S. Response to Human Trafficking: Is it enough?* (Journal of Immigrant & Refugee Studies, 6:4, 508-525, DOI: 10.1080/15362940802480241: 2008): [https:// doi.org/10.1080/15362940802480241](https://doi.org/10.1080/15362940802480241)

The USA took this advice and has steadily been improving its anti-trafficking stance; in January 2019, President Trump signed the Frederick Douglass Trafficking Victims Prevention and Protection Reauthorization Act and the Trafficking Victims Protection Reauthorization Act³⁵ to help increase the victim-centered effort, which moved them up to 3rd place on the Free Walk Foundation's Country Level Action and In Action yearly list, as posted on the Global Slavery Index. That 2019's list is:³⁶

COUNTRY LEVEL

<u>ACTION</u>	and	<u>IN ACTION</u>
1. The United Kingdom		1. North Korea
2. The Netherlands		2. Eritrea
3. <i>The United States</i>		3. Libya
4. Portugal		4. Iran
5. Sweden		5. Equatorial Guinea
6. Argentina		6. Burundi
7. Belgium		7. Democratic Republic of the Congo
8. Spain		8. Congo
9. Croatia		9. Russia
10. Australia		10. Somalia

It is encouraging with this essay's project and its scope in mind to see the U.S. spending more money and using more agencies with better methodologies in its efforts against human trafficking. But the national level is still too broad a scope for this project, which must still be more refined to, not just the state level, but community level to really be effective.

³⁵ White House.gov. *Proclamation on National Slavery and Human Trafficking Prevention Month, 2020*. White House: Law & Justice – Proclamations, Dec. 31, 2019): <https://www.whitehouse.gov/presidential-actions/proclamation-national-slavery-human-trafficking-prevention-month-2020/>.

³⁶ Walk Free Foundation. *The Global Slavery Index 2019*. (Nedlands, Western Australia: Walk Free Foundation; 2019): <https://www.globalslaveryindex.org/2019/findings/executive-summary/>.

Section 3: Synthesis and Conclusion

To evaluate what is happening against human trafficking more locally, at the California State level, this essay turns to the Shared Hope International's 2019 Protected Innocence Challenge Report Card for California – seen below:³⁷

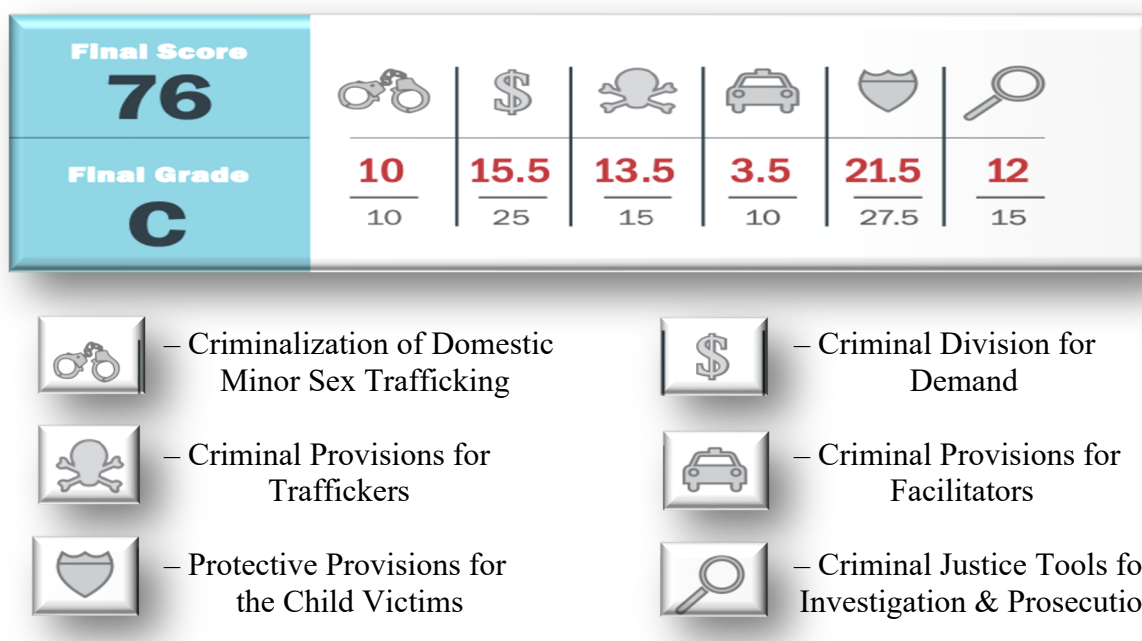


Figure I – Shared Hope 2019 Protected Innocence Challenge Report Card for California

Nothing to be proud of! The U.S. State Department estimates 14,500 – 17,500 victims are trafficked *into* the U.S. each year, but this figure does not include victims trafficked *within* the country each year! Being a border state with a significant immigrant population and the world's fifth largest economy makes California one of the nation's top destination states for both vacationing and human trafficking... each one supplying the other! Human traffickers have become more organized, requiring law enforcement to re-organize as well, using businesses as partners to disrupt and dismantle their networks. To do so, California state legislature has

³⁷ Shared Hope International. *2019 Protected Innocence Challenge Report Card*. (Vancouver, WA: Shared Hope International: Institute for Justice and Advocacy, 2020); [https:// sharedhope.org/what-we-do/prevent/training](https://sharedhope.org/what-we-do/prevent/training).

aggressively established guidelines for select businesses to aid in finding victims and exposing human trafficking. Some of these guidelines are: Senate Bill 1193 (2013) which requires select businesses post human trafficking model notice in a conspicuous place where the public can get information regarding support and services available to human trafficking victims; Senate Bill 225 (2017) required a state “hot-line” number be added to the posted material; Assembly Bill 260 (2017) required that hotels, motels and bed and breakfast inns be added to the list of businesses required to post the model notice; Assembly Bill 2034 (2018) allowed agencies and school districts to receive reimbursements for required postings; and Senate Bill 630 (2019) helped provide additional clarity on the role of local governments in adopting and enforcing rules at the local level to prevent slavery or human trafficking.

As the scope of this essay is refined even finer, we can see that all of these bills begin to become practical and a of real value where the battle against human trafficking needs to take place – the local community level. The problem of slavery/human trafficking is universal in time and place... and can seem insurmountable in that grand scale. But when the scope is whittled down to the more personal, local community level, now individuals can feel that something can be done and are more likely to get involved – especially in their own communities! More importantly, when community members can see needs, problems and opportunities at the local level, agreement, and consensus on what to do and how to do it can take place. Also, it appears the international, federal, and state experts on problems like slavery/human trafficking have come to the realization that ongoing tensions, disagreements and pressure points which arise when they are viewed in such large-scale, become less tense and lower pressure at local levels, allowing for clearer sight and agreement. And finally, as the scope of insurmountable problems

become more refined, the K.I.S.S. Principle (simplicity) is allowed to be employed, producing less gaps and more manageable outcomes. Par exempli:

Avalon is a small community of approximately 4,5000 residents, situated on Santa Catalina Island, roughly 20 miles off the coast of Los Angeles/Long Beach, California. Avalon is a tourist town; our main source of income is visitors – of which we average over a million a year! Most come to the island by boat, either private (personal vessels that moor in our harbor) or public (cross-channel carriers or cruise ships), so there are many hotels and B & B's. Many restaurants meet meal needs; bars, liquor stores and grocery stores meet other needs. So, hospitality is Avalon's main industry, but it is also an industry targeted by human traffickers – for both sex slaves and domestic workers.

Due to our location and a large immigrant population, the opportunity to employ undocumented workers is alluring. Many workers come to the island for employment in the hospitality field, and stay with “family,” others encamp in the hills outside of town. Many hotel and restaurant owners who hire “seasonal help” are realizing their workers are different than in the past – more reclusive and less open or friendly. When they try to talk to the workers, some are even warned, by non-employees, to “mind their own business.” Many are fearful for their employees and their businesses! The Sheriff force is small and reluctant to get involved. They are also more concerned that human trafficking is happening “through” town – slaves dropped off on the island by “pongas” from Mexican waters, hiked into town to spend the night at safehouses, then the next day to the mainland via pre-purchased tickets on cross-channel carriers! So, how can local community members help... how can they get involved in this universal problem?

First, look at it as a community problem, *NOT* a universal one! Check with the Sheriffs to see how a connected, trained community corp. can help, then help train and connect the community! This is what Avalon Community Church (ACC), and others in the community, have chosen to do. A core team from ACC, Avalon City Hall, LACo. Sheriffs, Avalon Schools, along with an immigration attorney and family counselors, are researching the local needs and are matching them with opportunities, like:

- Partnering with the Homeland Security’s “*Blue Campaign: One Voice. One Mission. End Human Trafficking*”³⁸ for poster, speakers and other materials to help train the community to identify the signs/symptoms of human trafficking.
- Assisting the Avalon Chamber of Commerce in distributing and posting “Human Trafficking Awareness” posters around the community businesses and gather centers and help mandating businesses comply with AB 260.
- Devising an Avalon Schools curriculum for helping students, especially those graduating, to identify the entrapment techniques of human traffickers.
- Training community members to observe and identify possible trafficking situations... but not to get personally involved; training them in “next steps” – who to call that is trained and qualified to help! “*Don’t endanger yourself!*”
- Securing sights and producing programs for the safety and restoration of victims who have been rescued from the horror of human trafficking – probably on a short-term basis as transportation to the mainland for safety will be a must.

Following the overall structure of this essay and breaking-it-all-down to a manageable scope that the community members will consider more “do-able” and less “fearful” is the key. Avalon Community Church will continue to work in the hearts of people here to help the Holy Spirit reform the sin problem causing slavery, and the Avalon Community will work together, to expose and eliminate the threat of human trafficking, here. ***What about your community?***

³⁸ Homeland Security.org. *Blue Campaign: One Voice. One Mission. End Human Trafficking*. (Homeland Security Website, 2020). <https://www.dhs.gov/blue-campaign>.

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APPENDIX C—MILESTONE 3 PROTOTYPE ITERATION REPORT

NPO Statement

Upon revealing that a low human trafficking awareness level exists in Avalon, an alliance of stakeholders intends to raise the Avalon community's '*trafficking awareness level*' (*TAL*) to help prevent human trafficking growth and allow law enforcement agencies to focus more on extermination efforts for trafficking already present in Avalon.

