

INSIDER

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



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President's Message

by Jim Hartman, CDM, CFPP

Thanks to Everyone for an Outstanding Conference!

I would like to start off by giving a Great Big Thank You to Cindy Burns, Gatha McClelland and the team in Michigan for an outstanding Conference. They did a bang up job in all areas. The outing at the beach was a big hit with everyone. The training, speakers and Chef Jeff were the best and we appreciate all the hard work in putting this Conference on. If you were not there you missed a great time. You all know Ricky Clark and he is always talking. We may have discovered the only way to get him to be quiet by entering him in a pie eating contest. That was more fun than I can put into words!

Even with the economy in the shape it was we had a great turn out of both members and vendors. In fact, we had a good across the board showing from membership from all corrections sectors. There were State, County, Private and Federal members there. Thanks to all the jurisdictions that allowed their people

two Starbucks and two muffins a week will pay your way to the conference. If you come up short you can ask your company for the rest. Better yet you can apply for a scholarship or for one of the other awards to help pay your way. There is another way to make the trip also. Be a real supporter of this great association and run for one of the position that will come open this year on the board. That will get you there with all expenses paid.

So where do we go from here? I will ask each one of you to try and get at least one new member this year. When times are hard, people turn to each other for help. Where better than ACFSA to get the answers? So reach out to at least one person and let's grow this great association this year. I ask that everyone please step up and do your part in this recruiting effort. Additionally, we will be looking at trying to start up a couple of new chapters this year. Already, we have two states that have shown an inter-



Reach out to at least one person and let's grow this great association this year. Everyone please step up and do your part in this recruiting effort. We will be looking at trying to start up a couple of new chapters this year also.

to attend. I would also like to thank Tom Issermoyer the National Food Service Administrator of Federal Bureau of Prisons for making a last minute push to get as many of his folks there as he did. They are a great group and have the same problems to face as the rest of us. And, as everyone knows, we could not do what we do without all our great vendors. Thank you one and all for that great support.

I know that the folks in California are busy planning this year's San Diego conference and will come up with something to top this last conference but it won't be easy. I want everyone to mark their calendars now for August 22-25, 2010 and start saving to make the trip to the west coast for a great time. Talk to your bosses now about the next conference! You don't want to wait till the last minute. We are all still struggling with money issues in our jobs and it is not going to get much better this year. But if we plan now to make the trip to the next conference you will be surprised how much you can put aside. Just save the money for

est in doing this. I hope to make contact with these states and work on making this happen. If you live in a state that doesn't have an active chapter and you would like to get one started just give me or any board member a call and we will be more than happy to give you the support needed.

In closing I would like to say thanks to the great Board of Director that you have looking out for your interests and making sure that things run as smooth as they do. But that would not be possible without our great Management Company, Executive Management Associates and our Executive Director Jon Nichols. You all are just fantastic. Take time to thank them for the job they do.

Till next time, keep the people that keep us safe from harm, those American fighting men and women in your thoughts and prayers.



Past President's Message

by *Teddie Mitchell, CCFP*

Is it possible to keep topping previous conferences? For me, the Grand Rapids conference was the icing on the cake; topping the amazing year of my presidency.

Our increased membership and attendance, our wonderful vendors who supported us throughout the year and especially the conference co-chairs and committee made this a most memorable event for me.

I credit the increase in interest in our organization to Janine and Jon Nichols and their staff. I have heard from several new members that by finding us "on the Web" they realized that there are lots of other colleagues facing the same challenges. They joined ACFSA to take advantage of all we offer and were not disappointed.

In my follow-up on the backpack challenge I mention talking to Robert Gauthier. His enthusiasm is contagious and he told me that he learned more in four days at the conference than the previous four years he spent working at his Michigan DOC facility. He specifically mentioned the networking: visiting, comparing notes and sharing.

Our own Northern Lakes Chapter president-elect Tim Thielman shares that enthusiasm. He has been a member for a short time but jumped right in, took the CFMS course and received his certificate in Grand Rapids. In a letter to our Chapter he wrote in part: prior to joining the ACFSA I used to endure struggles alone now however I have a powerful network of food service professionals who keep reminding that I'm not alone with the alligators.

It is in talking to other members that I'm aware of what this association means to me as well. I was like Robert and Tim 15 years ago and lucky indeed to get acquainted with ACFSA soon after I started working in correctional foodservice.

I would like to thank everyone who has made this year such a wonderful experience. Being past president is just the next step in my commitment to ACFSA and I plan to have another great year, traveling to meetings, making new friends and keeping in touch with old friends. I so agree with another past president, Barbara Holly who said: "ACFSA is a very special Association. Once you have it in your system, it is nearly impossible to just walk away."

I will be the chair of the nominating committee and ask for your help in finding potential leaders of this great organization. Call or e-mail me with suggestions. I also welcome your comments and questions and hope that you make frequent visits to our web site. There you find another great way to stay in touch with your peers, especially helpful for those members living in areas without a Chapter.

In closing, I wish every one of you a happy and blessed holiday season and may the New Year bring Peace to the World.



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Vice President's Message

by Benson Li

H1N1: What's *Your* Emergency Plan?

All food service professionals should have an emergency plan in place if there is a wide-spread of the novel H1N1 flu in your facility.

It is my honor to serve as the Vice President of ACFSA. My focus this year is to assist the President and work with the Board of Directors and the Executive Directors to expand the membership of ACFSA. As food service professionals in correctional facilities we have common goals to work efficiently and effectively in our daily meal production and services. We have to train our staff and comply with Federal, State and local regulations. I am sure you are aware of the H1N1 influenza outbreak.

On June 11, 2009, the World Health Organization (WHO) signaled that a global pandemic of 2009 H1N1 flu was underway by raising the worldwide pandemic alert level to Phase 6. The Centers for Disease Control and Prevention (CDC) anticipates additional cases, hospitalizations and deaths associated with this pandemic in the United States during the U.S. 2009–2010 influenza seasons. All food service professionals should have an emergency plan in place if there is a wide-spread of the novel H1N1 flu in your facility. If your staff and your inmate workers are sick how can you provide the meals? Work with other ACFSA members. Identify your mutual aide partners Share your plans with your Professional Partners and encourage them to have a business continuity plan. Otherwise, you may not have any supplies if their workers are affected.

The symptoms of seasonal and 2009 H1N1 flu virus in people include fever or chills and cough or sore throat. In addition, symptoms of flu can include runny nose, body aches, headache, tiredness, diarrhea, or vomiting. Like seasonal flu, 2009 H1N1 flu may cause a worsening of underlying chronic medical conditions.

People with the flu spread the virus through coughing or sneezing near others. Sometimes people may become infected by touching something with flu viruses on it and then touching their eyes, mouth, or nose. According to the FDA Food Code, you need to exclude those workers with contagious diseases

Included here are some recommendations from the Center for Disease Control and Prevention.

H1N1 Prevention



1. Stay Home!

Stay home if you are sick with influenza-like illness. CDC recommends that sick workers stay home if they are ill with influenza-like illness until at least 24 hours after they are free of fever (100° F [37.8° C] or greater) or signs of a fever without the use of fever-reducing medications. This would require employees to stay home for 3 to 5 days in most cases



2. Wash Your Hands

Wash your hands frequently with soap and water for 20 seconds or use an alcohol-based hand sanitizer if soap and water are not available.



3. Avoid Touching...

Avoid touching your nose, mouth and eyes.



4. Cover Coughs

Cover your coughs and sneezes with a tissue, or cough and sneeze into your upper sleeve. Dispose of tissues in no-touch trash receptacles.



5. Use Hand Sanitizer

Wash your hands or use an alcohol-based hand sanitizer after coughing, sneezing, or blowing your nose.



6. Keep Common Surfaces Clean

Keep frequently touched common surfaces clean. For example, telephones, computer equipment, etc.



7. Avoid Sharing

Try not to use other workers' phones, desks, offices, or other work tools and equipment. If necessary, consider cleaning them first with a disinfectant.



8. Maintain a Healthy Lifestyle

Maintain a healthy lifestyle; attention to rest, diet, exercise, and relaxation helps maintain physical and emotional health.

For more information on H1N1 visit: <http://www.cdc.gov/h1n1flu/> • <http://www.osha.gov/index.html>
Share your H1N1 prevention plans or story at: <http://www.acfssa.org> in the membership only-discussions. BE SAFE!

2009 Conference Wrap-Up

by Jon Nichols, ACFSA Executive Director



As the 2008 Association of Correctional Food Service Affiliates (ACFSA) Annual International Conference in Charleston, South Carolina came to an end, there was a feeling of relief and of great satisfaction for a successful event. That feeling was quickly over-shadowed, however, by the daunting task that was now at hand, which was planning for a 2009 Conference during an economic downturn.

The 2009 Conference would be celebrating the 40th Anniversary of ACFSA and Grand Rapids, Michigan had already been chosen and contracted, so there was no turning back and as the year progressed the economy went from bad to worse. With many institutions feeling the squeeze on budgets, travel and leaves were eliminated for many of ACFSA's members and the option of attending Conference became a little intimi-

dating. Members were left to either wait and see if budgets loosened up or to make Grand Rapids a vacation option for themselves and their families. Of course, there were those who could not make either option work and had to make the difficult decision to forego the 2009 Conference.

Slowly though the year Conference Registrations trickled in. As the Conference Committee began to shape the program it was apparent that it would be an extremely strong one and it made it difficult for anyone to stay away. Chef Jeff Henderson, a celebrity chef who learned his trade while incarcerated agreed to be the Keynote Speaker on Day 2 joining Day 1 Speaker, ACFSA's very own R.J. "Jim" Beach, II who was quickly becoming a celebrity in his own right for speaking engagements throughout the country that recounted his harrowing and heroic experience during Hurricane Katrina. The final day's Keynote Speaker was Joel Weintraub, a humorist with a unique ability to deliver his message to whatever audience he was in front of with laughter and enlightenment.

