



National Association of Institutional Agribusiness

The National Association of Institutional Agribusiness (NAIA) strives to meet the educational, networking, and professional growth needs of its membership, which is comprised of correctional and other institutional agribusiness professionals employed by federal, state and local institutions.

NEWSLETTER

SUMMER 2020

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LETTER FROM THE PRESIDENT

Fellow NAIA Members,

I hope this newsletter finds everyone well. The past few months have been a trying time for our profession. Many of us have dealt with issues we have never experienced before. Facilities on lockdown due to positive COVID-19 cases with no offenders to work and staff being out of work due to testing positive, while the work still needs to be done. Here in the Southeast, it is hard to run an agribusiness operation from March to August with limited or no staff for weeks on end. I hope the worst is behind us and the last half of 2020 makes up for the first half.

The NAIA Board of Directors voted to postpone the 2020 Fall Conference in North Carolina. With budget cuts and the economic conditions, it appeared many of us were uncertain if our agencies would be approving travel for members to attend and economic conditions has limited the ability of vendors and supporters of the NAIA to participate as they have in the past.

The NAIA Board of Directors voted to keep the conference location schedule as planned with North Carolina hosting in 2021 and Texas hosting in 2022. The Board of Directors also voted to keep all board members in their current positions for the next year and to award NAIA scholarships for 2020 without a conference. The Summer Board meeting will be held virtually or through a teleconference to ensure a smooth transition to the 2021 Fall Conference. The rescheduled dates for the 2021 Fall NAIA Conference will be coming soon. We appreciate your support of the NAIA and look forward to seeing everyone next year.

Thanks,

Phillip Sykes



“IT’S NOT JUST ABOUT HORSE WORK”

*Submitted by Todd Swick
Deputy Director - Agribusiness , Land and Minerals
Texas Department of Criminal Justice*

Just on the south side of Huntsville, Texas, you will find the beautiful Goree Unit. These 700+ acres of rolling hills house a correctional facility that is home to approximately 1,500 offenders and the agency’s Equine Breeding Program. With approximately 90 mares foaling annually, it takes special individuals with special skills to make this operation successful. One individual is Offender Roy Clark.

Offender Clark explains, “I work out here at livestock at Goree. I break colts and pen mares, but mainly I break colts for these guys out here. I love it. Yes sir, I love it.” When asked to explain the process he states, “Basically starting from the ground up. Once they’re bred and we foal them, we halter break the foals, so they have human contact all the way through their way up. Just getting that human contact. They’re taught as a yearling, six months old really, how to lead, how to flex. When we get them at two years old, we put them in the round pen and ground break them.

We slowly put a blanket on them, put a flag on them to get them used to things on their body, and you eventually go to a saddle. Then once you get the saddle on, (that’s about 3 or 4 days of ground work) you do about 3 more days of ground work. When I see a horse that I got about 60 days on and I see that horse riding around really good and I know that I did that, that’s probably one of the best feelings in the world.”

“What we get to learn here and see here is, it’s amazing! You’ll never get to see that. None of us will probably ever get to see it again. This stuff is an amazing thing to learn. It’s beneficial. There’s a lot of other people’s ways of doing it, but here they have a really good way of doing it. It’s a soft, easy, slow, take your time, and not too much pressure on the horses. It’s something that teaches you as a person to be patient.”

Offender Clark adds, “This place has really taught me about patience, responsibility, and how to hold a job again. We get up early. We work every week out here. You learn to work with so many different types of people because they come from all over. I mean, you meet different personalities. Some of us are mad one day, happy one day. You learn how to work with these guys, what to do, how they work, how to read them. And this keeps you out of trouble. It definitely keeps you out of trouble.”

“You learn to love again,” he adds. “You do, you care for your horse. You learn to trust in your horse. Being around these young horses, it helps you being around kids again. It’s just like you’re teaching little kids. You got to take little baby steps and teach them little things, little things you know with parenthood. It teaches you the responsibility to love and care for these animals because you have to. If you treat them bad, then they aren’t going to respond to anything that you’re trying to teach them.”

When asked about the Equine Operation and staff, Clark continues, “Being an ex-alcoholic drug-addict you lose a lot of stuff out there. This program makes you gain back a lot of trust in yourself. Self-esteem, setting little goals, being proud of what you do with these horses. I trust in these guys and they teach you how to work with these horses and it helps you build. They push you up, they tell you you’ve done a good job when you do a good job.”

