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The Magazine of ACFSA
The Association of Correctional Food Service Affiliates



Association of Correctional Food Service Affiliates

Fall 2014

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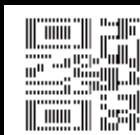


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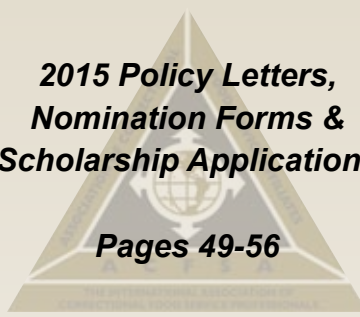
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INSIDER is published quarterly (Spring/April; Summer/July; Fall/October; Winter/January) by the **Association of Correctional Food Service Affiliates**, 210 N. Glenoaks Blvd., Suite C, Burbank, CA 91502; Phone: (818) 843-6608, Fax: (818) 843-7423 ▲ website: www.acfsa.org.



President's Message

By Robin Sherman, CCFP, CFSM, ACFSA President

Wow, what an awesome St. Louis venue and conference Phil Atkinson and Tim Thielman put on. They truly deserved an honored, standing ovation at the banquet. Thank you to the committee chairs and everyone who took part in helping them out.

We are all dynamic forces in the field of corrections. Our greatest assets are our experience, wisdom and dedication to professionalism and education of correctional food service.

I am very excited about my new responsibilities as President of this amazing Association. I spent some quality time in St. Louis with our new Vice President, Laurie Maurino. Together, we brainstormed on where we wanted to take the vision of ACFSA for the next couple of years. (If I stand on a stool, we see eye to eye – LOL.)



My vision for ACFSA this year is Education and Membership, whether through County, State, Federal or of the private sector. We will achieve this through following our ACFSA Mission Statement: “Develop and promote educational programs and networking

activities to improve professionalism and provide an opportunity for broadening knowledge. We have such a large outreach to contact; colleges, jails, prisons, etc. We stand to encourage standards of excellence and professionalism within our members that will embrace the corrections foodservice operations. We also hope to start a few new chapters this year. I am truly dedicated to corrections and ACFSA. I have an amazing, talented Board of Directors and together we will make this happen. We were each voted to this Board by you to make a difference and each of us will show you our dedication, on being the driving force behind the steady growth of membership and education this year. As our keynote speaker, Mr. Mike McKinley stated, “Together we learn from one another, to give to each other what needs we require to continue to learn together...” He added that “If success is the goal, then quality is the vehicle and change is the fuel...”

Connie O’Connor and I have already begun planning the 2015 conference in Niagara Falls, New York. *See opposite page.* Each INSIDER issue leading up to the conference will inspire you with the puzzle piece of the planned exciting agenda. Stay tuned for an amazing educational line-up.....

I am looking forward to an inspiring year with a terrific Board of Directors by my side.

Robin Sherman, CCFP, CFSM
ACFSA President



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Executive Director's Message

By Jon Nichols, IOM, ACFSA Executive Director

So the St. Louis Conference is now over and it's time to start promoting the 2015 Show in Niagara Falls, New York. I'll get to that in a minute, but I definitely want to take the opportunity to thank every one of you that made it a point to be with us at the Union Station DoubleTree Hotel in St. Louis.

From our attendees at Conference to our exhibiting Professional Partner members, I am thankful that you see the benefits of Association Membership and of attending our Annual International Conference. Many of you have different reasons for being at Conference but I do believe that in the end, the take-away is very similar.

As in past years, I was struck by the outstanding networking opportunities that are provided at our events. When that word, networking, comes up I think it more often than not conjures thoughts of sales opportunities. And business certainly is something that is discussed but it's impressive to me how many discussions are related to various Food Service Operations. Our industry is unique in most every way and the "problems" and "issues" that our members sometimes encounter in their institutions and facilities are not listed in a manual somewhere.

Our conference provides networking opportunities for food service professionals to discuss challenges with their peers and colleagues who may have either gone through, or may be going through a similar fate. The chance for our attendees to maybe get some answers to questions or some ideas to apply to situations, in my opinion, is unparalleled within the industry. And it's great to see how many of you take advantage of these opportunities. Thank you for your participation and support!

It's also very important to me that I thank all of our Exhibitors that made our Annual Vendor Showcase a huge success! We couldn't do the things that we do without you and we sincerely appreciate all that you do.

A special thank you has to go out to those Professional Partners that went the extra mile and donated additional funds as a Conference Sponsor and/or to the Scholarship Fund; Premier Sponsor - **Cambro Manufacturing Co.**; Platinum Sponsors - **Legion Industries, and Meiko USA**; Gold Sponsor - North Star Imports; Silver Sponsors - **Advanced Technologies Group (ATG), Good Source Solutions, Indian-head Foodservice Distributors**; Bronze Sponsors - **Benjamin Foods, Global Foods, Inc., Marketplace Foods, Mullen Marketing, National Food Group, SECOSelect.**

I would also like to recognize the Scholarship Donors; Silver Scholarship Donor - **Good Source Solutions**; Bronze Scholarship Donor - **Design Specialties, Irinox USA, National Food Group**

Another HUGE thank you has to go out to those Board Members that are leaving the Board after serving their terms. Janice Bendolph steps down as Region II Director following her recent retirement. Mike Robertson is leaving the Professional Partner Liaison - Equipment Rep after serving two, two-year terms. And Benson Li, who has served ACFSA tirelessly for the past six years and finally has the chance to turn the reigns over to Phil Atkinson as Past-President. Thank you to the three of you for your dedicated service to the Association and especially

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to Benson for all of the time given to the Association and all of the time and expertise you've given to me, personally.

2015 ANNUAL INTERNATIONAL CONFERENCE

And now for a few words on the 2015 Annual International Conference that will take place in Niagara Falls, New York next August 23-27, 2015. This conference will be "co-hosted" by our Canadian Region V & the Michigan Chapter, and Conference Co-Chairs Connie O'Connor, Region V Director, and Robin Sherman, ACFSA President already have big plans for you and they're only getting more grand!

The location was chosen for it's proximity to Region V and we still wanted to be on the U.S. side of the border to help to ensure that shipping costs for our exhibiting Professional Partners can remain relatively low.

But, this location also gives our Canadian members a chance to not only host, but to attend close to their "home turf." And to that end, I wanted to make sure

our U.S. Members have this Conference on their radar now as you'll have the opportunity to cross over the Canadian border if you so choose. The caveat is that you're going to need to have a valid Passport to do so. This will be repeated throughout the year, but consider this your first reminder to either update expired Passports or, if you do not have a Passport, to get one.

It's really very simple and can be done expeditiously if you have to, but by thinking about this now, you could save a lot of aggravation AND, more importantly, money!

