

INSIDER

The Magazine of ACFSA, the Association of Correctional Food Service Affiliates

Spring 2008

Food Allergies

What to do?!

INSIDE

- ▶ Halal and Kosher: Common Practices Shared
- ▶ Making Change Stick
- ▶ Corrections Partnerships

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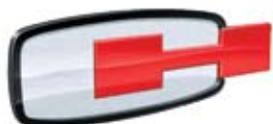
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President's Report

by Ricky Clark, CCFP, CFSM, CDM, CFPP

Greetings From Your President

As I write this article I am looking out my office window at a beautiful, sunny, warm day in February. When I walked out to lunch I felt the sun resting on my face and thought how wonderful it made me feel. It is amazing how the little things warm our hearts and bring such pleasure to us. ACFSA is a small association that brings lots of warmth and good feelings to me when I think of the friendships and partnerships I have made over the years through the many adventures we have been afforded. Life is too short to reflect on the things that bring discomfort and turmoil to our lives, so aspire to the good things in life and move on!

I see "moving on" taking us to but one place this year: Charleston, South Carolina. I am so excited about the possibility of attending our biggest conference ever! I have been keeping in touch with



"Our new management company (EMA) is doing a fantastic job as you will plainly see as the year goes on. Janine and Jon Nichols are really putting much-needed effort into making things happen for us, and for that we are grateful."

Bob Ayer, our Conference Chair, and he and his committee are making waves promising greater things than I have ever experienced in a conference. Without spoiling all the fun for you, I will just say that if you have never attended an ACFSA conference, let this be the one you go to. And if you have attended a conference, you will regret if you miss this one.

On a much larger scale, our new management company (EMA) is doing a fantastic job as you will plainly see as the year goes on. Janine and Jon Nichols are really putting much-needed effort into making things happen for us, and for that we are grateful. We are expecting this to be one of the most profitable years ACFSA has known. With your help and the hard work and dedication your Board is putting forth, we can make that a reality. Good things come to those who wait; GREAT things come to those who make things happen! Let's be the great ones that make things happen by supporting our association and letting our administrators and co-workers know how proud we are to be a small part of a great momentum.

Invite everyone you see to the conference and visit our website (www.acfsa.org) to see what your Association is doing. Also, send in articles for the INSIDER magazine to let your peers know what is going on in your world and at your place of business. Until next time, stay close in thoughts and attach those thoughts to an email or a phone call and keep in touch with me and all your ACFSA friends out there. Happy Spring!

Ricky G. Clark, CCFP, CFSM, CDM, CFPP is training and development coordinator supervisor for the Academy for Staff Development, Crozier, VA. He serves as 2007-2008 ACFSA International President.



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Dear ACFSA Members,



I'd like to take this opportunity to introduce myself to all of you. My name is Jon Nichols and I am the new Executive Director of the Association. On January 1, 2008, the Association of Correctional Food Service Affiliates made a change in management companies and teamed with Executive Management Associates located in Burbank, California. Executive Management Associates (EMA) is a full service professional management firm with nearly 40 years experience in providing association management services, conference and trade show management, and communication services to non-profit associations and organizations. EMA offices serve as the headquarters for multiple nonprofit associations, and EMA customizes its management services to each association's strategic plan to ensure results that accomplish the mission, goals, and objectives of the association.

What does this mean for the membership of ACFSA? In a time when foodservice professionals are busier than ever, EMA provides knowledgeable and experienced support staff to work with associations that have outgrown the ability to be managed exclusively by volunteers. By choosing to use an association management firm, association leadership can focus their energy on core issues and strategy rather than time-consuming administration. EMA management and staff are committed to providing high-quality, cost-effective management services and to that end, we are dedicated to seeing ACFSA and its membership flourish.

Other members of the EMA team that you will have the opportunity to meet on the phone or possibly at meetings and Conference are EMA Co-Owner, Janine Nichols, CAE, and Account Executives, Amber Brown, Barbara Williams, Charles Wenker, Andrew Wenker, and Gillian Newell. All are happy to help with your Association needs. We appreciate the opportunity to work with you for a long time to come.

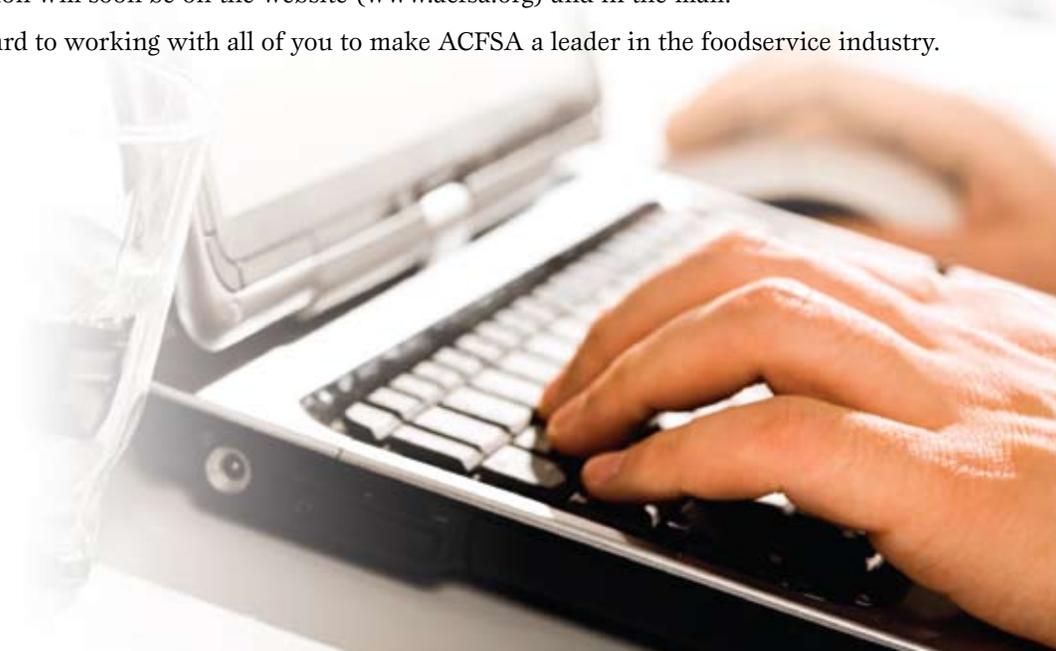
If you have not already done so, please update your address books. ACFSA's new address is, 210 North Glenoaks Blvd., Suite C, Burbank, CA 91502. New phone numbers: Office (818) 843-6608, Fax (818) 843-7423.

I would also like to take a moment to congratulate you on your membership in ACFSA. Your membership provides you with an edge in the correctional foodservice industry by offering continuing education through certification courses, quarterly newsletters, and various chapter events. You'll have the chance to network with peers to learn new and exciting trends occurring in the industry, as well as access to hundreds of vendors that provide a multitude of products.

Mark your calendars for the Annual International Conference and Trade Show happening August 24-28, 2008 in North Charleston, South Carolina, where "The Beauty of Yesteryear...Meets the Challenges of Tomorrow!" Information and registration will soon be on the website (www.acfsa.org) and in the mail.

Again, I am looking forward to working with all of you to make ACFSA a leader in the foodservice industry.

**All the Best,
Jon Nichols**



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Vice President's Message

by *Teddie Mitchell, CCFP*

Happy Spring!

As I am writing this, we're still knee-deep in snow with freezing temperatures in Wisconsin. I'm trying to picture robins and budding trees, daffodils and tulips, but it's not really working.

I suppose it's difficult to imagine how long and cold a winter can be if you've not lived through it. Once it warms up though, it's like a new beginning...something to look forward to. Now ACFSA has a new beginning as well. With EMA, our new management company, we are looking forward to a bright, sunny future.

I can truly see our members pull together, support each other, and make things happen. This success is only possible with enthusiasm and hard work. Our Regional Directors are calling and visiting ACFSA chapters. They have leads on interested members who would like to form their own chapter. Look for their reports in this issue, to see which states are ready to go.

