

INSIDER

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

Winter 2008

Preventing a
**Foodborne
Illness
Outbreak**

INSIDE

- ▶ Food Code Supplement Highlights
- ▶ Effectively Leading Different Generations
- ▶ Bylaws Ballot

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...See page 3 for details on the move.



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President's Report

*by Ricky Clark, CCFP, CFSM,
CDM, CFPP*

Greetings Fellow ACFSA Members

The extreme dry spell we experienced here in Virginia left us wondering if we would get to view the beautiful colors of Fall this year. When we least expected it, out jumped this burst of vibrant colors that were just captivating when driving along the mountains. What a sight! It is interesting to see that a dry spell can result in beauty and breathtaking scenes that make you trust that everything is going to be fine.

That is how I feel about our association right now. Even though we have been through a dry spell, I see an association that has come back with the beauty of friendships, partnerships, and long-lasting relationships that are built on trust and determination. The changes you will read about (see article at right) are circumstances beyond our control. However, your Board has been diligently working to ensure that we move successfully forward and continue serving ACFSA members well.

The Next Page

Our 2008 Conference planning is underway, and we are expecting the biggest turnout and the best conference in our history. The committee is working extremely hard to make sure our membership walks away from Charleston, SC in August 2008 with an educational and entertaining experience they will never forget.

What I ask of you as members and vendors that support ACFSA is that you trust your Board to get us through another transition and watch the burst of colors take place in your Association. I give my personal guarantee that you will not be disappointed. I have never been more proud to be associated with a group of folks than I am of this family of friends and peers.

Get excited about your association and take advantage of the opportunities it affords you. Professional development is something that comes to those who seek it. The networking and knowledge base that is represented in ACFSA is made up of the best in the business. So allow your ambitions to lead you into the leadership positions of tomorrow. Someone has to be there, so why not you? ACFSA is your association and my desire is that you become an essential part of its growth and its future.

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

Dear ACFSA Members,

I am writing to update you about exciting changes for ACFSA. We have a new and enthusiastic board who is invested in taking a great association and making it even better. Our focus is on meeting your needs while growing the association. We are dedicated to providing you with the quality programs and support that will enhance your development as a professional in the correctional food service business.

Our association is going strong and we are moving into this New Year with great enthusiasm. One of the immediate changes that you will see is a transition to a new management company for ACFSA. **Starting January 1, 2008 we will be working with Executive Management Associates (EMA), located in Burbank, California.** EMA is a full service professional management firm providing association management services, conference and trade show management, and publication services to not-for-profit associations. EMA has a proven track record of providing support services which help to increase membership and provide enhanced communication to members.

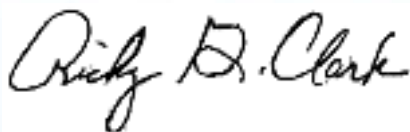
The board has been able to negotiate an unusually reasonable price for their services and is looking forward to working with EMA to increase member benefits. Look for a new and improved website and more communications from your board members in the months to come. We are excited to be working with EMA and welcome them to our team. **Our new address is: ACFSA, 210 N. Glenoaks Blvd., Ste C, Burbank, CA 91502.**

But the real point is to create an association that works best for you because this is your association. Please be sure to forward any and all ideas that you have for improvement to me or any of our board members. We care about what you want in an association and are invested in making that happen.

ACFSA is something to be proud of and your Board plans to keep it going strong. We have a renewed vision and are dedicated to growing this association to new heights. Please share our enthusiasm with fellow members as well as others in our profession that might like to belong.

This New Year is already an exciting one and I am looking forward to a bright future with ACFSA. Hope to see everyone at the international conference in South Carolina in 2008!

Sincerely,



**Ricky Clark, CCFP, CFSM, CDM, CFPP
2007-2008 ACFSA President**

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Vice President's Message

by *Teddie Mitchell, CCFP*

Happy New Year!

By the time you read this, four months will have passed since the ACFSA International Conference in Ontario, CA, and as I'm reflecting on this time, I must say that it has been busy and exciting. There have been e-mails and conference calls between board members. The bylaws have been reviewed and updated. You will find bylaws changes outlined in this issue of INSIDER. I've contacted the regional directors and have urged them to call on their chapter presidents to share ideas and let them know they care.

I realize that an association is a work in progress, always. That's the reason we communicate; why we ask for your input. Unless you tell us what you expect from us, we cannot help you grow in your profession. Remember, we're here for you and because of you, so you have this wonderful network of colleagues as close as your phone or computer.

The ACFSA Conference in Charleston isn't far away. The committee is already busy planning speakers and events. From what

"Remember, we're here for you and because of you, so you have this wonderful network of colleagues as close as your phone or computer."

I've seen so far, you won't want to miss a single session. If this is the first conference you attend, you'll love the camaraderie and the learning experience. If you've attended before, you already know how wonderful it will be.

In Ontario, CA I had the pleasure of meeting two members who—like me—were born in the Netherlands. We even had the chance to converse in our native language, Dutch. Thank you Jos and Henk—it was great meeting you! You just never know the surprises that may be there for you, when you least expect it.

Let me close by wishing you all a blessed 2008. May the New Year bring peace to the world and good health and happiness to all of you.

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

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HOT TOPICS

in The Dietitian's Corner

Queries of the Quarter

by Barbara Wakeen, MA, RD, LD

In the past few months I have received many queries about surviving in our ever-changing environment while budgets get tighter, costs increase, and standards get more stringent. Dealing with rising costs of dairy products and controlling the sodium content of our menus are on the top of the list!


Rising Dairy Costs

Increases in the price of dairy products are requiring all of us to take a look at our menus overall and consider cost-effective alternatives to meet nutrient needs. There is also concern whether use of these products will meet ACA and NCCHC Standards. Listserv discussion indicates some facilities/agencies aren't making any changes, while others are increasing the use of powdered milk to drink and in cooking; using fortified milk replacement beverages and/or using other nutrient fortified products.

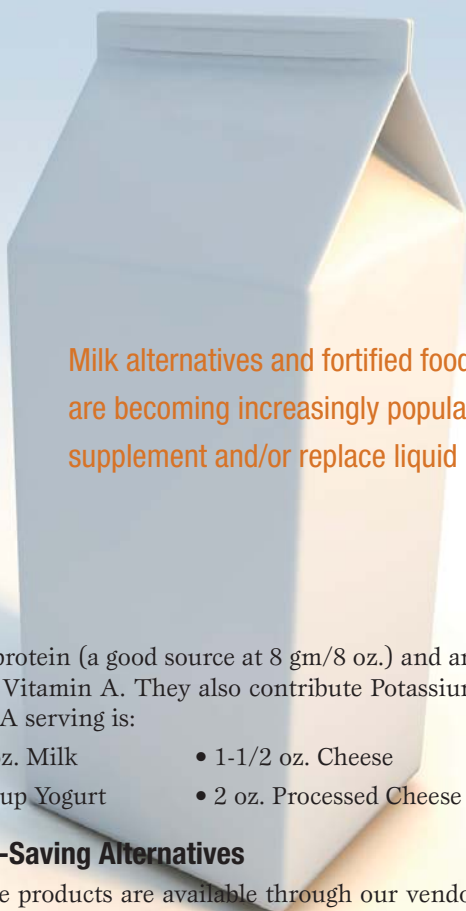
Milk alternatives and fortified foods are becoming increasingly popular to supplement and/or replace liquid milk. Currently across North America, milk is served as often as three times daily in correctional institutions on main population menus; this varies based on individual governing agency requirements. When milk is estimated at .25 cents or more for the 90-120 calories it provides, this is approximately 1/2-1/3 the cost of a meal that is offering about 8-10 percent of the calories for that meal.

The 2005 Dietary Guidelines and MyPyramid recommend 3 cups per day of fat-free or low-fat milk, or equivalent milk products for ages nine and over. If one doesn't or can't consume milk, lactose-free milk products—such as soy milk and/or calcium-fortified foods and beverages—are recommended.

Milk and dairy products provide mainly Calcium, Vitamin D,



Controlling the amount of sodium in corrections menus is a balancing act of palatability vs. cost control.



Milk alternatives and fortified foods are becoming increasingly popular to supplement and/or replace liquid milk.

and protein (a good source at 8 gm/8 oz.) and are often fortified with Vitamin A. They also contribute Potassium and Phosphorus. A serving is:

- 8 oz. Milk
- 1-1/2 oz. Cheese
- 1 cup Yogurt
- 2 oz. Processed Cheese

Cost-Saving Alternatives

These products are available through our vendors who cater to our correctional needs.