NPO Scope and Constraints

Human trafficking (aka. modern slavery) is global in scope and an evil both omni-generational and omni-ethnic in impact. So, if the *TAL (ability to 'ID' trafficking signs, symptoms or 'red flags')* in any community is low or non-existent, it would open the door to modern slavery and be a big constraint to the prevention or elimination of trafficking in that community. The opportunity available for the community of Avalon is to raise the community *TAL*, and thereby lower and hopefully eliminate any existing human trafficking, as well as defend against its initial invasion. Economic constraints keep law enforcement from successfully achieving the full scope of this problem, but with community help, victory becomes a probability.

NPO Context

Avalon's a small community of approximately 4,000 residents, situated on Santa Catalina Island, roughly 20 miles off the coast of Los Angeles/Long Beach, California. Being a tourist town, Avalon's main source of income is visitors, average over a million a year; the main industry is hospitality (hotels, inns, B&Bs and restaurants), which draws a large immigrant population and creates an alluring opportunity to employ available undocumented workers.

Many hotel and restaurant owners who hire “seasonal help” are realizing these workers are different than in the past – more reclusive and less open or friendly. When they try to talk to the workers, some are even being warned, by non-employees, to ‘mind their own business.’

Traffickers hide their crime behind language barriers, and often take advantage of emotionally or psychologically vulnerable people, who’re in economic hardship or areas involved in natural disasters, pandemic diseases, or political unrest – the same people we at Avalon Community Church find ourselves connecting to and serving daily. However, sometimes traffickers get to them first, especially if the traffickers are family! The traffickers generate such a fear of themselves, of harm to a slave’s family members, and of law enforcement personnel that many recruits and/or victims will refuse to ask for help, even in highly public settings. So, if the community’s ‘trafficking awareness level’ (*TAL*) is low or non-existent, the lack of being able to identify human trafficking signs, symptoms or ‘red flags’ cultivates an environment ripe for human trafficking to root and grow without constraint.

Root Causes – Restorative Changes

Human traffickers use force, fraud, and coercion to enslave victims into forced labor or sexual exploitation, targeting victims of any age, gender or nationality in any size or type of community. *Is there human trafficking happening in and/or through the community of Avalon?* A good question, which the Homeland Security Department’s (HSD) Center for Countering Human Trafficking says should be answered positively by every community, especially if they really do not know (“*If you really don’t know... assume so!*”). The Los Angeles Sheriff’s Department’s (LASD) Task Force on Human Trafficking agrees, adding there are three (3) equal ‘task force’ components needed to successfully combat trafficking: 1) A Law Enforcement Agency (to engage, investigate, prosecute active traffickers), 2) Rescuer Help

Groups (to protect, provide for, counsel and comfort those rescued from trafficking), and 3) Community Supporters (to identify signs, symptoms and ‘red flags’ of trafficking occurring among family, friends, neighbors, fellow students and co-workers – and point it out to LE agencies). Based on this 3rd needed ‘task force’ component... this project purposes to achieve two (2) objectives:

1) *Test to determine what the community’s “trafficking awareness level” (TAL) is in Avalon* – using a community survey (attached), a generalized knowledge of the **TAL** will be determined for the Avalon Community. This survey will be distributed through a community email broadcast and by the e-firm Survey Monkey.com, as well as offered on the Avalon Community Church’s websites and those of several hospitality businesses in town. This same survey, issued on a wider scope, will also be used to gain a general knowledge of where Avalon’s **TAL** is overall, when compared to other ‘near-by’ communities like Seal Beach, Sunset, Huntington Harbor, or Cardiff by the Sea – other beach communities of similar populations on the SoCal coast. Survey Monkey.com will distribute this survey randomly to these specific areas, and they will be sent to churches and community centers for anonymous online distribution as well. Since a low **TAL** (awareness of human trafficking) is a major indicator of human trafficking’s potential in a community, then having this generalized knowledge of Avalon’s potential ‘low **TAL**’ will make the next (2nd) objective even more important...

2) *Train a community corps that is capable of raising the trafficking awareness level (TAL) in Avalon (Community Awareness Core – CAC)* – if the surveys determine that a low TAL does exist in the Avalon Community, a training will be designed – in association with the LA Co. Sheriff’s Task Force on Human Trafficking, and the

Homeland Security’s “Blue Campaign” – for community members to identify the signs and symptoms (‘indicators’) of human trafficking. To test if this group (Community Awareness Core – CAC) has been trained successfully, a before training ‘pre-test’ and an after training ‘post-test’ will be given to those who successfully complete a training to identify the signs, symptoms and ‘red flags’ (indicators) of trafficking. This will also potentially result in an increase in **TAL** in the Avalon Community.

Three (3) Big Ideas

1. Develop a survey to help specifically to determine the ‘trafficking awareness level’ (**TAL**) of the Avalon community. The same survey can then be modified to help generally to compare the TAL of Avalon to similarly sized cities in its vicinity.
2. Develop a program to train a community group (**CAC – Community Awareness Corps.**) to identify the signs, symptoms and indicators of human trafficking, and thereby raise the **TAL** to levels needed to expose trafficking, and/or keep it from taking root in Avalon.
3. Re-design the above anti-trafficking training to assist the local hospitality workers in Avalon to successfully qualify for the California State Anti-Trafficking bills SB 970 and AB 2034, which state that after 1/1/2020, an employer must provide human trafficking awareness training and education once every 2 years to each employee likely to interact or encounter victims of human trafficking.

Definition Of ‘Done’

When the survey that is taken periodically continues to indicate that higher **TAL** is being maintained in the Avalon community, then the program will be deemed a success, but not ‘done.’

The program of training human trafficking identifiers will only be ‘done’ when human trafficking (modern slavery) ceases to be the re-occurring evil that it is!

Three (Napkin Pitches

1. Develop a survey to reveal the trafficking awareness level (**TAL**) of the Avalon community.

NPO: The need is to determine Avalon’s current level of human trafficking awareness and use it to assess the probability of trafficking’s existence in Avalon.

Benefit: The Avalon victims and their families will benefit by being freed from the horrors of slavery; the community will benefit by being a safer place to live.

Approach: Once stakeholders have determined the contents of the survey, it will be taken to people personally in public areas (stores, library, post office, events), delivered door-to-door, sent in emails, and taken online at selected websites.

Risks: Minimal physical or emotional risk. Risk of people not taking the survey is also low due to the questions not being difficult and the survey being brief.

Assumptions: The assumption is that the survey will show that the TAL is low for the Avalon community (**LASD** – “*If you don’t know... assume its low!*”)

Benchmarks of success: The survey success will be denoted by a **TAL** level being determined. Then the real work of raising the **TAL** can begin.

Other Approaches: The stakeholders unanimously agree that this is the best method to determine Avalon’s **TAL**. One-on-One interviewees agree as well.

2. Develop a program to train a group (*AAC – Avalon Anti-trafficking Corps.*) to identify the indicators (signs, symptoms, red flags) of human trafficking, and thereby raise the *TAL* to levels that can effectively expose trafficking.

NPO: The problem of human trafficking is allowed to exist (in Avalon and elsewhere) by people who can't see it happening around them because they don't know what to look for! *Training them how to see the problem will help solve it.*

Benefit: The training will cause the Avalon community *TAL* to rise.

Approach: Once stakeholders have conferred with other anti-trafficking agencies (DHS “Blue Campaign”, LASD Human Trafficking Task Force, et. al.) and have designed a training program, trainees will be taught how identify the indicators (signs, symptoms, red flags) of human trafficking, and the proper procedure to follow when they see it. *“See something... say something”* (to the right people)!

Risks: Minimal physical/emotional risk exists if trainees follow guidelines and *NOT* engage the traffickers personally. No risk is involved in the training process.

Assumptions: The Avalon community is close-knit and family oriented. It is assumed that many in the community will be eager to learn from the training.

Benchmarks of success: The trainings ‘pre’ and ‘post’ test will be good gauges of how successful the ‘identify the indicators’ training has been at a individual level. Re-issuing the initial survey at regular intervals will continue to gauge success at a community level.

Other Approaches: There are online programs for raising the level of human trafficking awareness, but the stakeholders/interviewees believe community involvement will deliver better results and build community bonding.

3. Re-design the existing anti-trafficking training to assist the local hospitality workers in to successfully qualify for the CA State Anti-Trafficking bills SB 970 and AB 2034.

NPO: CA bills SB 970 and AB 2034 state that after 1/1/2020 an employer must provide human trafficking awareness training and education once every 2 years to each employee likely to interact with or encounter victims of human trafficking. This gives the Avalon Community Church (ACC) and the Community Awareness Core (CAC) the opportunity to help local businesses by training their workers.

Benefit: The Avalon businesses benefit by saving money in not having to pay for employee training; the workers benefit in that they can get the training locally; ACC and CAC benefit in that the relationship maintained with local employees can be useful in monitoring the *TAL* more constantly

Approach: The existing human trafficking awareness training can be modified to include items required by SP 970 & AB 2034, which include:

- The definition of human trafficking and commercial exploitation of children.
- Guidance on how to identify individuals most at risk for human trafficking.
- The difference between labor and sex trafficking specific to the hotel sector.
- Guidance on the role of hospitality employees in reporting/responding to this issue.

Risks: Minimal physical or emotional risk. Risk of getting ‘push-back’ from the Avalon hospitality business sector (as indicated by stakeholders in that sector).

Assumptions: The assumption is that the hospitality businesses in Avalon will think this a positive benefit, as will their employees

Benchmarks of success: Success will be measured by the degree to which all the businesses are found to comply with the State of CA.