One of my goals for this year is improved communication. When I immigrated to the United States in 1965, there were still party lines in the rural New York state area where I lived. Then, it was possible to listen in on conversations. Now, 40-plus years later, we can make "conference calls" to keep in touch. These calls connect all ACFSA Board members in seven or eight different states, plus Canada. Through this mode of communication we no longer have to travel to meetings and make decisions. We can sit in our offices, consult our notes, and access our computers; some of us have participated from home or car. We prepare for these "meetings" by e-mailing the agenda and sending ideas back and forth via cyberspace. Because of all these electronic developments, we are able to communicate instantly, and I invite everyone to take advantage of it. I would love to get e-mails with ideas and/or suggestions. E-mail me at LAW701@co.shawano.wi.us.

I also urge you to check our ACFSA website. There you'll find information on upcoming events. It is a work in progress and needs your input as well. Chapter Presidents and Secretaries, email your upcoming events to jonnichols@ACFSA.org, so they can be included in the Chapter Reports. Once everyone gets in the habit of accessing the website, we'll have achieved our communication goal.

Bob Ayer, our 2008 conference chair, keeps us updated on progress for the conference this August in Charleston and it sounds so exciting! One of the best perks of being a member of ACFSA is going to the conferences. They offer an opportunity to travel to exotic places, meet old friends and make new ones, get fresh



"One of my goals for this year is improved communications...I would love to get e-mails with ideas and/or suggestions."

ideas, earn CEUs, visit with your vendors and see new products specifically designed for corrections. It doesn't get much better!

I look forward to seeing all of you in Charleston, SC this summer!

Teddie Mitchell, CCFP is foodservice manager for Shawano County Jail, Shawano, WI. She serves as 2007-2008 ACFSA Vice President.

When all you have to look forward to is food... *It should be great!*

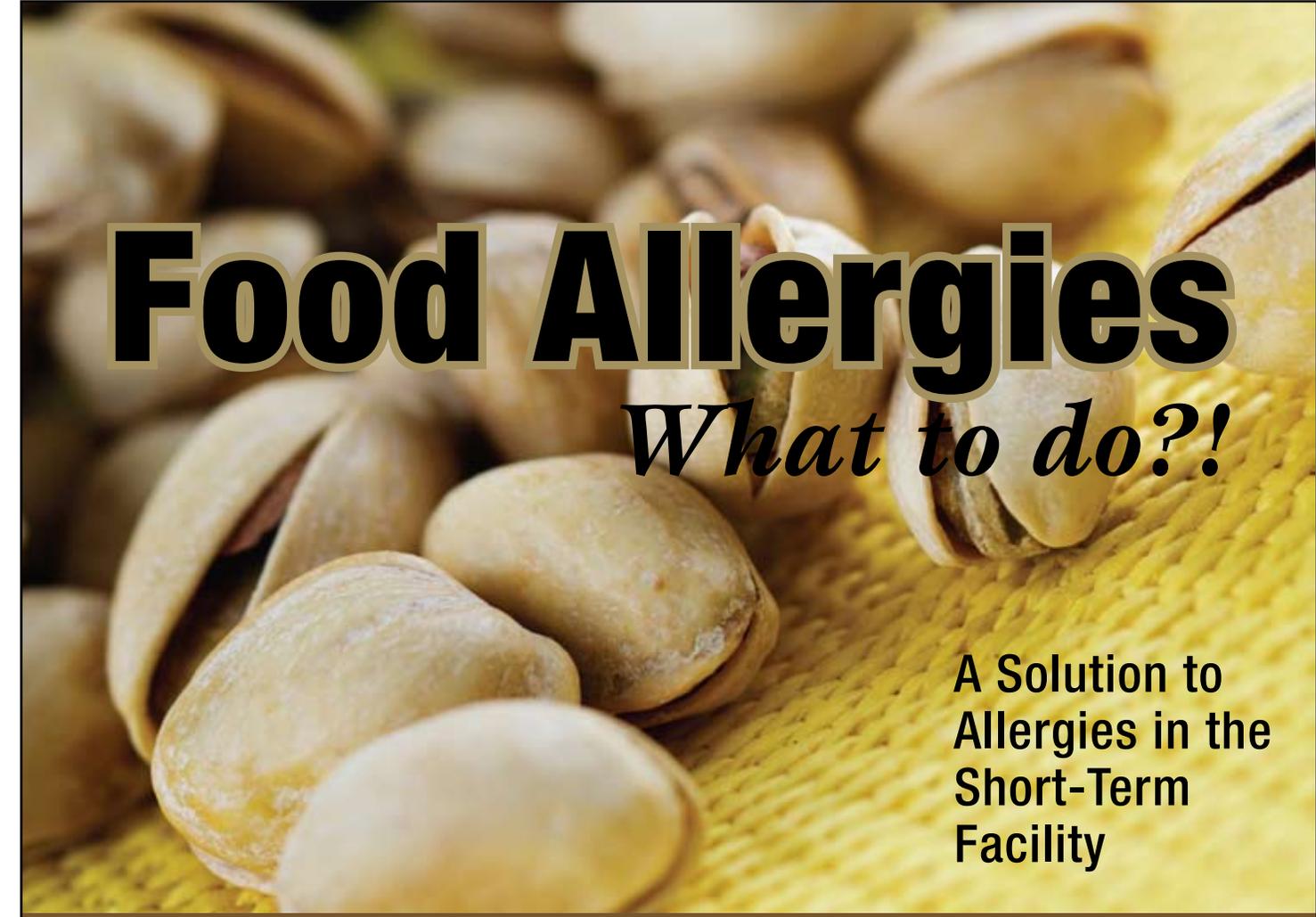
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Food Allergies

What to do?!

A Solution to Allergies in the Short-Term Facility

by Philip Atkinson

Fish, onions, green peppers, tomatoes, rice, potatoes, peas, beans, carrots, celery, oranges, apples, pasta, oriental food, and (drum roll please) *lettuce*. These are just a sampling of the reported food allergies we have received. In our case the allergies are self-reported and unverified. I'm sure we are not much different than most pre-trial facilities.

Our facility is the Hennepin County Adult Detention Center in Minneapolis, MN. We are an 839 bed pre-trial facility encompassing two buildings. We use a cook/chill system for our bulk production needs. The individual meals are assembled cold, reheated, final assembled with the cold portion of the meal, and sent to the housing units. We have neither the staff nor the budget to require testing for allergies, and the medical department is far too over-tasked to research inmate medical history. The incoming clientele have learned the "right" answers to the medical screening questions, and our legal department errs on the side of caution and advises against risking liability. In many cases no one but us, the foodservice managers, see allergy diets as an issue.

It is, however, becoming a major issue. At present in our facility about 14 percent of the inmate population has reported at least one food allergy. The items listed in the first sentence

of this article are just some of the food allergies inmates have reported. Our system is such that we must provide, once we have received a written allergy notice, a special diet meal for these individuals. This becomes extremely difficult when an inmate reports multiple allergies. I just received one that states allergies to tomatoes, peas, beans, and corn. About half the inmates reporting allergies claim an allergy to more than one item.

I have spent the last six years trying to determine the "why" of this situation. I have arrived at two answers. The first is a system that by its very nature creates an environment that fosters and perpetuates this problem. The corrections system—in order to manage and control an ever increasing number of inmates—must, out of necessity, control almost every aspect of an inmates' life. There are very few chances for an inmate to exercise choice. Without choice, many inmates have learned how to use the system to their advantage, i.e. they have figured out how to get only what they like to eat. By declaring an undocumented food allergy, the inmate places the institution in the position of making their meal choices for them. The only thing this accomplishes is shifting accountability for dietary choices from the inmate to the institution, and in particular the foodservice department. The shift in accountability allows for an increase in grievances and the potential for litigation.

The second answer is that many of the individuals entering pre-trial facilities know full well that they will be, after trial, spending some time in a long-term facility— be it a work house or penitentiary setting. By claiming a food allergy in the pre-trial setting, the inmate has on record a food allergy which will then follow them to the long-term facility. This again moves responsibility for dietary choices from the inmate to the institution.

What to do?

Once we arrived at the above conclusions we looked at ways to put the choice back in the hands of the inmates. With approval from our consulting dietitian, the Department of Corrections, the county attorney, and jail administration we began a system in November 2007 which, although not lowering the number of allergy diet, has placed the dietary choices in the hands of the inmate. This system has drastically reduced the amount of time necessary to produce the allergy diets and has virtually eliminated errors and grievances.