Beverages

- Nonfat dry milk/skim milk powder—reconstituted for drinking and used in cooking.
- Milk replacements—specially formulated to have the appearance of milk and provide similar nutrients. Some are available sugar-free.
- Fortified drinks—specially formulated to resemble milk containing nutrients. May contain Calcium, Vitamin D, protein, and often other nutrients. Some are available sugar-free.

Fortified Foods

- Puddings and cheese sauces fortified with Calcium, Zinc, Vitamin C, and Vitamin D.
- Bread dough fortified with Calcium.

Although many of these items contain the same or similar vitamins and minerals as milk, the quantities of these nutrients vary. Some contain less or no protein, and may be lower in calories. This may or may not be an issue depending on your requirements. It is important to have your dietitians assess these nutrient differences when making product alterations.

Here are some replies from queries on this subject...

- Two eight ounce servings of 1% milk per day.
- Milk prices are \$.255 per carton. Currently, milk is served at breakfast and an additional milk alternative that provides the same nutrients as an 8 oz. glass of milk.

- 1 cup milk/day plus fortified beverage, tea, and cheese.
- Milk substitute, in individual plastic packets...and the inmates like it! It is served with the supper meal and the inmates make their own drink at the dorm.
- No menu changes made due to milk price increases.
- Three servings of milk per day per ... requirement change in 2005. Chips were removed from the menu when the third serving of milk was implemented to help cover some of the extra milk costs.
- All adult inmates get one serving of milk with breakfast coffee and cereal. We have not changed anything at this point.
- Single serve fortified drink mix with ... twice a day.
- No menu changes, as we have a dairy and don't pay an outrageous price for milk. We have found that it's more economical to use fluid milk in recipes now rather than non-fat dry milk.
- In Canada, there's been no significant increase in milk cost recently. Serve 250 ml milk + 250 ml enriched drink crystals per inmate/day. Use of other dairy products on the menu continues as usual, i.e. cheese, pudding, etc.
- In the process of changing one milk serving to a non-dairy milk alternative fortified drink mix to maintain budgets and nutrition.
- DOC is considering replacing one 8 oz. serving of milk on our statewide menu with the ... product due to the increasing cost of milk.

Meeting ACA and NCCHC Compliance Standards

This is a major concern if facilities are ACA and/or NCCHC accredited, or if policies indicate ACA or NCCHC compliance.

The ACA Standards for jails and prisons, 4th edition, do not address specific foods that can be served, but do acknowledge nutritionally adequate menus and meeting the dietary allowances.

The NCCHC in each of its 2003 jail, prison, and juvenile facility versions of *Standards for Health Services*, standard F-02 Nutrition and Medical Diets, intends that "...food served will help inmates be healthy." According to Judith Stanley, NCCHC's Director of Accreditation, the specifics of how this is accomplished is by incorporation of principles expressed by the various guidelines of the US Departments of Agriculture and Health & Human Services, including Recommended Dietary Allowances (Compliance Indicator #2).

She comments: "Certainly milk and dairy products would be the best practice recommendations; however, substitutes approved by nutritional experts as being nutritionally adequate would be acceptable from a compliance for accreditation standpoint. There may be certain populations—those on special medical diets or adolescents—that may be exceptions and such should be clearly spelled out by the combined medical director/dietitian-consultant's directives."

Sodium Content of Menus

Processed foods, particularly meats and entrees, are a major contributor to the sodium content of menus. Of course, these prod-

ucts are part of the balancing act to control costs as well. As with nutrient fortified foods and beverages, there are reduced sodium foods to accommodate our needs, thanks to some of our "corrections specific" vendors. Historically, these items have always been for health care/special diet needs.

The 2005 Dietary Guidelines recommend 2300 mg for healthy individuals (the content of approximately 1 tsp. salt). More than 25 years ago, a 2000 mg diet was considered a cardiac diet, and is still considered a restrictive diet for some health issues. Now, this level is close to the recommendation for most everyone. Corrections menus often are double this amount.

Following are some responses regarding the calorie and sodium content of main population menus...

- 2,800 average calories per day; sodium just under 3000 mg per day. No salt in cooking, specifications for low sodium canned vegetables, lowered sodium content in cold cuts/frankfurters (we have a manufacturer who makes them for us), etc.
- Regular menu 4800 mg of sodium for 2,500-2,600 calories. I plan to check out products like lunch meats or frozen entrees that have lower sodium content. The products should be comparable in protein content and cost to the ones we currently use in our menu.
- 4000 mg sodium; 2,700 calories. No added salt in any foods produced onsite.
- Average 3,100-3,200 calories per day and 4000-4100 mg per day of sodium. I will soon be encouraging our department to decide on the degree of healthiness they would like our menu goal to be, and that will determine the menu changes we make in the future.

Once again, we strive to meet nutrient guidelines providing sufficient calories with a palatable menu in a cost-effective manner. In summary, our challenges to improvise and meet needs continue. This process has been made easier, thanks to contributions from our vendors!

Other queries this quarter included Kosher Vendors, Herbal Teas Sold in Commissaries, and Halal Meats. For further information, contact me at bwakeen@neo.rr.com.

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

Announcements

- Past Dietitian's Corner articles are available on the ACFSA website—www.acfsa.org.
- If you would like to be added to the Dietitians in Corrections networking EML (electronic mailing list), please email me directly at bwakeen@neo.rr.com. You *do not* have to be a dietitian. This is an informal discussion group and your name/email address will be listed in each email sent to the group.



FDA FOOD CODE

2007 Supplement Highlights

by Linda S. Eck Mills, MBA, RD, LDN, FADA

Food safety is in constant flux. Every time you turn on the news it seems like there is another outbreak involving yet another food product. As foodservice professionals, it is imperative to stay current with the latest developments. From 1993 through 2001, the complete Food Code was issued every two years. Currently, the Food and Drug Administration (FDA) issues a new Food Code every four years. The next complete revision of the Food Code will be published in 2009.

On October 5, 2007, the FDA issued a Supplement to update the 2005 Food Code to address several recommendations made by the 2006 Conference for Food Protection (CFP) with which the FDA, Centers for Disease Control and Prevention (CDC), and United States Department of Agriculture (USDA) concur. The changes contained in this Supplement reflect the current science and emerging food safety issues, and imminent health hazards related to food safety. This article will highlight some of the changes.

New or Changed Terms

“Potentially hazardous food” means a food that requires “time/temperature control for safety” (TCS) to limit pathogenic microorganism growth or toxin formation. Cut tomatoes or mixtures of cut tomatoes have been added to the list of TCS foods, which already includes plant foods that are heat-treated, raw seed sprouts, cut melons, and garlic-in-oil mixtures.

“Dealer” means a person who is authorized by a shellfish control authority for the activities of shellstock shipper,

shucker-packer, repacker, reshipper, or depuration processor of molluscan shellfish according to the provisions of the National Shellfish Sanitation Program.

“Certification number” means a unique combination of letters and numbers assigned by a shellfish control authority to a molluscan shellfish dealer according to the provisions of the National Shellfish Sanitation Program.

“Shellfish control authority” means a state, federal, foreign, tribal, or other government entity legally responsible for administering a program that includes certification of molluscan shellfish harvesters and dealers for interstate commerce.

Definitions for the terms “food processing plant” and “food establishment” have been revised to accurately represent the function of each business type and how they may coexist within the same premises. “Food processing plant” means a commercial operation that manufactures, packages, labels, or stores food for human consumption, and provides food for sale or distribution to other business entities—such as food processing plants or food establishments.

“Food establishment” means an operation that:

- a) stores, prepares, packages, serves, vends food directly to the consumer, or otherwise provides food for human consumption such as a restaurant; satellite or catered feeding location; catering operation if the operation provides food directly to a consumer or to a conveyance used to transport people; market; vending location; conveyance used to transport people; institution; or food bank; and

b) relinquishes possession of food to a consumer directly, or indirectly through a delivery service such as home delivery of grocery orders or restaurant takeout orders, or delivery service that is provided by common carriers. "Food establishment" includes:

- a) An element of the operation such as a transportation vehicle or a central preparation facility that supplies a vending location or satellite feeding location unless the vending or feeding location is permitted by the regulatory authority; and
- b) An operation that is conducted in a mobile, stationary, temporary, or permanent facility or location; where consumption is on or off the premises; and regardless of whether there is a charge for the food.