The Keynote Presenters were enhanced by a slate of Breakout Sessions that attracted all sectors of the Correctional Food Service Profession. Topics were chosen to whet the appetites of Federal, State and Local ACFSA Members and in some cases non-members who were quickly becoming interested in what ACFSA had to offer. And whet appetites the program did! Registrations began to arrive at the International office

(Continued on page 6)

2009 Conference Wrap-Up *(continued)*



in bunches. Suddenly it became apparent that this was going to be a special event!

The agenda was tweaked and perfected right up until the Unofficial Opening of Conference on Sunday, August 16. The Annual Golf Tournament is always the first event on the Official Agenda and twenty-six golfers made the pilgrimage to The Meadows Golf Course for the Shot-Gun Scramble. The next group to start the day was the faction of 30 that had made the commitment to become certified through the ACFSA Food Safety Training Class. The day-long class took place off-site in Saugatuck, Michigan (more on that in a minute) and all participants passed!

Saugatuck is 45 miles from Grand Rapids and sits on Lake Michigan. The predominately Michigan based Conference Committee, wanted to show off their great state and did some brain-storming in an effort to come up with a totally unique Opening Reception and chose the Presbyterian Beach Camp in Saugatuck as the site to kick off the Conference. Now, I was as surprised as you to find out that Michigan had beaches. Quite beautiful beaches, in fact! As attendees arrived in buses hired by ACFSA and also in their own cars, they were greeted first by a woody cabin camp and then about a hundred yards beyond the tree line they found sandy dunes that were gently kneaded by the slapping waves of Lake Michigan. The tone for the day was immediately set. Beach games, volleyball, swimming and sunbathing ruled the day. It was a beautiful day and was perfect and all had fun. There was even a good old fashioned pie eating contest that some guy covered from eyebrows to navel in cherries and pie crust won. That guy

was Past ACFSA President Ricky Clark who took top honors with a come-from-behind effort that pressed someone in the crowd to say, "That must really be good pie!" As the sun slowly made its way to rest in the serene Lake, a BBQ (really more of a feast!) of tri-tip, ribs and chicken was enjoyed by all. It truly was an ideal way to end the day and energize attendees for the program ahead.

On Monday, August 17, Conference officially opened with a delicious Michigan Breakfast of cherry french toast sponsored by CAMBRO and was followed by ACFSA President Theodora "Teddie" Mitchell welcoming attendees. Grand Rapids Mayor George Heartwell was on hand as was the Color Guard to preside over the National Anthems of the United States, Canada and The Bahamas. As noted earlier, the Keynote Speaker was R.J. "Jim" Beach, II and befitting the "40 Years of Leadership" Conference theme, Jim delivered with a speech that highlighted the history of ACFSA. It was then on to the day's Breakout Sessions. Highlights were; DISASTER PARTNERSHIP - FEDERAL, STATE & LOCAL with Terry Jungel, Sheriff Dwain Dennis & Harry Field, FSA Fed. Det. Ctr., Houston, TX; This Is NUTS - Swift dealings for food Recalls with Tom Issermoyer, National Food & Farm Administrator - DOJ - BOP, Roy Costa & Mike Ensing; The Culture of Food Safety, Assessing Risk and the Leadership to Pull it all Together with Dan Welihan, MDOC Environmental Manager; and Facts & Fiction of Nutrition - RD's Leading the Way with Barbara Anderson, RD & Pat Willard, RD, Michigan DOC.

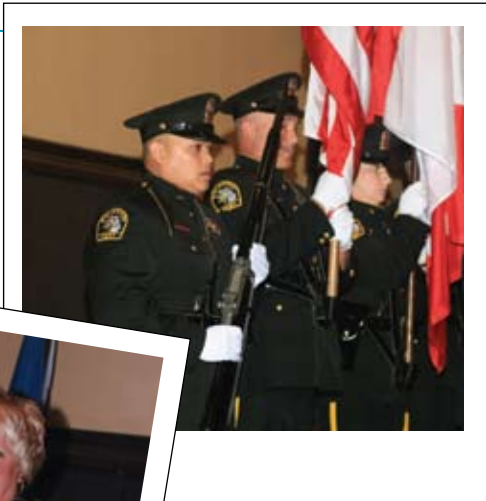
Tuesday, August 18 began with exhibitor Members putting the final touches on their booths in preparation of the Annual Trade Show. For attendees, morning Breakout Sessions titled MPRI-Michigan Prisoner Re-Entry Initiative -It Works! with Carl Williams, MDOC Manager, Office of Public Affairs and Food is Security with Dennis M. Straub, MDOC Deputy Director, Correctional Facilities Administration were followed by Special Guest and Keynote Speaker, Chef Jeff Henderson. Chef Jeff had learned his trade while serving a ten year sentence for drug related charges and upon his release went on to become Executive Chef at the Bellagio Hotel in Las Vegas, a best-selling author and most recently the star of The Food Network hit "The Chef Jeff Project." His television program provides at-risk youths with an opportunity to turn their lives around in much the same way Henderson did. Chef Jeff spoke to ACFSA attendees about the important role they play in the potential rehabilitation of their employees and customers and also provided validation for the incredibly demanding and specialized work that Correctional Food Service Professionals perform day in and day out. It was a great presentation and Chef Jeff graciously stayed until all that wanted a photo and autograph were taken care of.

Attendees then made their way over to the Annual Trade Show where the theme was The 1960's to acknowledge ACFSA's birth year 1969. Peace signs and tie-dye reigned supreme and the show was just great. Most vendors took the time to decorate and celebrate the 60's. The "Best Booth" contest winners were; #1 Elwood Industries, Inc who transformed their booth into a little 10' by 10' patch of Woodstock, #2 Global Foods,

Inc. of Las Vegas who acknowledged the 1969 birth of disco with lava lamps, beatnik rubber ducks and non-stop dancing & #3 The Kellogg's Company who carted along vintage 1960's advertising to turn their booth into a virtual 1960's Office Space (apparently, it was under the threat of bodily harm or death that they were permitted to bring these gems with them and I understand that contracts were signed in blood agreeing to said potential threats. I have to say, that's commitment!). A third place tie was called with H. Fox Syrups taking a prize for "Best Hair" as David Jacobs donned a wig that honestly made him look like a real (and young) hippie straight out of the Summer of Love. David tried to claim that the hair was real, but later that day it was suspiciously gone and the barbershop in the hotel is closed on Tuesdays. I'm just saying.

I cannot mention enough how much we appreciate the support and commitment of our Industry Partners. Without their generous participation and contributions we could not do what we do as well as we do. Please take the time to thank them and think of them first for all of your Correctional Food Service needs.

From the Trade Show, attendees made their way over to Grand Rapids Community College—Secchia Institute for Cu-



A very jam-packed day culminated with the Annual Awards Banquet and as attendees dined on Filet Minion and Salmon, awards were presented to the 2009 honorees. Coming off of the high of a culinary battle for the ages, California's Don Perkins was awarded the Operator of the Year Award. The President's Award was presented to

another California member and Past Region 4 Director, Karen Candito. Karen was not able to be in Grand Rapids, but President Teddie Mitchell gave an emotional presentation thanking Karen for all of her encouragement, guidance and support throughout Teddie's year as President. Virginia won Chapter of the Year just barely edging out California in the closest competition in recent memory. Following dinner and the Awards, Family Tradition entertained the crowd with comedy skits and songs and then were followed by DJ, Songs by T spinning tunes spanning the decades as everyone danced the night away.

Wednesday, August 19 began with the Annual Business Meeting and it was off to Breakout Sessions that included; Contraband and Your Kitchen - What it is and What You Can Do With It? with Captain Thomas Shull, Lt. William Gutzwiller & Edson Forrester; Still Crazy After All These Years (32 Years) or "I Don't Remember this Being Covered in 8th Grade Career Day!" with Mike Jensen, FS Mgr., Mecosta County Jail, Canteen Services, Inc. and MDOC FS Dir. (Ret.); Leadership with Janine LaCroix; Serious LEGO Play with Renee Shull; and Legalities/Religious Requirements - The Legal and Church Perspective with Christopher Musgrove, FS Program Coordinator-DOJ-BOP; Attorney Gregory Cote & Chaplain Donald Tompkins. The Final Keynote, Joel Weintraub presenter A Healthy View from the Lighter Side that stressed a fresh and comedic perspective for Correctional Food Service Employees to use to make it through each day with levity and a smile.

When Weintraub concluded, Closing Ceremonies followed and one of the highlights was the mention of this year's "Backpack Challenge" that called on ACFSA Members to donate backpacks and school supplies to the children of inmates. The idea was hatched as an outreach effort to provide

(Continued on page 8)

I look forward to seeing you in San Diego and invite you to visit www.ACFSA.org early and often for continuous updates on the 2010 Conference and all things Correctional Food Service!



linary Education for the 1st Annual Regional Cook-Off. Participants each had identical work stations and tools and were given a "Mystery Box" with identical "mystery" ingredients. When the boxes were opened, the main ingredients were chicken, pork loin and peaches as well as assorted vegetables, herbs and starch. Teams could choose either meat and were charged with preparing a dish using only the tools and ingredients provided. Four teams participated (from Region 1 were Jean Gollas and Robert Pennix; from the Feds we had Donnell Isaac and Leon Flint; from Region 3 was Dave Sharma and Anil Chopra and Region 4 were Don Perkins and Myron Wiley) with Region 4 California Members Myron Wiley and Don Perkins coming out victorious. It was entertaining to watch and the teams all did an amazing job! Custom Blends and their partner company Grand Strategies sponsored the event and Jim Muth, an Instructor at the college was instrumental in delivering a classic example of how to do a culinary competition right!

2009 Conference Wrap-Up *(continued)*

goodwill and promote the idea that law enforcement officials actually are good guys. Both physical backpacks and cash donations came in and will truly go a long way in providing the children of inmates with a head-start this coming 2009-2010 school year. To all those members that took the time to send donations and those that hauled them along to Conference, a sincere thank you. The effort will make a difference and you should be very proud of your contribution.