Prior to this new Option menu system we made some major production adjustments to eliminate as many of the most commonly claimed allergens as possible from our recipes. We have eliminated onions from all our recipes. We created recipes for a tomato/green pepper free chili, tomato free taco meat, tomato free vegetarian beans, and we removed fish from the menu. Changing to the new system will allow us to re-incorporate some of these items into our cooking again.

The Option menu system is relatively simple. When an inmate reports a food allergy they have one of three menu options available to them. Option 1 is a three meal rotating menu that alternates diced turkey, diced chicken, and “nutra loaf” as the entrée. These items are served with mashed potatoes, low sodium/low fat gravy, vegetable, bread, margarine, canned fruit, and milk. Option 2 is a bag meal that uses two hot “nutra loaf” sandwiches, a single serve bag of chips, one piece of fresh fruit, carrot and/or celery sticks, and milk. Option 3 is the regular menu—the inmate decides what he or she can or cannot eat from the tray, no special diet is required.

“Nutra loaf” is a food loaf product that, in many institutions, is used for behavioral management diets. We have adapted a recipe from the Internet to fit our needs. Rather than serve ours in the loaf form, we use a patty press and form the product into 2.5 oz. cooked weight patties. The baking time is much shorter, portioning is much easier, per batch yield is better, and it allows us to serve the product as sandwiches.

The option menus are “set in stone;” option menu adjustments occur only in very rare cases. We have not had a problem matching an allergy to an option. Many of the inmates have tried to work the options to match their wants and are quickly discovering that there are consequences to the choices they make. We do allow the inmate to change Option menus during their stay with us, i.e. switching from Option 1 to Option 3.

Our previous allergy management system was based on the allergy claimed and the menu being served. Staff would be making up to 75 individualized allergy diet trays depending on the entrée being served. With the new system we use inmate labor to assemble options 1 and 2, which frees staff to concentrate on the few (8-10) medically specific diets necessary—liquid, renal, gluten free, etc. At present we are sending a combined average of 60 Option 1 and Option 2 diets per meal. Although this number is higher on a daily basis, it is much easier to manage. We also have the added benefit of not needing to produce diet trays for those individuals that have chosen Option 3; a full 35 percent of our total allergy diets.

It is said that “necessity is the mother of invention.” I’m not sure how inventive our system is, but it was definitely necessary. It has put us back in control of a situation that many felt was not only out of control, but out of *our* control. Our hope is that in the future we will see an overall reduction in the number of allergies reported and the number of allergy diets necessary.

Philip Atkinson is food service/laundry programs manager for Hennepin County Adult Detention Center, Minneapolis, MN.



Our Options System has drastically reduced the amount of time necessary to produce the allergy diets, and has virtually eliminated errors and grievances.

OPTIONS

Allergy Sidebar To Come



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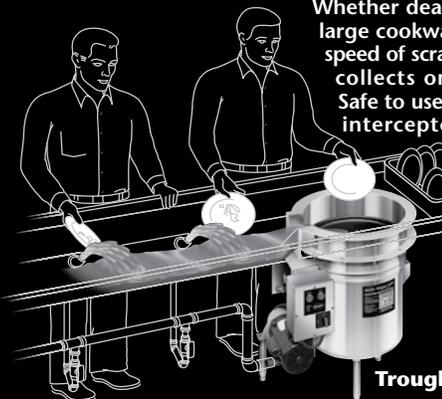
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Trough Collector



Pot/Pan Collector



Scrap Collector

Halal and Kosher

Common Practices Shared

by Barbara Wakeen, MA, RD, LD

Recognition of common religious dietary practices surfaces cyclically even though the standards we acknowledge remain unchanged. Recent listserv queries that have drawn diverse feedback have focused on Halal and Kosher meal practices.

In a 2006 INSIDER “Dietitians Corner” article on the same topic, I summarized:

We honor these dietary laws simply by offering a pork-free menu which usually reflects the meats and gelatin. This lumps both diet acknowledgements into one means to accommodate the restrictions. For those institutions that offer a more defined religious diet program, we provide a variety of options:

- Common fare menu—multiple versions of this exist
- Certified food menu
- Vegetarian menu
- Vegan menu
- Meat-free alternate entrées
- Pork-free alternate entrées
- Kosher meals—pre-packaged frozen or shelf stable
- Halal meals—pre-packaged shelf stable

There are more differences than those we commonly recognize between Halal and Kosher. They do have some commonalities, but recognizably more differences.



Halal and Kosher Commonalities

- Kosher is similar in meaning to Halal in the context of food only. Halal also refers to the lawful way of life.
- No pork consumption.
- Certification and processing must be authenticated to be labeled Halal or Kosher. The slaughtering process is done by hand with a sharp knife in a specified manner by someone specially trained to slaughter.

Below are excerpts of recent queries and responses (representing 12 states) from the Corrections Dietitian's listservs regarding Halal and Kosher practices.

Queries

What do facilities that do not use pre-packaged Halal or Kosher meals serve when they have inmates who need Halal or Kosher diets?

If they serve vegetarian diets, do they have separate cooking equipment to prepare the food?

If they do not have a separate kitchen, did they ever have any lawsuits?

Do turkey and chicken have to be Halal to be served to inmates? One RD said only beef had to be Halal?

There is a difference in the way animals are killed in each respective religion and so meat for a Kosher diet cannot be served on a Halal diet. There are also the utensils used to prepare the meals (whether pork-free or vegetarian to comply) to consider... *Is this information still true or does it depend on the Imam?*

Responses (Identified by state, but not jurisdiction)

Massachusetts

Until recently, we have never had a request for kosher meals... the county recently started getting frozen kosher meals.

...used to purchase Halal foods and then prepare them in our kitchen. Since we had an imam sign off on the menu, we were covered.

...use pre-packaged Kosher meals for Jewish inmates. The Alternative/Vegetarian Diet consists of a combination of dehydrated products and various other non-meat items such as soy-based meat analogs. Currently, we do not use a separate kitchen or separate utensils to prepare these meals.

...lawsuits are pending with regard to religious diets... Muslims are requesting Halal meat twice daily. Currently, we provide Halal meat twice a year during the Eid Feasts.

Washington

...only beef (which is the only red meat on the menu) had to be Halal.

Michigan

...does not serve Halal meals; it has separate kitchens/work areas used exclusively for Kosher meals.

Louisiana

...we have very few Kosher requests...I speak to the inmate and offer what we have that is Kosher.

Modified preparation and serving:

- Prepared chicken in aluminum foil in the oven and had the Kosher inmate remove the foil and give it to the deputy.
- Served three boiled eggs in the shell as a protein entrée. Tuna was kosher.
- Advised the inmate that kosher tuna, kosher vegetables in cans, frozen vegetables, canned kosher fruits, and fresh fruits and vegetables were available.
- Breakfast = peanut butter or boiled eggs, kosher boxed cereal or p/c instant oatmeal packets.
- All fruit juice cartons were used except *no grape juice*.
- Milk was sent with every meal along with the milk alternative.
- Double rice and vegetables with margarine (kosher).
- All meals were sent in styro trays with plastic spoon.
- Frozen vegetables were cooked in styro tray in the microwave oven.

Colorado

...implemented a Halal diet as a result of litigation in November 2005.

...serve a pork-free main population menu to keep Halal diet as simple as possible, avoiding special trays, special preparation measures, etc.

...operating under the assumption that poultry slaughtered in the United States is Halal. In the lawsuit, the inmate involved stated that he didn't have a problem with the poultry items we served and during the trial it was established to the judge's satisfaction that our alternate meal program (free of meat and poultry entrées and by-products) afforded the inmates a Halal option.

...at trial, "the inmate successfully argued that it was his sincerely held belief that he must have some beef in his diet. Since our beef is not Halal, the judge found in his favor."

...simple approach to providing Halal diets that meet the requirements of the findings in the lawsuit...those on a Halal diet go through the regular line and receive either the regular entrée or they can ask for the alternate meal option...those approved for a Halal diet get a special tray a few times per week when beef is the main entrée. Their tray contains a Halal beef patty in place of the beef entrée.

Practices to accommodate religious dietary laws continue to vary across the country... Listed here are the responses from recent queries from the Corrections Dietitian's listservs regarding Halal and Kosher practices.

Delaware

...pre-packed frozen meals served to authorized Orthodox Jewish faith...of 8,000 offenders statewide, we only have four.

Offenders requiring a vegetarian diet for non-medical reasons must make their requests through the chaplain's office.