Other Approaches: Avalon business that must comply with SB 970 & AB 2034 may have their employees take class online, or off-island at greater expense,

Design Workshop Stakeholders

The list of six (7) stakeholders is comprised of:

- Los Angeles County Sheriff Department (LASD) Sergeant
- Avalon Harbor Patrolman/Terrorist Liaison Officer (AHD)
- City of Avalon (CoA) Special Assistant to the City Manager
- Retired Santa Barbara Judge now working with the Catalina Island Women’s

Forum

(CIWF) - Domestic Violence Unit (DVU)

- Marriage and Family Therapist, also with the CIWF - DVU
- Avalon Public Schools Teacher/Vice Principle
- Catalina Island Medical Center Public Health Specialist & PTA President

One-On-One Interviews

- LASD Captain – Station 18, Avalon
- Avalon Fire Dept. Chief (AFD)
- Mayor, City of Avalon (CoA)
- Principle – Avalon Public Schools

Three (3) Key Biblical Texts

• **Exodus 21:16** (NASB) – *“He who kidnaps a man, whether he sells him or he is found in his possession, shall surely be put to death.”*

This thought-provoking verse sets the act of enslavement in its proper level of sinful offensiveness – from God’s sovereign perspective. Although slavery was culturally accepted by Israel as a nation and was literally, “incorporated into Israel’s national constitution,” this verse shows that the initial act of enslavement was qualified as stealing a person and was against God’s will – as proved by the death penalty. The person stolen had lost all personal freedom and, seemingly his/her God-given value, and was now the thief’s property or the property of the person the thief sold to! Amazingly, the death sentence is only applied to the one who does the man-stealing, showing how offensive this initial act of enslavement is to God!

• **Romans 6:16** (NASB) – *“Do you not know that when you present yourselves to someone as slaves for obedience, you are slaves of the one whom you obey, either of sin resulting in death, or of obedience resulting in righteousness?”*

Paul asks a good question, because every human is a slave to one or the other of the two masters mentioned – sin or righteousness. Ultimately, we are made to serve and be controlled by forces beyond our power; serving one leads to life, the other leads to death. Enslavement to God sets us free from sin, and from experiencing death.

• **Galatians 3:28** (NASB) – *“There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.”*

The reality is, slavery was such a significant component of how the working economy of first century society that it was impossible to imagine life without it, and believers who could envision a society without slavery, the new inexperienced church was not able to challenge it. However, the Holy Spirit did give Paul a glimpse of how He would eventually bring slavery

down – by working in the hearts of all people, masters, and slaves alike, so they see the evil men are capable of, and enabling them to say as Christ did, “Get thee behind me, Satan!” This transformational work of Jesus Christ, through the power of the Holy Spirit, is where the church needs to remain focused for all slavery to be absolutely abolished... today and forever!

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APPENDIX A

DESIGN WORKSHOP DESCRIPTION

Appendix A shows the original “agenda” of the Design Workshops held with the stakeholders. There actually were 2 different “ZOOM” workshops: 1 held on November 6th with 3 stakeholders, and one on November 13 with 2 stakeholders. There were also 2 “mask-to-mask” meetings with individual stakeholder (November 20th, 11:00 am and 2:00 pm). All workshops were led by me and followed the same agenda. The 2 “ZOOM” workshops were from 9:00 am – 12:00 noon.; individual meetings were 11:00 – 12:30, and 2:00 – 3:30.

APPENDIX B

DESIGN WORKSHOP DOCUMENTATION

Appendix B consists of the handout that was given to all who attended the Design Workshops and meetings. These handouts were used as guides in the 3 exercises that made up the workshop/meetings. In Exercise 1, the page with the pictures shows the resources sent by the HSD, and are tagged “A through J” and the letter is to be placed next to the hotel/restaurant listed. The list of questions in Exercise 2 should be circled, crossed out, modified, judged to degree of difficulty vs. keeping it simple, and otherwise used to stimulate thinking. Exercise 3 is simple to quickly filled in with “first thoughts” regarding thoughts on a future training class that will help raise a communities “TAL”!

APPENDIX C

ONE-PAGE POST-WORKSHOP MESSAGE TO STAKEHOLDERS

Appendix C is a one-page summary of the Design Meetings, a thank-you for being involved and an encouragement to continue thinking about making Avalon safer.

APPENDIX D

CONSENT FORM APPROVED BY THE IRB

This is the consent form which the IRB approved for use with the AAC Human Trafficking Awareness Training Program. The consent form will be the first thing actually used in the training program and will also be used to preview what will be happening in the course.

APPENDIX E

APPROVAL FORM FOR DMIN850

Copy of the IRB Approval for the DMIN850 – Discovering Stakeholders Perspective for Design of NPO. **Approval # 2202050.**

Appendix A



HUMAN TRAFFICKING DESIGN WORKSHOP

ZOOM Meetings – (11 – 06, 13 & 20 – 2020)

“Re-Group” and Revisit the NPO – “Picking Up Where We Left Off!”

Purpose: Reconnect with existing stakeholders and introduce new stakeholders. Review our NPO, redefine our purposes, begin designing our project.

Goals: Define the different ways human trafficking can exist in Avalon ... then design the processes needed to expose its existence in our community.

- Show news video of new HSD – <https://youtu.be/ZU2uqHx61Ts>
- Discussion points/resource – <https://www.ice.gov/features/ccht>

BREAK: *Have a snack, get more coffee stretch... take a restroom break!*

EXERCISE ONE: “3Ps” – Poster/Pamphlets Placement (Where? Who? When?)

Display the Blue Campaign posters and pamphlets sent by the DHS and decide where they should be placed, by whom and when.

Materials: DHS Supplied Posters & Zoom screens.

Process: *Match Makers* – match the resource to the list of places/events *where* the posters would best fit. Discuss *who* could help place them, and *when*!

EXERCISE TWO: Surveying – “Not Too Little... Nor Too Much!”

Display a list of the possible questions that could/should be asked to those in Avalon (and further beyond) to determine the *TAL (thanks for this term)* for Avalon.

Materials: List of possible questions concerning the initial survey questions.

Process: What questions regarding ‘human trafficking’ will best be selected for an inquiry survey of people’s *awareness* that it exists.

BREAK: *Have a snack, get more coffee stretch... take a restroom break!*

EXERCISE THREE: Raise the ‘TAL’ Training: Are we still on track?

Discuss the possible Steps involved in a *TAL* raising training program.

Materials: Planning Paper – How to tastefully raise the *TAL*!

Process: Believing that the ‘*TAL* Survey’ will show a low *TAL* for Avalon, what would the ‘Raise the *TAL*’ training program look like? (Discussion)

Please hold all answers until we meet again (or let me know, if you can’t hold’)!

Appendix B



EXERCISE ONE:

“3Ps” – Poster & Pamphlets Placement

Matching: *Which resources go Where – Who’s going to place them, and When?*

HOTELS:

Hotel Mt. Ada –

The Avalon Hotel –

Hotel Mac Rae –

Pavilion Hotel –

Snug Harbor Inn –

Metropole Marketplace –

Atwater Hotel –

Holiday Inn Resort –

Bellanca Hotel –

Glenmore Plaza Hotel –

Hotel St. Lauren –

Seaport Village Inn –

Aurora Hotel –

El Terado Terrace --

Casa Marquita Hotel –

Hotel Catalina –

RESTAURANTS:

Lobster Trap –

Bluewater Avalon –

Luau Larrys –

Mi Casita –

Coyote Joe’s –

Buffalo Nickel –

The Cove Bar & Grill –

Steve’s Steakhouse –

Pete’s Avalon Plaza Café –

Café Metropole –

Naughty Fox –

NDMK Fish House –

El Galleon –

Catalina Cantina –

Marlin Club –

Descanso Beach Club –

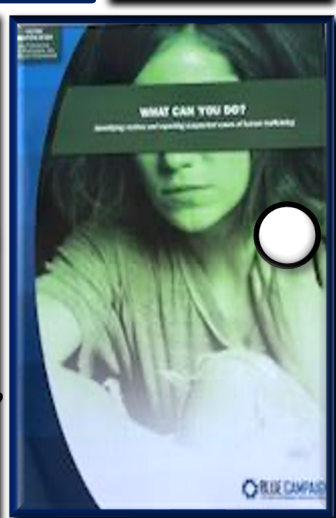
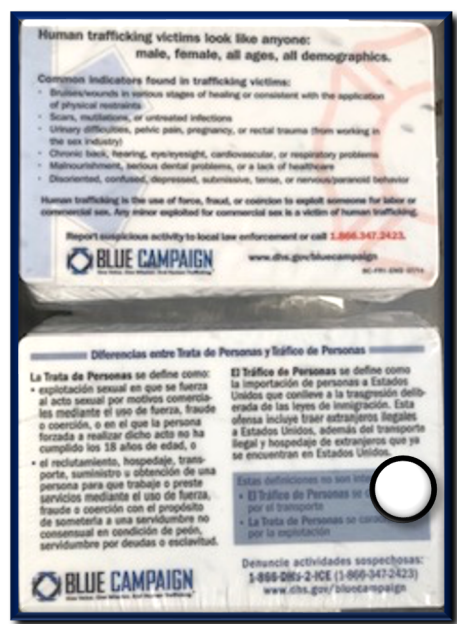
The “M” –

Maggie’s Blue Rose –

Coney Island West –

The Sandtrap –

Appendix C





Measuring Questions to Use for TAL Survey?



What is human trafficking?

The definition on trafficking consists of 3 core elements: *What are they?*

Who are the victims?

Who is at risk of becoming a victim of human trafficking?

Do victims of human trafficking self-identify as a victim of a crime and ask for help immediately?

What types of human trafficking can be found in the United States?

Does human trafficking only occur in illegal underground industries?

Is human trafficking a crime that must involve some form of travel, transportation, or movement across state or national borders?

Does physical violence have to be involved in human trafficking cases?

Under the federal definition, are human trafficking victims only foreign nationals or immigrants?

Do victims always come from a low-income or poor background?

How many human trafficking victims are there in the United States?

How is pimping a form of sex trafficking?

Are “pimps”... managers who offer protection to women and girls in the sex industry and split the money earned through commercial sex acts?

What if a trafficked person consents?

How widespread is human trafficking?

Which countries are affected by human trafficking?

Who are the victims and culprits of human trafficking?

What types of industries are involved with human trafficking?

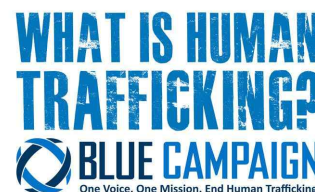
QUESTION CONCERNING ‘QUESTIONS’:

Types of Questions to Use: *Asking How Much... or How Little They Know?*

Yes/No True/False Multiple Choice Fill In the Blank

Comments:

As we allow these questions to marinate within... let’s keep sharing our thoughts on how to ask better questions for finding Avalon’s “TAL”!



EXERCISE THREE:

“RAISE THE ‘TAL’ TRAINING” –

“Now That We Know, How Do We Grow ‘TAL’?” Training Others to See Trafficking... Initial Stages!