There are many different avenues to obtain a Passport, but here are a couple of links to maybe make it easier and to help you out.

<http://travel.state.gov/content/passports/english/passports/new.html>

www.usps.com/shop/apply-for-a-passport.htm

Apply or Renew TODAY!



Past-President's Message

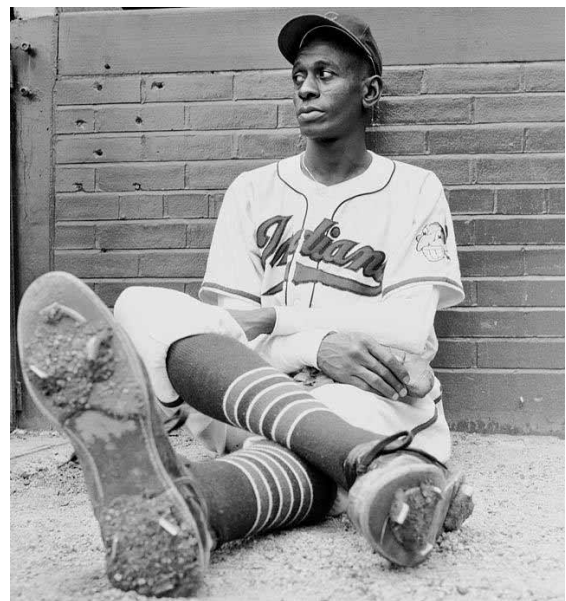
By Phil Atkinson, ACFSA Past-President

It is a very gratifying thing to work hard on a project and realize, at the end, that your efforts were appreciated. Many people worked very hard over the last year to put together what we hoped would be an enjoyable and educational International Conference. Tim and I would like to thank those that attended, especially the first time attendees and new member attendees: we hope that you were able to take something home from the conference that will help you in your professional development and that your experience will bring you back to future conferences – Niagara Falls, New York in 2015!

I would like to thank three unsung heroes of the ACFSA – Barbara Holly, Christine Berndt Miles and Executive Director Jon Nichols. These three work diligently all year to edit and publish a quality edition of *The Insider*. This is a thankless job that truly deserves our praise. I know I speak for the Board of Directors and all members when I say “Thank you for a job well done.” Please try to make their job a little easier and submit your contributions to their effort. We all have something that would be of interest to the rest of the membership - write it down and submit it. We have all had a rewarding experience in our job – a great story – please, share it. If you read an article in another publication that you feel would be of interest to ACFSA members, send them the link or the information; it is usually very easy to get permission to reprint.

ACFSA does not belong to the Management Team or the Board of Directors, it is **your association**. **It will only be as good as you want it to be.** Make your contribution – be involved.

“Tyranny, like hell, is not easily conquered; yet we have this consolation with us, that the harder the conflict, the more glorious the triumph. **What we obtain too cheap, we esteem too lightly.**”



One last thought: “How old would you be if you didn’t know how old you are?” - *Satchel Paige*

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-Press Release-

Philip Atkinson Awarded *Foodservice Equipment Reports*' 2015 Industry Service Award

Philip Atkinson, Food Service/Laundry Programs Manager, Hennepin County Sheriff's Office, Minneapolis, has been selected as the winner of the Industry Service Award sponsored by *Foodservice Equipment Reports* magazine in the foodservice equipment and supplies Operator category.

This award was created by *FER* in 2005 to honor those who have made substantial contributions not just to their firms and associations, but to the equipment and supplies industry as a whole. Atkinson's dedication of time, energy and intelligence to this business has made a significant impact and we believe his example will help inspire others," said *FER* Publisher Robin Ashton, in announcing the award.

The editors and staff at *FER* made this selection with input from many in the industry, including members of *FER*'s Awards Selection Advisory Boards made up of leading E&S manufacturers.

Atkinson will be honored at *FER*'s Industry Awards Dinner, Feb. 20, 2015, at the Anaheim Marriott in Anaheim, Calif. He also will be profiled in the magazine in February 2015 along with Industry Service Award winners from other foodservice industry segments and operations.

"We congratulate Phil on receiving this well-deserved expression of esteem from his peers and from all of us at *FER*," Ashton said.

For further information on the award, the selection process and a list of past winners of the Industry Service Award, contact Robin Ashton at 847-910-5163 at rashton@fermag.com.

Dietitian's Corner

By Barbara Wakeen, MA, RDN, LD, CCFP, CCHP

Dietitians in Corrections held their Annual Networking Luncheon at the ACFSA International Conference in St Louis. A special THANK YOU to GoodSource Solutions for their continued support and sponsorship of the luncheon meeting.



We had twenty-one RD/RDNs in attendance, including a few first time ACFSA attendees – welcome new ACFSA members! The ‘hot topic’ was the concern of sponsorships to the Academy of Nutrition and Dietetics by soft drink companies such as Coca Cola and PepsiCo. While these companies are mostly recognized for their soft drink products, they do produce healthy alternatives as well, such as bottled, vitamin and flavored waters, sports drinks and bars, fruit juices and breakfast shakes. If one is or has been active as a board or committee member in any organization, one can appreciate the value of sponsorships in the success and growth of the organization. Sponsorship is one of many means to market products and provide resources for RD/RDNs to use in their practices.

While the discussion started as a concern, given the familiar face of the products most relate to from these companies, the concern was countered with successes of clients /patients reducing intake of regular soft drinks, switching to diet version or the other

less sugary beverages these companies offer. Coca Cola offers more than 500 products and PepsiCo offers more than 853 products (including flavors).



Marlene Tutt, MS, RD shared Dietetics in Health Care Communities (DHCC) activities and membership information for the Corrections Sub-Unit. If you are interested in joining DHCC, contact Marlene at lenetutt@yahoo.com.

Dietitians shared their expertise throughout conference. For those who missed the conference... Laurie Marino, RD, Christine Berndt-Miles, RD, CD, Robin Norris, RDN, LD and I participated on the **Ask the Dietitian Panel** discussion which was heavily set on religious diets. We had many audience contributors as well - Thank you to all who contributed and shared your expertise and practices!

Marlene Tutt, MS, RD and Laura Donnelly, RD, LD, CD presented **Managing Juveniles under the New Nutrition Regs: An Update**. They shared latest happenings with the NSLP/SBP Child Nutrition program and our challenges in Corrections meeting the requirements.

Paulette Johnson, MS, RD, Connie Shaff MS, RD, LD and Connie O'Connor RD joined Phil Atkinson in a panel presentation on **Allergy Management in the Institution** for their respective agencies.

Catherine Vandermer, RD of the National Restaurant Association presented with Lt. Tim Thielman on **A Real Success Story on Recidivism Reduction**.

Tara Todd, RD, LD, a local clinical dietitian, shared her expertise on **Celiac and Gluten Management**. The on-site offering of The Allergy Training /Certification Course was an added plus as part of the conference fees. This course presented points of interest we must all consider in our operations. I hope this will be a continued offering at future conferences.