Halal meals are not provided for at this time and we presently have a lawsuit in on providing Halal meals.

Montana

Our facility is small and old enough that it does not have its own kitchen. Meals are sent in from the county rest home...we fit into a "reasonable accommodations" clause under Montana law. Thus, we follow some Kosher/Halal stipulations, i.e. no pork, but cannot accommodate all of the specifics. Because the meals are prepared off-site, we can request, but can't guarantee, that even separate cookware is used.

Wisconsin

We purchase Kosher entrées...per our Department of Justice, it's not reasonable to expect us to have a Kosher kitchen.

Our Halal policy is still in development, but will not involve the pre-prepared sealed entrées...we will begin serving Halal beef patties in June 2008.

New York

We prepare all Halal meals, approximately 6,500, using dedicated equipment in our kitchens.

...Jewish inmates are served Kosher (prepared) dinners.

California

Halal meals are pre-packaged.

Georgia

Inmates can choose from the following options under the Alternative Entrée Program...a complete vegan program:

- Vegan
- Restricted vegan (which follows the Sabbath guidelines)
- Pork waive off with the vegan main entrée substitute only

At each of five sites...separate kitchens, where food is prepared for the Vegan and Restricted Vegan program...also have a separate serving line, specific color trays, and cups, etc., that are just used for those programs.

The Pork Waive-off vegan entrée is prepared in the main kitchen and served on the regular serving line—no special trays or cups for this option. Most participants are on the Pork Waive-off with the vegan substitute, next would be Vegan, and then the fewest number on the Restricted Vegan.

Our plan is to provide the Pork Waive-off with the vegan sub statewide, as well as add at least one more site that will provide the Vegan and Restricted Vegan program along with the Pork Waive-off.

...we have not had any lawsuits since we implemented the program.

Pennsylvania

...provide a Kosher diet to those inmates who are approved...consists of a cold bag meal, somewhat monotonous. The United

States Court of Appeals, Third Circuit, held that Kosher food provided to inmates was not required to be hot...in direct response to litigation a number of years ago. The bag meals are prepared following specific guidelines in the same kitchen as mainline foods.

To date, Kosher diets have only been approved for Jewish inmates.

...we have not yet been challenged to provide Halal meats.

...offer a vegan entrée choice at midday and evening meal, and a few other non-entrée items on the menu that may contain dairy and/or eggs. These foods are clearly identified.

Vegetarian foods are prepared using the same cooking equipment as mainline foods.

...anticipate implementing a totally vegetarian (no animal products) diet in the near future.

New Jersey

We use a "vegetarian Kosher frozen meal" for all Kosher inmates.

One facility serves Kosher...has a separate place in the kitchen to cook it all and two separate places for storage—one in the freezer and one in the storeroom.

Summary

Practices to accommodate religious dietary laws continue to vary across the country depending on jurisdiction, demographics, logistics, and litigation.

I would like to thank all of the participants in this discussion who shared their agencies' practices, making this article possible.

Barbara Wakeen, MA, RD, LD is ACFSA's Dietitians in Corrections Committee Chair. She is a consultant dietitian and owner of Correctional Nutrition Consultants, North Canton, OH.

Meetings and Announcements**NCHC Spring Conference**

Updates in Correctional Health Care
May 17-20, 2008
San Antonio, TX
www.nchc.org

ACFSA International Conference

August 24-28, 2008
Charleston, SC
Dietitians in Corrections Networking Luncheon
Details to be announced!

Past Dietitian's Corner articles may be viewed on the ACFSA website, www.acfsa.org.

Membership Information

If you would like to be added to the Dietitians in Corrections networking EML (electronic mailing list), please email me directly at bwakeen@neo.rr.com. This is an informal discussion group and your name/email address will be listed in each email sent to the group. You *do not* have to be a dietitian to be part of this listserv.



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Make

Changes

Stick

5 strategies for leading sustainable change

by Gary Bradt

It's easy to talk about change, but actually making change happen is not. How many times have we seen politicians run on a platform of change, only to be stymied by the forces of the status quo once in office? In organizations, new leaders promising change arrive with great fanfare and panache. Speeches are made and initiatives begun, only to inevitably fade into obscurity when those leaders move on and the status quo returns. At least until the next leader arrives touting the New Big Idea, when the cycle repeats.

In truth, driving sustainable change requires persistence, skill, and hard work. Armed with a strategy and an understanding of what it takes to make change stick, you can be successful. Following are five things you need to know and do to lead sustainable change.

1. Address resistance *before* it occurs.

It's predictable: The people asking you to lead them through change will be the very ones who will fight and resist you every step of the way, so challenge them before you start. Ask them to predict where the strongest pockets of resistance will most likely lie, and what they'll do to help you overcome those challenges. Let them know you'll likely need to make unpopular decisions, whether it's letting people go, or ending a product or service. Gauge their reactions, and ask how they'll specifically support you when resistance hits. If you don't like or don't trust the answers you hear, reconsider accepting the position, or at least go into it with your eyes wide open, knowing better the challenges that lie ahead.



2. Leaders don't change organizations, people do.

Your job isn't to personally change anything, but rather to inspire those who can. The people on your front lines are the true agents of change. It's your job to show them why they should. You do this by continually sharing and reinforcing an uplifting message and vision of a future that's worth waiting for, and worth fighting for. People will make ongoing sacrifices to effect sustainable change if they can see the reward is worth the effort. It's your primary job to make that connection for them.

3. Stay close to your friends. Stay closer to your enemies.

Abraham Lincoln populated his cabinet with political enemies. He knew that it was easier to influence his detractors from close range than to deal with their potshots from afar. Similarly, when Franklin D. Roosevelt was preparing the United States for war, he invited the input and participation of business leaders who loathed him and despised his policies. He knew that without their sacrifice and support, America could never produce the weapons and means necessary to defeat her enemies. Therefore, invite everyone to participate in the change process. Failing this, resistance generated by your strongest detractors will gradually erode any positive effects you may otherwise achieve.

4. Get comfortable with being uncomfortable.

The old saying "Better the devil you know than the devil you don't" is both cogent and wise. Even if circumstances are less than ideal, many people are slow to change for fear of the unknown. Just like the soreness that a first trip back to the gym will predictably produce, so too will change produce some doubts and discomfort at first. Therefore it's important to normalize these feelings. Predicting they will occur will help people interpret them as a sign of progress when they do. Finally, reassure your followers that, just like muscles eventually adapt and get stronger in response to increased loads, so too will people gradually become stronger and more comfortable as they adapt to the newness of change.

It's vital that you truly believe in and want the change you're about to lead.



5. Be honest, especially with yourself.

It's easy to articulate changes you'd like to see happen (personally losing 10 pounds, say, or cutting the budget by 10 percent at work), but change comes at a price: it requires time, effort—and often—sacrifice. Many change efforts fail because the leaders were never 100 percent committed to them in the first place; or, if they were, they did not get others fully on board (per our first four points above). Therefore it's vital that you truly believe in and want the change you're about to lead. It can't just be something that seems like a good idea, or worse, the latest trend everyone else is embracing. Begin by taking a look in the mirror: If you don't passionately want to make this change happen, no one else will either.

*Dr. Gary Bradt is a prominent speaker and writer on change and leadership. His book, *The Ring in the Rubble: Dig Through Change and Find Your Next Golden Opportunity*, was published by McGraw-Hill in 2007. You can reach him at Bradt-Leadership@Triad.rr.com or visit www.GaryBradt.com.*

Leading sustainable change requires leaders who care, followers who believe, and a commitment from both to persevere; for if your cause is great, so too the rewards.

Corrections



Cops Helping Cops and America's Most Wanted recently teamed up to rebuild a New Orleans police officer's home ravaged by Hurricane Katrina. TV host John Walsh gives the thumb's up sign as the project nears completion.

I recently had the experience of going to New Orleans to furnish Canteen food to the officers and sheriffs who rebuilt an officer's home that was destroyed by Hurricane Katrina. You can go to the website of Cops Helping Cops—www.copshelpingcops.com—and see shots of Sergeant Justin “Jay” Vitrano’s home. He has two sons who live with him, one is 15 and the other is 24 and has Down’s Syndrome. Cops Helping Cops cannot tear down structures, the bylaws say they must rebuild the home as it was standing. Somehow they found a way to add on a small area for Justin’s older son, so he can have his own place and yet be connected to his dad.