“They teach you the right way to do things in life. It’s really good stuff out here. I hated that I came back, but I’m glad that I came because it’s changed me. I don’t want to go back to that lifestyle ever again. I want to be a normal citizen. It’s a good thing. It’s not just about horse work out here!”



AN INMATE'S JOURNEY: FARM MAINTENANCE SHOP

Inmates Enhance Skills

*Submitted by Fred Hayes
Farm Manager
Federal Prison Industries*

One of the often overlooked, but integral parts of an agribusiness operation is the maintenance shop. For those that toured FCC Lompoc in central California during the NAIA 2019 Fall conference, you will remember the assortment of John Deere tractors, semi-trucks, backhoes, bulldozers and all-terrain vehicles that Lompoc uses to operate its 26,000+ acre farm, dairy and Angus beef operation. NAIA past President and Unicor Farm Manager, Fred Hayes, has made sure that the inmate workers have a well-equipped and stocked maintenance shop, able to take on most tasks a large farming operation requires.

Over the years, inmates with previous experience working at auto repair shops, independent truck operators and even hobby-home-garage mechanics have cycled through the shop. In doing so, these men have stayed current with their trade and interests, sharpened their skill-set, and most importantly, developed a strong sense of pride in their own work and for the functioning of the shop itself. The most recent example of an inmate to leverage their passion for working on automobiles and parlay it into a true win-win outcome is Ronald Phares, LOFM-Farm's Grade 1 inmate mechanic.

Professionally, Phares has experience working on hydraulic systems in the waste management industry, operating two automobile detail shops, and is an avid classic car aficionado. In fact, Phares estimates that he's refurbished or restored over 170 cars during his lifetime. These restoration projects included full motor builds, repairing hydraulic and fuel systems, transmission rebuilds, turbo systems, and suspension work. While there is no question Phares knew his way

around more traditional vehicles, prior to his time at Lompoc Farm, he had no experience working on and around agricultural implements.

When Phares arrived at the Lompoc Farm four years ago he started as an entry-level shop assistant, joining a group of four others. Leveraging his prior experience, Phares quickly picked up critical skills and knowledge in the shop by working on diesel engines and major agricultural equipment. Within a year, Phares worked his way into the number one spot, where he has remained since. Often working seven days a week, Phares finds himself eager to get into work each morning stating, "I really enjoy getting into work early. Knowing there is always a project to finish or another to start keeps my mind engaged. I mentally prepare for each day as soon as I wake up until I arrive at the shop, so I'm ready when I get here."

Phares maintains that being the go-to inmate to ensure the essential equipment works properly can at times cause some anxiety, but he welcomes the challenge: "Knowing that a truck or tractor or dozer is on the fritz and is badly needed for a time-sensitive operation, as most all our operations are, it requires me to prioritize my time and the time of the others in the shop who work with me. We know that what we do impacts the entire operation here and we take that responsibility seriously." And Phares and the others in the shop often don't have the luxury to always seek instruction before acting: "I try to run stuff past Mr. Hayes or one of the other C/O's here whenever I can, but sometimes you just need to adjust on the fly and improvise when working on a problem that is being diagnosed."

FEDERAL PRISON INDUSTRIES - UNICOR



Hayes figures that Phares and the other inmate mechanics working in the shop have saved the Farm tens of thousand of dollars over the years stating, "Having guys here who know what they are doing saves me a ton of time, money and aggravation." For example earlier this year, one of the semi-trucks the Dairy uses for milk deliveries needed a new motor; Hayes had to decide if the shop team was able to handle the project: "This was a big ask for the shop guys and it required my confidence in their ability. A year ago, I wouldn't have been comfortable spending over \$20,000 to hope that they could do an entire engine rebuild. But now I have that confidence, the guys did a terrific job, and we saved over \$15,000 vs. going outside to have it done. This is the kind of success that makes me proud of what we've got going on here."

Phares' experience at the Farm has led him towards a new career plan upon his release, which is scheduled for next year. "What I want to do when I get out is establish my own business of buying used agricultural equipment, overhauling it, and reselling it. Also, I will have my own service truck to allow mobile operations for routine maintenance work." He recognizes the need for capital to assist him getting off the ground, "I've already lined up an outside money source who is eager to partner with me in my new business venture; we both see a real opportunity in buying and refurbishing Ag equipment right now. I'll tell you this; prior to being here, there's no way I'd have the self-confidence to approach an investor to pitch a new business idea and partnership, but I do now."

The mission of institutional Agribusiness is to develop marketable skills, improve confidence, and provide inmates returning to society a better shot at success. Undeniably the 'hands-on' work in the agricultural sector, specifically with agricultural equipment, has been extremely positive for Ronald Phares' future prospects. His journey is another example of the good outcomes our business creates, something which we should recognize and celebrate.