Additions to the Food Code

Person in Charge—A new paragraph addresses the conditions under which a single person in charge may cover multiple licensed food facilities under a single food establishment, during specific periods when food is not being prepared, packaged, or served.

Shucked Shellfish, Packaging and Identification—Raw shucked shellfish must be packaged in a nonreturnable package labeled with the name, address, and certification number of the shucker, packer, or repacker. Packages with less than one-half gallon must include the "sell by" or "best if used by" date, and packages with more than one-half gallon must include the date shucked.

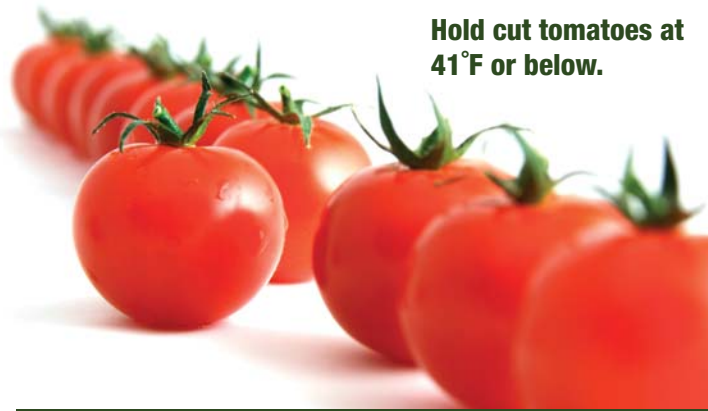
Shellstock, Maintaining Identification—Shellstock tags or labels shall remain attached to the container in which they are received until the container is empty. The date when the last shellstock from the container is sold or served shall be recorded on the tag or label. The tag or label is retained for 90 calendar days from the date that is recorded on the tag or label and is kept in chronological order correlated to the recorded date. In addition, there is information concerning commingled shellstock in the supplement.

Cold Holding—References to cold holding have been changed from 45°F to 41°F under the sections for reheating for hot holding, thawing, cooling. Ready-to-eat food held using time only as the public health control can be served at any temperature upon a consumer's request.

Time as a Public Health Control—A food establishment that serves a highly susceptible population may not use time as the public health control for raw eggs.

Cook Chill or Sous Vide Packaging—There are four separate time-temperature storage options available for food packaged using cook chill or sous vide packaging without a variance. These options are:

- 1) Cooled to 41°F in the sealed package;
- 2) Cooled to 34°F within 48 hours of reaching 41°F and held at that temperature until consumed or discarded within 30 days after the date of preparation;
- 3) Cooled to 34°F within 48 hours of reaching 41°F, removed from refrigeration equipment that maintains a 34°F food tem-



Hold cut tomatoes at 41°F or below.

**To read the entire Food Code Supplement go to:
<http://www.cfsan.fda.gov/~dms/fc05-sup.html>**

perature and then held at 41°F or less for no more than 72 hours, at which time the food must be consumed or discarded;

- 4) Cooled to 38°F or less within 24 hours of reaching 41°F and held there for no more than 72 hours from packaging, at which time the food must be consumed or discarded. The food establishment must have a HACCP Plan and there are additional regulations regarding food handling and consumption. Foods that are held frozen have no shelf life restriction while frozen.

Holding Potentially Hazardous Food (Time/Temperature Control for Safety Food)—Information has been added regarding specifically designed dispensing equipment that maintains the safety of aseptically-packaged fluid foods when the equipment is manufactured and operated in conformance with the NSF/ANSI Standard No. 18.

"Convenient use" in regard to the location and placement of handwash sinks has been clarified. A handwashing sink that is properly located is one that is available to food employees who are working in food preparation, food dispensing, and warewashing areas. Handwashing sinks that are blocked by portable equipment or stacked full of soiled utensils and other items, are rendered unavailable for employee use. Nothing must block the approach to a handwashing sink thereby discouraging its use, plus it must be kept clean and well stocked with soap and sanitary towels to facilitate frequent use. Therefore, a handwashing sink that is located in the immediate work area, or between work areas that the Code states, must be equipped with handwashing sinks, depending upon the size and function of the facility, would be considered properly located. Such placement of handwashing sinks facilitates frequent handwashing by food employees in all work areas.

Familiarize yourself with what's new in the Food Code—for your peace of mind and the safety of your clients.

Linda S. Eck Mills, MBA, RD, LDN, FADA is a professional speaker, author, and training consultant. Mills directs the Dietary Manager Program and is an adjunct instructor in state correctional facilities for Lehigh Carbon Community College (Schnecksville, PA). Contact her at LSMillsRD@aol.com or www.theconsultantsforum.com/eckmills.htm.



Strategies for Preventing a

FOODBORNE ILLNESS OUTBREAK

by Cindy Burns

Late last week, I got the call...you know that call we all dread! No, not the one where someone has gotten hurt or worse, but the one announcing half of the inmates housed in your jail are sick. Sick meaning: stomach cramps, diarrhea, vomiting, and low grade fever. This happened in one of our small jails beginning around 3:00 a.m. and the call came at 12:30 p.m. At the time, I was 3-1/2 hours from the facility and Patty, our closest district manager, was 2-1/2 hours away. Needless to say, we were both on the road and speeding towards the facility after that phone call!

Our jail administrator is new in his position and had never faced anything like this before. While I called Department of Corrections to let them know that we were experiencing an outbreak of unknown origin, Patty was convincing the jail administrator that he really needed to contact the County Health Department to narrow down the origin. I had been on the phone with Barb Wakeen, RD to get a possible diagnosis from the symptoms. The Department of Corrections just said to keep them informed. The Health Department was on the way in to oversee the action. Stacy, our other district manager, was checking commissary items to ensure that all stock was clearly in-date.

As we arrived, we were greeted with inmate kites all stating that they were sick from the “Turkey Taco Meat,” a diagnosis that had been handed down by an on duty officer. We somehow have forgotten to thank him for his help! The Health Department came and evidence was collected to allow them to diagnose the illness. Our Canteen manager, Dorothy, had provided the inspectors with the production sheets for the past three days, menus for the week, time and temperature logs for the three days for food and storage units, and copies of our inmate health logs.

Two days later, findings from the Health Department indicated this was a suspected outbreak of Norovirus. Even though this was not a foodborne outbreak, we all learned valuable lessons and I want to pass them forward to you in hopes that they can help. Most of these practices were in place long before this outbreak, but some have come in response to findings that we made while investigating. We were lucky! Remember, the best luck happens when plans and practices are in place, honored by all and working! I hope these tips can help you get lucky too, by being prepared. We recommend:

1) Keep inmate worker health records on a shift-by-shift basis on file in your kitchens for six months. Check in all

hand and when you put in the newest, discard the oldest tray. Most outbreaks occur within the first 72 hours. Cooler temperatures halt most bacteria growth at the point of service. It is suggested that you prepare your sample tray at the beginning of the line, using this tray for your pre-service meeting to show proper placement and portions to inmate workers. Place the tray in the cooler at the end of the trayline. This is the closest you can come to mirroring actual service time and bacterial growth to your inmates if you should need evidence to narrow the source of an outbreak.

- 6) Stop work on the hour, every hour in kitchens, and all staff—inmate and paid—must wash hands using safe practices.
- 7) Wipe down contact surface areas such as door knobs, storage and oven handles, and faucets with an approved disinfectant solution at least three times daily.
- 8) Disinfect food surfaces before and after use and if in constant usage at three hour intervals.
- 9) Clean, clean, clean! The main reason the Health Department was not concerned about foodborne illness was the surprise they got when they entered the jail kitchen.

It takes all of us doing all we can to be successful every day. There are so many cases of foodborne illnesses, MRSA, Norovirus, and other infections out there that we can never let our guard down on our way to success.

inmate workers as they come into the kitchen and ask if there are symptoms of: sore throat, fever, vomiting, diarrhea, open sores, or other signs of illness. Send inmates with these symptoms back to the cell until they are healthy again.

- 2) Teach inmate workers how to properly wash hands. Turn on the tap for warm water, prepare the paper towel, wet hands, add soap and lather up, scrubbing well between fingers, around fingernails and up the arms. Rinse well with hands down so germs run down the drain. Turn faucets off using the paper towel. Dry well and throw towel in waste basket.
- 3) Wash hands when entering the kitchen to work and when leaving the kitchen at the end of the shift, after sneezing, coughing, touching face, nose, ears, or hair. Wash before and after eating and using the bathroom.
- 4) All foodservice staff must faithfully fill out production records and temperature logs for food and storage units on a regular three meal per day time window or more often if standards require.
- 5) Keep “sample trays” of each meal served with proper serving sizes in your cooler for three days or 72 hours. Label and date these trays. You should have nine trays in

They are used to restaurant kitchens and with the labor we all have, there is never an excuse to have anything but a clean and sanitary work area in our kitchens.