For most of the Conference Attendees, that marked the end of the 2009 Conference and it was back to work. There were, however two facility tours planned for Thursday, August 20 as a Post-Conference Option for those that chose to stay an extra day or two. TOUR #1 was a visit to the Gordon Food Service Distribution Center and TOUR #2 a trip to the Kent County Jail in Grand Rapids. Both received rave reviews.

It was definitely an incredibly fulfilling program with amazing participation. Of course, I wouldn't expect anything less of the members of ACFSA - the finest collection of Correctional Food Service Professionals anywhere. And it was with relief and great satisfaction that we finished another successful Conference. But, as is always the case, the end of a Conference means that there is a new one to plan and the preparations are

underway for San Diego, California. The countdown on the web-site has begun! Conference will run August 22-26, 2010 and take place at the beautiful Town & Country Resort in San Diego. The weather is amazing year-round in San Diego and there is no loss for entertainment in and around the city. It is a family destination like no other and will provide you with the opportunity to again fold business and pleasure into one neat little package! If you are not sure what your budget will be like next year, why not start putting a little away each week, month or whenever to make Conference your 2010 Vacation option? You will not be disappointed.



Backpack Challenge Follow-Up

by By Teddie Mitchell, CCFP, ACFSA Past President

Did any of you check the thermometer on our website after the conference? We went over our goal of 165 and then sort of boiled over. What a wonderful thing to see! Also, click on the link to read the newspaper article relating to the backpack give-away;

I think the challenge was a greater success than any of us dared to dream.

Special recognition should go to a brand new ACFSA member, Robert Gauthier, who brought 87 back packs to the conference and over \$100.00 cash. I called him earlier to find out how he accomplished that.

He lives in northern Michigan and is involved in organizations that help kids. He talked about it; the Lions Club and



ACFSA's Backpack Challenge a **huge success!**

local businesses got involved and helped him collect. Thank you Robert, for your contribution!

A big thank you also to "Team Canteen" for counting them, moving them to their warehouse and making sure each backpack was filled and then distributed. They even made sure that the backpacks were separated in age appropriate groups. Thank you Cindy, for leading your team!

Gatha, without your wish to "give back", none of this would have happened, thank you!

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California Correctional Crunch

California Department of Corrections and Rehabilitation (CDCR) is facing a double challenge: more inmates and less money. California's state prison population has literally doubled in the last 20 years. We had 84,000 inmates in 1989 and now we have around 170,000. All of our prisons are overcrowded. Our "Three Strikes Law" which imposes life sentencing for inmates with three felonies has contributed to this problem. Society wants these inmates in prison and has opposed letting them out. But there is a price to pay for keeping them all inside the walls. We are stretched to our maximum limit. We have tried paying other states to take some of our inmates. We would like to deport some of our illegal emigrants who are housed in prison. There are three federal judges who are currently ordering Governor Schwarzenegger and Mathew Cate, Director of Corrections to release up to 40,000 inmates to alleviate the overcrowding issue. The judges feel that the Governor and prison administration is taking too long to comply with their edict. And with our current state of joblessness, it is a tough time to let thousands of inmates back on the streets.

In the meantime, California's budget is the worst it has been in years. We are billions of dollars in the red. The whole state is suffering, from the educational programs to welfare to health care programs. In the midst of the budget crisis, Governor Schwarzenegger furloughed 200,000 state employees for three unpaid days per month. All state workers were included, not just corrections. It played out in our paychecks to be a 15% cut in monthly wages. This has taken a huge toll on our worker's morale and monthly budgets. The unions have tried to fight this and there are lawsuits pending in court at this time. Of course, a prison has to be staffed at all times, so our furloughs must be covered with overtime. This doesn't seem

California's state prison population has literally doubled in the last 20 years and in the meantime, the state's budget is at an all time low. Here's an account of how one correctional facility is feeling the impact.

like the most economical solution. The furloughs are to be in effect until June of 2010. But the way our economy is going, it seems unlikely that things will be much better then.

The California Department of Corrections and Rehabilitation is also having to cut back drastically on the Rehabilitation part. The staff in education, substance abuse and vocations is being laid off. 1,443 employees in these departments have received lay off notices.

Of course, we still have to feed the inmates. Food Service staff can't just take three days off per month. We must still feed the inmates under the budgeted \$2.56 per inmate per day for food costs only. It is almost impossible to keep at the low amount. Some prisons are running more closely to three dollars per day. We run a standardized, heart healthy menu for the 33 California prisons. Food Service must serve what is on that menu.

The economic recession has affected the whole nation and each individual state's budget. This article depicts the consequences here in California. Is it as bad in your state? Drop me a line, and let me know:

Laurie Maurino, R.D.
Food Administrator 1
High Desert State Prison
Susanville, CA

40 Years of Professionalism

by Major R.J. "Jim" Beach, II



Reprinted here by popular demand, Major Jim Beach's Keynote Address from the ACFSA Annual Conference in Grand Rapids, MI.

Where were you 40 years ago?

- Woodstock
- Johnny Cash sings a "Boy names Sue"
- Vietnam War escalates
- Man walks on the moon
- A Ford Maverick costs \$1,995
- A Volkswagon costs \$1,799
- Brady Bunch and Sesame Street debut on TV
- The NY Mets win their first World Series
- Hurricane Camille hits the Mississippi Gulf Coast
- Average Income was \$386 a month
- Richard Nixon was President
- OJ Simpson was the first pick in the NFL draft from USC
- 40 years ago a black man could wash dishes in the kitchen, but not eat in the dinning room, now an African American is President of the United States of America.

Al Richardson founded ASFSA

Al Richardson founded ACFSA 40 years ago to "enhance, represent, and Promote" the professional stature of those working in the correctional segment of the Food service Industry. I had the pleasure of meeting Al several times and although we were not close friends many people in this room can make that claim. ACFSA started off with zero capital, an unpaid volunteer staff, and one vendor advertiser, The H. R. Nicholson Company. There were thousands of correctional employees who had no voice or representation. That was corrected through our organization. Notice I said OUR ORGANIZATION, it is not one person's, ACFSA is bigger than that.

I only go back 22 years in correctional food service, and when I started it was like in the "Dark Ages". We used to keep our diet cards for the inmates on handwritten note cards in notebooks and tried to keep up with the transfers on a weekly basis. The inmates were lucky if they received their diet four or five days after they were transferred. Now we track them instantly with a bar code on their armband. We were in a constant struggle with the Board of Health not to close us down and passed inspections by the skin of our teeth. Now we operate with the blessings of the Health Department and actually have partnered with them in all our endeavors, when the Central Production Center was open the Board of Health used it as a training center for their new employees. We built the kitchen with one violation (an incorrect air gap on a sink) and they would bring their new employees and students to the kitchen and see if they could find the violation. I am very proud to say

(Continued on page 12)

40 Years of Professionalism *(continued)*

for the eight years the Central Production Center was opened, we did not receive one health code violation. Not one.

It is so easy to get caught up in the past, looking back, but smart men look to the future. We as an organization need to look into the future and decide where we want to go. It is easy to look back and wish, but the hard part is thinking and doing. I am sure Al put in a lot of long hard hours in forming ACFSA. I wish I had a magic mirror and could see into the future on where the association is headed but I don't. We have a solid foundation to build upon and there is really no telling where we will end up.

We need to "self promote" from with-in so to speak, I worked a security detail for the television show Top Chef while it was filming an episode in New Orleans and I was talking to several of the Chefs when they saw my knife and fork on my uniform and asked about it. I told them I was the Food Service Director at the Jail and they were amazed that there was such a thing. One of them stated that they would never work in a dungeon and cook gruel, I tried to tell them that our kitchen was probably more modern than any kitchen they had ever worked in. They went on about the pressure of the television show and how tired they were, I told them they should try cooking for several thousand convicted killers, talk about pressure and instant customer feed-back.

How many of us have a Sheriff or a Warden who only knows about the kitchen is because it is where the hot coffee is made? Do they have any idea of what we do, and how we do it? I deal with Wardens and Chiefs all day who could care less what my staff has to go through, they just want their meal delivered hot and fast. One of the greatest challenges we face in this industry is demanding respect. Respect from others in our own departments, respect from the staff as well as the inmates, and respect from the "outside" world.

Gaining respect from the staff and inmates can happen but it must start from within our own division. If we allow our staff or ourselves to report for duty in a less than perfect uniform, or allow the inmates to do the same how can we expect change to occur? Once we make small changes big changes will follow. If we expect (no demand) our staff and inmates to act professional and lead by example, then real change will occur. Once we change the way we, as a division, think about ourselves and show that change to the rest of the department, then we can change the perception of the entire department on the kitchen operation.

I have been a member of this great Association since 1991, that's 18 years. I have never missed a conference in that time. I place great value on this Association for what it has done for me professionally as well as personally. I have met many wonderful people who have taught me what it means to be a Food Service Director.

I am sorry to say I have only been actively involved for the past five or six years with the first 15 spent playing golf, and drink-



This association is in better shape than it has ever been, all we have to do is recruit one new member and not just get them to join but have them get involved. If each of us goes back to our own departments and become "little recruiting machines" just think what we can do.

ing beer in the bar. If only I had tried harder to promote this great Association.

I first heard about ACFSA from a vendor from Sysco on a sales call to my office. He made the statement, "I guess I will see you at the show next week" as he left. I asked him what show, and he told me about ACFSA. I went down to the Hyatt and signed up. How could they have a correctional food service show in New Orleans and not invite the Food Service Director from the New Orleans Prison located less than a mile from the Hotel?

We need to better promote ourselves as an organization. I keep ACFSA membership applications as well as past copies of the INSIDER on my desk and pass them out to new vendors. I actually pass them out to all vendors, not just the new ones. How many potential members have we missed when talking about our divisions to others and not invited them to join and not just join but become active in ACFSA?