For all who presented this year, thank you for sharing your expertise to help so many others be successful in their operations.

Continuing Education Credits

As a reminder to all RD/RDNs, you can get more than a year's worth of CPEUs at this conference. Credits are hour-for-hour attendance based on the sessions you attended. Exhibits count too. Don't forget to keep your certificate of attendance and conference program book for your records.

Meetings and Conferences

(NCCHC and FNCE are the same dates this year)

NCCHC

October 18 - 22, 2014

Las Vegas, NV

www.ncchc.org

Academy of Nutrition and Dietetics - FNCE

October 18 - 22, 2014

Atlanta, GA

www.eatright.org

DHCC Activities at FNCE

PreFNCE Workshop Saturday, October 18th 7 am – 3 pm

Omni at CNN Center - International Ballroom F

Member Reception Saturday, October 18th 6:30 – 8:00 pm

Omni at CNN Center - International Ballroom ABC

Sub-Unit Meeting Sunday, October 19th 5-6:30 pm

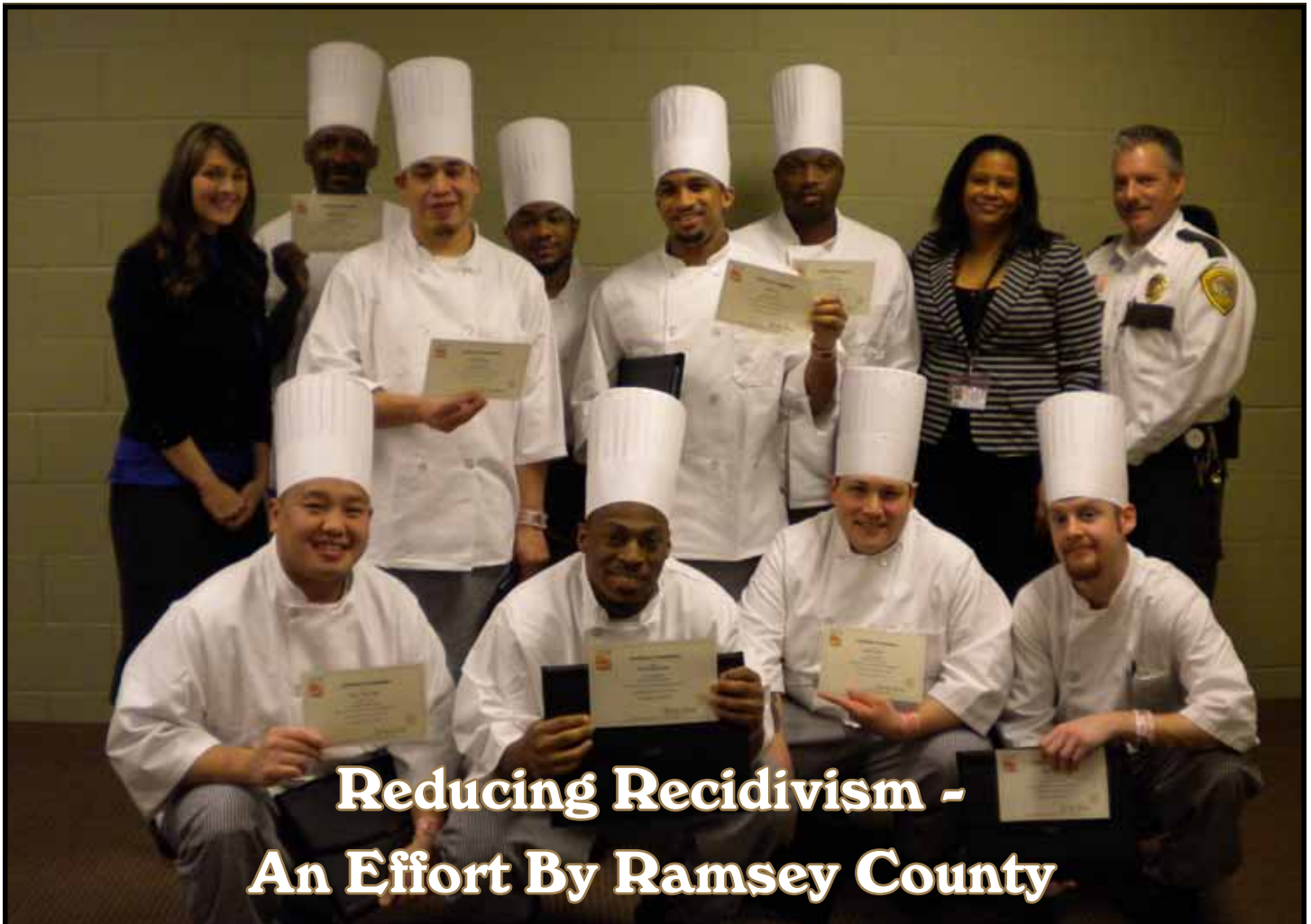
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ACFSA Membership Information

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

Dietetics in Health Care Communities (DHCC) has an EML for the Corrections Sub-Unit. To participate, one must be a DHCC member, which means being a member of the Academy of Nutrition and Dietetics as well. Emails communicated through this group are sent through a private email address for DHCC members only. To join, visit www.DHCCdpg.org or contacts Marlene Tutt at lenenutt@yahoo.com. There are many member benefits including networking, publications and continuing education credits.





Reducing Recidivism - An Effort By Ramsey County

By Lieutenant Tim Thielman, CFSM, CCFP, ACFSA VP Elect / Treasurer

There are no scientifically proven ways to completely stop offender recidivism. Nothing works every time or on every offender. The criminal justice field has made definite progress with a combination of cognitive training and vocational training where we attempt to rewire the minds of offenders. These practices are being used on a widespread basis in many places around the country as well as Canada, Australia, and the United Kingdom. One such program is being used at the Ramsey County Correctional facility in St. Paul, Minnesota.

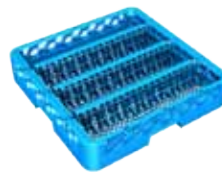
Those of you who have been in this profession long enough know that for many offenders the criminal justice system is a revolving door. Offenders released from prisons and jails fail to turn their lives around and instead they recidivate. The Bureau of Justice Statistics has found high rates of recidivism

among released prisoners. One study in the United States tracked 404,638 prisoners in 30 states after their release from prison. The researchers found that:

- *Within three years of release, about two-thirds of them were rearrested.*
- *Within five years of release, about three-quarters were rearrested.*
- *Of those who were rearrested, more than half were arrested by the end of the first year.*

Canada collects data differently than the United States so it is difficult to get an exact rate but the overall recidivism rate in Canada is estimated to be between 50 and 80%.