This story has been carried in many Michigan newspapers and on news media throughout the United States. The Tuscola County officers were pictured on the front page of the New Orleans paper while we were there. Forty-seven officers and sheriffs became home builders for a week and

made a difference. Sergeant Vitrano started with a shell, we gave him back a house, and we are all confident after meeting Justin and his family that they will make this their home for a long time to come. Cops Helping Cops has done 21 rebuilds and they support the officers that keep us all safe and protected throughout the United States.

This was a once in a lifetime experience and I am so fortunate to have had the opportunity to go and support our correctional partners. I have never seen people more grateful for canned ravioli and salad after a week of Cajun eating! Jim Beach, CCFP and his staff at Orleans Parish provided three dinners of steaks, ribs, and spicy boiled shrimp that our Michigan officers swear was marinated in hot pepper sauce and could walk alone! I had the privilege of spending time with Jim and his team at the Orleans Parish jail kitchens. It’s amazing what that staff does with four steam kettles and 2,500 inmates, but Jim should share that story!

Just to give you an idea of the area of devastation, I drove far enough while I was down there to use a tank and a quarter of gas, and was never outside of areas that had less than three feet of water damage. It is just shocking that Americans are living like this. Jackson County Sheriff Dan Heyns said it best: “I can wrap my arms around one or two houses, but devastation like this is just too much to comprehend.” As Americans, we cannot forget these people...it looks and feels like a third world in our own country.

We had product donated by SYSCO and purchased food from Pigeon Catering in New Orleans, and the last day there was another seafood boil furnished by the America’s Most Wanted crew. No one went hungry, and everyone worked hard. Preparing food for this team was somewhat like a big campout. We would finish breakfast, clean up, begin lunch, clean up, begin supper, clean up, and order pizza for the midnight crew—and begin again!

Thanks for reading and thanks to those of you who already made generous donations to Cops Helping Cops. Your from-the-heart contributions went to the rebuild, and Canteen Michigan and New Orleans along with Bateman Senior Meals, donated most of the food with the exception of the Orleans Parish and SYSCO’s generous gifts.

Please consider making a donation of time or money to Cops Helping Cops. No matter how small or large your gift, every dollar helps rebuild an officer’s life. These same officers put their lives on the line daily to protect and serve us, our families, and friends.

Partnerships

A Different Angle

by Cindy Burns



Moldy boards and drywall are removed from the home to make the structure safe and habitable. The home held four feet of floodwater following the levee break.



It means so much to these police officers from across the United States to be able to go in and focus on the construction project and not have to worry about meals. If you have time to donate on a rebuild team, please contact Cops Helping Cops at the address below. I guarantee you won't regret your decision to support this awesome effort.

Your donations can be mailed to:
Cops Helping Cops
c/o Undersheriff Dave Fowler
2805 135th Avenue
Hersey, MI 49639

Online donations can be made at
www.copshelpingcops.com

Cindy Burns is vice president of correctional services for Canteen Services, Coldwater, MI. She serves as 2007-2008 ACFSA Secretary.



A representative from the crew that helped re-build Sergeant Vitrano's home.

Election Excitement

by Lavinia Johnson

Today is the primary election in Virginia and there is a sense of excitement in the air. It is wonderful to see all this interest in the candidates and so much attention paid to the primaries. In some polling precincts in and around Richmond there was a one hour wait and they ran out of ballots. State police helicopters flew in extra ballots.

I love to see this type of excitement in America and I would like for ACFSA members to get excited about their organization and involved in the elections. By the time you receive this magazine, our nominations for this year's officers will be in.

Being on the Board is not an easy job given all the other activities of members.

However, we have very loyal board members who are so devoted to the association that they volunteer their time and efforts. We have been through several major changes in the last year and our board has remained very cohesive. Bob Ayer is working very hard in South Carolina to make our summer 2008 conference our most memorable meeting ever.

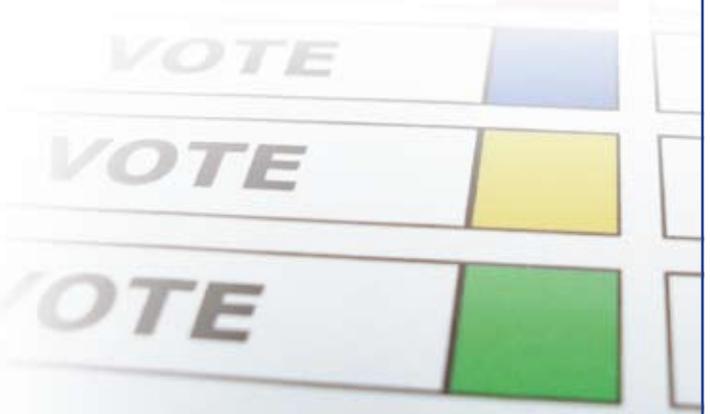
When you receive your ballot for our elections, please show your support by noting your choices and mailing it back by the deadline. Participate in your local chapter or, better yet, start one if your state does not have a chapter. Send articles to the INSIDER about what is going on in your facility.



I think by the time we land in South Carolina we can experience a very wonderful ACFSA. Our enthusiasm might not be as noisy as the national elections, but we can give it a try!

Lavinia Johnson is INSIDER co-editor.

I would like for ACFSA members to get excited about their organization and involved in the elections... Our enthusiasm might not be as noisy as the national elections, but we can give it a try!



Looking for a Few Good Leaders

by Jim Hartman, CDM, CFPP

It is hard to believe that Spring is just around the corner. And with the Spring issue of the INSIDER comes the search for ACFSA National Board Members. I would like to challenge each and every one of you to look around and help find us some great new Board members. We will have to fill director positions in Region I and Region III, Professional Partner Representative for Equipment, along with Vice President-Elect and Treasurer. If you are happy with those in office now, let them know you want them to run again if they have not already run for a second term.

Better yet, why don't you run for an office? There are lots of you out there that have wonderful ideas on how to make this great Association better. So step up and be counted! Like the Marines, we are looking for a few good men and women to lead us into the future. Don't forget to mark your calendar



for August 24-28, 2008 for our International Conference in Charleston, SC. Together we can make this the best conference ever. I hope to see you all in Charleston in August!

Jim Hartman, CDM, CFPP works at Albemarle-Charlottesville Regional Jail, Charlottesville, VA. He serves as 2007-2008 ACFSA Vice President Elect.

Industry Calendar

2008

- | | | | |
|-------------------|---|----------------------|---|
| May 4-8 | American Jail Association (AJA) Annual Training Conference and Jail Expo
<i>Sacramento, CA</i> | July 27-31 | Dietary Managers Association (DMA) Annual Meeting
<i>Philadelphia, PA</i> |
| May 17-20 | National Commission on Correctional Health Care (NCCHC) Updates in Correctional Health Care
<i>San Antonio, TX</i> | August 9-14 | American Correctional Association (ACA) Summer Conference
<i>New Orleans, LA</i> |
| May 17-20 | National Restaurant Association (NRA) Restaurant Hotel-Motel Show
<i>Chicago, IL</i> | August 24-28 | Association of Correctional Food Service Affiliates (ACFSA) International Conference
<i>Charleston, SC</i> |
| July 20-23 | School Nutrition Association (SNA) Annual National Conference
<i>Philadelphia, PA</i> | October 25-28 | American Dietetic Association (ADA) Food & Nutrition Conference & Expo
<i>Chicago, IL</i> |

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Welcome

New ACFSA Members



PROFESSIONAL FOODSERVICE MEMBERS

- ▲ Dawn Allen
Montcalm County Jail
Coldwater, MI
- ▲ Diane Cammenga
Project Rehab
Coldwater, MI
- ▲ Karen Edwards
Tuscola County Jail
Coldwater, MI
- ▲ Kate Finn, MPH, RD, LDN
Aramark Correctional Services
Downers Grove, IL
- ▲ Scott Goetz
Muskegon County Jail
Coldwater, MI
- ▲ Cheryl Heath
Osceola County Jail
Coldwater, MI
- ▲ Jennifer Henderson
4290
Ridgeway, NC
- ▲ Robert Hernandez
Clare County Jail
Belmont, MI
- ▲ Jim McIntyre
Allegan County Jail
Coldwater, MI
- ▲ Mark Nashiro
Department of Corrections/
Santa Clara County
Milpitas, CA
- ▲ Tami Rush
Lapeer County Jail
Coldwater, MI
- ▲ Natalie Saunders
St. Joseph County Jail
Coldwater, MI
- ▲ Jim Scott
California Prison
Industry Authority
Folsom, CA
- ▲ Stacy Shillington
Canteen Services
Coldwater, MI
- ▲ Ronald White
Merrimack County DOC
Boscawen, NH
- ▲ Sidney Williams
Correctional Industries
Washington State
Tumwater, WA
- ▲ Joanne Zacharics
Montgomery County DOC
Boys, MD
- ▲ Alice Zahedi
Warren Correctional
Macon, NC