PROMOTE YOUR OPERATIONS

*Submitted by Jeff Vaughan
Agri-Services Operations Coordinator
Oklahoma Department of Corrections*

The agricultural community as a whole has historically focused on production much more than self-promotion. Unfortunately, this is also true for many of us in the institutional agribusiness field. We tend to focus our efforts on getting the job done and spend little time and effort in promoting the great things we do to those outside of our field. As many states struggle with overall budgetary problems, it is imperative that we tell our story.

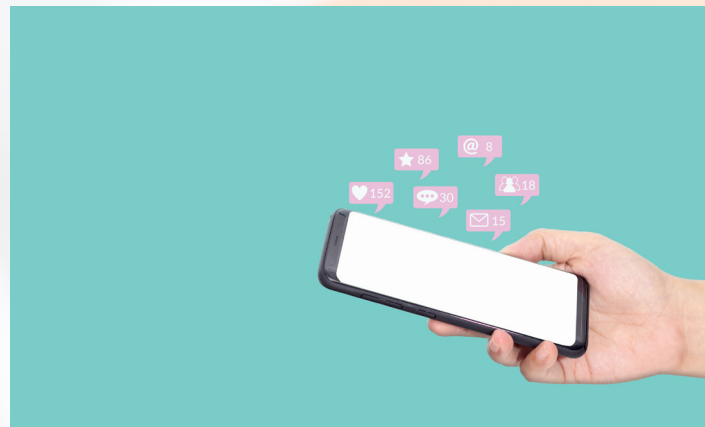
In Oklahoma, we realized we had done a poor job of telling our story, and are now making a concentrated effort to promote ourselves. It was quite concerning to learn that there were employees within our own agency that knew little if anything about the Agri-Services division.

We began our efforts by meeting with the Oklahoma Department of Corrections Communications division, and expressed our goal. The rest, as they say, is history. They developed a plan to shoot a series of short videos that highlighted several areas of our operations. Once a video is completed, it is reviewed by the Director of Agri-Services for accuracies. After final edits have been done, the videos are sent to every state legislator, senator, and the Governor.

They are also sent to members of the Board of Corrections, and all Department of Corrections staff members through our agency wide email system. In addition, the public can view the videos, as they are posted to the Department of Corrections web page, Facebook, YouTube, Twitter, and other aspects of social media.

We have been amazed at the response we have received from our efforts. We have received many phone calls, comments, and the opportunities to have extensive conversations about our division to several influential individuals. We have had newspapers contact us and do stories on different aspects of our division that would be of interest to their readers. The exposure has been extensive and the overall effect for both the Agri-Services division and the Oklahoma Department of Corrections has been extremely positive.

We hope this article will inspire others to tell their stories. The NAIA annual conference has exposed all of us to many different operations around the nation, and has shown that we all have positive stories to tell, so get out there and do it!



State of Oklahoma Department of Corrections

ODOC TAKES A BITE OUT OF HUNGER



WATCH NOW

Access the link below:

<https://www.youtube.com/watch?v=vbFVstTVBCw&feature=youtu.be>



Georgia's Hen Laying Operation is in Full Swing

*Submitted by James Rogers
Deputy Director of Agribusiness
Georgia Correctional Industries*



GCI began construction for a new egg laying facility in May 2019. The facility was completed in July 2020 with our first flock of pullets being delivered in late July 2020. GCI has a total of three houses. The remaining two houses will be filled in September and December of this year. The facility is located in Mount Vernon, Georgia next to Montgomery State Prison. Offenders are given the opportunity to learn the process of growing hens and collecting eggs on a daily basis.

The operation runs seven days per week and 365 days per year and is always in production. GCI delivers our fresh eggs to a processing facility where the eggs are cracked and blended into a frozen egg product. Once the eggs are blended and frozen they are shipped to FDU (Food Distribution Unit) in Milledgeville for cold storage. The frozen blended eggs are then delivered to all the state prisons around the

state of Georgia. In addition to frozen egg products, GCI also delivers fresh eggs to certain facilities as needed.

Our new facility is equipped with a fully operational feed mill that allows us to mix feed on sight as needed. We added an additional 35,000 bushels of storage for yellow corn which now allows us to store 95,000 bushels on sight. Our estimated annual usage of yellow corn should be around 110,000 bushels. All corn used at this facility is also grown by our Joe Kennedy Farm and Rogers Farm operation. In addition to storing corn, we also have the capability to store all other feed ingredients needed to prepare feed for the laying operation. This includes bulk storage for soybean meal and finished feed. Each house is equipped with automated feeding systems and alarm systems to monitor feed, ventilation, and water. The entire system can be monitored from your cell phone.