“If we don’t know... assume it’s so!” Presuming that our “TAL” is indeed low, how do we train our community to raise its overall “TAL” level? What are the steps we need to train people to *“see something... then, say something?”*

Step 1:

Step 2:

Step 3:

Step 4:

Again, as we allow these Steps to build within us... let’s keep sharing our thoughts on how to take ever better “Steps” to raising Avalon’s “TAL”!

Appendix E

HUMAN TRAFFICKING DESIGN WORKSHOP Avalon Community Church – 11/06, 13, 20/2020

Dear _____,

Thank you for your involvement in the Human Trafficking Design ‘ZOOM’ Workshop held on Friday, ***November 6, 13, 20, 2020*** at the Avalon Community Church (ACC). I deeply appreciate your personal dedication to the people of Avalon and your insight into how we can expose ***human trafficking*** within our community. I pray the realization that you have helped keep our community families, friends, and neighbors safer will be a reward for the contribution of your time, your talents and your expertise.

As you remember, we started yesterday’s meeting by reviewing our previous meetings and watching a video of the opening of the new Department of Homeland Security’s (DHS) Center for Countering Human Trafficking. Following a short break, we dove into Exercise 1 in which we viewed resources that the DHS’s “Blue Campaign” sent to us and became “match-makers” – coupling the resources to the appropriate public services or private businesses. I appreciated the suggestions of dealing with the SCI. Co. businesses more as one, letting the corporate office decide where they feel the placement of posters would best suit their needs. Eliminating the restaurants was appropriate, also public places like the library, post

office arcade, bank, Vons. etc., which were mistakenly left out!

In Exercise 2 we discussed what types of Survey Questions would be appropriate for the “TAL” survey and looked at a variety of sample questions to better determine the degree of difficulty and the topic of the questions to be used. The majority felt that the simpler types of question – yes/no, true/false, and multiple choice – would be best, and that the questions should not expect too much knowledge about human trafficking to be known. All felt the K.I.S.S. Principle should apply to the survey – ***“Keep It ‘Survey Simple’!”***

Finally, Exercise 3 involved looking ahead and realizing that the “TAL Survey” would probably show a low TAL for Avalon, which would mean that some training would have to be done to raise the TAL. Discussions followed re.: breaking human trafficking information into “bite-sized” short segments of “Trafficking Defined, Demystified, Determined and Displayed.” Other suggestions were to have lectures, followed by HSD Videos that show “life scenarios,” and then a panel “Q & A” wrap-up. I especially enjoyed the idea of changing the training’s slogan to

“See Something, Say Something... and DO NOTHING ELSE!” to emphasize personal safety!

Avalon is so fortunate to have you all thinking of how to make our community safer. If you have any new ideas, feel free to contact me at reroen@cityofavalon.com or (310) 804-7373. I will be in contact regarding future meetings as our work advances.

Again, many thanks for your involvement,

Pastor Ron

Appendix D



CAC Community Awareness Core



CONSENT TO TRAINING

I, _____ desire to be a part of the Community Awareness Core (CAC) here on Catalina Island, and so I give my consent to be ☒ trained to recognize the signs, symptoms, and indicators of human trafficking at the Avalon Community Church (ACC).

Over the next few hours, I... *(please check-mark boxes as they are discussed)*

- ☐ will take a 'pre-test' to show how much I do, or do not, know about human trafficking; will see a video introducing what human trafficking is and how it affects the individuals and communities that are involved in trafficking;
- ☐ will listen to true stories of individuals who have escaped or been rescued from human trafficking situations and learn first-hand the horrors of trafficking;
- ☐ will be taught to recognize the 'red flag' indicators (signs and symptoms) of human trafficking that may be happening in my community;
- ☐ will listen to law enforcement experts from the LA County Sheriffs and Homeland Security Department tell me of their part in our partnership – to intervene, investigate, and incarcerate traffickers we in the CAC reveal to them;
- ☐ will learn fully that my part is to ***“see something, then say something... and do nothing more”*** – I'll learn I should never make contact with any traffickers, but let law enforcement officers build their case against traffickers;
- ☐ finally, will take 'post-test' that will show how much I have learned regarding human trafficking, and how ready I am to be an active member of the CAC.

I know that the training does NOT involve any physical or chemical testing of me personally, and some emotional impact may come from learning about how bad human trafficking is. I also realize that, after training, my physical and emotional safety is directly linked to not engaging with anyone involved in trafficking, either a trafficker or a victim. Not being abused physically or mentally as a trained AAC observer depends on anonymity – my recognizing the “red flags” and indications of trafficking, while remaining unrecognized.

I fully understand that I am taking this training on a voluntary basis – I am not paying, nor am I getting paid for the training. If I am here as a hospitality worker, convenience store worker or public safety officer, I realize that this training does fulfill my federal and state human trafficking awareness and prevention training requirements.

I am aware that some of the personal information I have given in this training will be used for researching the initial and increasing level of human trafficking awareness in the Avalon community, but I trust ACC to keep my information private and to protect me against any harm.

I have read this information, which is printed in English – a language that I do read and understand. I promise to live by, “See something, say something... and do nothing more!” I give my consent to participate in this training program and knowledge testing.

Signature of Trainee

Date

Appendix E**GEORGE FOX UNIVERSITY HSRC INITIAL REVIEW QUESTIONNAIRE** **Page 13**

TITLE: DISCOVERING & RAISING THE "TRAFFICKING AWARENESS LEVEL" (TAL) IN
AVALON.

Principal Researcher(s): **Ron Eroen**

Date application completed: **02-20-2021**

(The researcher needs to complete the above information on this page)

COMMITTEE FINDING: For Committee Use Only

X (1) The proposed research makes adequate provision for safeguarding the health and dignity of the subjects and is therefore approved. **Expedited #3**

___ (2) Due to the assessment of risk being questionable or being subject to change, the research must be periodically reviewed by the **HSRC** throughout the course of the research or until otherwise notified. This requires resubmission of this form, with updated information, for each periodic review.

___ (3) The proposed research evidences some unnecessary risk to participants and therefore must be revised to remedy the following specific area(s) on non-compliance:

___ (4) The proposed research contains serious and potentially damaging risks to subjects and is therefore not approved.



Chair or designated member

Date

APPENDIX D—MILESTONE 4 DESIGN RESEARCH REPORT

Introduction

Due to the catch-up nature of this DMIN851 assignment, some of the components that would have originally shown up in a Prototype Iteration Plan are now incorporated into the beginning of this Design Research Report – the final report due for DMIN851.

Peer Group Dates

Peer Group Meeting dates as they were originally laid out were Mondays – 1/18, 3/1, 4/12 at 6:00pm. I managed to attend the 1/18 and 4/12, and contacted my Faculty Advisor, Holley Clough, one-on-one after missing the 4/12 meeting (and a couple more times since).

IRB Amendment Form

The DMIN851 IRB Addendum Form has been filled out, received, and accepted by the IRB as an amendment to an already approved IRB application for their DMIN850 design project.

Mindset Reading Reflection Questions

(Responses to questions from *Sprint*)

Question 1 – In everyday life, we often look for sources to confirm what we believe is true rather than prove ourselves wrong. This is called confirmation bias. By contrast, a well-designed prototype should be able to falsify what we believe is true (our assumptions, preconceptions, expectations, or biases). This is called falsification. Consequently, the outcomes should not be predetermined. As you think about your work, how do you plan to go about creating falsifiable prototypes?

No member of any community wants to believe any evil has invaded their community, to any extent at all. The natural inclination to deny its existence. By using a pair of standardized surveys – a preferred research tool used to collect data and describe naturally occurring phenomena existing in the real world – the community's biased preconceptions will be appropriately addressed. By using a paired-prototype tool, the specific trafficking awareness

level (TAL) of the Avalon Community will be accurately determined when compared to the larger, more generally unbiased SoCal TAL.

Question 2 – The interview process with prototype participants is rife with potential sources of bias. What are the 2-strategies that stand out to you from Sprint to minimize inadvertently influencing your participants (pg. 202-215)?

A proper interview is crucial to attaining an unbiased, accurate trafficking awareness level (TAL) of the Avalon community, or any community! The *Act 2: Proper Interview* strategy is an important step for “setting the stage” for the upcoming survey, letting participants know the importance of awareness without letting feelings about their own level of awareness affect survey results. Questions allowing them to realize they’re a part of something “bigger” will help them make that which is “bigger” (the community) better! Also, the *Act5: Quick Debrief* strategy is just as important, as it can help answer participant’s questions about human trafficking that arise from the survey and help recruit participants for future training on being aware of the signs, symptoms and “red flags” of trafficking.

Question 3 – Well-designed prototypes are careful to ascertain that the testing conditions and reality reasonably correlate to ensure accurate findings. The authors of *Sprint* call this a ‘Goldilocks quality’ (pg.169ff). As you envision prototyping your Napkin Pitches, what are some key strategies to creating this momentary sense of ‘real’ for your prototype participants?

As noted in Question 1, the natural human tendency is for members to deny the existence of evil in their community, revealing an innate community bias needing correction. If this tendency is allowed to remain, the resulting trafficking awareness level (TAL) would be skewed to the bottom of the “Goldilocks Quality” (GQ) scale, meaning it would be too low for effective realization that a “awareness training” is necessary to keep human trafficking out of Avalon. Sadly, this is the current state of most communities, and opens the door for trafficking in these areas. If the tendency is too strongly opposed, fear of human trafficking already existing in a community would skew the TAL too high on the “GQ” scale, causing panic in that community. A brief introduction stating a few basic human trafficking facts –

before taking the survey (*Act 2: Proper Interview*) – would create the best environment for finding “just (the) right” TAL!

PHASE I = PROTOTYPE 1 – Surveys to Determine the “TAL”

Prototype Description: A pair of surveys used to determine: (1) the “*Trafficking AwarenessLevel*” (*TAL*) of the Avalon community, specifically, as compared to, (2) the *TAL* of United States’ communities in general (GenUS).

Goldilock Quality Strategy: Compare the *TAL* of some Avalon community members specifically, to the general *TAL* of the communities around the United States to find the level of awareness percent differential for Avalon.