Continued on bottom of Page 11



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Figures from Manitoba Justice showed that 75% of offenders released from jails during a three month period reoffended.

What can be done to lower recidivism?

There are many programs out there that can be successful if the right approach is taken by focusing on high-risk offenders. This is accomplished through assessments that identify those offenders most likely to recidivate. It is necessary to classify individuals

into categories based on risk and it is essentially important to associate the risk based on an individual's needs. Without addressing their needs the risk classification is meaningless.

Effective programs target dynamic risk factors such as: antisocial attitudes, values and beliefs, delinquent and criminal peers, self-control, self-management, and problem solving skills. Many of these dynamic risk factors help uncover certain social deficiencies that offenders possess.

Incarcerating or programming high risk offenders without addressing these social deficiencies will definitely increase the chances of reoffending. The revolving pattern of behaviors can closely be tied to their antisocial activities. Basing a risk assessment with the inclusion of these dynamic factors has proven to be successful in rehabilitation for these offenders. Effective programs teach offenders respect, morals and responsibility. These social values are things they may have never learned at home.

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Studies have shown that the inability to get and hold a job is a major factor in recidivism. Internal work programs provide offenders with the development of skills and work habits that are necessary for a successful transition back into the community.

The Ramsey County Culinary Skills Program

The program at Ramsey County is an eight week program that is a combination of classroom instruction and hands on kitchen duty that is designed to teach offenders basic skills in the field of food service. The program is certified by Century College and there is also a partnership with The National Restaurant Association (NRA). As part of the program the offenders are able to receive ServSafe and Allergen Certification.

Classroom instruction consists of six hours per week where they work on reading, Math, Critical Thinking, and Problem-Solving using food service textbooks. Roughly two hours per week is spent in the



on-line classroom where they work to complete their ServSafe and Allergen Certification. Kitchen duty consists of roughly 6 hours per day and the students are rotated between cooking, baking, and preparing special diets. A final written exam is given where they must receive a score of at least 80%.



The Screening Process

Potential candidates are screened by looking at the LS-CMI score to make sure that the individual is in the medium to very high risk category. LS-CMI stands for The Level of Service/Case Management Inventory and is the assessment that measures the risk and need factors of offenders. Once the list of the candidates is formed, they are screened through a Test of Adult Basic Education, referred to as a (TABE). The offenders must score at least an 8 on the Reading Portion of the test which means they have at least an 8th grade reading level. Upon completion of the program they are given another TABE to determine if they were able to improve academically while in the program. The students are also expected to complete at least one cognitive behavioral program, such as ART® (Aggression Replacement Training), T4C (Thinking 4 A Change), Domestic Violence Intervention Program or Turning Points Parenting Class. They must also complete Employment Readiness class and some may also be required to enroll in a Chemical Dependency Program.

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The Advisory Committee

The Culinary Skills Program at Ramsey County has an Advisory Committee that consists of representatives from Century College, The National Restaurant Association, local restaurant owners, Chef's, HR directors, and hiring managers. The role of the advisory committee is to ensure that what is being taught is relevant and up to date with the current trends in the Food Service Industry. The committee also provides support for the program with potential employment opportunities and they conduct mock interviews to help the students improve on interviewing skills.

Determining Success

Since the program is less than a year old it is hard to determine the actual recidivism rate. As a way of hopefully being able to determine the success of the program the participants are contacted at 30 days, 60 days, 180 days, and then annually following release to see if they are working or in school, and remaining law abiding. Additionally they are tracked to see if they are on public assistance other than receiving medical assistance.

Expanding To other Fields

This past spring, Ramsey County implemented a Horticulture Program through Century College and the curriculum is currently being written for a laundry program. The first group of workers in the Horticulture Program this past spring grew flowers for the Facility's Annual Plant Sale, and the second group grew produce that is being consumed by the inmate population and sold at the local Farmer's Market. The facility also grows produce and hay that is sold to the zoo in Saint Paul, Minnesota.

This past spring the Ramsey County Culinary Skills Program was awarded the Dave Grant Program of the Year at the Minnesota Sheriff's Association Program Manager's Conference.



Food Service

Certification Programs



**BREAK THE CYCLE
OF RECIDIVISM**

*Source: Corrections Forum May/June 2014;
reprinted with permission.*

Working the wrap machine, Trinity's Work Feed Succeed program participants get hands-on training as well as classroom work.

The cycle of re-incarceration has been documented at 44 percent according to the Pew Center: about four out of every 10 inmates released will return within three years. With the average annual incarceration cost per state and federal inmate around \$30,000 annually according to the U.S. Department of Justice, correctional facilities suffer the costs unless they can reduce recidivism.

Correctional facilities exploring avenues to decrease recidi-

vism numbers look toward jobs programs, and more and more facilities are looking toward food service certification programs says Catherine Vandermer, the strategic sales manager of the National Restaurant Association (NRA) responsible for corrections in the U.S. The goal of the correctional food certification program is to train inmates so they can earn the ServSafe certificate which is nationally recognized as the industry's top food-related safety standard. "And ServSafe is an open-ended program so many

companies and facilities are training instructors and putting programs together," she notes.

One of those that embraced the idea early on with award-winning results in the area of reducing recidivism was Aramark Correctional Services. Aramark partnered with the Indiana Department of Correction (IDOC) and was awarded the National Governors Association's Public-Private Partnership Award in 2013 for its inmate food service skills program. According to president and CEO Eric Foss,

Aramark's In2Work vocational training program saved IDOC more than \$85 million since the program began seven years ago. Graduates of the program recidivate at a lower rate of 7.7 percent compared to the IDOC system recidivism rate of 37 percent. "Aramark is proud that our innovation and service expertise is helping the Indiana Department of Correction reduce recidivism and enhance public safety," says Foss.

The success of these programs is due to an openness of those within the restaurant industry, notes Vandermer. "The restaurant business is an industry of opportunity; an industry that is willing to give people a second chance." It is a business that is growing. "We will need 1.4 million new workers in the next few years," she adds, and even more importantly, "The industry is looking for these certificates." In fact, "More and more the food industry would like all workers to be certified."

Vandermer points to job-hiring success stories by way of the Virginia Department of Corrections (VADOC). Says Mark Engelke, director of Food Services

at the DOC, "We have many success stories where ex-offenders were able to find jobs because of the ServSafe program." Several cases he notes include inmates applying to McDonalds and Subway with ServSafe certification that were hired immediately. And for an ex-inmate working at Subway, when the assistant manager went on maternity leave the new hire was moved up to that position because of work ethic and having the certification. Again, he says, at Applebee's an ex-offender interviewed for a cook position and started two days later, giving credit to the ServSafe certificate. "I get calls and emails every day about ex-offenders who have gotten jobs," Engelke says.