- 10) Develop a good working relationship with the officers and administrators. None of us wants to have officers make accusations that are untrue about the jobs that we do with pride. Become partners in corrections and most officers will be less likely to point fingers before the investigation has concluded.
- 11) Take a good, close and critical look at your operations practices. Never overlook safety and sanitation standards. Stop, inspect, correct, and make it right each day, each shift, with each worker.

Many thanks to our team of managers who supported our on-site manager and her facility during this time, and to Barb Wakeen for her professionalism and advice. It takes all of us doing all we can to be successful every day. We dodged the bullet this time, but there are so many cases of foodborne illnesses, MRSA, Norovirus, and other infections out there that we can never let our guard down on our way to success.

Cindy Burns is with Canteen Services, Coldwater, MI. She serves as 2007-2008 ACFSA Secretary.

The New Melting Pot

How to Effectively Lead Different Generations in the Workplace

by Anne Houlihan

Put a group of strangers together, ask them to work side-by-side in the same building or office for eight or more hours each day, and you're bound to have some conflict. And when that group contains people from differing generations, all with different values and views of the world, the amount of conflict your workplace experiences can greatly multiply.

Managing and motivating a diverse workforce can certainly be challenging. As more and more people from the youngest generation enter the workforce and work alongside the most senior employees, many managers are learning that a one-size-fits-all management style simply does not exist. That's because each of the four generations now working side-by-side bring unique viewpoints to the table and let generation specific values guide their daily actions.

If you want to effectively lead your staff despite any generational differences and encourage others to learn from the diversity of the group, then consider the following guidelines.

1. Identify who the four generations encompass.

The first step to reducing conflict caused by generational differences is to know which generation each of your employees fall into. The four generations are:

- The Veterans (also called the Traditionals), born between 1922 and 1946
- The Baby Boomers, born between 1946 and 1964

- Generation X, born between 1964 and 1980
- The Millennials (also called Generation Y or the Nexters), born between 1980 and 2000

Realize that each of these four generations grew up experiencing significantly different events—events that have shaped their values and their perception of work. For example, the Veterans went through World War II and grew up with a strict regimen. As such, quality, respect, and authority are important to them.



Baby Boomers embraced the value of having to sacrifice to get ahead. All that sacrifice makes them very loyal. Generation X were the latchkey children who watched their Boomer parents forge a new workplace. They were also the first generation to grow up with technology. As such, this generation cares more about productivity and less about the number of hours spent on the job. Millennials are a generation entrenched in technology. They are the consummate multi-taskers and bore easily. Because they best understand how to maximize and leverage the new technology, they value a balanced lifestyle and equality on the job.

2. Draw on the strengths of each generation.

Once you know which of your employees fall into the various generation groups, you can help them understand each other so they can focus on each other's strengths. Current research indicates that the majority of conflicts arise from the value differences of the age groups rather than the actual age difference itself. So it's more about "my values are the right ones and yours are not." For example, Veterans may think the "young kids" in the workplace are lazy, while the Millennials or Generation X'ers may think the Veterans and even Baby Boomers are too rigid. However, if all the generations

Realize that each generation brings wonderful strengths to the workplace...

Imagine how much more effective everyone on your team could be if you each learned from the strengths of others.

are open-minded, they can learn from each other.

Realize that each generation brings wonderful strengths to the workplace. And while focusing on our own individual strengths is certainly important, imagine how much more effective everyone on your team could be if you each learned from the strengths of others as well. So publicly acknowledge what each generation's strengths are and encourage everyone to share their viewpoints and values with the group. Once you get the dialogue started, the learning naturally follows.

3. Adapt your management style for each generation.

Leading four different generations often requires you to have four different management styles. For example, a Baby Boomer manager was managing a Millennial employee. Every day at 5 p.m. the employee finished his work for the day, shut down his computer, and headed home. Even though the employee was scheduled to leave work at 5 p.m., and there were no major projects or deadlines looming, the manager wanted to write up the employee for not staying later. The real problem was that the Baby Boomer manager valued long hours on the job, while the Millennial employee valued life balance. The point is that you can't manage according to your

value system. Rather, you need to manage according to the employee's value system.

Likewise, when conflict does arise, you need to put your biases aside. So if a Veteran and a Gen X'er are having challenges with each other, and you're a Gen X manager, you can't naturally side with your fellow Gen X'er, just because you share the same values. Rather, you need to be objective, understand the communication style of each person involved, and manage according to the situation and the people involved.

4. Accept what you cannot change.

No matter how hard you try, you cannot change the generations. Instead, acknowledge the validity of each generation's values and change how you motivate the different generations. That is, incorporate different motivational techniques into your management style. Find out what each person wants as a motivational incentive. For example, a Gen X'er may want time off for a good job, while a Veteran may want a monetary bonus. Ask your employees what they find motivating and then offer that incentive. Give people choices. After all, if someone really values family and wants time off to spend with his or her loved ones, all the money in the world



won't make that person happy. Rather, he or she will seek out a company that offers ample time off, even if it means accepting a lower salary.

A Successful Company...for Generations to Come

Business is challenging enough. Don't let generational differences complicate your company. By following these guidelines for managing a generationally-diverse workplace you can more effectively draw on all the strengths of your team, which in turn makes you a stronger company. And in a marketplace where only the strong survive, you need all your team members—young and old—focused on the same objectives and working together effectively.

Anne Houlihan is president of Satori Seal, where she tripled revenues in one year and increased profits 140 percent with innovative budgeting and leadership. As founder of Golden Key Leadership, Houlihan combines corporate experience and coaching to help companies improve management techniques, empower employees, bridge the generational gap, and overcome adversity. Visit www.goldenkeyleadership.com or call (951) 235-5405.

ACFSA Proposes Several Bylaws Changes

To view proposed revisions to the ACFSA Bylaws visit: www.acfsa.org

The Bylaws Committee reviewed ACFSA's bylaws this fall and recommended a variety of changes. The bylaws—with proposed revisions—are posted on the ACFSA website at www.acfsa.org. Some of the recommended changes are administrative in nature, while some are policy changes. See below for highlights of proposed changes. Please take some time to review the draft provisions and vote in support of these changes.

ACFSA Vice President Teddie Mitchell, CCFP chairs the Bylaws Committee, and worked with committee members and professional staff to develop new language that reflects the direction of the association. All changes have been carefully evaluated, and have also been reviewed by legal counsel.

Times change, and ACFSA is working hard to institute new policies in the best interest of members. Please use the ballot inserted in this issue of INSIDER to cast your vote and ratify these recommendations.

Ballots must be postmarked by January 31, 2008 and mailed to ACFSA headquarters in order to be counted. A majority of ACFSA members must vote in favor of these changes for the revised bylaws to take effect.

Casting your ballot lets your voice be heard. Thanks for exercising your right and privilege to vote!

Bylaw Changes Highlights

Following are highlights of proposed changes:

- Update and clarify the bylaws to add provisions relating to good governance, liability and indemnification of board members, use of current technology, and fiscal responsibility in order to improve the accountability of the association and the board to the membership, to encourage more ACFSA members to participate in the governance of the association, and to make it more efficient and economical for ACFSA to operate.
- Revise and streamline the purposes and mission of ACFSA.
- Eliminate and combine certain membership categories, including the elimination of the Associate Professional Partner and the Chapter Professional Partner membership categories, which shall generally be combined into the Professional Partner membership category that is retained.
- Clarify the Retired Membership and Life Member categories and how such members may be able to run for elected office in the association.



- Modify the provisions relating to meetings of the membership, including changes to the notice and quorum requirements and provide for electronic (email) notifications, among other things.
- Clarify responsibilities and the meetings of the ACFSA Board of Directors as to several matters, including notification and permitting use of telephonic conference calls and electronic (email) voting in lieu of a meeting.
- Clarify procedures as to the installation of board members and the succession when a director resigns.
- Clarify and expand the responsibilities of the treasurer as to fiscal oversight, and modify the qualifications for officers of the association.
- Provide for electronic voting, including email and internet balloting, by the members of the association on all matters that could come for a vote by the full membership.
- Create a Governance Committee which assumes the responsibilities of the Nominating Committee but has broader responsibilities over board development and operation, and over the promulgation of rules and regulations for the efficient operation of the board and the association.
- Create a Finance and Audit Committee to advise the treasurer and the board on all matters relating to the finances of the association and to provide financial oversight.
- Provide for the establishment of a Conflicts of Interest policy which would require the disclosure of conflicts of interest and prohibit deliberation and voting on matters by an interested board member.
- Clarify that dissolution of the association would require a two-thirds vote of the membership of the association.