Research Question: Is the *TAL* of the Avalon community low enough to allow for the onset and continued support of human trafficking? When compared to the *TAL* of the US communities in general (GenUS), where does the Avalon community fall on the overall *TAL* grid?

Answer: “Let’s survey to find out!”

Assessment Benchmark: After the surveys have been taken and the trafficking awareness levels(*TALs*) – for the United States, in general, and for Avalon, specifically – have been assessed, then a comparison will take place, resulting in the Avalon *TAL* being designated as either acceptably high enough (closed door to trafficking) or unacceptably low (open door to trafficking). Pre-survey estimates place a benchmark at ***25% of the community members having an appropriate awareness of the presence of human trafficking.*** If only ***50% or less (< 50%)*** of the community know the signs, symptoms, and “red flags” of human trafficking, then a training program should be designed to train more ‘Avalones’ in trafficking awareness.

Storyboard(s): The storyboard depicting the process of generally surveying human trafficking is very basic – only 4 squares – compared to the storyboard depicting the process of specifically surveying those who live in the Avalon community.

Storyboard 1 (Appendix C): Sq.2 – Survey Monkey.com title page, indicating that the survey will be accomplished by the online site, Survey Monkey. Sq. 3 – Shows the survey construction portion of the website with the survey name. Sq. 4 – Survey Monkey’s survey as it is sent to those who will fill it out results. Sq. 5 – Estimated survey results. Sq. 6 – “TAL” info. sheet, leading to next steps.

Storyboard 2 (Appendix D): Sqs. 1-3 – *Avalon Community Church*

Chapel – the private place where survey spot will be set-up. Sq. 4 – the pre-survey interview information packets that give basic information and makes sure all participants are Avalon community members. Sqs. 5-6 – Quick debrief and practitioners given “thank you” gift certificates. Sq. 7 – the surveys are taken, and the participants will leave individually upon finishing.

Materials and tools needed: Phase 1 consists of two (2) surveys; the first to determine a general awareness level to which the second, more specific survey, will be compared. Together the two surveys determine the human “trafficking awareness level” (TAL) of the AvalonCommunity.

- **Survey #1** – a general survey designed with the assistance of, and distributed by, SurveyMonkey.com, to determine a general (*GenUS TAL*) of the United States. Although the initial survey was based on 300+ participants... the survey is on-going, ever-growing, and updated on a regular basis.
- **Survey #2** – a survey almost identical in verbiage, but more specific in focus to the people of Avalon. This survey, when completed, is compared to the results of Survey #1 to determine the specific *TAL* of the community of Avalon.

Of the two surveys, Survey #2 is the one needing materials – paper copies of the survey, pencils/pens, a table, and chairs to sit participants at – to take the survey (as seen in the Storyboarding). Survey #1 is taken exclusively on-line, but Survey #2 may be taken on-line, or in-person, and at many different popular venues (see Appendix E). The in-person surveys will begin with a short interview which will act as both a recruiter screening and a rapport builder and may be done individually (“one-on-one”), or in a small group (no more than five, to maintain rapport).

Recording logistics (include devices used and file storage location): The initial recording for these initial prototype sessions are recorded with a DJI Pocket video recorder, which records to a

SanDisc 32GB Micro SD-card, a group of which affiliated with this project are all together in a lockbox, itself locked within a safe, that is itself locked with the Avalon Community Church office. At the end of the develop-design-deploy phase of this project, all cards will be erased and destroyed, along with any other records of this project. Other included paper records may also be digitalized, put on a solo external hard drive, held in the same safe/secure office, and erased/destroyed after two years. All paper versions are destroyed directly after digitalization.

Trial run dates, times, and location: Trial runs for the tentative surveys were first taken by a group of five shareholders, including myself, on Friday, 8/13/2021, at 10:00 am – two of us were at the Avalon Community Church, and three were connecting on-line. The trial surveys had been sent out earlier, so they had been taken earlier, and a couple of the shareholders had also given the survey to appropriately aged family members to get their input. The pros and cons of surveys were discussed, and the surveys modified accordingly. Two of the updated surveys were then given as renewed **“one-on-one”** interviews – one with the Mayor and the other with the LASD Captain – and discussions again following each survey/interview. All resulting feedback was useful, extremely encouraging, with future community improvement being anticipated.

Prototype run dates, times, and locations: On Thursday, 08/26/2021, SurveyMonkey released the first on-line run of the general TAL Survey for the USA (GenUS) to 337 anonymous adults across the United States. The recruitment process was outlined in the recruitment screener (see Appendix F) and listed recruitment of those from ages 18-99 yrs., both genders, all ethnicities, all social and education levels, from every area across the US. Although the first run surveyed only 337, the survey continues to be given, albeit at a slower rate as time dictates. The first runs of the more specific TAL Survey for the Avalon Community Survey is scheduled to happen in the library of the Avalon Community Church (ACC) on Saturday, 09/11/2021 with five different

sessions of five persons apiece – beginning at 10:00am. Process of recruitment for this series of surveys is outlined in the recruitment screener (see Appendix F) for those from ages 18-99 yrs., both genders, all ethnicities, all social and education levels, but only for those who have lived in the Avalon Community for two years or more. Using the recruiting screener, appointments are being made with community members on certain Saturdays for interviews/surveys at ACC; also interview/ survey points will be set up – at times, to be determined – in the courtyard outside of the Vons- In-Avalon and the public space in front of the Avalon Library.

Summary of what was learned from Prototype 1: Using surveys as a starting prototype for this study evolved into a multi-learning experience. Realizing *awareness* to be a key concept originally came from the IRB's need to have a measurable quantity, but it quickly became the key to being able to first, identify indicators of the community's capacity for human slavery, and second, the community's capability of being trained to 'see', within the interactions of others around them, the true indicators of one human's enslaving another. What should truly matter to any community is that its members are able to first determine, and then effectively manage their *awareness levels* of social evils, to keep their community free from trafficking and other evils.

Prototype 1's Most Important Discovery: Although much was learned, the most curious and important discovery is the understanding that we humans – living in the United States – seem to have both an *Awakening* and an *Awareness* process when it comes to confronting human trafficking (and perhaps other evils as well). Many of the questions answered by the GenUS survey showed that those across the United States are wide awake to the realization that modern slavery, in the form of human trafficking, exists – and not only in the world, but here in the US as well! Specific questions in the survey show that many people are awake to the existence of human trafficking due to reading popular novels, modern TV news programs, and hit TV shows

like *Criminal Minds* and *Law & Order SVU* which actively deal with human trafficking.

However, other questions that are purposefully ‘shaped’ more specifically or personally, reveal that we humans find it harder to be intimately aware of human trafficking happening nearby, within our personal space. We seem to almost chose to ‘sleep’ in the misunderstanding that “it can’t happen in our community!” This personally protective, natural denial leads to the lower *TAL*’s found in most communities. When community members are training to specifically see signs and indicators, the scales of denial fall from their personal perspectives, allowing the *TAL* to rise to more sustainably safer community level.

PHASE 2 = PROTOTYPE 2 – Pre/Post Tests to Determine “TAL” Growth

Prototype Description: A pair of tests – a ‘Pre’ and Post’ test – designed to determine how much the *TAL* of the Avalon community has grown after a training program designed to raise *awareness* of the signs, symptoms, and other indicators of human trafficking, has taken place within their community. Just as importantly, the training willalso include knowing, when they do learn to “*see something*,” who to then “*say something*” to (trained LE professionals) and then, “*do nothing else*” – do not get personally involved!

Goldilock Quality Strategy: When the “*Pre*” tests taken before the training are compared with the “*Post*” tests after the training, the growth of the “*TAL*” will be “*just right*” enough to keep the big, bad wolf of human trafficking at bay.

Research Question: How does a community determine that a training class, developed and designed to raise their community’s “*TAL*,” has effectively done so? In cases where the Phase 1: Prototypes do determine that the *TAL* of the surveyed community is too low (implying a high

possibility/probability of trafficking) and a training program has been created, can any real growth in awareness be verified, without the issuance of another survey?

Answer: “Let’s test the *awareness knowledge* of the community before and after a training program to see how much practical awareness was gained!”

Assessment Benchmark: Where the ‘Pre’ test is apt to show more of how *awake* the Avalon community members are to knowing basic facts of human trafficking existence in the world, its designed purpose is to be a set-up for the ‘Post’ test, which is the truer indicator of a personal *awareness* gained and overall *TAL* growth. As the Phase 1 Prototype Surveys were to be compared to reach an assessment, so too these Phase 2 Prototype Tests are compared to one another, with successful growth being directly proportional to the score differential – i.e., a 20% ‘Pre-test’ correction rate vs. a higher 80% ‘Post-test’ correction rate = 60% overall growth of *TAL* for the trainee.

Storyboard(s): The storyboard depicting the trafficking training session is more detailed than the surveying storyboards (see Appendix G_{1&2}) – helping show that, although the ‘Pre/ Post’ Test prototypes do not take much over-all time, they are as vital to the process as videos of real-life cases or the role-playing of real-life scenarios, which help train awareness of the trafficking indicators. The tests are crucial in concluding *TAL* growth of has taken place.

Materials and tools needed: Where Phase 1’s Prototype *Surveys* were designed to be taken at different times, Phase 2’s Prototype Tests are meant to be taken as bookends of the same training session. The two tests, together, will assess the degree of growth of the *TAL* of the Avalon Community, and since they are, essentially, the same document taken two different times, the materials and tools become simple: 1 copy of the Pre-test and one of the Post-test per participant, and 1 writing utensil.

Trafficking Awareness Training Program (TATP) – a program designed to raise the *“awareness level”* of the signs, symptoms and indicators of human trafficking happening in Avalon. The program will be held in an auditorium already set up with seats, stage and audio/visual and video capabilities. A consent form, paper syllabus, writing utensils and copies of the “Pre/Post” tests will be handed out and collected at different times throughout the training program.

Recording logistics (include devices used and file storage location): Right now, the plan is to video record the TATP completely, both the English and Spanish versions – however, the stakeholders still have not set the plan in-stone. Yes, the recordings have the potential for improving the TATP content, but they also allow for the possibility of undesirable liability. If the recordings are made, the singular copies will be stored on a solo external hard drive, held in the same safe/secure office as the Phase 1 – Prototype 1 records and erased/destroyed after two years. All paper versions of the consent forms and ‘Pre/Post’ tests from Phase 2 – Prototype 2 will be destroyed directly after digitalization, and all digital copy transferred to the solo external hard drive, held in the same safe/secure office, and erased/destroyed after two years.