Joining the VADOC's list of food companies that are known to be open to hiring ex-inmates, Ocean Properties was mentioned by Jim O'Connell, director of marketing and communications of Trinity Services Group. He cites that Ocean Properties, Ltd., "will grant an interview to those who have a ServSafe certificate." O'Connell explains that the firm is one of the largest privately-held hotel and development

groups in North America operating over 100 hotels with names like Marriott and Hilton. In addition, the company develops and operates restaurants, resorts and spas.

While Trinity's contacts and program differ from the VADOC, all the food service certification programs include the class work and training necessary to achieve the ServSafe certificate. Some, like Trinity, also provide their own certificates along the way. The Trinity program, called Work Feed Succeed, is based on major modules and melds with ServSafe. "Participants get certificates with our modules, and then we administer the ServSafe certificate," says O'Connell.

The Work Feed Succeed overall goal is based on each part of the equation in its title: Work in a commercial kitchen environment, Feed fellow inmates and staff, Succeed in a professional food service environment upon release. He notes he is most proud of the fact that the program Work Feed Succeed was created as a joint effort, "with a team of workers and corporate staff."

Operating a certification program for a little more than a year,



Aramark's program is comprised of three phases: kitchen experience, classroom instruction on food production, and food retail operations.

Trinity is already growing the program rapidly and O'Connell furthers, "We have this program running in many different forms around the country with hundreds of inmates at any given time." To get their start, he explains Trinity joined with Canteen Correctional Services, granting them a more national presence in the correctional food service market. At that point, "We were already serving around 300,000 inmates every day in the United States, Puerto Rico and the Virgin Islands," he notes, "and we wanted to provide an all-encompassing kitchen skills program too."

It was an easy transition in kitchens where they were already operating to provide guides and instructors. The certificates from Trinity's program are typically customized to reflect the facility where the training occurred and what modules were completed. "Remember each facility decides which parts of the program they want to offer; we encourage facilities to offer all six sections (Sanitation, Safety, Food Safety, HACCP, Cooking Skills and ServSafe)," he says.

There is a significant classroom section that is also a key part of the program, O'Connell continues. This includes a custom Trinity Textbook, handouts and other visual aids. "We also include complete instructor notes to walk our own trainers or the correction staff through the training. Some facilities are required to conduct the education and training programs themselves, and this program gives those facilities the opportunity to do just that."

As for the most interesting start of certification programs in food service, Vandermer bows to the triumvirate of VADOC, Engelke, and the Virginia's Governor McDonnell. Engelke explains: "We were already teaching ServSafe to our kitchen staff

since 2000," he explains. "With the re-entry initiative introduced by the governor it got us to thinking so I put up the idea of ServSafe for offenders. I talked to the National Restaurant Association; we got [cost] quotes, bought books, and started it in the correctional facility."

It has a double benefit: it not only saves staffing salaries, but it reduces inmate housing costs. O'Connell says: "Operationally for me it's great: We have [to make] 34,000 inmate and staff meals—or about 36 million meals a year. Since it costs approximately \$25,000 a year to house an offender in Virginia, if one can



Aramark's classroom work is as important as on-the-job training to get the ServSafe certificate.

lead a productive life...," he pauses, "If 10 stay out...it's a lot of money saved."

Further, he says, "We have supervisors and staff, but the offenders are doing the majority of the jobs: dishwashing, baking, cooking, line work, cleaning."

Posed the question of any challenges in instituting or running the program, Engelke could find little. "It's been more of a success than I ever thought. When I presented the idea everyone came aboard; they understood the value."

Pressed for a challenge, the only one Engelke sees is the one facing the participant to pass. Encouragingly, the pass rate for VADOC is the same as the national average of those taking the ServSafe Certification exam, 87 percent, he notes (the remaining 13 percent includes those that do not finish the program.) In 2013 they added a new certification program. "Foundations is the restaurant management/culinary arts part that we started in ten facilities," says Engelke. "It's much more advanced and we have 117 graduates in this first year." Since the inception of the Virginia Adult Re-Entry ServSafe Program in 2011 over 5,000 earned the certification.

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An integral part of the Va. program includes The Almost Home Café where certificate bearers take on roles replicating a real

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work environment: hostess, waiter, cashier, chef, caterer, etc. “This is where certified low-custody inmates work in a full scale restaurant and café for visitors,” says Engelke, graduating hopefully to employment in the nation’s work force. NRA’s Vandermer notes that in addition to the food industry’s desire to hire certified workers—the certificate being the key to showing their skills, work ethic and dedication to complete a program—the hiring employer also gets added benefits: “Employers are eligible to receive tax credit if they hire former offenders and Federal Fidelity Bond insurance is issued free of charge to employers as a job placement tool,” she says.

In addition, Kelly Banaszak, senior communications manager for Aramark, reiterates the importance of the certificate, which is good for five years: “It is something they can bring to any prospective employ-

er that proves they have the skills to work in the hospitality, food or beverage industries; job-rich sectors of the economy.” She explains Aramark developed its In2Work program in 1999 to address their clients’ concern that there was limited funding for vocational training programs and to leverage its expertise in preparing healthy and nutritious meals within a commercial kitchen. “In2Work is a vocational training program that teaches participants food service and retail skills. It has both on-the-job and classroom components,” she points out. In2Work is comprised of three phases of vocational training. The first two provide hands-on kitchen experience and classroom instruction in proper food production and retail operations. The third phase centers on students earning ServSafe certification. “Since 2010 we’ve had over 3,000 In2Work graduates,” Banaszak says. It is offered in more than

75 correctional facilities across 19 states that are served by Aramark. She adds, “Inmate students have expressed how In2Work provided them with a sense of accomplishment and boosted their self-esteem. Successful re-entry contributes to reduced recidivism and studies have shown that one factor in preventing an ex-offender’s return to crime includes the ability to find meaningful work.”

For more information contact ServSafe/National Restaurant Association, 540.336.4717; www.ServSafe.com; In2Work/Aramark Correctional Services, 1.800.777.7090, www.aramarkcorrections/our-services/reentry-program.com; Work Feed Succeed/Trinity Services Group, 1.877.277.5452, www.TrinityServicesGroup/inmate-education-training.com.

Robert E. Ellsworth Correctional Center in Wisconsin Continues Expansion of Gardening Operations

**By Diane Burczyk, CCFP, FS Supervisor,
Robert E. Ellsworth Correctional Center**

Robert E. Ellsworth Correctional Center (REECC) in Union Grove, Wisconsin is an adult female Correctional Center with a population of 360. The garden crew consists of five inmate workers, led by a Correctional Officer, Teacher and the Food Service Manager. REECC's garden has been expanding its gardening operations over the course of 2014 and is set to add an additional 360 square feet this fall.

Currently the garden totals 4,500 square feet. The fruit and vegetables grown are served in the center's dining room. This year the list of plants includes tomatoes, peppers, cabbage, zucchini, summer squash, lettuce, radishes, carrots, onions, rhubarb, cantaloupe, and watermelon.