The revised version of the ACFSA Bylaws is available for review at www.acfsa.org and may be obtained by calling (818) 843-6608. All of these changes have been reviewed by legal counsel. You, as a member of ACFSA, have a responsibility to review these changes prior to voting on them, and as mentioned above, the ACFSA Board of Directors urges you to do so.

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ScrapMaster

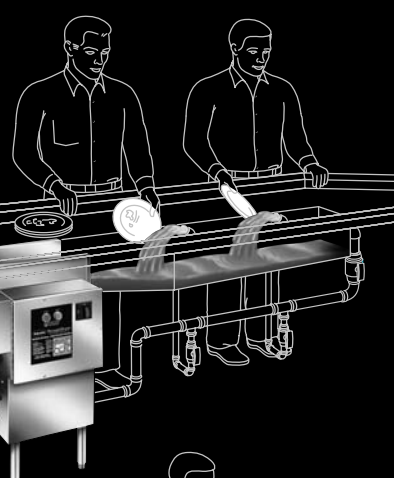
Whether dealing with dishes, cafeteria trays, or large cookware, the ScrapMaster will double the speed of scrapping and pre-rinsing while reducing labor and water costs. A powerful plume of recirculated water flushes food waste from soiled dishes and cookware. The ScrapMaster is best suited for use with a single or double tank conveyor warewasher.



"There isn't a faster way to scrap dishes."

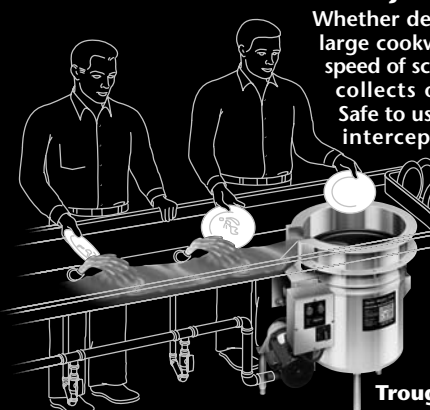
TroughVeyor

When dealing with casinos, convention centers, correctional facilities or any volume user, the TroughVeyor will increase the speed of scrapping and pre-rinsing. The TroughVeyor produces such a flow of fast moving recirculated water that it allows multiple workers to scrap anywhere along the trough. Best suited for use with large conveyor and flight warewashers.

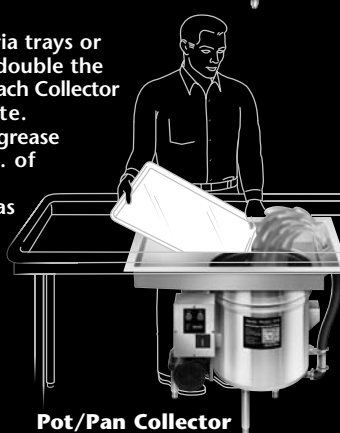


Salvajor Collectors

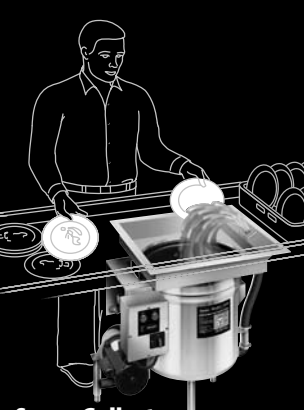
Whether dealing with dishes, cafeteria trays or large cookware, each Collector will double the speed of scrapping and pre-rinsing. Each Collector collects only the solid food waste. Safe to use with septic system and grease interceptors. Uses only 2 G.P.M. of fresh water. They are widely accepted in areas that restrict disposers.



Trough Collector



Pot/Pan Collector



Scrap Collector

Consider Increasing Your Credibility...And Possibly What's in Your Wallet

by *Barbara Holly, CCFP, CDM, CFPP*

The mission of the Association of Correctional Food Service Affiliates is to “Develop and promote educational programs and networking activities to improve professionalism and provide an opportunity for broadening knowledge.” The purpose of our organization is to encourage standards of excellence and professionalism within our membership that will enhance the foodservice operations within our correctional system. And just how do we accomplish that?

Two educational programs ACFSA has developed to increase the level of professionalism for our members are: the Certified Correctional Food Systems Manager (CFSM) program, which provides a nationally recognized professional certification program for individuals employed in the corrections field; and the Certified Correctional Foodservice Professional (CCFP) program, which raises the professional standards of foodservice personnel and encourages self-assessment by offering guidelines for achievement.

These credentials indicate that those individuals who complete the programs have the training and experience to competently perform the responsibilities of a correctional foodservice professional. They are practical programs which develop you into a more effective and productive employee. Continuing education is required to maintain these credentials.

I know that many of you probably make New Year's resolutions each year, but have you considered making professional resolutions? Perhaps becoming certified will be one of your professional goals for 2008. If your facility does not require you to be certified, maybe you will want to do it on your own. I worked with the Alabama DOC for over 24 years and my position did

not require certification—but it did play a big part in my being hired for the position. I felt like I had worked hard to achieve my goal and was entitled to the recognition I received through certification. I encourage those of you who have not become certified to do so. Why not enjoy the recognition from your facility, peers, and other correctional professionals by becoming certified? Certification helps strengthen your job effectiveness, develop professional skills, build confidence, and advance your employment or promotion opportunities.

For more information on certification, contact Nancy Porter, RD, LDN at (919) 847-1189 or nporter2@nc.rr.com, or Sue Summersett, MPH, RD, CCFP at (916) 327-2828 or susan.summersett@cdcr.ca.gov.

Barbara Holly, CCFP, CDM, CFPP is co-editor of INSIDER.



“Certification helps strengthen your job effectiveness, develop professional skills, build confidence, and advance your employment or promotion opportunities.”

ACFSA Voluntary Certification Program

Objectives

- To increase the level of excellence within our profession.
- To raise the professional standards of foodservice personnel.
- To encourage self-assessment by offering guidelines for achievement.
- To award special recognition to foodservice personnel who have demonstrated a high level of competence and professionalism in food service.
- To promote education and training in correctional food service.

Use of CCFP and CFSA Designations

As a Certified Correctional Foodservice Professional (CCFP) and/or Certified Correctional Food Systems Manager (CFSM), you may use the designation(s) with your name on letterhead, business cards, and all forms of address.

Certification is for individuals only. The designations may not be used to imply that an institution or firm is certified.



For more information on certification, please contact ACFSA headquarters at (818) 843-6608 or visit www.acfssa.org

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ACFSA Past Presidents Receive Honor from NAFEM

2005-2006 ACFSA President Ellen White, CCFP (center) received a Doctorate of Foodservice medallion from the North American Association of Food Equipment Manufacturers (NAFEM) at their show in Atlanta, GA on October 11. **2006-2007 ACFSA President Richard Wyckoff, CCFP** also received the honor, but was not present for a photo. White, Wyckoff and leaders from other foodservice organizations were honored for their contributions to the industry. NAFEM Trade Show Advisory Council Chair Dennis Romer, CFSP is pictured at left, and NAFEM President Carol Wallace, CFSP is on the right.

More Winners!



ACFSA International Conference "Best Decorated Booth Contest"

The Fall *INSIDER* included a photo of the first place winner of the 2007 ACFSA International Conference's "Best Decorated Booth Contest," Global Foods, Inc. This issue, we picture the second place and third place winners: Elwood International, Inc. (right) and JonesZylon (above), respectively. Congratulations to all ribbon winners!