Trial run dates, times, and location: Although the Pre/Post Tests have been written and revised, the actual training class syllabus, based on the Pre/Post Tests questions, is currently being designed by the stakeholders. Connections have also been made with the LA County Sheriff Department’s (LASD) Human Trafficking Task Force and Department of Homeland Security’ (DHS) Blue Campaign group for dates and times their speakers might be available. The trial run – including stakeholders and “one-on-one” interviewers as participants – is tentatively set for just after the DMIN-LSF5 “Face-2-Face” Retreat, on Saturday, November 20, 2021. The Trafficking Awareness Training Program (TATP) test run will be held at the Avalon Community Church (ACC), at 9:00 – 12:00 am.

Prototype run dates, times, and locations: The actual 1st run of Avalon’s official TATP is desired to be held in December of 2021 (possibly Friday, 12/17), however, it is more reasonable to

assume it will be sometime in January (possibly Friday, 1/21 or 1/28) of 2022. Unless proven to be other than desirable by the trial run, the location will also be at ACC, and probably also a morning session. Obviously, the “Pre/Post Test” Prototypes will be employed during the TATP.

Summary of what was learned from Prototype 2: Where the main points learned in Phase 1 – Prototype 1 Surveys were the distinguishing the difference between just being *awake* or actually being *aware* that trafficking is happening around us, and how determining the actual *TAL* of a community is the first and foremost step in saving the community from its horrors, Phase 2 – Prototype 2 Tests build upon Phase 1/Prototype 1 by raising the low TAL determined in Phase 1 to an Awareness Level that will help the community members “*see*” more of the trafficking happening among them, and allow them to “*say*” something to the trained law enforcement identified in the training program!

Prototype 2’s Most Important Discovery: The whole point of determining the *TAL* is to see if a program is needed to raise the awareness of human trafficking happening to a level where they can “see” it happening... and tell other trained professionals where it is happening. That new, raised *TAL* would indeed be the most important discovery of Phase 2 (Prototype 2 – Tests). Once the TATP has been completed, the ‘Pre/Post’ Tests will be formulated and compared. The resulting output of that comparison will be like the table below.¹

¹ ¹ Susan J. Barkman, “*A Field Guide to Designing Quantitative Instruments to Measure Program Impact.*” An excellent publication from Purdue University. <http://www.northskynonprofitnetwork.org/sites/default/files/documents/Field%20Guide%20to%20Developing%20Quantitative%20Instruments.pdf>

SAMPLE TABLE					
		“Pre” Score	“Post” Score	% Differ.	% Change
Female Average (N=15)		28.47	36.72	7.8	27%
Male Average (N=23)		24.27	33.24	9.0	37%
TOTAL AVERAGE		36.37	34.77	8.4	32%

Background Research Essay on Emerging Solution

Slavery is alive and well in this world, and it involves transporting and enslaving other humans into lives of daily exploitation, i.e., forced labor, prostitution, marriage – even organ removal! This exploitation is known by a few different names; those accepted by the US Department of State are: “human trafficking,” “trafficking of persons,” and “modern slavery”.¹ A widespread lack of awareness and understanding of this “trafficking” has allowed over 40.1 million men, women and children to be exploited globally, including hundreds of thousands of victims right here in the United States.² Preying on those who merely want to escape poverty, improve their lives and support their families, traffickers use force, fraud and coercion to lure men, women and children into forced labor or sexual exploitation. Once ‘recruited’ victims arrive at their destination, their documents and money are stolen, they are coerced into signing unfair work and housing contracts, and they live, and work enslaved until their debt is paid off.

Sadly, a “lack of awareness” is to blame in allowing the cycle of trafficking to continue in the communities in which it occurs, and it also makes assessing its full scope difficult. Globally, only about .04% survivors of human trafficking cases are identified, indicating that the majority

¹ “Modern Slavery Fact Sheet.” Anti-Slavery International. Accessed July 15, 2021.

<https://www.antislavery.org/wp-content/uploads/2016/11/Modern-slavery-fact-sheet.pdf>. “2019 Trafficking in Persons Report.” United States Department of State. Accessed July 15, 2021. <https://www.state.gov/wp-content/uploads/2019/06/2019-Trafficking-in-Persons-Report.pdf>.

² Forced Labor, Modern Slavery, and Human Trafficking.” International Labor Organization. Accessed July 31, 2019. <http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>. “Monitoring Target 16.2 of the United Nations Sustainable Development Goals.” United Nations Office on Drug and Crime. Accessed July 31, 2018. https://www.unodc.org/documents/research/UNODC-DNR_research_brief.pdf

of cases of such trafficking go undetected, leading the United Nations to label human trafficking as “the hidden figure of crime.”³ To keep this a hidden crime from becoming even more prevalent, and to save the lives of innocent men, women and children currently enslaved, it is essential to raise the “*Trafficking Awareness Level*” (*TAL*) of communities in which we live... thereby making it harder for this horrific crime to exist among us. When communities learn how to help bring this heinous, dark evil into the light, then the training of other professional law enforcement/enactment agencies and medical/mental health agencies will be better able to help rid the world of this evil, forever.

Most Viable Prototype (MVP)

Deciding which of the two prototypes is most viable has proven to be more difficult than originally assumed as both are necessary for the desired outcome of the overall project. Because human trafficking is a crime that is hidden within communities, eating away at community health like the parasitic entities it mimics in the biological world, determining the TAL of the infected community is of prime importance and that primacy enhances Prototype 1’s viability. However, proving that a community has gained a level awareness allowing it to defend itself against such an enemy is also important, and some may even argue that Prototype 2’s longer term benefits exceed those of Prototype 1 in that there is something of actual substance gained – a profitable program that fits in between Prototype 2’s components (“pre & post” tests).

Yet, I believe the fact that human trafficking is a ‘hidden crime’ that feeds on people who are susceptible to mental or emotional liability and is exacerbated by language problems,

³ “What is Human Trafficking.” Californians Against Sexual Exploitation. Accessed July 15, 2021 <http://www.caseact.org/learn/humantrafficking/>.

economic poverty, natural disasters, political uncertainty, and lack of law enforcement escalates the need to expose this enormous evil over the need to engage. The crime can be more forcefully engaged and defeated once it is no longer 'hidden', and the primacy of the step of exposure takes on even greater viability when we realize that human trafficking is on the rise; therefore, we have an increasing opportunity for greater interventions within our communities. With what is now happening at the southern borders of the United States, a system of determining the degree of this crime's infiltration into our communities must be developed and refined. Prototype 1's determining of a community's "*TAL*" may be primitive now, but through deployment and continued development it may prove itself to be a pre-cursor to a more dynamic system of unmasking the evil, leaving the terror exposed to be terminated.

Due to primacy of exposure Prototype 1 is determined to be the more viable of the two prototypes involved in this project. Prototype 2 needs to be realized as a very necessary next step, but Prototype 1 takes priority in the order of events. Before a hidden enemy can be fought and conquered, it must first be found

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GEORGE FOX UNIVERSITY HSRC INITIAL REVIEW QUESTIONNAIRE

Page 13

Title: **Discovering & Raising the "Trafficking Awareness Level" (TAL) In Avalon.**

Principal Researcher(s): **Ron Eroen**

Date application completed: **02-20-2021**

(The researcher needs to complete the above information on this page)

COMMITTEE FINDING:

For Committee Use Only

 X (1) The proposed research makes adequate provision for safeguarding the health and dignity of the subjects and is therefore approved. **Expedited #3**

 (2) Due to the assessment of risk being questionable or being subject to change, the research must be periodically reviewed by the **HSRC** on a _____ basis throughout the course of the research or until otherwise notified. This requires resubmission of this form, with updated information, for each periodic review.

 (3) The proposed research evidences some unnecessary risk to participants and therefore must be revised to remedy the following specific area(s) on non-compliance:

 (4) The proposed research contains serious and potentially damaging risks to subjects and is therefore not approved.



Chair or designated member

4-23-21

Date

00

APPENDIX – B

GEORGE FOX UNIVERSITY HSRC AMENDMENT FORM - DOCTOR OF MINISTRY 2020-21

****NOTE:** Review carefully the full text of the Human Subjects Research Committee Policies and Procedures.

THIS FORM IS SPECIFICALLY FOR USE BY 2020-21 ACADEMIC YEAR SEMINARY DOCTORAL STUDENTS IN THEIR SECOND YEAR OF STUDY, AS AN AMENDMENT TO AN ALREADY APPROVED IRB APPLICATION OR THEIR DMIN/DLGP 850/895 DESIGN PROJECT.

PLEASE SUBMIT THIS FORM DIRECTLY TO Ryan Jacobson (2020-21 IRB Committee Chair) at rjacobson@georgefox.edu.

Date submitted: **09/15/2021**

Date received: 8/19/21

**GEORGE FOX UNIVERSITY
Human Subjects Research Committee**

PROTECTION OF HUMAN SUBJECTS DMin/DLGP 850/851 AMENDMENT QUESTIONNAIRE

Title of IRB Approved DMin/DLGP 850/895 Project: Principal Researcher(s): ***Discovering & Raising the "Trafficking Awareness Level" (TAL) In Avalon.***

Degree Program: **Doctor of Ministry/Doctor of Leadership in Global Perspectives**

Rank/Academic Standing: **2nd year**

Other Responsible Parties (if a student, include Project Faculty; list other involved parties and their role):

Dr. Holley Clough - Project Faculty, Portland Seminary

(1) Amendment to previously described the objectives, methods and procedures:

Following the Design Workshop and **"TAL" Surveys & "Pre/Post" Tests** will be subsequently pilot-tested with appropriate stakeholders (see section 2 below). This will be done through the following procedures (check all that apply):

☒ 1-on-1 interviews

☒ small-group interviews

The purpose of the interviews will be to **administer surveys & pre/post tests** {describe the purpose of interviews}. Questions will focus on testing the validity, applicability, meaningfulness, and utility of the identified "prototype ideas" and will include the following specific core questions {list specific wordings of questions; add points as needed}:

- Are you a resident of Avalon, on Santa Catalina Island, California? **(Used for "Avalon Survey" specific to determine Avalon's "TAL"*)*
☐ Yes ☐ No
- How aware are you of "human trafficking" in the world today? **(Used in both surveys!)*
☐ A lot ☐ A little ☐ "I have no idea what 'human trafficking' is!"
- Human trafficking is an underreported crime and victims often go unidentified. **(Used in "Pre-test" to determine pre-training knowledge level)*
☐ True ☐ False

All data collected will be protected and anonymized as described in the original, IRB-application DMIN/DLGP 850/895 project. In addition {**please check and complete all that apply below**}:

☐ Interviews will be audio/video {**circle all that apply**} recorded and protected/destroyed as per the original IRB.