As part of the garden project, the garden workers also planted a patch of mini pumpkins. These pumpkins will be harvested and given to children as they visit during the month of October.

An indoor garden center was added in March which contains racks, special lights and heat lamps for starting seedlings. With the addition of an indoor garden center, the gardeners were able to start many of the flowers and vegetables that were planted around the institution.

Next year the garden center will be large enough to start all the plants needed for REECC and for the Milwaukee Women's Correctional Center. In addition to expanding the gardens, there are plans to construct two greenhouses, with one being built from recycled soda bottles.



Tomato Garden

Continued on Page 19

Gardening Operations: Continued From Page 18



Pumpkin Garden



Pepper Garden



Garden Center



THE 2014 ACFSA ANNUAL INTERNATIONAL CONFERENCE WRAP-UP

The 2014 ACFSA Annual International Conference and Vendor Showcase took place at the St. Louis Union Station Hotel in the heart of St. Louis, Missouri. The theme of the conference was “Mental Health - Theirs and Ours.” To that end, educational sessions were focused on that aspect of Correctional Food Service, but also included a number of other industry specific topics such as: Allergy Management in the Institution and Allergy Training; Managing Juveniles Under the New Food Code; Success Stories in Recidivism and even a Correctional Food Service Equipment Update from Beth Lorenzini, Editor-In-Chief of *Foodservice Equipment Reports* magazine. There was something for everyone, as it were.

The conference began on Sunday morning with our Annual ACFSA Golf Tournament which, this year, took place at the Forest Park Golf Course. We had twenty-four golfers participate and have a great time on the links. Additionally, many of our attendees took the opportunity to visit some of the other attractions at Forest Park which included the World Class St. Louis Zoo, Museums, a lake with paddle boats and leisurly walks through the park.

Forest Park has been a destination for locals and tourist since 1904 when the land was developed for the 1904 St. Louis World’s Fair. Millions have visited

and our ACFSA Conference attendees had a great time. And the bonus was that while ACFSA was in town, St. Louis experienced unusually mild weather making these excursions even more enjoyable than a typical August visit.

Sunday night culminated with the Welcome Reception in the Grand Hall of the Union Station Hotel. The Grand Hall lives up to it’s name with beautiful stained glass windows, some amazing bas-relief wall decor and a recently installed light show that plays every hour on the hour with numerous presentations that depict St. Louis history, Union Station history and pop culture through music and video. It is quite the experience, to say the least, and must be seen to fully appreciate.



Continued on Page 21

Our official kick-off of Conference took place on Monday morning with Breakfast (Sponsored by CAMBRO) and then we were treated to a presentation of the colors by the St. Louis County Honor Guard.



We were then treated to a reading of an official Proclamation issued by Missouri Governor Jay Nixon. The Governor could not be with us due to other commitments, but Ed True, St. Louis Ambassador, delivered the news that the Governor had declared it Correctional Food Service Week while our attendees were in St. Louis.

Our Keynote presenter, Mike McKinley spoke of “Resilience In Times of Adversity” to a rapt group. Mike infused a great deal of humor into the presentation while getting his message across with great poignancy. For more about Mike’s presentation(s), please see the article by Robert Pennix on page 24.

The day was rounded out with educational sessions, a Vendor Meeting that included an Industry Forecast for Equipment and finally the Annual Vendor Reception. This was another great opportunity for all to network, catch up with friends and just settle into the next three days.

Tuesday morning began with a session on “Learning to be a Leader” by our special guest, Mike McKinley. This was another great session which again used a great deal of humor to express key points. This session was followed by our Annual Vendor Showcase. The Union Station offered a departure from the typical Ballroom or Conference Hall setting with a beautiful natural light flooded atrium.

Continued on Page 22

ACFSA International Conference Week 2014 Proclamation

WHEREAS, Correctional Food Service Professionals help to change lives in their institutions and communities;

WHEREAS; Correctional Food Service Professionals work to respectfully meet the specific religious diets and dietary needs of their inmates;

WHEREAS, Correctional Food Service Professionals reduce potential issues in their institutions by providing resources and training to inmate workers for better opportunities once out of the system thereby improving recidivism rates;

WHEREAS, Correctional Food Service Professionals are trained industrial food service professionals, keeping up with the latest trends, certification and training to prevent possible outbreaks from contaminated or mishandled food;

WHEREAS, Correctional Food Service Professionals seek the most cost-efficient ways to save tax-payer monies yet still provide nutritious, well-balanced meals for incarcerated individuals;

WHEREAS, Correctional Food Service Professionals continuously grow and evolve in how they provide for the needs of every member of their Association and, ultimately, their communities;

*WHEREAS, Correctional Food Service Professionals, are celebrating
ACFSA International Conference Week.*

NOW, THEREFORE, be it resolved that I, Jay Nixon, Governor of the great state of Missouri, proclaim ACFSA International Conference Week, August 10-16, 2014. I welcome all Correctional Food Service Professionals to the city of St. Louis this week to take advantage of the wonderful locations and attractions the city has to offer.



*ACFSA Out-going Board Members
Past-President, Benson Li; Region II Director, Janice Bendolph;
and Professional Partner Liaison, Mike Robertson*

More educational sessions followed the Vendor show and then it was on to the Annual Awards Banquet. This was also held in the Grand Hall and proved to be a memorable evening for all in attendance with the great light shows and then awards being awarded. We also said thank you to our out-going Board Members for their service to ACFSA.

Additionally, we awarded our CCFP's that either qualified or re-newed this year with their certificates. What an outstanding achievement this is. If you are interested in knowing more about the CCFP or CFM Certification, please contact Education Chair, Tim Thielman.



*Operator of the Year Award Recipient
Rebecca Kirslenohr*



*Employee of the Year Award Recipient
Roger Burczyk*



*Founder's Award Recipient
Barbara Wakeen*



*President's Award Recipient
Tim Thielman*



*2013 Chapter of the Year
Northern Lake Chapter*

*Congratulations to all of our
Award Winners!*

*You are all a great
inspiration to the rest of our
Membership and you make
us proud with your
dedication and service!*



CCFP's Sharon Joles, Dixie White, Elizabeth Reissman, Sunday Joshua, Jason Heidel, Roger Burczyk and Diane Burczyk.

Wednesday was our last day of educational sessions but kicked off with the Annual "Fun Run/Walk" sponsored by Good Source Solutions. Since we were in the heart of downtown St. Louis, it was the perfect chance to visit some of the downtown highlights of the city including CityGarden, the Arch and Ballpark Village. It was a great time.

Most of our attendees had already made their way home on Wednesday evening or early Thursday, but our final day of Conference we had a small group visit the St. Louis County Justice Center. This was an outstanding visit according to those that were able to attend.