Information such as room temperature, water pressure, and fan units operating are constantly monitored and if issues arise, will notify the farm manager via phone. The farm manager and staff can also turn on fans and other devices from their cell phone if the need arises. In addition, the new facility has 2 standalone generators that are automatically tested each Tuesday morning to ensure they are working properly. If inclement weather arises, the facility is capable of operating the houses and coolers without an outside power source which allows us the comfort of operating in times of power interruptions which may result from bad weather.

GCI also has the capability to store enough finished feed for three days of operation. When all three houses are in operation, GCI will have 120,000 bird capacity. The eggs are collected with automated equipment and transferred to our egg room via egg conveyor where the eggs are pack-

aged for transportation to our processing vendor. Each truck contains a total of 19,800 dozen eggs. These eggs are delivered several times per week to our processing vendor. GCI normally runs about 65,000 cases per year of blended frozen egg product. This allows for a great cost savings for the state and also allows GCI to be self-sufficient when fresh eggs are in short supply.

GCI has plans to be UEP (United Egg Producers) certified in October. This organization is helpful in monitoring your safety processes as it pertains to the handling of eggs, animal husbandry, bio-security, and ensures that proper training for all staff is done accordingly. Our goal is to provide the best quality product while also having the opportunity to teach offenders a new trade. Everyone participates daily and it takes the entire organization to make sure every state prison has the eggs needed.

- **We will also be extending all current memberships for another year at no charge.**
- **Be on the lookout for information on our Bylaws. Please review and provide feedback. Bylaws are to be reviewed by the entire membership every other year.**
- **Have an interesting story to share or a topic you would like to see discussed in the newsletter? Please share! We would love to feature your article in our next newsletter!**

Please email Amy Pataluna at aepataluna@gci-ga.com

GROUP MEMBERSHIPS

Now offering Group Memberships.
Our goal is to allow individuals and organizations as much access as possible.

- Individuals - \$20/year
- 10 Members - \$195/year
- 15 Members - \$290/year
- 20 Members - \$385/year
- 25 Members - \$480/year
- 30 Members - \$575/year

A primary focus of NAIA is committing to advancing our profession. This includes a strong belief in the development of the agriculture leaders of tomorrow. We look for ways to recognize those individuals by offering opportunities to provide scholarships to applicants that meet the established criteria.

Scholarships are awarded to individuals sponsored by NAIA members and are either part-time or full-time students pursuing bachelor's or graduate degrees.

This year, the NAIA Board of Director's proudly awarded two \$1,000 scholarships. The recipients are Wyatt Raiford and Corbin Hayes.



Wyatt Raiford

Wyatt is attending Tidewater Community College in Virginia Beach, VA as a freshman in the fall. Wyatt's future goal is to gain an education in Emergency Medical Services and Fire Science. As a fifth-generation living on the family's land, Wyatt comments "Being a farmer helps mold you in so many ways, from learning to lean on God, to feeling accomplished after a hard day's work." He adds "It has taught me so much about work ethic, patience, and country living."



Corbin Hayes

Corbin is attending Allan Hancock College in Santa Maria, CA as a freshman in the fall. From there, Corbin plans on transferring to a four-year university with interests in Agriculture Business, Agriculture Law and Political Science. Corbin is a fifth-generation farmer and rancher; he and his brothers proudly carry on the family legacy with honor. Corbin comments that his future will "affect the agriculture industry in a positive way by my career and giving back to the youth".



HELP CATTLE COPE WITH SUMMER HEAT

Monitor temperature and humidity, make sure cattle have shade and plenty of water.

Article courtesy of <https://www.beefmagazine.com/animal-health/help-cattle-cope-summer-heat>. Published July 9, 2020.



Hot temperatures are a reminder of the need to prepare cattle for heat stress events this summer. Some cows still hadn't slicked off their haircoat in June before they were turned out to graze on grass due to the cool spring and may take a little longer to adapt to heat. Also, keep in mind that fertility can be affected in cows and bulls during heat events, so a little prevention can help ensure a successful breeding season.

Grant Dewell, Iowa State University Extension beef veterinarian, provides the following recommendations and precautions for cattle producers. "Grazing cattle should have access to cool clean drinking water and shade during the summer," he notes. "Automatic waterers used in winter that are designed not to freeze may have a hard time supplying the quantity of water needed when it gets really hot."