MEMBERSHIP SURVEY

Membership No. or Name: _____ Email Address: _____

1. What is your professional title?
 Administrator
 Supervisor/Director
 Manager/Coordinator
 Cook
 Consultant
 Other: _____
2. What type of organization do you work for?
 Federal
 State
 County
 Private
 Other: _____
3. How many years have you been working in this industry?
 Less than 2 years
 2 to 5 years
 6 to 10 years
 More than 10 years
4. Please indicate the size of your department's food budget:
 Less than \$500K
 \$501K - \$1M
 \$1.1M - \$5M
 \$5.1M - \$10M
 More than \$10M
5. Please indicate the size of your department's equipment budget:
 Less than \$500K
 \$501K - \$1M
 \$1.1M - \$5M
 \$5.1M - \$10M
 More than \$10M
6. How long have you been an ACFSA member?
 Less than 2 years
 2 to 5 years
 6 to 10 years
 More than 10 years
7. Who pays your ACFSA dues?
 I pay 100%
 I pay _____%, my employer pays _____%
 My employer pays 100%
8. How did you learn about ACFSA?
 Recommendation from peer/coworker
 Supervisor referral
 ACFSA website
 Local chapter mailing
 Job fair
 Other: _____
9. Are you a member of other professional organizations? If yes, please list:
 Yes _____

 No
10. Do you actively participate in a local ACFSA chapter?
 Yes _____ (state) chapter
 No
11. What is your primary reason for continuing your membership in ACFSA?
 Facility requirement
 Education
 Networking with my peers
 Better job opportunities
 Personal growth/satisfaction
 Other: _____
12. My membership in ACFSA has met my expectations:
 Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree
13. ACFSA is the recognized voice of my profession:
 Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree
14. ACFSA provides me with the tools and resources to promote myself within my organization:
 Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree
15. The INSIDER magazine is a valuable source of information for me:
 Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree
16. The ACFSA website is a valuable resource:
 Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree
17. Indicate which new features you would be interested in seeing on the ACFSA website:
 Industry/benchmarking data
 Member directory
 Member discussion area
 Membership renewal (dues payment) and conference registration
 National Board election voting
18. What do you view as your MOST valuable benefit of belonging to ACFSA?
 INSIDER magazine
 International Conference and Vendor Show
 Networking/local chapter involvement
 ACFSA website
 Member directory
 Certification/Education materials
19. Which of the following delivery methods do you prefer for receiving information?
Vendor Information Mail Email Website
INSIDER magazine Mail Email Website
Association news Mail Email Website
Local chapter info. Mail Email Website
Continuing education Mail Email Website
20. Will you attend the upcoming ACFSA Conference in Charleston, SC on August 24-28, 2008? If no, please tell us why.
 Yes
 No _____
21. What topics would you be most interested in learning more about within the next 18 months? Check all that apply
 Medical and religious diets
 Computer management
 Dietary inspections
 Strategic planning
 Meal service delivery methods
 Kitchen design and equipment
 Cost control
 Inmate/client meal satisfaction
 Sanitation/food safety
 Menu cultural diversity
 Staff recruitment and retention
 Career development

Please fax to ACFSA Headquarters, (818) 843-7423 or mail to ACFSA, 210 N. Glenoaks Blvd., Suite C, Burbank, CA 91502 or complete the survey online at www.acfsa.org. Thanks!

Welcome

New ACFSA Members



PROFESSIONAL FOODSERVICE MEMBERS

- ▲ NaKeisha Cummings
Newport News Juvenile Services
Newport News, VA
- ▲ Brenda Drew
FCCW
Chester, VA
- ▲ Cheryl Goodwin
Dustbury Correctional Unit #9
Amherst, VA
- ▲ Donald Harpe
Dismas Charities-Macon
Macon, GA
- ▲ Virginia Hunt
Buckingham Correctional Facility
Dillwyn, VA

- ▲ Roberto Layon
RJ Donovan Correctional Facility
San Diego, CA
- ▲ Wendal Lundy
Delaware Department of
Correction
Dover, DE
- ▲ Royce Nickerson
North Kern State Prison
Delano, CA
- ▲ John R. Norris, Sr.
MSU
Snohomish, WA
- ▲ Patricia Scarberry
Wallens Ridge State Prison
Big Stone Gap, VA

- ▲ Sandra Smith
Warren Correctional Center
Manson, NC
- ▲ Spencer Smith
Maine State Prison
Warren, ME

INSTITUTIONAL MEMBERS

- ▲ Paula Andrew
Ahtanum View Correction Center
Yakima, WA
- ▲ Moti C. Raghunath
CDER-CTF-Soledad
Soledad, CA

RETIRED MEMBER

- ▲ Thomas Lee
Michigan DOC
Ionia, MI

ASSOCIATE PROFESSIONAL PARTNERS

- ▲ Walker Richardson
Crystal Concepts
Bridgewater, VA
- ▲ Bryan Waechter
Hobart/Traulsen
Richmond, VA

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Industry Calendar

2008

- | | | | |
|----------------------|---|----------------------|---|
| January 12-16 | American Correctional Association (ACA) Winter Conference
<i>Grapevine, TX</i> | July 27-31 | Dietary Managers Association (DMA) Annual Meeting
<i>Philadelphia, PA</i> |
| May 4-8 | American Jail Association (AJA) Annual Training Conference and Jail Expo
<i>Sacramento, CA</i> | August 9-14 | American Correctional Association (ACA) Summer Conference
<i>New Orleans, LA</i> |
| May 17-20 | National Commission on Correctional Health Care (NCCHC) Updates in Correctional Health Care
<i>San Antonio, TX</i> | August 24-28 | Association of Correctional Food Service Affiliates (ACFSA) International Conference
<i>Charleston, SC</i> |
| May 17-20 | National Restaurant Association (NRA) Restaurant Hotel-Motel Show
<i>Chicago, IL</i> | October 25-28 | American Dietetic Association (ADA) Food & Nutrition Conference & Expo
<i>Chicago, IL</i> |
| July 20-23 | School Nutrition Association (SNA) Annual National Conference
<i>Philadelphia, PA</i> | | |



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630-700	630-705	4 oz	Green	\$5.99	\$5.49
630-710	630-715	6 oz	Black	\$6.49	\$5.99
630-720	630-725	8 oz	Blue	\$6.99	\$6.49
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REGION I REPORT

by Carol A. Thomas, CDM, CFPP, VCO

Greetings! I first want to say that I am excited to be appointed as interim Region I Director. In the short time that I have been a member of ACFSA I have seen it grow.



When I first joined the Virginia Department of Corrections, I almost immediately met ACFSA members. Linda Shear told me about the organization, and then Virginia hosted the international conference in 1999. I still was not sold. In 2002 I took the step of becoming a member. I have been on a roller coaster of excitement ever since. I was quickly caught up in what the Virginia Chapter was doing. Members of the Virginia Chapter are not only my co-workers, they are my friends and many are like family. This is the best organization I have ever had an opportunity to be a member of. I have met some of the most professional and kind people in my ACFSA journey.

Here in Virginia the leaves are all in their fall colors—bright shades of red, orange, and yellow. It is so pretty to drive down a country road and see the trees glistening in the sunlight. As the sun rises each day, it brings new challenges, as we see within our organization. Like the life challenges we face every day, the challenges facing our organization led to change, as we see change is a part of life. I am a firm believer that we need to be a partner in change by working hard, leading, and molding the changes we face so change can be accepted by all.

I have been in contact with the New Jersey, Maryland/Delaware and Virginia Chapter presidents. I will try hard to visit the chapters at their upcoming meeting in the near future. These chapters are facing what many other chapters face: the building and retention of membership. We need to continue to work hard at building membership; we need to remember that we “reap what we sow.” So get out there with enthusiasm and talk up ACFSA. Our organization is only as good as its members.

Best wishes in the new year. See you in August in South Carolina—if not before.

REGION IV REPORT

by Karen Candito

Greetings from Region IV! I am honored and excited to serve as your new Regional Director. Many thanks to Benson Li, previous Region IV Director, for the countless hours he spent supporting the association by attending chapter meetings and increasing membership one member at a time. Benson knows how to make a difference and is truly an inspiration.



Although his are big shoes to fill, my intent is to follow in his footsteps and continue the enthusiastic momentum he has created. The following are my goals:

- To support current chapter activities (and assist in the development of new chapters) by being available in whatever capacity is needed.
- To help develop quality programs that meet member needs and enhance professionalism.
- To continue to grow this association to be one that attracts new members, as well as one that will further increase our professional standing to those outside of the correctional food-service world.

I believe that networking is a key to success. We will need to work together to make this association even bigger and better than before. Please contact me with your input, ideas, and/or requests. Don't forget to tell others in the correctional foodservice field about what our association has to offer. If you would like it to offer more, let me know. I'm looking forward to hearing from you. Together we can make it happen!

In the meantime, there has been much activity in Region IV. Since conference, the California Chapter has had two meetings. In January they visited and toured the Adelanto Community Correctional Facility in Adelanto, CA. Professional development included a video presentation called “The 5 Concurrent Themes to Success” by Gordon Graham. In September they visited and toured the Santa Clara County Correctional Facility in Milpitas, CA. Professionalism included training titled “Effective Supervision of Inmate Workers in a Food Service Environment.” At the meeting the new Board was installed and they are already busy making plans for a statewide conference in October 2008.