St. Louis proved to be a star by itself. I think most of you that were with us will agree that there was never a dull moment during free time. There was a great pool area at the hotel for those that chose to stay in. And there were countless sites to visit and experience throughout the city. Many found terrific music clubs and great restaurants and if felt like every taste was satisfied.

For those of you that were able to be with us, attendees and exhibiting Professional Partners alike, we thank you and appreciate your time and effort. For those of you that could not be with us, you were missed.

We hope to see you when we all gather together in Niagara Falls for the 2015 Annual International Conference and Vendor Showcase. There is some more information in this issue of INSIDER magazine and also on the website. Save the dates now, August 23-27, 2015, and make sure that you have a valid passport as you'll have the opportunity to cross the border to Canada. It's a quick fifteen minute walk from where our conference will be and you don't want to miss out. The Falls are spectacular to view from the Canadian side.



2014 ACFSA Keynote Presenter Mike McKinley



By Robert Pennix, ACFSA Region I Director

This year's conference started with keynote speaker Mike McKinley. The subject matter was "Learning to be a Leader". His comical approach drew you in from the start of his presentation. My first set of notes was the overlap of circles that outlined life, labor, and love. He talked about choices. He talked about what fueled your choices. He talked about a person's script and characteristic of achievements that motivate individuals. He reminded us that we are all individuals and everyone we come in contact with doesn't know our script. In his presentation there was an abundance of informative and amusing slides I cannot list them all. I hope in this article I will address some of the key points.

Mike used examples from his life and how he used humor as a vehicle to bounce back. The house he grew up in was filled with laughter and all they had was laughter. He gave examples from his early childhood and how important it was to live for family. Just like in all families there is a certain amount of chaos. He spoke about surviving the chaos. He said you must "go through the chaos to get to the victory."

One profound statement was "we all have failure." He said "failure is good." Speaking about himself he said "if he didn't make so many mistakes he would not be so smart." With failure comes change. He said "if we fail to change we fail." The opposite of failure is success. He said "If success is the goal then quality is the vehicle and change is the fuel." In order to fuel change we must be a leader of change. We all have concerns again he reminded us you must "go through the chaos to get to the victory."

His instructions to become a great leader were to become a creator of HABIT which stood for "Have a Belief in Transit." In everything you do you must practice, practice, practice... We must be willing to do jobs that others won't do. They don't always pay you for what you do. You just do it. What prevents us from moving forward, our environment, people, or self inflicted habits? Mike talked about the people who set in the same pew each Sunday. He said we must be flexible and willing to adapt to change. He said evaluation without education is moot. Switch seats once in a while it messes up what we believe to be a set order.

Continued on Page 26

The NAFEM Show Scholarship Program

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How do we earn the leadership role? The following are a few examples Mike gave:

- Leaders have a focus, direction, and commitment
- Leaders see the big, visionary picture
- Leaders set consistent, high-quality standards
- Leaders are decision makers and may stick their necks out
- Leaders work with themselves and their groups to build teams

In the leadership role we must become a resource to people. We must choose the right time to support. We must also be reciprocal to someone's effort to do the same. One of my favorite slides was "If you are in a pit and someone offers to help ask for a ladder, not a shovel." As a resource to people Mike suggested the following points:

- Communicate openly and honestly
- Be objective when listening
- Support on-going personal improvement
- Correct only to help
- Help people develop their careers
- Provide honest realistic answers

Leaders are nothing without a team. Everyone wants to be a part of a winning team. Mike offered the following suggestions for your winning team:

- Give more than expected
- Remain flexible and adapt to change
- Have mutual respect for your members
- Work to serve
- Celebrate together

Mike McKinley's presentation offered so much useful information and guidance on leadership and team work. This sparked our thoughts and feeling as it relates to labor. What about life and love? Human relationships and art drives our feelings of love and life. During the conference we lost one of greatest actors of my generation, Mr. Robin Williams. I would like to end with a couple of Robin Williams' quotes about poetry.

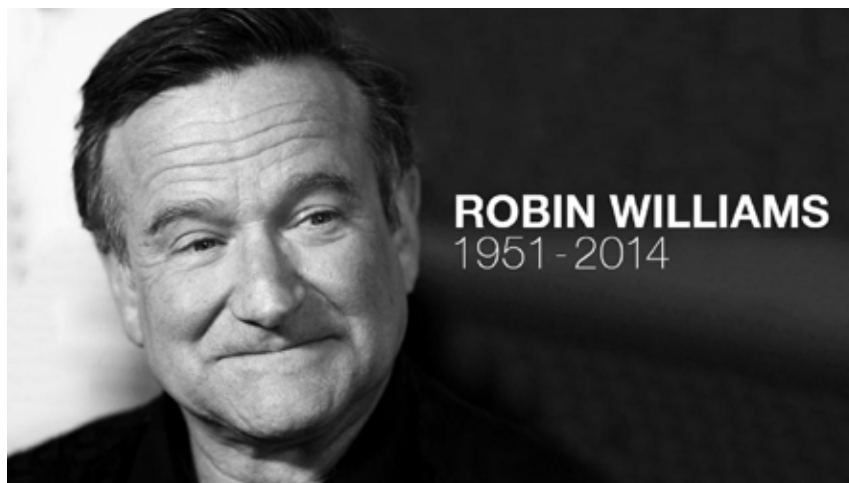
"Poetry is about something from the heart something personal. We get to choose who we let in our weird little world."

We don't read and write poetry because it's cute. We read and write poetry because we are members of the human race. And the human race is filled with passion. Medicine, law, business, engineering, these are noble pursuits and necessary to sustain life. But poetry, beauty, romance, love, these are what we stay alive for. To quote from Whitman,

"O me! O life!... of the questions of these recurring; of the endless trains of the faithless... of cities filled with the foolish; what good amid these, O me, O life? Answer. That you are here - that life exists, and identity; that the powerful play goes on and you may contribute a verse."

That the powerful play goes on and you may contribute a verse. What will your verse be?

We have chosen to be part of a weird little world the ACFSA and it is a noble pursuit. All it requires is teamwork, what will your verse be?



Scholarship Thank You Letter

By Elizabeth Reissman

What a great experience! This was my first International Conference since joining ACFSA. I am very thankful for the opportunity to attend by receiving a generous scholarship. My time in St. Louis was filled with learning experiences, meeting many knowledgeable people in this profession, and visiting some of the city's attractions.

Of the many sessions offered, I found the speakers very interesting. I was able to receive my CCFP and a training/certification in allergens. This organization has many dedicated members and sponsors that I'd like to thank for all that they do to make this type of association possible. We all face many changes and rewards in life and it was so reassuring to have people who are able to share their experiences with one another.