INSTITUTIONAL MEMBER

- ▲ Michael Ensing
Kent County Sheriff's Department
Grand Rapids, MI

ASSOCIATE PROFESSIONAL PARTNER

- ▲ Gwyn Smith-Ingley
American Jail Association
Hagerstown, MD

PROFESSIONAL PARTNERS

- ▲ Don Boone
The Schmid Wilson Group
Midlothian, VA
- ▲ Mark Jansen
E. Friedman Associates
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REGION I REPORT

by Carol A. Thomas, CDM, CFPP, VCO



I would like to start by saying that I hope everyone had a wonderful holiday season. I don't know about anyone else, but I hit the ground running in January and have not slowed down yet. The weather here in Virginia has been crazy. I am not sure if we are still in winter or spring. We've had a couple of warm days and then a blast of cold; the weather just can't seem to make up its mind. I cannot wait until it gets a bit warmer though. I like the springtime, when everything wakes up from its cold state. Trees start budding, flowers bloom; you can smell the sweetness of spring in the air. Like spring, I am looking forward to the International Conference this August in Charleston, South Carolina. Bob Ayer, Fred Carter, and Jim Hartman are working very hard to make this the best conference ever, and I am sure it will be.

I have been in touch with the presidents of the active chapters in Region I. In my last report I indicated that I wanted to get out and visit the chapters, however, that has not yet happened. I am still determined to make that happen before the International Conference.

I would like to remind everyone to continue working on adding new members to your chapter and to our great association.

If any member has comments or if I can help in any way, please feel free to call me at (804) 784-6882 or email me at Carol.Thomas@vadoc.virginia.gov.

REGION II REPORT

by R.J. (Jim) Beach, II, CCFP

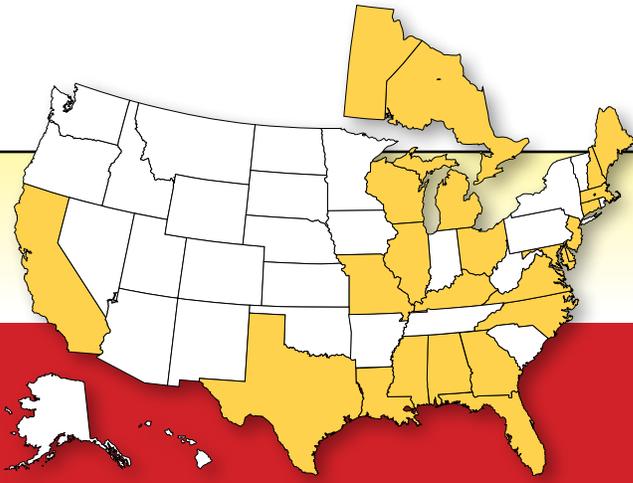


I would like to first apologize to all members of Region II for not putting in enough time and recruiting members as I should have. I am sure some of you are tired of hearing about Hurricane Katrina and its aftermath, but to some of us it is something we have to deal with everyday. We are in the process of re-building an 85 year-old kitchen and planning for a new 100,000 square foot kitchen and warehouse facility. We have been cooking out of a building with four steam kettles for the past two years; this is not an excuse for not doing ACFSA business, just an explanation.

Now down to Region II... I would like one or two members from each of the following states to contact me to be a State Representative and a contact from your area:

Alabama, Arkansas, Florida, Georgia, Kentucky, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and the Virgin Islands

Contact me via phone: (504) 827-8529 office, (504) 234-5314 cell, (504) 821-2510 fax, or email: beachr@opco.org.



ACFSA Regions

If you are an ACFSA member from outside the United States and do not know what ACFSA region you are in, call the Headquarters office for answers at (818) 843-6608.

Region I

Connecticut	New Hampshire	Vermont
Delaware	New Jersey	Virginia
Maine	New York	Washington DC
Maryland	Pennsylvania	West Virginia
Massachusetts	Rhode Island	

Region II

Alabama	Louisiana	Tennessee
Arkansas	Mississippi	Texas
Florida	North Carolina	Virgin Islands
Georgia	Oklahoma	
Kentucky	South Carolina	

Region III

Eastern Canada	Michigan	Ohio
Illinois	Minnesota	South Dakota
Indiana	Missouri	Wisconsin
Iowa	Nebraska	
Kansas	North Dakota	

Region IV

Western Canada	Hawaii	Oregon
Alaska	Idaho	Utah
Arizona	Montana	Washington
California	Nevada	Wyoming
Colorado	New Mexico	

REGION III REPORT

by Steven Morgan

January 30, 2008: Welcome to Canada, specifically Toronto, home of 100 kilometre per hour winds and a -9-degree temperature. It's a new year full of hope and enthusiasm for the Association and the future.



I am now fully recovered from my surgical experiences, and walk without pain. Hip surgery is highly recommended to cure what ails you, especially back and leg pain. All appears to be quiet within Region III, and since the start of the new year I have not heard too much from anyone within the region.

The Michigan Chapter is planning a cookbook to house everybody's favourite recipes. If you would like to contribute your favourite recipe, send it to Dallen@canteenservices.com for possible inclusion in the Michigan cookbook. Michigan is also well advanced in the planning stages for their annual conference, which will be held again this year (by popular request) in Frankenmuth, MI. The preliminary date picked for the conference is June 2008.

The Ontario Chapter has a new board of executives, who are also busy planning a conference for September 2008. It is hoped the conference will be held in the heart of Toronto, close to the shopping and theatre district. The board is currently reviewing quotes from various sites, and a final decision on the conference venue will be made very shortly.

All is quiet in the rest of the region with most of the chapters just restarting after Christmas, and looking at meetings and planning for the future. To all the members in Region III and indeed the whole Association, I offer wishes for a safe, happy and prosperous year to you all as individuals and to our Association as a professional organization.

As always, I can be reached at steven.morgan@ontario.ca or sfmorgan6@sympatico.ca.

REGION IV REPORT

by Karen Candito

Hello everyone! Here's hoping that the year is off to a great start. Looking forward to lots of sunshine and fresh flowers this spring.



There has been much activity in Region IV. The California Chapter held a meeting on January 10, 2008 at the Century Regional Detention Center of the Los Angeles County Sheriff's Department. The meeting was hosted by Benson Li, Manager of the Food Service Unit, with 45 members in attendance.

A very dynamic workshop was presented titled "Pruno in Corrections. A day without Pruno is like a day without sunshine." Ways to reduce pruno (jail made alcohol) were presented and discussed. An overview of the very successful canine pilot program was also shared. During the first two years of the pilot, two dogs have sniffed out 683 gallons of pruno in LA County jails. Now we just need to find dogs that will sniff out food stolen from the kitchen! A tour of the cook chill operation rounded out the day.

California is also in full swing planning for their Statewide Conference in October 2008.

Work is continuing with Washington state and the reactivation of their chapter. It is my hope that by the time of this publication we will have elections well underway.

Folks in the state of Oregon have contacted me and we are working together to develop a chapter for them, too. They are very enthusiastic and I look forward to many exciting things happening in that great state.

Our association is growing and that is a healthy thing! Please contact me if you know of anyone who might want to join or who needs more information. I'm happy to support individuals as well as chapters in the areas of development and sustainability (or anything else that is needed). Please use me as a resource if you are already a part of a chapter.