Good news from Washington State. Folks there are moving forward to formally reactivate their chapter. A ballot will be going out soon, but I know that they are already cooking up some great events to give themselves a jump start which include chapter meetings and a banquet.

And last but not least, giant kudos to one of our very own ACFSA members, Jeff Vickers, Director of Food & Support Services with the Contra Costa Sheriff's Department in Richmond, CA. He was honored this past March as Food Service Director Magazine's Director of the Year! Way to go Jeff, and way to make us all look good!

Let's continue to work together to make this the most exciting year ever! I hope to hear from you and look forward to meeting and seeing everyone in Charleston this summer!

ACFSA Regions

Region I

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

Region II

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

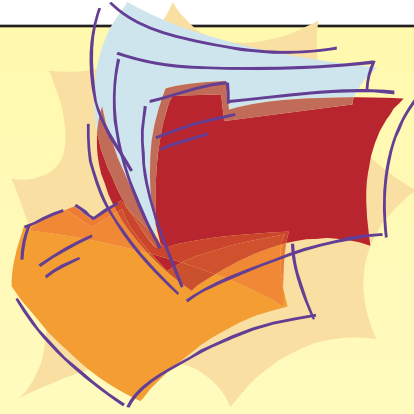
Region III

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

Region IV

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

Chapter Chatter



MICHIGAN

Wow! 2007 was the fastest year ever for me...it seems like it was just spring and somehow the 4th of July came and went and now the holidays have just passed.

As I take time to look back over the past year, it has been an eventful one for our Michigan Chapter. We were honored to host the Michigan Spring ACFSA Conference in Frankenmuth and were reacquainted with old friends and had the opportunity to make great new friends during our time together. I was so amazed and pleased with the support that our vendors show our organization. Then came the summer conference in California and all the educational experiences and fun that was available to us with the help of our wonderful California Chapter. During the fall, we had the opportunity to go to Thorold, Ontario, Canada and spend time with our northern friends. The Ontario Chapter is made up of great people who have become family to many of us from the Michigan Chapter. I am amazed at the networking that is such an inherent benefit of belonging to ACFSA. It means so much to be able to pick up the phone or e-mail and connect with another member-friend that has had the same experiences and questions that I have, and know that they understand and have answers or know of someone that can help me find the way through the question of the day.

In Michigan, we are working on a correctional cookbook that includes creations that are used in the jails and homes of our partners in ACFSA. We are looking to assemble food from “behind the wall” and “in the home.” There is no area of food service that does so much with so little for a crowd that doesn’t want to eat our food anyway! We have reason to celebrate our creations, and Michigan is willing to give you all an avenue to have your recipes published and enjoyed in the homes of your ACFSA friends and families. We welcome recipes from all our partner vendors and members. **Please send your recipes with serving sizes, your name, facility, and phone number to Dawn Allen at dallen@canteenservices.com.** Dawn is president-elect of the Michigan Chapter and if you don’t know her, you will find that she represents ACFSA with pride and will commemorate your great recipes as we make them into a book to share and remember. Feel free to add stories that can be published! No names, but the stories always are enjoyable. **Please submit your recipes to Dawn by January 31, 2008** so the cookbook can be ready by ACFSA’s summer conference in Charleston this August.

Submitted by Cindy Burns

NEW JERSEY

On September 24, 2007, the New Jersey Chapter held its second quarter meeting. President Elect Charles Gardner conducted the meeting in the absence of the president. After the last meeting’s minutes were read, the Treasurer’s Report was given by Martin Schulman. Robert Aban, Vendor Liaison, spoke of the scheduled NAFEM Show and will locate items of interest for future chapter meetings.

Past ACFSA International President Richard Wyckoff, CCFP, our guest speaker, described the activities at the 38th International Conference held in Ontario, CA, and the new ACFSA website being set up. He also discussed the progress made by the Executive Board to establish a committee to change the bylaws and revise the policies and procedures.

The group discussed plans to provide ServSafe training for membership, and the suggestion was made to cover membership costs for the institutional foodservice employee who will serve as the instructor.

Submitted by Robin Miller

VIRGINIA

Greetings from the great Commonwealth of Virginia! We held our fall meeting on October 19 at the Virginia Distribution Center in Richmond. The meeting—which was hosted by Andre Repak, director of the facility—also included a grand tour and explanation of the business. The tour was preceded by

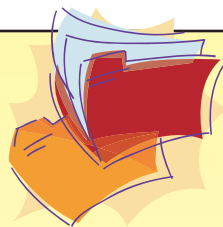
(Continued on page 24)



Use the ballot inserted in this INSIDER to vote on proposed ACFSA Bylaws changes. As an ACFSA member it is your right and privilege to vote.

Cast your ballot today!

Chapter Chatter *(Continued)*



a presentation by Michael Robertson of JonesZylon, which included an overview of his company and their products.

Michael also sponsored lunch, which was supplied by “Great Foods To Go.” Our boxed lunch was very enjoyable, and the tray of homemade cookies was especially good. Thanks, Michael.

Not only was Michael Robertson of JonesZylon in attendance, but also Bryan Waechter of Hobart, and Walker Richardson of Crystal Concepts/Cambro. These three men are our ACFSA vendor liaisons, and we really appreciate their help, support, and participation.

Lavinia Johnson presented Carol Thomas, CDM, CFPP with a plaque and gravel from the Virginia Chapter for her service these past two years as chapter president. As you may already know, not only is Carol our past president, she is now the ACFSA Region I Director. We are very proud of Carol, and of Ricky Clark, CCFP, CFMS, CDM, CFPP, ACFSA President; and Jim Hartman, CDM, CFPP, ACFSA Vice President-Elect. It is a great honor to have three members of our chapter on the national board. I also hope that everyone knows that the great Lavinia Johnson, co-editor of INSIDER, is also from Virginia.

After the business meeting our very own Ricky Clark held our auction. You have never been to an auction unless you have seen Ricky in action. Very entertaining!

Submitted by Jean Golas

WISCONSIN

The Wisconsin Chapter of ACFSA held a brief fall meeting at the Indianhead Food Show in Eau Claire, WI. Including representation from Minnesota, there were 13 people present at the meeting. Minnesota hopes to develop an ACFSA chapter in the near future.

At the Indianhead Food Show, we had the opportunity to hear a panel discussion about Pandemic Flu Planning—with an emphasis on food service. Captain Jackie Polder, from the Centers for Disease Control, discussed the importance of planning for an emergency situation.

Elaine Diedrich, food service manager at Manitowoc County Jail, welcomed everyone to our Wisconsin Chapter meeting. She reported that currently, there are about 700 members in ACFSA. The ACFSA website will eventually undergo a renovation to allow for greater member interaction.

Membership growth in the association is important. Personal growth for our members is necessary. Personal growth can be achieved through the wealth of knowledge available through continuing education, and through chapter, regional, and in-

ternational conferences. ACFSA is the door through which you can sharpen your skills and explore possibilities. ACFSA provides the following:

- Personal Achievement
- Team Building
- Social Affiliation
- Problem Solving
- Life-Long Learning

Please welcome our newest chapter members: Rebecca Kirslenohr, Roger Burczyk, and Diane Burczyk. Rebecca works with the Adams County Sheriff’s Department. Roger and Diane work at Robert E. Ellsworth Correctional Center (REECC). Plan to recruit a new member today! Contact Regina Hinrichs at (608) 240-5563 or Regina.Hinrichs@wisconsin.gov for an ACFSA application.

The Treasurer’s Report was presented by Janice Hurt. There is \$1,100 in the budget at this time. A \$500 scholarship was provided to Teddie Mitchell, CCFP to attend the International ACFSA Conference in Ontario, CA, in August. Congratulations to Teddie for being elected ACFSA Vice President.

Teddie provided a full report on the highlights of the International ACFSA Conference. She said it was very productive, and offered lots of networking, fun, and a great vendor show. Teddie discussed the prison industry in California, which is similar to Badger State Industries in Wisconsin. The inmates make many items, such as furniture, print material, etc., throughout the state to distribute to other prisons and office buildings.

Don’t miss the 2008 International ACFSA Conference in Charleston, SC on August 24-28! Scholarships will be available. The 2009 International ACFSA Conference will be in the Midwest region.