Surface water such as ponds can become stagnant and contaminated with feces if cows are allowed to stand in the water to cool off, says Dewell. Although cows can survive drinking this water and will not become dehydrated, they will not want to consume adequate amounts to deal with heat stress and maintain high reproductive performance.

Shade is critical to keep cows cool

Trees, shade structures or a building can provide adequate shade during the heat of the day. "Be careful of old buildings that do not have adequate ventilation," he cautions.

High temperatures can affect grazing behavior and rotational grazing systems may need to be adjusted. It is also important to institute a good fly control program. Fly tags generally provide good control but consider some supplemental oilers, dusters or spraying to keep cows from

congregating from excessive fly pressure. Feedlot cattle are generally more susceptible to heat stress because of fat cover. "With the recent disruption in marketing finished cattle, many feedlots may be feeding calves longer and to heavier weights than typical," says Dewell. "These cattle will need some extra precautions to minimize the risk of heat stress.

Adjusting the feed ration can help

Also, remember that these heavy cattle are more susceptible to AIP (acute interstitial pneumonia) and fatigued cattle syndrome. Increasing the roughage and feeding 60% to 75% of the ration in the afternoon feeding can spread the heat load from rumen fermentation into the evening cooler temperatures. In extreme heat events sprinklers can be used to help cool the ground surface and the cattle to prevent death loss.

To reduce damage caused by heat stress, feedlots need to monitor environmental temperatures throughout the summer. When the heat index is above 90° F, cattle will be under heat stress. In addition, hot weather following a rain can dramatically increase the potential for a heat event. If overnight temperatures are above 70° F cattle will have increased heat stress because of a retained heat load. During times of increased heat stress, cattle should be observed closely to identify if additional strategies need to be used. For best results, feedlot managers need to monitor for heat stress and implement strategies to minimize impact on cattle to prevent death from heat stress.

GEORGIA CORRECTIONAL INDUSTRIES

GCI Teams Up With University of Georgia

GCI Farms teamed up with the University of Georgia (UGA) Animal Science Department to do a research project on timed breeding through artificial insemination. We set up 2 groups of heifers, 50 head in each group, with the 14 day CIDR's program with 2 different insemination dates at 33 days and 34 days. 'Estrus synchronization has been available as a reproductive management tool to increase the proportion of beef females becoming pregnant earlier in the breeding season. As a result, estrus synchronization programs can reduce the duration of the calving season and improve calf crop uniformity.

Heifers that calve earlier in the calving season have greater longevity in the herd and produce more pounds of weaned calves throughout their productive life compared with heifers that calve later in the season. By increasing the proportion of heifers that calve early in the calving season, estrus synchronization positively impacts lifetime productivity of these females. Currently, estrus synchronization programs combined with artificial insemination result in 40-60% of heifers becoming pregnant in the first day of the breeding season.

Researchers at the University of Georgia are investigating alternative synchronization programs in order to further optimize the fertility of heifers exposed to fixed-time artificial insemination. Georgia Correctional Industries has been collaborating with this research and provided heifers for the completion of these projects. "The data generated in this study will be available for Georgia beef producers in order to help them successfully incorporate estrus synchronization strategies that optimize profitability of their herds." Pedro L.P. Fontes Assistant Professor Department of Animal & Dairy Science.

We are very proud to be working with UGA on this type of project in hopes of improving our cattle industry. I would like to thank our Joe Kennedy Farm staff for their hard work to make this project go smoothly and proficiently. Mr Fontes made several comments on the cattle handling skills of the staff and inmates that helped with the study. We are looking forward to seeing the results of the study and to continue to work with UGA. GO DAWGS!





Board Members will be retained in their current roles for the coming year.



Angela Bryant (VA)
Brent Galloway (GA)
Fred Hayes (CA)
Amy Pataluna (GA)
Kenny Raiford (VA)
Jeff Ropp (OK)
Todd Swick (TX)
Phillip Sykes (NC)
Jeff Vaughan (OK)
Ross Wagner (MT)

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NCIA's **E-Learning Program** is an online professional development platform tailored to the needs of Correctional Industries professionals like you. Developed by subject matter experts in the field of CI, our online courses aim to help you strengthen your skills, learn new ones, and discover new ways of thinking about CI in disciplines including:

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- Shop Finances **(NEW!)**
- Dynamic Sales Teams
- Soft Skills
- Certified Technical Skills/Apprenticeships
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- Inventory Management
- Situational Awareness **(NEW!)**
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- Operations Management
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