We need to stress to our administrators how important it is to have trained Food Service workers in the kitchen, it is just as important as having trained jail staff on the tiers, the Food Service Department actually touches each inmate in the institution three dimes a day everyday. How many other departments can say that?

The Wardens and Administrators think nothing of allowing jail staff to go to training classes but unless we stress that we need the same training if not more to stay ahead of the changing times. Gone are the days of hiring a cook who is a friend of the family and putting them in charge of the Kitchen. We need to keep informed of changing trends in correctional food ser-

vice operations as well as non-correctional aspects. We need to stress to our administrators that we need to be treated as the professionals that we are, but that goes back to not only acting but being professional in all that we do. Looking back, do you think the elevator operators or telephone switchboard operators ever thought they would be replaced with automation? Technology is advancing at an alarming rate, and if you just stand still, you will get run over by it. This is what this Association does; it keeps us informed of all the changing trends in equipment and procedures.

I love to see all the blue ribbons on name badges with the words "FIRST TIME ATTENDEE" on them and see new faces attending the conferences, for these are the faces of our Association. 20 years from now they will be looking back on 60 years of professionalism and thinking how special ACFSA is to them. We need to get the new members excited about ACFSA and get them involved in all the Association has to offer.

How many of us (and I used to be one of them) sit in the back of the room and say that famous prayer (PLEASE, please don't call on me!). You can ask the board I still try to hide at meetings.

I want to go back to being "that guy at the bar who tells funny stories", and I think I have thousands, "Did I ever tell you about when I met the Pope?"

This Association is in better shape than it has ever been, all we have to do, no, all you have to do is recruit one new member, and not just get them to join but have them get involved. If each of us goes back to our own departments and become "little recruiting machines" just think what we can do? Invite your Warden or Administrator to join you at the conferences. I used to have to beg and plead to get to go until I actually brought my Sheriff with me, and then after that, HE looked forward to coming and it wasn't hard at all to get authorization to attend.

When we had the last spring conference in New Orleans in 2004 I asked my old Sheriff, who was the Attorney General of the State of Louisiana, to be the Keynote Speaker, he cleared his calendar to be there and speak. Imagine, the Attorney General taking time out of his busy schedule to come speak to us because he understood how important the food service members are to a department. I can almost guarantee if I called him today he would still come and join us. General

Foti had the foresight and understanding of how important we as Food Service Employees are to an organization.

My new Sheriff, Marlin N. Gusman, has been my Sheriff for almost five years. He has done an unprecedented thing. Sheriff Gusman actually pays the Food Services Division employees MORE than any other division. Listen to what I said; Sheriff Gusman actually pays the kitchen MORE than any other division.

From day one with the new Sheriff I have always promoted the kitchen and its employees, and it is paying off, LITERALLY! I have pushed the Food Services Division into the spotlight and kept it there. This is what each of us need to do when we go back home. Do whatever it takes to promote your division. Last year I asked the Sheriff if I could bring my Lieutenant with me and he agreed, and this year I not only asked if Lieutenant Sutherland could attend the conference, but if one of my Chefs could attend as well, and do you know what? He agreed. I offered to have a plate lunch sale, cookie sales, whatever it took to raise the money to allow more of my staff to attend.

We need to think outside the box for innovative ways to fund attendance. Even in these tough economic times my Sheriff agreed to fund the travel to the ACFSA conference. He understands the importance of continuing education and the importance of ACFSA.

The future of this great organization is in OUR hands, mine and yours. The greatest chapter in the history of ACFSA has yet to be written, it is up to Us—you and I to write it.

Look at where we started, look at where we've been, and just think about where we can go.

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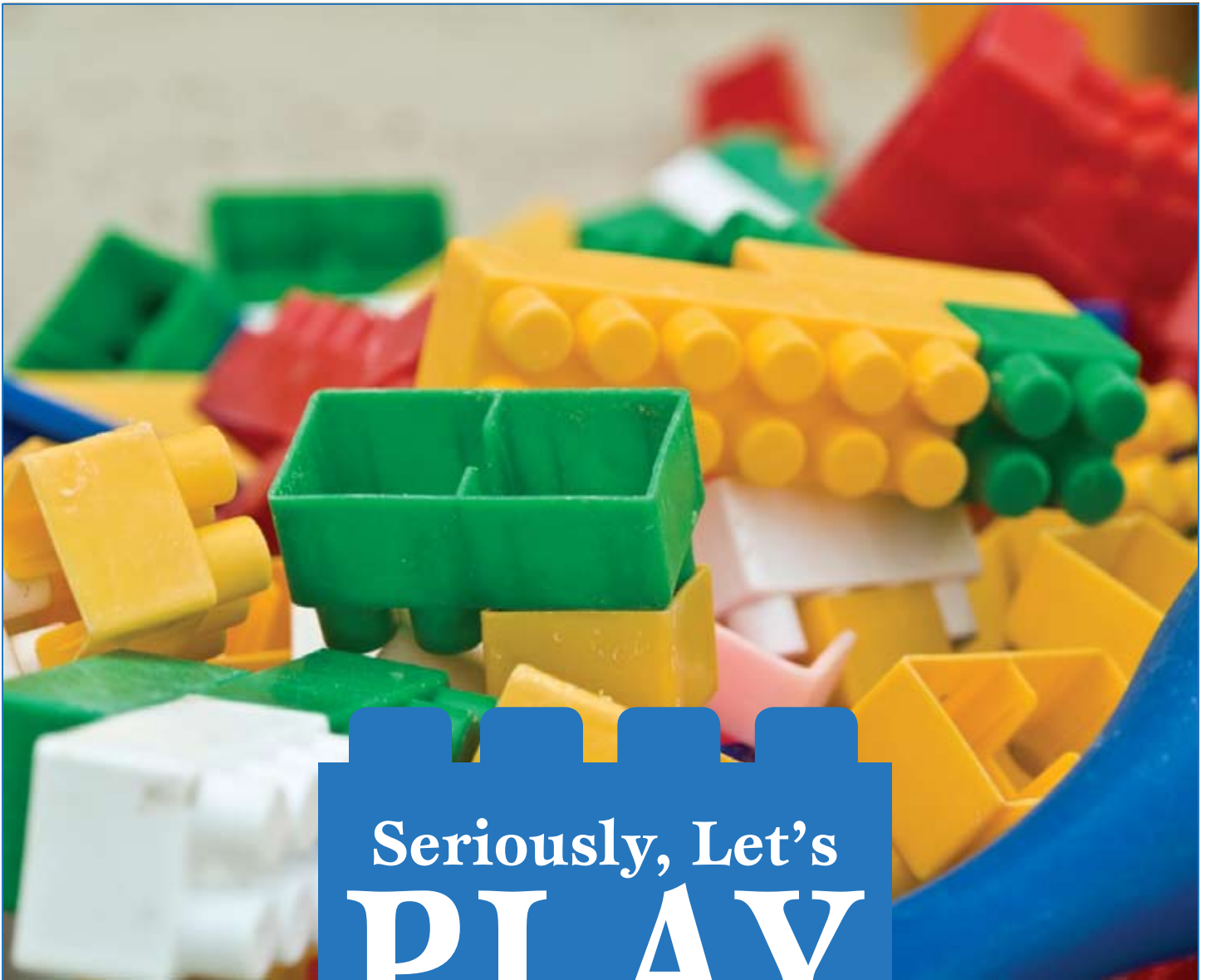
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Seriously, Let's PLAY

by Renee Shull, Owner, Integrated Play

Several hundred people headed to Grand Rapids Michigan in August to network and learn. One of the workshops was a leadership strategy session held about how the participants view themselves as a leader and how their peers view them as a leader.

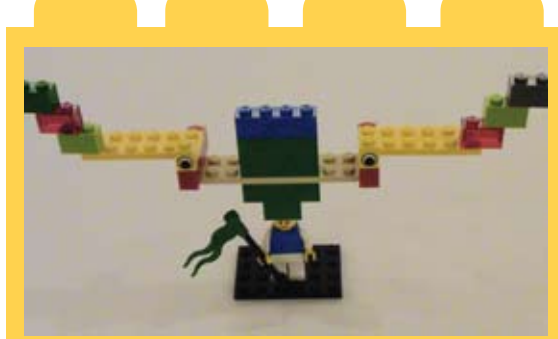
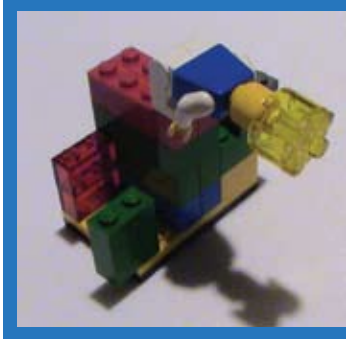
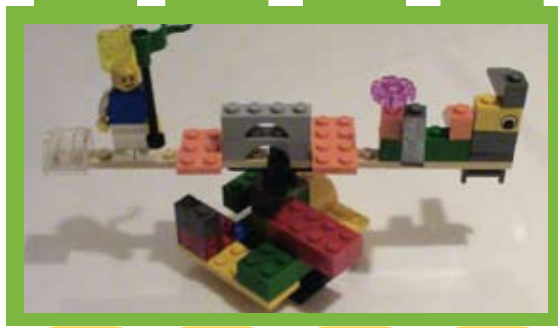
Cindy Burns of Canteen Services headed the idea behind using LEGO Serious Play method to allow participants to visualize their thoughts and ideas through the building of models. They also shared stories with other workshop participants as they built.

One participant stated, "I wasn't sure I should come to this session, but sure glad I did". There was extreme skepticism about the method, however, the session proved otherwise as the insight and inspiration of the participants built their LEGO models and told their stories about leadership.