Diane Burczyk stated she could host a future meeting, possibly in the spring, at REECC. Several meeting ideas were discussed. Please share your ideas with Regina Hinrichs or Elaine Diedrich.

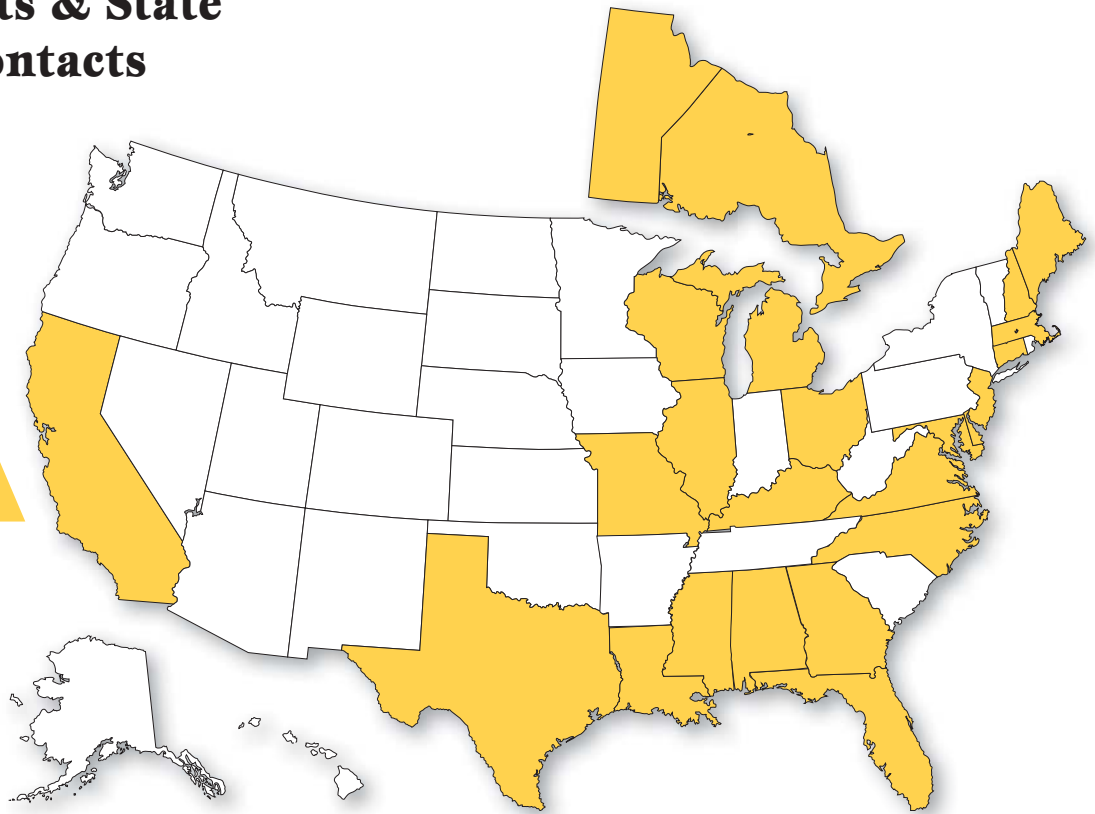
Teddie discussed the idea of having a Correctional Food Service Week to recognize our dedicated correctional food service staff. The idea will be addressed further with the ACFSA Board of Directors.

The Wisconsin Chapter will have elections in the near future. With the many opportunities available in ACFSA, please consider taking a position within our chapter. All help is appreciated and welcome. Our next chapter meeting will be in spring 2008, possibly at the Wisconsin Restaurant Show on March 10, 2008 in Milwaukee, WI.

Submitted by Regina Hinrichs, MPH, RD, CD

Chapter Presidents & State and Provincial Contacts

USA



ALABAMA

Rena McWilliams
Jefferson County Detention Center

CALIFORNIA

Laurie Maurino, RD*
High Desert State Prison

CONNECTICUT

Michael Gaughran, CCFP
York CI

DELAWARE/MARYLAND

Paul Downing, CDM, CFPP*
Delaware DOC

FLORIDA

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

GEORGIA

Charles Barnes*
Macon State Prison

ILLINOIS

Helen Lewis, RD, LD
Cook County DOC

KENTUCKY

Larry Parshall
Kenton County Detention Center

LOUISIANA

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

MAINE

Spencer Smith
Maine State Prison

MASSACHUSETTS

Chris Gendreau, CCFP, CFSM
Massachusetts DOC

MICHIGAN

Patty Beadle*
Canteen Services

MISSISSIPPI

Steven C. Holtz
Mississippi DOC

MISSOURI

Juanita Avery
St. Charles County DOC

NEW HAMPSHIRE

Jeffrey Perkins
New Hampshire DOC

NEW JERSEY

Yvette Knox*
River Front State Prison

NORTH CAROLINA

James Maher*
Durham CC

OHIO

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

TEXAS

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

VIRGINIA

Paul Hawkins
Deerfield Correctional Center

WISCONSIN

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

CANADA

MANITOBA

David Wainwright
Dauphin CI

ONTARIO

Marcella Maki*
Niagara Falls Detention Center

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



* Chapter President

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

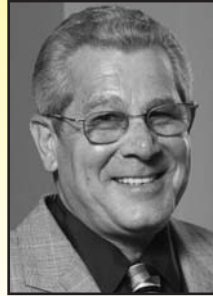
- Learn more about the ACFSA International Conference, scheduled for August 24-28, 2008 at Embassy Suites Hotel, Charleston, South Carolina.
- View ACFSA's Proposed New Bylaws. Revised bylaws are printed on the site for your review.
- Take the Membership Survey so ACFSA can serve you better.

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Past President's Message

by Richard Wyckoff, CCFP

2008 ACFSA Conference: An Open Door to Knowledge Awaits You

The Association of Correctional Food Service Affiliates has gone through many changes since its inception, but those changes have always been in the best interest of our members and our many dedicated Professional Partners. I am proud to be a part of the professional family of people that would not give up when things got rough.

To maintain a successful association, the number one ingredient is its supporting members. ACFSA has been blessed to have had so many great leaders and supporting members that made us what we are today. Let's not forget their years of dedication and hard work on behalf of our members. When someone asks you about ACFSA, be proud to say that it is the only true voice in correctional food service, and we would be honored to welcome you as a member.

We all know that it takes professional foodservice ability to operate a successful kitchen, so let ACFSA set the stage for you. There is an open door to knowledge through the opportunities of becoming a Certified Correctional Foodservice Professional (CCFP) or a Certified Correctional Food Systems Manager (CFSM). These courses are the keys to your future and self development in the correctional foodservice field. For information, please contact Nancy Porter, RD, LDN at (919) 847-1189 or email her at nporter2@nc.it.com

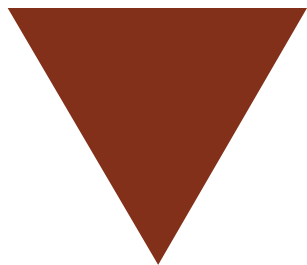
It's not too early to begin making your plans to attend the 2008 International Conference this August 24-28 in beautiful Charleston, SC. August is not that far away, and the rooms will go fast. Members who have never tasted the true warmth and hospitality of the old south are in for the time of your life. Relive the history and charm of Charleston! Call Bob Ayer at (803) 361-3934 or Fred Carter at (706) 857-0413 for assistance in planning your trip.

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

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Editor's Note

by Lavinia Johnson



ACFSA now has a professional staff editor working on INSIDER with our volunteer editors. You might have noticed that we changed the mailing dates for INSIDER to better reflect the calendar. Hence the Fall issue mails in September, the Winter issue mails in December, the Spring issue will reach your mailbox in March, and the Summer issue will arrive in June. We welcome any suggestions or articles for future issues.

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

EDITORIAL STATEMENT AND PROCEDURE

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

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

To submit an article for the Spring 2008 Issue:

1. Please send via e-mail by **February 1, 2008** to:
ACFSA—INSIDER
Lavinia Johnson, e-mail: laviniajohnson@aol.com or
Barbara Holly, e-mail: barbaraholly@bellsouth.net
2. ACFSA does not guarantee that submitted articles will be published. Articles may be edited, and placement is determined by the editor.
3. You may also include a photograph, simple graphics, charts, or pictures that you think may be useful to the article.
4. If you have submitted or will submit the article to other publications, please notify us at the time of submission of the publication name, editor, and phone number.

Letters to the Editor



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

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