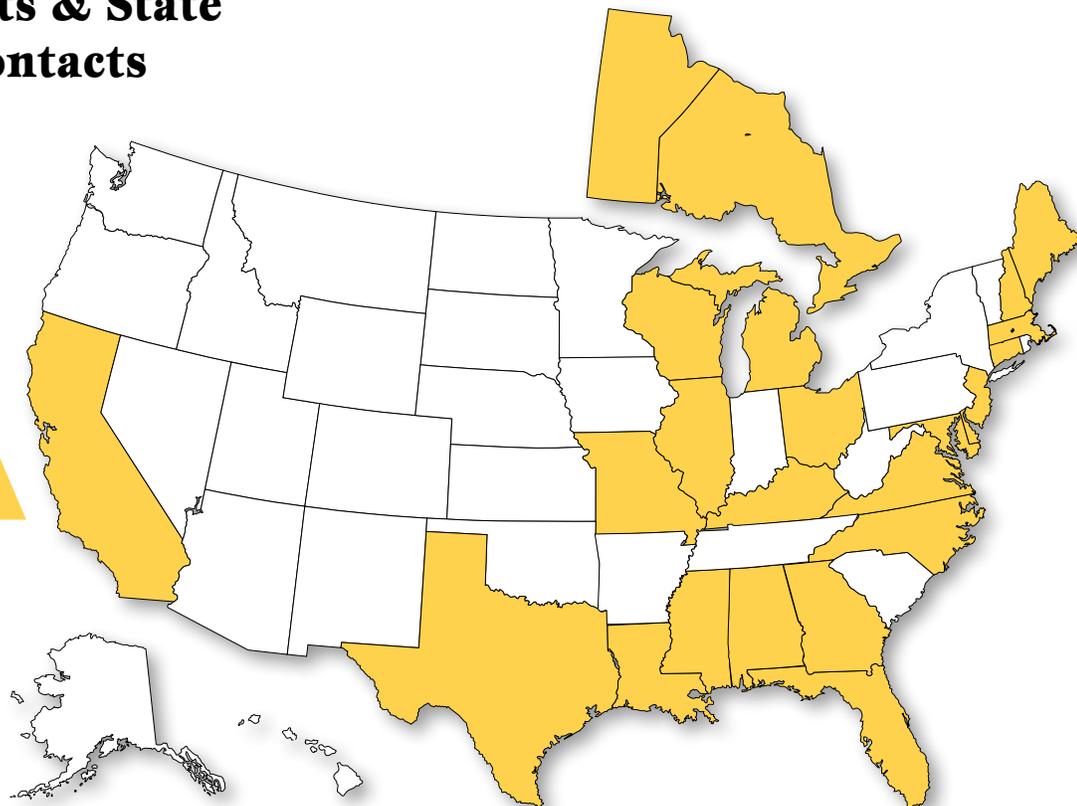
Or, simply let me know of the great things that you are doing so that I can share that with others. Cross pollination is one of the keys to success. I'm interested in any and all ideas that you have and will be happy to network for you, too! My contact number is (408) 957-5351. Or e-mail me at Karen.Candito@doc.sccgov.org.

Additionally, be sure to put August 24-28 on your calendar and make plans to attend ACFSA's International Conference in Charleston, South Carolina. The conference planning committee has been working hard to make this the BEST conference ever.

In the meantime, enjoy the sunshine and don't forget to smell the flowers.

Chapter Presidents & State and Provincial Contacts

USA



ALABAMA

Rena McWilliams
Jefferson County Detention Center

CALIFORNIA

Laurie Maurino, RD*
High Desert State Prison

CONNECTICUT

Michael Gaughran, CCFP
York CI

DELAWARE/MARYLAND

Paul Downing, CDM, CFPP*
Delaware DOC

FLORIDA

James Johnston, CCFP, CDM,
CFPP, CJM*
Pasco County Sheriff's Office/DOC

GEORGIA

Charles Barnes*
Macon State Prison

ILLINOIS

Helen Lewis, RD, LD
Cook County DOC

KENTUCKY

Larry Parshall
Kenton County Detention Center

LOUISIANA

Mj. R. J. Beach, II, CCFP
Orleans Parish Sheriff's
Department

MAINE

Spencer Smith
Maine State Prison

MASSACHUSETTS

Chris Gendreau, CCFP, CFM
Massachusetts DOC

MICHIGAN

Patty Beadle*
Canteen Services

MISSISSIPPI

Steven C. Holtz
Mississippi DOC

MISSOURI

Juanita Avery
St. Charles County DOC

NEW HAMPSHIRE

Jeffrey Perkins
New Hampshire DOC

NEW JERSEY

Yvette Knox*
River Front State Prison

NORTH CAROLINA

James Maher*
Durham CC

OHIO

Vivian Hawkins, CCFP*
Ohio Dept. of Rehabilitation &
Correction

TEXAS

Gail Wood-Toulmin, CFPM
Collin County Sheriff's Office

VIRGINIA

Paul Hawkins
Deerfield Correctional Center

WISCONSIN

Elaine Diedrich, CCFP,
CDM, CFPP*
Manitowoc County Jail

CANADA

MANITOBA

David Wainwright
Dauphin CI

ONTARIO

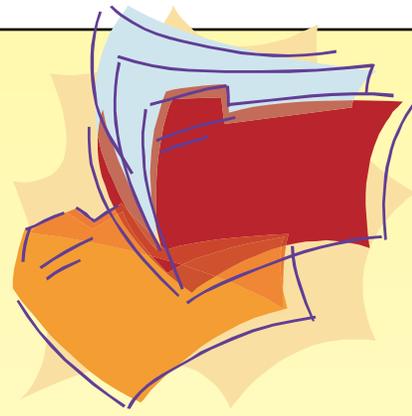
Marcella Maki*
Niagara Falls Detention Center

Call ACFSA Headquarters if you
want contact information for any
of these individuals
(818) 843-6608



* Chapter President

Chapter Chatter



NEW JERSEY

On December 3, 2007 the New Jersey Chapter held its third quarter meeting with Board members Yvette Knox, President; Martin Schulman, Treasurer; and Robin Miller, Secretary; and a small attendance of three members.

The topics of discussion were building membership and improving meeting attendance. Suggestions were made to re-contact old members, notify members and non-members of meetings by hard copy and a personal call, change the meeting schedule back to working hours, post meeting minutes and agendas in the institutions, and develop a three bullet statement of benefits explaining “what’s in it for me.”

Suggested future agenda topics include leadership development, improving supervisory skills, menu changes as dictated by cost increases, succession planning and training to encourage professional development, and how to design a professional development plan.

Submitted by Robin Miller

ONTARIO

Greetings from the Ontario Chapter! The Ontario Chapter has had a very busy and prosperous year. The conference held in Thrord September 30 - October 3, 2007 at the Four Points Sheraton was a wonderful experience and a great success. This conference hosted the annual North American Cook Off. This year’s competition consisted of a Canadian team, a USA team, and an International team, which was fortunate to have one team member from both the USA and Canada, participating as a team. First place in the Cook Off went to the Canadian team, second place went to the USA team, and the runner up spot went to the International team. All participants enjoyed a great time, with lots of laughs during and after the competition. Congratulations to Jacques LaFrance and VI McCullough, from the Ottawa Carlton Detention Center, for all of their hard work securing the trophy back from the USA after the Canadians lost in Michigan. We’re looking forward to the next competition!

Members are enthusiastic and excited about the prospects of new educational programs, training and certified programs, as well as networking opportunities that are associated with every new conference.

The Executive Board members are in negotiations to organize the 2008 Regional Conference, “Fly the Flag, Manage the Change.” The location and list of events will be communicated to all association members as soon as plans are finalized.

The Ontario Chapter also announced a new Executive Board:

- President:* Paul Fortier
Elgin Middlesex Detention Center
- President Elect:* Katherine Campbell
Ottawa Carlton Detention Center
- Treasurer:* Dave Sharma
Hamilton Wentworth Detention Center
- Secretary:* Dianne Rutherford
Central East Correctional Center
- Past President:* Marcella Maki
Niagara Detention Center,
supported by Regional Director
Steven Morgan

A special thank you to Marcella Maki and her team, for all the years of hard work and dedication in ensuring the ACFSA conferences provided an educational, exciting, and memorable experience for all participants.

The Ontario Chapter is looking forward to meeting the challenges of a new year head on!