Michigan-based management consultant, Integrated Play facilitated the workshop by Renee Shull. Being a LEGO fan, Renee has long known the powerfulness of the brick as a barrier-breaking tool for empowering people of all cultural backgrounds to make their thoughts, worries and ideas seen and understood. For the last two years, Renee has focused her work as a management consultant using LEGO Serious Play as the main facilitation tool in helping organizations understand and handle innovation, strategic development, team building and organizational issues.

The Process

LEGO Serious Play is not just playing with LEGO bricks. It's a form of communication, training, and teambuilding rolled into a jam-packed session of surprises and fun.



In order for all participants to familiarize themselves with the method, a training challenge was carried out where participants were asked to build a tower with a twist of leadership. The ground rules were simple. Don't have a meeting with yourself. Just start building. Trust your hands. Let them pick the bricks they want. DON'T get bogged down in the design.

The Challenges

Frustrations among the ACFSA members in their role as a leader were clear in the ability to communicate successfully. Getting the team to communicate, work together and build a well functioning team. There are a number of good leadership skills, but due to the lack of communication, self-confidence and the tendency to focus on ones own sub community it proves difficult to lead, hence inspiration is lost because it is not easily found.

The Solutions

A good leader was found to have the ability to have a vision, listen, communicate and continue the education to help inspire employees. The ACFSA was seen as an educational factor in the leadership process so the participants could network with their peers and learn new ways to be a successful leader. The participants also found the need to lead by example and continue to build bridges between employees, departments and outside vendors. The participants do not want to loose control of the sub community that they feel so passionate about and want to maintain and grow.

Solution comments included:

- Vision
- Communication, empowerment and direction
- Empowering others to strive for success
- Make sure to keep open communication

The LEGO Serious Play session delves deeper into communicating in a non-threatening way. It gives groups and individuals alike an opportunity to come together and express themselves.

- Keeping grounded and staying motivated
- Keep aware of opportunities to improve

What participants had to say about LEGO Serious Play during the ACFSA conference session:

- * Good class interactions
- * Made me think of me as a manager and ways to improve
- * Almost didn't attend - SURE GLAD I DID!!
- * Innovating and makes you think
- * Was excellent experience in communication in a group... to bring things together
- * Great class!! Lots of fun and very eye opening for me.

The LEGO Serious Play session delves deeper into communicating in a non-threatening way. It gives groups and individuals alike an opportunity to come together and express themselves. The method itself is a fun, innovative and powerful tool to improve an organization or group's success because it's a fantastic and effective way of handling problems.

At the ACFSA International conference the participants had fun while using bricks in a new and eye-opening way to discuss how perception of leadership is important topic that everybody felt very strongly about.

If you have any questions, please call Renee Shull directly or visit www.integratedplay.org for more information. Renee Shull is the owner of Integrated Play. For more information about Integrated Play contact Renee at contacted at 269-760-3857 or renee@integratedplay.org

With Change Comes Greatness

by Ricky G. Clark, CFSM, CCFP, CDM, CFPP

Let's continue to allow change to drive us to perfection and becoming the greatest association ever known.

What a beautiful time of the year it is! I love the colors and the beauty that fall portrays to us in such a magnificent way. It reminds me of the past few years in ACFSA. How the 'colors' have changed and formed us into a much greater and stronger association. It's amazing what can take place when great minds come together for a sole purpose, and are determined to plunge forward no matter what.

This Association is filled with so many wonderful people from so many different aspects of this business that we are bound for greatness. The vendor support is so unique that I have other associations asking me how you all do it! And our new management company is so supportive and knowledgeable of the industry as well. And then, there is the membership! A group of professional food service employees who have surpassed all expectations to become the best trained and most innovative people on the planet! I truly believe this!

When I look at the food cost for the institutions and see how correctional food service has plunged from the highest food cost to the lowest, it tells me that we are setting the bar. I am so proud of the accomplishments that have been so courageously made by each of you. It's not enough that we work in what most people view as an unsafe work environment, but we do it better than anyone else.

So, let's continue to allow change to drive us to perfection and becoming the greatest association ever known. We have proven that we have the ability to do it so let's show 'em what we've got!! Take pride in your association and ask what I can do to make it better and stronger. Together we can make a difference.



Master Menu Gets Off to Healthy Start

by Christine Althaus, RD, CD

The Wisconsin Department of Corrections' new master menu implemented in July 2009 was met with positive reactions. Staff, inmates and youth have enjoyed trying new menu items—along with old favorites—all while benefiting from a heart healthy (low fat, low cholesterol, high fiber) diet.

As the new menu is implemented, some of the medical diets will no longer require an individualized tray. For instance, inmates or youth requiring a Step 1 Low Fat/Low Cholesterol Diet and those needing a High Fiber Diet can meet their medical needs via the "regular" tray.

Meanwhile, inmates/youth needing more specific diets for hemodialysis, 2 gram sodium restrictions or calorie controlled can know that their menu has been reviewed by a Registered Dietitian.

If an inmate/youth moves within the DOC system, his/her meal tray will look much the same at the next destination.

Some DOC medical staff have requested access to Computrition (food management software), so they can print menus that include calorie information—as a nutrition education tool. This will empower many patients in the "self-selection" process.

For instance, if the standard menu provides 2,700 calories today, and an inmate/youth needs to limit intake to 2,200 calories, he can decide for himself which items to consume (or forgo) to meet his caloric goal each day.

This makes the master menu a WIN-WIN-WIN scenario. Patients will have more knowledge and decision-making ability. Caregivers have more teaching tools. And Food Services will have less trays that require special preparation and tracking.



HARD TIME FITNESS

by Patti Pinkerton, RD, CPT, CSSD, CDE

A Registered Dietitian's Prison Experience

I have been working in a prison for six years, but I remember my first day like it was yesterday. After the gates clinked behind me, the stench of old eggs and dirty hair hit me like a brick wall. Hundreds of men dressed in blue bustled around the hallway like plastic bags in a parking lot. The yellow lines taped on the main hallway floor directed the inmate traffic into the chow halls and staff walked in the center. I followed my escort like a lost lamb following his shepherd to safety. Not the most pleasant thing for a Registered Dietitian's first day at the office.

(Continued on page 18)

After years of assessing and counseling more acute patients in the hospital, I decided to focus more on preventative care...and developed the Hard Time Fitness Boot Camp.



My first days were riddled with confusion and disbelief. This was not what I signed up for and it definitely wasn't what I imaged a prison to be like. The first strange thing I noticed was that the majority of the men were obese. The inmates looked nothing like they did in Cool Hand Luke and other movies I had seen- all lean and muscled with tight waists. What I saw was quite the opposite. Rotund bellies hung low beneath their button-down shirts and their faces were plump like basketballs. Why were they so obese? I thought for sure

they'd be avid exercisers who worked out all day. That's what I thought, but I was wrong.

I learned quickly that food was everything to an inmate. It was worth more than money. If you had food, you could get stuff or if you had stuff, you could get food. Because all inmates in California were given the same "Heart Healthy Diet," all the inmates asked for a "special" diet, a special supplement, a special anything. In particular, inmates begged doctors for Boost Plus (a high calorie nutrition supplement for underweight people) I could never figure out why anyone would drink those by choice, but they were "special" because not every inmate could get them and if something was "special" then everyone wanted it - even if they didn't need it. Some inmates think it's a bodybuilding supplement, but it's full of sugar (high fructose corn syrup) and extra calories they don't need, so putting on fat is a common side effect. One man gained 30lb. in a month because he drank 2 Boost/day. The same doctor who wrote the Boost order sent the inmate to me for weight loss counseling.

Another thing I noticed was the lack of physical activity. There was a lot of sleeping, watching "Cops," and playing cards. Everyone doing a little of this, a little of that—adding up to a whole bunch of nothing. Extra calories coupled with little to no activity? It was not hard to figure out what was causing the obesity epidemic inside the prison and increasing our health care costs. Most of the men I counseled suffered from one or all the following: High blood pressure, high cholesterol, heart disease, cancer, sleep apnea, worsening asthma, back problems, etc. You name a disease caused by obesity, prison had it. In retrospect, prison was not unlike that of the outside world.

After years of assessing and counseling more acute patients in the hospital, I decided to focus more on preventative care and became a Certified Diabetes Educator as well as a Certified Specialist in Sports Dietetics. One day a social worker called and asked if I'd be a guest speaker in her weekly weight loss class. The first thing I thought of was "why is a social worker teaching weight loss," the second was "sure, that sounds interesting." The group consisted of 8-10 inmates who met weekly. When I arrived, most of the inmates just wanted to whine about the mainline diet and try to con me into a special diet, others were genuinely concerned about their health and wanted to lose weight. Eventually I told the social worker I'd take it over...I must have been a glutton for punishment. What started off as a whim turned into something "Ms. P's Fitness Class."



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By empowering inmates with knowledge about nutrition and fitness, they achieve a greater sense of self-esteem, possibly leading to getting jobs and decreasing recidivism rates.



I continued to meet with the men once per week and taught them about nutrition, the dangers of being obese, and what they could do about it. Each week, we would march into the ACC clinic to get weighed and the biggest “loser” would get a box of vegetables (a prized gift in prison). At the end of 12 weeks, cholesterol decreased, blood sugars were better controlled, and a few pounds were lost. The program needed much improvement however because there was no organized physical activity. I spoke with the gym Coach and with much hoop-jumping, I got permission to use the gym twice per week.

In October 2007, the “Ms. P’s Fitness Class” evolved into “Hard Time Fitness” Fitness Boot Camp. On Monday and Wednesday, the inmates were coached through a rigorous exercise class and the mandatory nutrition class and weigh-in was held on Tuesday. As a Registered Dietitian Board Certified in Sports Nutrition as well as a Certified Personal Trainer, fitness and nutrition was my life. In fact, it saved my life. Having dropped 90lbs. myself, I knew the drastic effect it would have on these men. It became a goal of mine to teach these men not only about nutrition but also about discipline, sacrifice, motivation, and how to “find their inner athlete.” I emphasized “efforts vs. ability.” I witnessed lazy, obese men become disciplined machines – taking whatever “punishment” I dolled out that day. I remember each man’s “first day,” and compare it to my own. There is not much difference in that they all showed up not knowing what to do, where to go, etc.