☒ Interviews will be **audio/video** {**circle all that apply**} recorded and *this is a change from the original IRB*:

These will be stored securely, as follows: **On an external hard-drive, locked in a secured safe - destroyed in 2 yrs.**

APPENDIX-B₂

GEORGE FOX UNIVERSITY HSRC AMENDMENT FORM - DOCTOR OF MINISTRY 2020-21

(2) Participant Details: {please check and complete any/all that apply below}:

☒ All participants for these new interviews (described above) are the same individuals who participated in the original, IRB-approved protocol. {not common}

☐ I will recruit **new** participants for these interviews (beyond those described in the original, IRB-approved protocol).

If checked, please describe these individuals (age range, status, how obtained, etc): _____

☐ At least one of the **new** participants will be under age 18.

If checked, please describe why these minors need to be interviewed: _____

If checked, please also describe what appropriate additional safeguards are included in the study to protect the rights and welfare of these individuals: _____

☐ At least one of the **new** participants will be from a vulnerable population (such as persons with severe physical or mental illness, or persons who are economically, culturally, or educationally disadvantaged).

If checked, please describe why these individuals need to be interviewed: _____

If checked, please also describe what appropriate additional safeguards are included in the study to protect the rights and welfare of these individuals: _____

(3) Risks to the Subjects (physical, psychological, social, economic, or discomfort/ inconvenience) {please check and complete all that apply below}:

☒ No new risks (nor increased risks) are anticipated for these new interviews, beyond those already described in the original IRB-approved protocol.

☐ New potential risks **ARE ANTICIPATED** for these new interviews, as follows {describe}: _____

☒ Interviews will be conducted **IN-PERSON**, and as such *all appropriate COVID-19 related protections and procedures will be followed to minimize risk to participants and the researcher(s).*

(4) Determination of need for Informed Consent {please check only one}:

☒ No further Informed Consent form needed—no minors or vulnerable populations involved AND no more than **minimal** risk is involved in these new interviews. [*Exempt research under Category #2*]

☐ New Informed Consent form(s) attached—the form has been modified from the original IRB approved consentform(s) to reflect involvement of minors/vulnerable populations in these interviews and/or increased risk (greater than minimal risk). **PLEASE INCLUDE UPDATED FORM WITH THIS SUBMISSION.**

GEORGE FOX UNIVERSITY HSRC AMENDMENT FORM - DOCTOR OF MINISTRY 2020-21

The following is to be completed by the IRB Chair or designated member.

COMMITTEE FINDING:

✓ (1) The proposed research **AMENDMENT** makes adequate provision for safeguarding the health and dignity of the subjects and is therefore approved.

_____ (2) Due to the assessment of risk being questionable or being subject to change, the research must be periodically reviewed by the **HSRC** on a _____ basis throughout the course of the research or until otherwise notified. This requires resubmission of this form, with updated information, for each periodic review.

_____ (3) The proposed research **AMENDMENT** evidences some unnecessary risk to participants and therefore must be revised to remedy the following specific area(s) on non-compliance:

_____ (4) The proposed research **AMENDMENT** contains serious and potentially damaging risks to subjects and is therefore not approved.



Chair or designated member

8/23/21

Date

"GenUS" Survey (America's "TAL")

SurveyMonkey

GENERAL US HUMAN TRAFFICKING AWARENESS SURVEY

Survey Form

A GENERAL HUMAN "TRAFFICKING AWARENESS LEVEL" (TAL) SURVEY

1. **DETERMINING A GENERAL HUMAN "TRAFFICKING AWARENESS LEVEL" (TAL)**

You are invited to take part in a research study trying to determine the human "trafficking awareness level" (TAL) of people, in general. Participation in this study is completely voluntary and anonymous. By completing this survey, you are consenting to participate in this study. **Please note:** You must be 18 or older and have had no affiliation with human trafficking to participate in this study.

*1. Would you take just 3 minutes to help a victim of human trafficking? ☐ 0

☐ Yes, I'm grateful to have the opportunity to help... any way I can!

☐ No, I don't believe human trafficking is a problem in the world today.

*2. Where would you say that human trafficking is found? ☐ 0

Are you aware of ways that you can prevent trafficking and help victims, both locally and globally?

ANSWER CHOICES

- No, I haven't heard much at all.
- No, but I'll try to find out more.
- Yes, I've heard of it.
- Yes, and I make a conscious effort to do so.

RESPONSES

ANSWER CHOICES	RESPONSES
No, I haven't heard much at all.	31.4%
No, but I'll try to find out more.	26.7%
Yes, I've heard of it.	23.9%
Yes, and I make a conscious effort to do so.	10.0%
TOTAL	337

"TAL" - TRAFFICKING AWARENESS LEVEL

Unfortunately slavery - appropriately named "Human Trafficking" - is alive and well in this world, and it involves the transportation and enslavement of other humans into lives of daily exploitation, i.e. forced labor, prostitution and/or involuntary marriage. The main reason "trafficking" has been able to exist and thrive on the misery of others is its ability to hide in plain sight! A widespread lack of **AWARENESS** of this trafficking has allowed too many men, women, and children to be exploited globally, including in the United States, and right here in Avalon, on Santa Catalina Island!

Each of us needs to ask ourselves, "Just how aware am I of human trafficking?" or "What is my 'Trafficking Awareness Level' (TAL)?" Few of us are familiar with the signs, symptoms and 'red flags' of human trafficking, so we don't recognize it - even when we do see it! We've heard the LA Sheriff's slogan: "If you see something... say something!" Well, if we don't see anything (or don't know what we're actually seeing)... we can't say anything to anyone about it!

Would we expect the 'Trafficking Awareness Level' (TAL) of the community of Avalon to be "high" (very aware) or "low" (not very aware)? Our community's TAL is an indicator or whether human trafficking can get a foothold here on the Island... or may already be present! It is important for the TAL of the Avalon Community to be determined, so we know whether we need to train more in our town to recognize any human trafficking affecting those we love.

WILL YOU HELP? Just take this simple survey to help determine the TAL of the Avalon Community!

• **GenUS Survey Process** - Either receive the survey in an email or open the survey on the Avalon Community Church website and fill it in! (3-4 min.) Surveys are evaluated and then compared to Avalon Survey to help determine the Avalon "TAL"!

Chapel Interview & Survey Site

• **Survey is taken** 3-5 min.



Avalon Community “Human Trafficking” Awareness Survey

- ☒ In choosing to continue in this survey, I give my consent to participate in this survey’s research, and I understand the possible risks and benefits of doing so.

_____ (please sign)

1. Are you a resident of Avalon, on Santa Catalina Island, California?

- ☐ Yes ☐ No

2. How aware are you of human trafficking in the world today?

- ☐ A lot
☐ A little
☐ “I have no idea what ‘human trafficking’ even is!”

3. Where would you expect that human trafficking is found?

_____.
 _____.
 _____.
 _____.

4. The phrase ‘human trafficking’ is the same as ‘sex trafficking.’

- ☐ True ☐ False

5. Who would you guess is most at risk to be trafficked?

- ☐ People within their own country of origin.
☐ People who have recently immigrated or traveled to a foreign country.
☐ Either, depending on the details.
☐ Neither – human trafficking only happens to people who allow themselves to be trafficked!

APPENDIX-E₂

6. Do you know the difference between labor and sex trafficking?

- ☐ Yes, I understand the differences and similarities.
- ☐ No, the difference confuses me.
- ☐ No, I did not know there were multiple types of trafficking.

7. Which would you guess happens in larger numbers globally?

- ☐ Sex trafficking.
- ☐ Labor trafficking.
- ☐ Both, equally!

8. List some of the signs, symbols, and indicators of human trafficking you are aware of seeing in others who may be involved in trafficking:

9. From what source below would you say that you've gotten most of your information about human trafficking?

- ☐ From the news (i.e., TV news, newspapers, and online news sources).
- ☐ From non-fiction books and documentary style movies on trafficking.
- ☐ From crime TV shows and movies (i.e., Law & Order, Criminal Minds, Taken, Lethal Weapons).
- ☐ From flyers or brochures posted in public places (i.e., markets, hotels, restrooms).

Please name your favorite source(s): _____

APPENDIX-E₃

10. Are you aware of ways that you can prevent trafficking and help victims, both locally and globally?

- ☐ No, I haven't been made aware of specific ways I can help.
- ☐ No, but if I knew more about it, I would take action.
- ☐ Yes, I've heard of a few ways, but I haven't actively done much.
- ☐ Yes, I've heard of ways, and I try to act on them.

11. If you knew that there was a training on human trafficking in your community (like Avalon), would you take the training?