Submitted by Dianne Rutherford

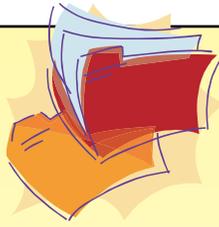
VIRGINIA

Greetings, Salutations and a warm, fuzzy “Hey how are you doing?” from the great Commonwealth of Virginia! I hope that this issue of INSIDER finds each and every one of you in great health, happiness, and spirits. The Virginia Chapter kicked off our year with a great meeting on January 25 at the Virginia Department of Corrections Headquarters at Atmore in Richmond, VA. Our very own Linda Shear, who is the Virginia DOC Dietitian, hosted the meeting. She provided the biggest muffins I have ever seen, donuts, and trail mix—what a great way to start the meeting.

Twenty six members attended the meeting, which also included six vendor liaisons. Bryan Waechter of Hobart gave a presentation on his company—background, equipment, and their service records. Michael Robertson of Jones/Zylon spoke about how they would like input for their correctional equipment; he also honored our very own Ann Taylor for her Chicken Curry recipe that made it into Jones/Zylon’s yearly calendar. I guess that makes Ann our pin-up calendar girl for the month of March. Way to go Ann! Forest Gibbs IV thanked everyone for their support of Richmond Restaurant Service.

(Continued on page 26)

Chapter Chatter *(Continued)*



Terri Smith and Sheila Philips—or as we call them the “Crest Girls”—spoke about using local equipment and vendors. Don Boone of Schmid Wilson spoke about spec writing, stating that if you used the words “delivery, uncrating, setup, wiping off and instructions” you would save thousands of dollars a year.

We held a 50/50 raffle, which brought in \$146; Bryan Waechter won the raffle but donated his winnings back to the association. Lunch followed, which was also sponsored by Bryan. The food was catered by Ukrops and included a deli platter, potato salad, pasta salad, rolls and bread, fresh fruit platter with a wonderful pineapple dip, cookies, and the cutest little brownie bites you have ever seen. A big round of applause and thank you to Bryan Waechter of Hobart. And as I have stated numerous times before, *we love our vendors.*

Our business meeting opened with Jean Golas reading the minutes from our meeting in October. Ann Taylor gave the treasurers report and the old Commonwealth is doing okay. We discussed ways to improve our website, and our Webmaster Hassan Abadi will take all discussions/ideas back and work on improving our website, www.acfsa-va.org. Ricky Clark and Carol Thomas spoke about the new management company, EMS. They feel that we are moving forward in the association and that things are going to happen. Ray Briggs discussed the summer conference and all that Bob Ayer has planned. Ray also stated that Wheel of Fortune and American Idol was filmed in the hotel where the ACFSA International Conference in Charleston will be held this summer.

Who knows—you might end up sleeping in the same bed that Vanna White was in or sitting poolside in a chair that Pat Sajak sat in.

Our location for the October meeting has changed from Brunswick Correctional Center to the Prince William Adult Detention Center. But for now, we will see all of you great Virginia members at the spring meeting, which will be held at the Lynchburg Regional Jail and hosted by Robert Pennix. Come out and join us.

Submitted by Jean Golas

WISCONSIN

The Wisconsin Chapter is busy planning for our spring meeting at Piper Industries on April 22, 2008 in Wausau. We invite everyone to attend! As the date gets closer, we will share the meeting agenda.

One of our meeting speakers will be Denise Ellis. She is one of the State of Wisconsin jail inspectors and will talk about what to expect when the inspector is at your doorstep. Other speakers may include a jail nurse to address special diets, infection control, and first aid. The meeting will include lunch. As always, we are seeking fresh ideas and new perspectives for our Wisconsin Chapter and Association.

We are looking forward to a very active 2008!

Submitted by Regina Hinrichs, MPH, RD, CD

Visit the ACFSA Website for All the Latest **Conference News!**

The ACFSA website is your source for the most current news on the ACFSA International Conference!

Plans for the August 24-28, 2008 event at Embassy Suites hotel, Charleston, SC are shaping up nicely and there's much to be excited about! Great education and fun social activities with your ACFSA friends are waiting for you at the conference, “Where the Beauty of Yesteryear...Meets the Challenges of Tomorrow.”



Look for innovative exhibits on the show floor, where the theme will be “The Roaring '20s.”

Learn more! Visit www.acfsa.org



Past President's Message

by Richard Wyckoff, CCFP

Looking to the Future

As your past president I am very proud to have been a part of this year's executive board, who have set the path to the future for the Association of Correctional Food Service Affiliates. We have gone through some changes, but they were all for the welfare of you—the members—and our supporting professional partners.

All of our state chapters, large and small, have been asked to temporarily operate without rebates. The rebates will eventually be returned to you, but that must not discourage the fact that your association still expects you to stay focused and strong to recruit new members. Professional people never let a setback stop them from achieving success. Transfer the energy and excitement that drew you to become an ACFSA member, and invite your area correctional colleagues to join us. Encourage your chapters to have fundraising projects like yard sales, bus trips, block parties, and maybe even covered dish parties.

With our International Conference only months away, your reservations should already be made; but if they are not, please don't wait much longer. Rooms are going fast at the Embassy Suites and Convention Center, but there are two alternate hotels that you can book your reservations to come to beautiful Charleston, South Carolina. For information, please contact Bob Ayer at (803) 361-3934 or Fred Carter at (706) 857-0414. Bob, Fred, and their committee are ready to welcome you to the most exciting conference in the history of our association. Get together with old friends and welcome new ones at the Presidents Reception and First Timers night. You will also be treated to a variety of exciting and informative breakout sessions, plus the charm of the Old South. You won't want to miss a minute of this year's impressive conference.

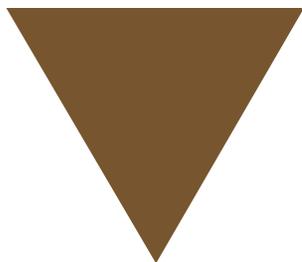
See you all in Charleston this August!

Richard Wyckoff, CCFP is Assistant Food Service Supervisor I, East Jersey State Prison, Rahway, NJ. He is ACFSA's Immediate Past President.

INSIDER

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Inside INSIDER

► *INSIDER* Editors: **Lavinia Johnson** and **Barbara Holly**, CCFP, CDM, CFPP

INSIDER is published four times annually by the Association of Correctional Food Service Affiliates.

The Fall issue mails in September, the Winter issue mails in December, the Spring issue reaches your mailbox in March, and the Summer issue will arrive in June. We welcome any suggestions or articles for future issues.

Editorial Statement and Procedure

The mission of the Association of Correctional Food Service Affiliates (ACFSA) is to develop and promote educational programs and networking activities to improve professionalism and provide an opportunity for broadening knowledge.

Statements of fact and opinion in this publication are the responsibility of the authors alone and do not imply an opinion on the part of the members, directors, or staff of ACFSA. The Association reserves the right to edit submissions. Materials may not be reproduced without written permission, so please obtain permission to reprint from its source when submitting an article.

To submit an article for the Summer 2008 Issue:

1. Please send via e-mail by **May 1, 2008** to:

ACFSA—INSIDER

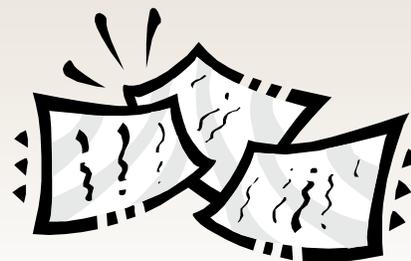
Lavinia Johnson, e-mail: laviniajohnson@aol.com or

Barbara Holly, e-mail: barbaraholly@bellsouth.net

2. ACFSA does not guarantee that submitted articles will be published. Articles may be edited, and placement is determined by the editor.
3. You may also include a photograph, simple graphics, charts, or pictures that you think may be useful to the article.
4. If you have submitted or will submit the article to other publications, please notify us at the time of submission of the publication name, editor, and phone number.

Letters to the Editor

Please forward your letters and comments to Lavinia or Barbara via e-mail at laviniajohnson@aol.com or barbaraholly@bellsouth.net. Please specify that you are contacting us regarding the "Letters to the Editor" column. We reserve the right to edit submissions.



Stay **CONNECTED!**

www.acfsa.org

Visit the ACFSA Website for all the latest association news...

- Learn more about the ACFSA International Conference, scheduled for August 24-28, 2008 at Embassy Suites Hotel, Charleston, South Carolina.
- Download nomination forms for 2008 ACFSA elections.
- Chat with your ACFSA colleagues from across the country and Canada!

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