Two men consistently stick out in my head. One inmate, Mr. S. showed up with a lollipop in his mouth! I yelled “A lollipop to a weight loss class? You’re kidding me, right?” Embarrassed, he tossed it in the trash can. Another inmate, Mr. A, was a tall, with skinny arms and legs and had a belly that made him look pregnant. When I asked him what he ate, he

replied “I eat six donuts a day.” I told him he could have donuts every day but he’d have to cut it down to 3/day. He did what I told him and dropped over 30lb. in 12 weeks. He walks with more confidence, still eats healthy and has maintained his weight loss. I didn’t think these two were going to make it but they showed up every day and ended up being the two biggest “losers” in their class and are now mentors to the new men who come in.

I hope to continue to make improvements and generate a group of disciplined, fit, intelligent men who can share this wisdom to others. Peer education goes a long way and sometimes another inmate is more willing to listen to another than to a free staff. I truly believe that “You can’t keep what you have if you don’t give it away,” and I teach this to the men. 5-7 men are asked to stay for another 12 week session. I choose men who have shown courage, strength, good character as well as discipline. They do not necessarily have to have the biggest weight loss but they have to have been consistent in their efforts.

I have worked hard to lose my own weight and am proof that self-knowledge about good nutrition is useless—unless you develop discipline to apply the principles in their lives on a regular basis. Consistency is key. The men who came back day after day, week after week have made amazing transformations—inside and out. It has been an honor to teach such pupils.

Some people think I’m odd and can’t figure out why I help inmates. They argue that the healthier, the better. I explain to them that by teaching inmates how to get or keep healthy, it not only decreases healthcare costs while they’re in prison, but it also helps when they get out. Who do you think is going to be paying for all the cholesterol-lowering and diabetes medications when they can’t afford it? That’s right—you and me. By empowering these men with knowledge about nutrition and fitness, they achieve a greater sense of self-esteem, too, thus possibly leading to getting jobs and decreasing recidivism rates. That’s great for everyone.

It has been an honor to work with the staff here at the California Medical Facility. I hope that we can all achieve optimal health—inside AND outside of these prison walls.

Prisoners Don't Think Like the Rest of Us

by Kevin O'Brien, CEC

Recently, I was talking to our accounting tech and she was telling me the ongoing story of her college age son. I started hearing these stories over a year ago when the big decision of what school to go in the fall. Mom and Dad wanted the local junior college of course and tried to steer him that way, but it didn't sink in and he ultimately chose a four year school. Well, today she told me that her son had met a black student at school and it was his first black friend. The small town they are from had no black families. The black student friend was from Detroit and had no white friends. The accounting tech mother went on to tell me that they really hit it off and were becoming fast friends. What an incredible feeling this has to be for both young men and a great start on a college career and hopefully a lasting friendship.

I bring this up because I was in one of our two facilities last week and I was appalled at the prisoners so obviously segregating themselves on opposite sides of the dining room. I spoke to the Sgt. in charge at the time and asked him why we let this happen and he responded that they do it themselves. I then asked if they were this segregated in the housing units and he answered no and I responded that we should not let them do it here either. Well, I got the look and knew I wasn't going to get anywhere so I went and had a conversation with the Warden. She was very aware of the situation and I had thought about it on the way to her office and offered a solution.

Another facility about an hour away was having problems with double backs, like most of us do and they found a solution to the voluntarily segregation problem by accident. They wanted to speed up the serving line and stop double backs so they started two lines when coming into the dining hall. The prisoners with their last three numbers of their prisoner number ending above 500 went into one line and those below went to another line. Inside two officers had the manning charts for each housing unit and looked at the prisoner and their ID and highlighted each prisoner name as they went past into the dining room. This automatically mixed up the prisoners while lining up to eat. Additionally, officers inside the dining hall make sure prisoners stay in line and they are seated row by row and seat by seat. So, if you want to sit next to your buddy, he

Tackling the problems of segregation in state facilities

had better be in the same half of the last three digits as your number and you have to stick close to each other while being seated. Even then one could end up at the beginning of one row and the other at the end of another. Oh well, my wife Louann, is an officer and she tells them, "you're not here to socialize, eat" and they are pushed through to get all 1,800 done in a timely manner.

Michigan Department of Corrections Deputy Director Dennis Straub took questions after his speech at the ACFSA International Conference and he was asked about the double back problem. He was well informed about the problem in most facilities and they are looking for an electronic solution. Major Jim Beach spoke up and talked about New Orleans Parish and their wrist bands with the bar codes imbedded in them that every prisoner wears. They can track a prisoner by scanning his band at every stop where he is in the facility and even when he gets on a bus to go somewhere, arrive and returns. I received this information from Jim who promptly called his department for it at the Deputy's request, and passed it to the Deputy Director's office. This is just one small example of the importance of networking in our association. I'm certain that this happened many more times during the conference. In fact, Chaplin Tompkins, a speaker in the religious diets forum, stopped in today and he has had a lot of contact with attendees asking for more information from his presentation. He was very happy to continue to give out information and share his considerable expertise.

So, if everything goes well, we will be instituting a new seating and checking in system for prisoner dining at our facilities and possibly a new electronic system too. A couple of our facilities are testing electronic systems right now. This will help with both the double back issue and most importantly the segregation issue. I know we cannot hope for the result that the two students now enjoy with each others company, however, just possibly prisoners will talk to each other a little bit more and eventually, they will get used to it like every other aspect of prison life. Prisoners may not think like the rest of us, but we can do our best to do what is right and the Association of Correctional Food Service Affiliates members can lead the way by example.

Kevin O'Brien, CEC is the current ACFSA Michigan Chapter President.

Growth & Challenges

by Robert Pennix

In December 1998, I began my career in Correctional Food Service. I left a Mental Health facility, which was operating a cook-chill facility with multiple units. The Blue Ridge Regional Jail Authority (BRRJA) was formed in July 1998, with the same concept of a multiple unit operation and using cook-chill. In the mental health facility where I worked the cook-chill operation was operated using the Blast Chill method. That type of system I was use to and familiar with but, to my surprise BRRJA had chosen to use the Tumble Chill system. Not only had I changed jobs to a new method of feeding but the concept of preparation was different too. I had a little time to learn how the correctional food service operated and to learn the method of operation for the tumble chill because three kitchens were being renovated. Two building were being built from the ground up one would be the hub of the operation and contain the production kitchen. Immediately, I called around first I want to learn the procedures for preparing and serving food in corrections. "Surely we didn't give them knives" boy was I naïve! I learned quickly not only did we give them knives but we trusted them to feed us also. What a concept? After my initial shock, I still wanted to learn all I could about correctional food. Everyone I talked with said call Lavinia Johnson. Once I contacted Lavinia, she introduced me to the Virginia Chapter of the ACFSA. This group of individuals had a wide variety of experience. Some of them shared the same experiences as I did; they had come into corrections from other types of food services. They were eager to tell me about their experience of entering corrections. This was very helpful. I have called on my associates many times in the past ten years and they have always come through.

In August 1999, I attended my first ACFSA International Conference in the wonderful state of Virginia. Virginia Beach was the first time I got to meet so many people who share a common goal. The goal was and still is to "develop and promote educational programs and networking activities to improve professionalism and provide an opportunity for broadening knowledge." It was my first year in corrections it was also my first year as a Department Head, what better place to be then surrounded by a sea of knowledge. I met so many people that help guide me on this journey. I remember meeting a couple of pioneers in Cook-Chill Correctional Food Service Louise Matthews from San Diego County Sheriff's Office and Richard Higginbotham from King County Correctional Facility in WA. These places seem a world away from where I was but they helped me grasp the concept of the Tumble Chill operation and they helped me gain some insight from their past experiences. I believe they helped me make my



start up in Cook Chill a success. Over the years I started to attend the conferences sparingly as I became busy with my operation. Although I was a member of the Virginia ACFSA I also started attending the quarterly meetings sparingly. Then at one meeting I attended Ricky Clark pulled me aside and challenged me to get more involved in the association. I believe that was the best thing someone could have done for me because I became more active. Someone once said to me "Growth and challenges should always be the driving force in ones desire to achieve success."

In July 2009, I was sworn in as the Virginia Chapter President (what a challenge?). Virginia just like the rest of the country has been hit with tough economic times. Just before the show I was called in my Supervisor's office and was told that the budget was cut and I may have to pay for my travel, and the facility would pay for the training. This is the reason why I am grateful to have received a scholarship from the National Chapter to attend the 2009 International Conference. The membership from Michigan put on an excellent conference. I was also proud to accept the honor of Chapter of the Year with my family from the Virginia Chapter along with some of the vendors that have supported us over the years. The Virginia Chapter has always been a tight group and as a group, they have been willing to serve. It was an honor to represent the ACFSA as a 2009 scholarship winner.

Take Advantage

by Dixie White



I attended the last two ACFSA International Conferences. Can you guess the two reasons that finally got me to go instead of just thinking about it?

I had to come see my own Teddie Mitchell (just an hour away from me in Wisconsin) go from being Vice-President to President to Past-President of the ACFSA!

I came to know Teddie through the state chapter, and she has been a continual light to me. What an inspiration she was and continues to be. She shared how she enjoyed and learned so much going to the Chapter meetings and the International Conferences over the years. Teddie worked up the ladder, leading from her small size county jail where she was seen as someone with ideas and a motivating personality to being President of this organization. You can feel the energy around her. She has proven that no matter what size facility you operate, you are part of the success of the ACFSA.

Another reason I went was the reaching out of the members in my state chapter—encouraging me to come.