- ☐ Positively
- ☐ Probably, if asked
- ☐ Possibly
- ☐ Impossible – “I don't think there's a real problem”

12. Lastly, for statistics, what type of school do/did you attend?

- ☐ Public
- ☐ Private
- ☐ Homeschool
- ☐ Other (please specify)

APPENDIX - F

**RECRUITING SCREENER**

WHO DO YOU WANT TO TALK TO?	WHAT EXACT CRITERIA WILL IDENTIFY PEOPLE YOU WANT TO TALK TO?	WHAT SCREENING QUESTIONS WILL YOU ASK (NON-REVEALING)?
<i>People who only live in the Avalon Community!</i>	<i>Those who have lived in Avalon for over 1 year.</i>	<i>What is your physical address?</i>
<i>Range of ages: 18 - 65</i>	<i>Absolutely NO MINORS!</i>	<i>What year were you born? (< 2004)</i>
<i>All ethnic and religious groups we hope to have involved.</i>	<i>No gender preference: all allowed to participate.</i>	<i>All genders and sexual orientations!</i>
<i>All genders and sexual orientations!</i>	<i>People from all levels of society may participate.</i>	<i>A wide variety of people's groups may participate.</i>
<i>All educational levels are accepted; mid-range educational preferred</i>	<i>Balanced higher and lower education levels desired!</i>	<i>What is the highest level of education that you attained?</i>
WHO DO YOU WANT TO EXCLUDE?	WHAT EXACT CRITERIA WILL IDENTIFY PEOPLE YOU WANT TO EXCLUDE?	WHAT SCREENING QUESTIONS WILL YOU ASK (NON-REVEALING)?
<i>All those who are NOT members of the Avalon Community!</i>	<i>Don't live on the Island, no need to be here!</i>	<i>ISLANDERS ONLY, PLEASE!</i>
<i>Absolutely NO MINORS!</i>	<i>If you're younger than 18 yrs. old, please do not get involved!</i>	<i>What year were you born? (< 2004)</i>
<i>Have you been dishonorably discharged from any armed forces?</i>	<i>Do you have a record or history of trouble with law enforcement?</i>	<i>Have you ever been arrested or in jail?</i>
<i>Have you been the victim of a crime or abuse that has caused disabilities?</i>	<i>Are you mentally or physically disabled due to crime or abuse?</i>	<i>Have you suffered mentally or physically at the hands of another?</i>

APPENDIX-G

TRAFFICKING AWARENESS TRAINING PROGRAM (TATP)



APPENDIX-G:

TRAFFICKING AWARENESS TRAINING PROGRAM (TATP) -- Pg. 2

HUMAN TRAFFICKING

involves the use of
force, fraud, or coercion
to obtain some type of
labor or commercial sex act.



You may be
AWAKE
to the fact Human Trafficking exist.
But are you
AWARE
Of what it looks like when it happens
to those around you?

"TAL" - TRAFFICKING AWARENESS LEVEL

Unfortunately, slavery - appropriately named "Human Trafficking" - is alive and well in this world, and it involves the transportation and enslavement of other humans into lives of daily exploitation. It is a modern-day slave trade, and it is a global problem. The word "trafficking" has been able to get lost in the noise of the world, and it is its ability to hide in plain sight! A widespread lack of **AWARENESS** of this trafficking has allowed too many men, women, and children to be exploited globally, including in the United States, and right here in Avalon, on Santa Catalina Island.

Each of us needs to ask ourselves, "Just how aware am I of human trafficking?" or "What is my Trafficking Awareness Level (TAL)?" Few of us are familiar with the signs, symptoms and red flags of human trafficking, so we don't recognize it, even when we do see it! We've heard the LA Sheriff's slogan: "If you see something...say something!" Well, if we don't see anything (or don't know what we're actually seeing), we can't say anything to anyone about it!

Would we expect the "Trafficking Awareness Level" (TAL) of the community of Avalon to be "high" (very aware) or "low" (not very aware)? Our community's TAL is an indicator of whether human trafficking can get a foothold here on the Island...or may already be present! It is important for the TAL of the Avalon Community to be determined, so we know whether we need to train more in our town to recognize any human trafficking affecting those we love.

WILL YOU HELP? Just take this simple survey to help us determine the Trafficking Awareness Level of the Avalon Community!



THE FOLLOWING RED FLAGS MAY INDICATE THAT A FELLOW TRAVELER IS A VICTIM OF HUMAN TRAFFICKING:

- They lack control over their own ID or travel documents
- They have restricted movement
- They lack the knowledge or logical means of reaching their final destination



Law enforcement would rather look into something that was reported and it turned out to be nothing, rather than it not being reported and it turned out to be something."

- Human Trafficking Survivor
#SurvivorsSay
BLUE CAMPAIGN

Avalon Community "Human Trafficking" Awareness Survey

You are invited to take part in a research study to determine the human trafficking awareness level (TAL) of your community. Participation in this study is voluntary and confidential. When the study is completed, the data has been analyzed and the results will be shared with the community. If you do have any questions, please call Avalon Community Church (310-510-1809) or email us at info@avaloncommunitychurch.org. We have had no affiliation with human trafficking to participate in this study.

- Are you a resident of Avalon, on Santa Catalina Island, California?
- Where would you say human trafficking is found in these modern times?
- Have you ever, globally...including in the United States?
- How aware are you of the signs, symptoms, or "red flags" of human trafficking in your community?
- The term "human trafficking" is the same as "sex trafficking".

"Post-Test"



AAC Anti-Trafficking Corps TRAINING EVALUATION

Please select the rating for each section based on the following criteria:
5 - excellent 4 - good 3 - average 2 - fair 1 - poor

- Knowledge of the subject matter
- Ability to explain and illustrate concepts
- Ability to answer questions competently
- How well did the trainers do with the material?
- What recommendations do you have for the trainers to improve?
- Please rate the content and structure of the training:
- The structure of the training sessions
- The pace of the training sessions
- The effectiveness of the training materials
- The usefulness of the training materials

"Evaluation Form" TRAINING ENDS

Finishing Fine - End with a "Post-Test" to evaluate the learning that has taken place.
Finally, before the trainees leave, they will fill out an "Evaluation Form", so the Trafficking Awareness Training Program will improve over time.

APPENDIX-H

TRAFFICKING AWARENESS TRAINING PROGRAM (TATP) POWERPOINT

PowerPoint interface showing the Trafficking Awareness Training Program (TATP) PowerPoint presentation. The title bar indicates the file is "Trafficking Awareness Training Program.pptx" and the date is "Wed Mar 30 12:17".

The presentation content includes slides with various topics related to human trafficking, such as "WHAT IS HUMAN TRAFFICKING?", "BLUE CAMPAIGN", "TRAFFICKING AWARENESS TRAINING PROGRAM", "HUMAN TRAFFICKING", "WE'RE BACK", "AWARE", "HUMAN TRAFFICKING IS MODERN DAY SLAVERY!", "HUMAN TRAFFICKING", "POLICE", "GUARDIANS", "ERICKA SERIES: School Recruitment (Pt. 1)", "ERICKA SERIES: School Recruitment (Pt. 2)", "ERICKA SERIES: School Recruitment (Pt. 3)", "ERICKA SERIES: School Recruitment (Pt. 4)", "ERICKA SERIES: School Recruitment (Pt. 5)", "ERICKA SERIES: School Recruitment (Pt. 6)", "ERICKA SERIES: School Recruitment (Pt. 7)", "ERICKA SERIES: School Recruitment (Pt. 8)", "ERICKA SERIES: School Recruitment (Pt. 9)", "ERICKA SERIES: School Recruitment (Pt. 10)", "ERICKA SERIES: School Recruitment (Pt. 11)", "ERICKA SERIES: School Recruitment (Pt. 12)", "ERICKA SERIES: School Recruitment (Pt. 13)", "ERICKA SERIES: School Recruitment (Pt. 14)", "ERICKA SERIES: School Recruitment (Pt. 15)", "ERICKA SERIES: School Recruitment (Pt. 16)", "ERICKA SERIES: School Recruitment (Pt. 17)", "ERICKA SERIES: School Recruitment (Pt. 18)", "ERICKA SERIES: School Recruitment (Pt. 19)", "ERICKA SERIES: School Recruitment (Pt. 20)", "ERICKA SERIES: School Recruitment (Pt. 21)", "ERICKA SERIES: School Recruitment (Pt. 22)", "ERICKA SERIES: School Recruitment (Pt. 23)".

The interface includes a ribbon with tabs: Home, Insert, Draw, Design, Layout, Reset, Section, Paste, Undo, Redo, Font, Paragraph, Styles, Arrange, Text Box, Picture, Shapes, SmartArt, Tell me, Acrobat, Recording, View, Review, Slide Show, Tools, Window, Help. The status bar at the bottom shows "Slide 1 of 23", "English (United States)", and "Accessibility: Investigate".

AVALON TRIAL SURVEY STORYBOARD



Chapel door to survey room!

“TAL” — TRAFFICKING AWARENESS LEVEL Pre-Survey Interview



Reviewing Interview material



⊗ In choosing to continue in this survey, I give my consent to participating in this survey's research and understand the risks and benefits of doing so.

1. Are you a resident of Avalon, on Santa Catalina Island, California?

☐ Yes ☐ No

2. How aware are you of human trafficking in the world today?

☐ A lot
☐ A little
☐ "I have no idea what 'human trafficking' even is."

3. Where would you say human trafficking is found?

☐ In more desperate, third world countries.
☐ In third world countries, and a few more modern countries.
☐ All over, globally... including in the United States!

4. The phrase 'human trafficking' is the same as 'sex trafficking.'

☐ True ☐ False

5. Who would you guess is most at risk to be trafficked?

☐ People within their own country of origin.
☐ People who have recently immigrated or traveled to a foreign country.
☐ Either, depending on the details.
☐ Neither — human trafficking only happens to people who allow themselves to be trafficked!



Actually taking the survey!



Greatly pleased when the 7 trial "Interviewers" chose to stick around and discuss how to improve the actual interview process, as well as improve some of the survey questions! This was a time for which I was most grateful! Bless them all!

APPENDIX-J

	Designed Project	Pre-Planning	Benchmarks
4	Deploy AWARENESS Training and Document Results 30 hrs.	Train community members to be AWARE of trafficking indicators, and if they <i>"see something, say something!"</i>	Keep It Coming! Awareness Training is updated accordingly to keep the TAL at a safe, high level! 15 hrs.
3	Develop AWARENESS Training and Program Partners 60 hrs.	If a community's ' TAL ' is low, training to raise awareness of the signs of trafficking is needed.	Build a Bond! Quarterly, post- training, "See Something, Say Something" events to build a bond between <u>CAC</u> and LE. 10 hrs.
2	Determine AWARENESS Measuring TAL - <u>"Trafficing Awareness Level"</u> 40 hrs.	A community's ' trafficking awareness level ' (TAL) can be measured and used as an anti-trafficking tool.	Shared Leadership - Equal Membership Stakeholders administer 10 Awareness Surveys in the next 4 months, focusing on their ethnic group 15 hrs.
1	Define AWARENESS As the problem it IS! 30 hrs.	Awake to the fact a thing exists and AWARE of its effect are 2 different things. <u>Danger lies in not being AWARE!</u>	Awake to Aware! Not a head full of facts, but a heart full of caring! <i>"Focus more on pain-filled faces than painful facts!"</i>
	160 man/hrs.		40 man/hrs.

TOTAL = 200 man/hrs.

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