I became involved in the chapter meetings originally through the Department of Corrections as they held training sessions and I met up with the Wisconsin Chapter members in the late 1990's and joined the chapter in 2001. I found out that these larger county, state, and even federal institutions have the same issues I deal with daily in my small 125 bed facility. It was eye opening and gave me an avenue to work with in problem solving and the confidence to lead my crew and work with my administration in making changes as needed.

Who knew that food costs and the economy would play such a huge part in bringing change to the way we operate in corrections? When I was asked to make cost cuts, early in 2009, I turned to my state chapter members for help and help they did.

With already attending the 2008 convention in South Carolina where the focuses of the sessions were on the changing food cost, educational training, religious diets and new changes in federal menus I came back with information to implement changes in my menus. I also had a lot of one-on-one time with my local chapter members Teddie Mitchell, Shawano County; Elaine Dietrich, Manitowoc County, chapter past-president; and Janice Hurt, North Central Health Care, chapter president; all giving me direction to make changes. I also made new contacts with people from around the country and asked questions that would prove to be very helpful.

Cost and calories were addressed by Janice Hurt, RD, CD for a chapter meeting in March 2009. The March meeting was hosted by Sherrie Carrion of Racine County. I hosted a chapter meeting in June. This provided more opportunities to learn from others including, Mary Hurt, Clark County, WI; Becky Kirslenohr, Adams County, WI; Phil Atkinson, Region Three Director and Tim Thielman, Chapter Vice-President; both from Minnesota.

I applied and received a scholarship to go to the 2009 conference in Michigan. This conference's focus was on emergency readiness, food safety, and leadership. The well known Chef Jeff also spoke giving us an inside look at what food service means to someone who's incarcerated—stressing the important part we play in correctional food service.

We can and do make a difference in the facilities we work in and ACFSA has the resources to help us grow in knowledge and leadership. ACFSA is my number one way to stay current with what is happening in correctional food service. Take advantage of all it has to offer, and encourage someone else to come.

Dixie White is lead cook at Wood County Sheriff's Department, Wisconsin Rapids, WI.



Teddie Mitchell and International Operator of the Year Award recipient, Don Perkins of the California Department of Corrections and Rehabilitation.

Don Perkins Wins ACFSA's International Operator of the Year Award

by Jon Nichols, ACFSA Executive Director

The California Chapter of the Association of Correctional Food Service Affiliates was not only well represented at the 2009 Annual International Conference, but also well recognized as they took home two of ACFSA's most prestigious Awards.

The 2009 International Operator of the Year Award was bestowed upon Donald Perkins, CCFP who is a Correctional Food Service Manager at the California DOC. ACFSA California Chapter President Sam Venero, CCFP of Ironwood State Prison made it a point to make the nomination based on Don's outstanding work ethic and dedication to the Correctional Food Service Industry. Don was the perfect candidate for this Award and embodies the ACFSA spirit and commitment to excellence. California was indeed proud to have Don represent the State and its chapter membership and ACFSA is proud to have him represent the Association as Operator of the Year.



The 2009 President's Award winner was Karen Candito, CCFP, CFSM, who is the Correctional Food Service Manager at Santa Clara DOC. Karen was most recently on the ACFSA Board as your Region IV Director and was committed to making ACFSA a stronger force in the Correctional Food Service Industry. For the duration of her ser-

vice on the Board, Karen was a champion of the core values and mission of ACFSA and saw to it that the puzzle pieces were put in place to ensure that ACFSA's Membership was well represented and expanding. Through her efforts, ACFSA has seen resurgence and the future is looking extremely bright. Karen was not able to be with us in Grand Rapids but ACFSA President Teddie Mitchell gave an emotional and heartfelt presentation and accepted the Award on her behalf.

California wasn't content with just these two Awards. At this year's Annual International Conference, ACFSA Members were treated to an outstanding competition that pitted Regions against one another in a friendly rivalry for Kitchen Supremacy. It was ACFSA's version of the popular Food Show "Iron Chef," and while the competitors were friendly, they battled one another to win the right to call themselves "Culinary Kings!" Okay, so there wasn't really a title, so to speak, but what I'm trying to say is that these teams really wanted to win. Operator of the Year winner Don Perkins and Myron Wiley of the Jones Zylon Company won the competition held at Michigan Culinary Arts Institute, in a rivalry where they had only one hour to prepare a meal with certain "mystery" ingredients to be used by each team. Other squads challenging were the Federal Bureau of Prisons, Virginia Department of Corrections and ACFSA's Canadian Chapter.



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(Check, Money Order, Visa, MasterCard, American Express)

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 Example: If joining in June of 2009, Dues will be paid through December of 2010*

Member Type Check One	January-March	April-June	July-September	October-December
<input type="checkbox"/> Food Service Professional	\$79	*\$139	*\$119	*\$99
<input type="checkbox"/> Institutional	\$144	*\$252	*\$216	*\$180
<input type="checkbox"/> Retired	\$39	*\$69	*\$59	*\$49
<input type="checkbox"/> Professional Partner	\$384	*\$672	*\$576	*\$480
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 Example: If joining in June of 2009, Dues will be paid through December of 2010*

Save the Date!

August 22 - 25, 2010

*The
2010 Annual International Conference*



Town & Country

*Hotel & Resort
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REGION I REPORT

by Carol Thomas

Just to follow-up on the a couple things that have in the works. The establishment of the email distribution lists for Region 1 members has gone well. I continue to send messages out to keep the region updated on upcoming activities.

Ricky Clark and I are still working with members who are interested in starting a chapter in New York. I want to challenge all our membership to talk up ACFSA. We are a strong organization and our strength is in our membership and the commitment we have to ACFSA.

I am very excited to announce that Region 1 is looking at possibly having a Regional Meeting. We are only in the early planning stages. I will keep you informed on our progress. New York, Connecticut, New Jersey, Pennsylvania, Maryland, Delaware and Massachusetts we need your help.

If anyone needs assistance, I can be reached by email at Carol.Thomas@vadoc.virginia.gov or by phone at 804-784-6882.



REGION II REPORT

by Frank Shelton

Hello, my name is Frank Shelton. I'm a lifelong resident of Tallulah Louisiana, which is found in the Northeast part of the state. I am the Food Service director for the Madison parish Sheriff's Department, Corrections Division. Starting with only 268 inmates (all male/DOC) we have grown to three facilities housing approximately 1200 inmate, having opened a 560 + bed facility just last year. We have just opened a new woman's re-entry facility, housing 570 female inmates for our states DOC. Almost 1800 inmates to feed!

I've enjoyed the challenges of opening and operating new facilities and meeting some great people in the industry. The correctional foodservice industry is growing by leaps and bounds and it has been exciting being in on the ground floor of new product development and finding new ways to meet the financial challenges of the economy in which we operate.

I've greatly enjoyed my association with you, the members of the ACFSA. I believe in this organization and what it means to the professional development of both the industry and its members. I want to see it continue to grow, both in membership and as a force in the food service arena.

I look forward to serving as your Region II International Board Representative and I hope to see Region II move forward within our Association thru membership growth and activity. I met several of you at the Annual Conference in Grand Rapids and some

really great ideas were presented during our regional meeting to help in this regard. And I REALLY appreciate all the offers of help!

We've got excellent growth potential as an organization and we need to tap into that. You can help kick start that by using your connections and knowledge of what's happening in your neck of the woods. Most all of us come into contact with either peers in our industry, or vendors that market to us, at some point in time. Both are excellent sources of new membership. Also when new facilities open or expand. Shoot me an e-mail with the info and I'll follow up.

And to those of you that weren't able to attend this year's Annual Conference I sorry you missed it. We had a highly informative conference and a great time of fellowship with the membership of this great organization. You missed an excellent presentation by Chef Jeff as he told of his rise from the street and life behind bars to starring in his on Television Series. Some worthy topics were covered by many highly knowledgeable speakers, and on top of that we visited a great city, Grand Rapides, and a wonderful state and region of the country. And being from the south I found the weather spectacular! Please plan on attending next year's International Conference, cause you really don't need to miss all of this good stuff!

Hopefully between now and then I'll get to know many more of you. Please don't hesitate to contact me with your needs... if I don't know I'll sure find out who does. I'm just a phonecall or email away: 318-574-0584 or fas_daddy@yahoo.com



REGION III REPORT

by Phil Atkinson

I guess I should start with an apology for the "itty bitty" Region III report I had in the last *INSIDER*. There was some confusion regarding the publication date and about two thirds of it was edited out. Oh well, the best laid plans of mice and men.

There has been quite a bit of activity in Region III since my last decent report. Probably the biggest thing was the annual International Conference in Grand Rapids, Michigan. What a neat city and what a great conference. My congratulations to all those involved in the planning and execution. Michigan looked good, Region III looked good and ACFSA looked good.

I must make special mention now and give special thanks to Anil Chopra and Dave Sharma, second place winners in the Conference Cook-off Challenge. I was able to watch them prepare their

(Continued on page 24)

entrée and was very impressed with their teamwork and professionalism not to mention the finished product. I do believe that they truly understand that we eat with our eyes—it was beautiful. Congratulations to both of you for your outstanding representation of Region III.

The Wisconsin Chapter and the Minnesota members got together and have joined forces in a new chapter. The chapter has been named the Northern Lakes Chapter. They have had good meetings and are looking forward to much activity in 2010. The last word I got was the Michigan and Ontario chapters will be joining forces for a spring conference. Really looking forward to this; watch the *INSIDER* and check the web site for more information.

I hope you all have a good winter and a blessed Holiday season and, as always, got a problem or a question don't hesitate to contact me.



REGION IV REPORT

by Laurie Maurino, RD

This is my first report as Region IV Director for ACFSA. I am excited to be in this position. I am Laurie Maurino, Registered Dietitian at High Desert State Prison in Susanville, California. I have been a dietitian for 25 years with 12 years being in

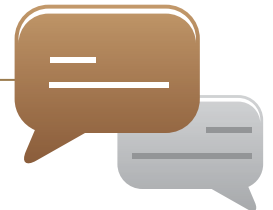
Corrections. I was President for the California Chapter of ACFSA in 2008.

I was able to attend the international conference in Grand Rapids, Michigan this August. It was a fantastic conference with lots of great people in attendance. They held an "Iron Chef" type cook-off at a local cooking school. Members represented each region and were judged by professional chefs. I am proud to report that the cook-off competition was won by two of our regional members: Don Perkins, Food Manager at California Substance Abuse Treatment Facility at Corcoran and Myron Wiley, Jones Zylon representative. They made a great team! Everyone enjoyed the cook-off and we would like to plan to hold next year at the 2010 ACFSA conference in San Diego, CA on August 22-26, 2010. We are in the midst of planning that conference right now. If you have any suggestions for topics to be covered or other ideas for the conference, please email me at laurie.maurino@cdr.ca.gov. We are going to try to combine some mandatory Federal training for staff working at federal prisons with the conference.

By the time this is printed, we will have had our own California State Chapter Conference at the Town and Country Resort in San Diego. It is to be held Oct 18-21, 2009. This is the same hotel that the international conference will be held at next year. It is a beautiful resort and we look forward to seeing you there next August! Bring a cook-off team!

I would like to welcome communication from any member in my Region. If you are interested in starting a state chapter or even combining with a near by state, I would be glad to help. If you have any questions about ACFSA or would like to network with other correctional staff with your similar job, let me know.

Chapter Chatter



VIRGINIA

The ACFSA Virginia Chapter quarterly meeting was held at Blue Ridge Regional Jail on July 17, 2009. Robert Pennix, our incoming chapter President, hosted the meeting. After a tour of the jail and training from the Health Department, we had a business meeting. The new chapter officers were sworn in by outgoing President, Paul Hawkins. We congratulate Robert Pennix, President, Jean Golas, President Elect and Linda Shear, Secretary/Treasurer.

Some of the big excitement recently for our chapter was the retirement of Ray Briggs. He's been an active and enthusiastic member for what seems like forever! We gave him a big retirement party on September 12th.

The other big news, of course, is that we won the ACFSA Chapter of the Year at the conference in MI. We are so proud of our big, happy Virginia ACFSA family!!

We Need to Hear from You!

As of late, we have received very few Chapter and Regional Reports for the *INSIDER*. It's important that members hear from you to learn about chapter activities and other happenings in corrections food services.

I urge you to take a few moments to share your expertise with your fellow ACFSA members. Not only is it fun to see your name in print, there is even a greater satisfaction in knowing that you have touched someone else with your story or helped them to achieve greater success.

So get writing! Please submit articles to:

Lavinia Johnson: laviniajohnson@aol.com

Barbara Holly: barbaraholly@bellsouth.net

Jon Nichols: jonnichols@acfsa.org



Executive Director's Message

by Jon Nichols

The Birth of an Association

Back in 1953, Al Richardson joined the American Correctional Association and began attending Regional workshops. He quickly realized that food service was not included on any agenda for any meeting and had virtually no voice in the planning or management of any correctional institution, be it State or Federal. This was a fact that both amazed and confused him as it was common knowledge that food had been the cause of every major prison riot this century.

Without the help of Google or any search engine for that matter—remember that it was the early 1950's after all—Richardson spent the next year contacting and visiting various correctional institutions in an effort to locate kindred spirits. He was interested in finding a group of individuals that worked in the correctional food service industry and were seeking a forum to interact and exchange ideas and knowledge. With no luck in his quest, Richardson decided to do something about it.

He wrote a paper outlining the problem and addressing the importance of food in the management of a correctional institution. Drafting an institutional chart and drafting By-Laws, the American Correctional Food Service Association was conceived.

In 1969, Richardson presented his idea to the President of the American Correctional Association and received an assurance that if formed, the ACFSA would be accredited. He took his proposal to Utah Governor Calvin Rampton, and to the Director of Corrections, Ernest Wright. Wright gave the ACFSA proposal his endorsement and Governor Rampton assured Richardson that his idea was a good one and that he could count on the full support of the Governor's office. The next step was securing the Articles of Incorporation.

Richardson and his wife scraped together funds for the expense of getting the Articles of Incorporation from the State of Utah by using their vacation money. The American Correctional Food Service Association was now up and running!

The beginnings were quite humble. The H.R. Nicholson Company was the lone vendor advertiser and with little capitalization and an unpaid volunteer staff, the ACFSA set out to give a voice to the thousands of correctional food service employees that had no representation or influence. It was an idea that was sure to succeed under Richardson's guidance.

ACFSA's original newsletter was a black-and-white mimeographed affair that was mailed out by hand and became the



Here we are, 10 years from the prophetic words of Al Richardson and look at how the ACFSA has grown! With members in all 50 states, Canada, Australia, Puerto Rico, and Mexico, we are now truly an international association.

calling card of correctional food service employees who were face-to-face with the inmate population yet were considered second class citizens in the areas of pay and hazardous duty considerations. Prison Administrators throughout the country soon became aware of the importance of the food service sector in their facilities. Before long, dietary considerations were being incorporated into the management of all correctional institutions. Within a few short years, ACFSA had members in forty states and attracted advertising from several commercial firms with a common interest.

In the 1999 Fall issue of INSIDER magazine, a seventy-six year old Richardson stated, "With over fifty years of food service experience, I feel confident in saying that you will look back ten years from now and say **look how we have grown since 1999!** I will probably not be around to see it, but I congratulate you on how you have progressed and grown. And I say, Keep up the good work!"

Well, here we are, ten years from the prophetic words and look how the ACFSA has indeed grown! With members in all fifty states, Canada, Australia, Puerto Rico, Mexico and around the globe, we are now an *International* Association. A fact that prompted a name change for ACFSA to the Association of Correctional Food Service Affiliates—the same anagram, but a much greater meaning, wouldn't you agree?

Al Richardson's tiny little "Association that Could" to an international champion for the correctional food service worker. There is no doubt that Al Richardson would not only be proud of you all but would have known all along that you had it in you. And it's probably not too outrageous to assume that, if he were alive today, he would say to you, "Keep up the good work!"



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Vickie Law
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Willow Springs, NC

Lori Rodriguez
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Members on the Move



Have you been recently promoted to a new position, moved to a new facility, or have an interesting story to share with your fellow ACSFA members?

We want to hear from you!

Coming soon to the pages of INSIDER magazine is **Members on the Move**—a new column designed to celebrate the accomplishments and happenings of fellow ACSFA members.

Submissions

Members On The Move submissions should be made in the same manner as articles for INSIDER and submitted by the same deadlines. Please see page 32 for more information about submissions for our Spring 2010 issue.

Please note that ACSFA will rely solely on your submission for correct information and will not be responsible for incorrect information that is submitted and ultimately printed in the pages of INSIDER. Please ensure that all information submitted is accurate.

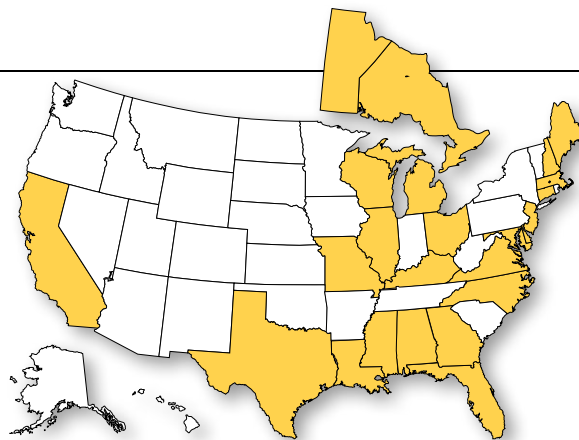
Bob Ayer Joins H. Fox & Company, Inc.

H. Fox & Company, Inc., of Brooklyn, New York, Manufacturer of Beverage Bases, Juice Concentrates and Pancake Syrups has appointed Bob Ayer as Product Manager over their Corrections and Institutions Division.

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Marcella Maki*
Niagara Falls Detention Center

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



* Chapter President

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 III

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

Region II

Alabama	Louisiana	Tennessee
Arkansas	Mississippi	Texas
Florida	North Carolina	Virgin Islands
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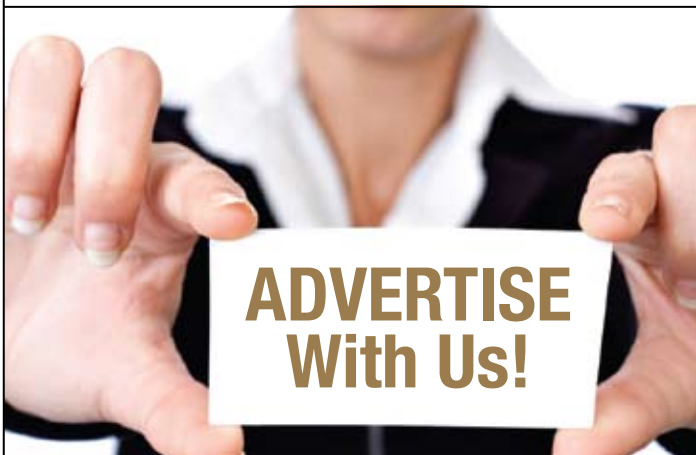
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► *INSIDER* Editors: **Barbara Holly, CCFP, CDM, CFPP** and **Chris Althaus**

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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.

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To submit an article for the Spring 2010 Issue:

1. Please send via e-mail by December 15, 2009 to:
ACFSA—INSIDER
Barbara Holly, e-mail: barbaraholly@bellsouth.net or
Chris Althaus, e-mail: Christine.Althaus@wisconsin.gov
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.
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Letters to the Editor

Please email your articles and/or comments to Christine: Christine.Althaus@wisconsin.gov or Barbara: barbaraholly@bellsouth.net. Please specify that you are contacting us regarding the "Letters to the Editor" column. We reserve the right to edit submissions.



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