Having been recently promoted to a Food Service Manager, I am very open to learning all I can about correctional food service. I have enjoyed reading the *Insider* and all it has to offer. Attending the Conference has allowed me to meet people, from other states, in a variety of different facilities, that share a lot of the same interests and concerns I face. The members of the Northern Lakes Chapter have been very helpful to me and I am glad to have them available to assist me. Congrats on being 2013 Chapter of the Year. Being able to meet and come face to face with some of the ACFSA members and sponsors that I have e-mailed, talked to on the phone, or read about in the *Insider* has made me realize that there are many good leaders in this profession who take their jobs very seriously.

Thanks to all who helped plan the Conference in St. Louis. A lot of time and hard work went into all aspects of this conference, from the beautiful location of the historic Union Station, to the vendors, speakers and free time. Some of the extra activities included the golf outing, day at the zoo, Anheuser-Busch Brewery tour, and the Fun Walk in scenic St. Louis. Taking time to go up to the top of the Gateway Arch was definitely something to see and will always be remembered.

I am proud to be a member of ACFSA, which has a powerful mission. I feel privileged to have attended this conference as my first with many more to come. Thanks for the scholarship funds that make this possible. Once again, great job to all of those who stepped up to the challenge to make this a pleasant adventure.

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A LETTER OF THANKS TO ALL ACFSA MEMBERS

Four years serving on the board, and now it's all over. I was recently reminded that the vendor positions on the board are elected by the vendor members of ACFSA. It has been an honor to serve in this position and to have been chosen by a group of my peers. So, first, I must thank all my fellow vendors in ACFSA for putting their faith in me to serve in this capacity for two terms. Next, I must thank all food service members and board members for taking me under their wings and teaching me more in four years about Correctional Food Service than I could have ever learned in a lifetime of working in the industry.

I will take this time to make one more plea to all correctional vendors out there. Joining ACFSA is just the first small step. Reading INSIDER Magazine and attending State, Regional and International Conferences will provide you with a wealth of knowledge about this industry. Finally, step up and participate on the State, Regional and maybe even the National level. What you will gain will far outweigh any time and effort you put into this Association.

THANKS AGAIN, to all who have shared their knowledge and friendship. It has been a wonderful four years and I hope to see you around ACFSA for many more years.

Michael S Robertson

The Incredible Edible Competition



Characteristics of Achievement-Motivated Individuals

- **Sets realistic, challenging goals for personal performance.**
- **Takes the initiative to influence events that impact performance.**
- **Seeks out clear, immediate, concrete feedback on performance.**

Insight

#53

Reprinted from “Take Care of Your Business—or someone else will” - Mike McKinley

“One of the things that helped me have the kind of career I have was that I never reached the point where I thought I had arrived.”

Steve Largent / U.S. Representative—Oklahoma

It can take a long time to recover from the feeling you no longer need to improve.

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Characteristics of Achievement-Motivated Individuals

- **Adjusts behavior based on results and a realistic assessment of own strengths and weaknesses.**
- **Accepts responsibility for failure or success.**
- **Constantly seeks ways to improve personal performance.**

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Serve Safe – 8:00 a.m. to 5:00 p.m.

CCFP/CFSM Work Shop – 2:00 to 4:00

Chapter President’s meeting - 4:00 to 5:00

First Time Attendee’s Reception - 5:30-6:30

President’s Reception – 6:30-8:30 p.m. – All Welcome

Past & Present - President’s Red Carpet – Block Party Event

Stay tuned for the Speaker line up for

Monday, Aug 24 - Thursday, Aug 27, 2015 in the Winter Insider

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2015 Annual International Conference Hotel

Our Conference Hotel for the 2015 Annual International Conference and Trade Showcase is the Sheraton at the Falls in Niagara Falls, New York! Book now so you don't miss out on a great rate. With the rate offered two days pre and two days post Conference, this is an outstanding opportunity for you to make vacation plans for the family and take advantage of this gem of a location. With the majestic beauty of the Falls mere steps from the hotel, wine country, water sports, hiking and Canada just over the bridge, you will have tons of options to keep you occupied! And, make sure that you bring you Passport as Canada is a brief walk across the bridge!

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EPA RELEASES “REDUCING WASTED FOOD AND PACKAGING TOOLKIT” (FREE RESOURCE)

Submitted By Christine Berndt Miles, RD, CD

The Reducing Wasted Food & Packaging Toolkit helps restaurants, grocers, caterers, and other commercial kitchens to save money and reduce their environmental impact. We encourage you to explore the toolkit and share extensively with those in your food services network. Understanding the amount, type of, and reason for food waste is the first step toward reducing it. The kit includes an Excel audit tool that allows users to tailor their waste tracking to the level of detail needed for their facility. Once the data is entered, the spreadsheet automatically generates graphs and data summaries to help facilities identify opportunities to reduce waste.

You can find this free resource and others at

<http://www.epa.gov/foodrecovery/tools/index.htm>.

The tool requires at least two weeks of daily tracking by staff and weekly data entry for best results.



Your Leadership Is Your Life Story

by Special Agent Suzanna Hasnay

Article Reprinted with Permission from the July and August Issues of the FBI Bulletin. Published in 2 Parts. First Part on July 8, 2014 and Second Part on August 5, 2014.

Part One

Years ago my wise mother wrote, “I never regretted what I did in my life, only what I did not do.” It took me a long time to understand what that meant. I have come to realize that those words define how people lead their lives. Those words are about appreciating your life experiences and finding understanding in each of them. Live in the present, learn from the past, and look forward to a future of growth and purpose.

Your leadership is your life story. Life experiences, good, bad, or somewhere in between, define who you become as a person—and as a leader. True leaders appreciate their own experiences without regret, yet understand that a life of no regrets means continually striving to be a better human being while admitting one’s own fallibilities.

Recently I reflected on my own life by starting a list, “50 Things I Have Experienced in My Life.” I looked back at my childhood, teenage and young adult years, and recent decades. I did not try to list anything in order. I simply listed experiences as they came to my mind. I even found myself remembering little things I thought I long had forgotten.

I remembered my wide eyes as a little girl listening to my mother’s bedtime stories about growing up in World War II in Austria and, as a 20 year old, surviving air raids and the deaths of friends while still seeking the joys of a young woman’s life—boys, pretty dresses, and laughter with girlfriends. I recalled sneaking underage into my first R-rated movie. Then, all of a sudden, I thought about my time as a new agent trainee at the FBI Academy in 1997 and meeting who eventually would become my best friend.

After writing that, I listed “2009–National Academy instructor–best job ever.” Then I wrote about my father’s death when I was 27 years old. I understood quickly that all of these experiences profoundly touched my life, no matter how seemingly insignificant or grand the experiences were because they all are part of my life story and have led to who and where I am today. Those same experiences influence how I touch and interact with each person every day, even if they happened many years ago. They really never left me.

Your life story defines your leadership because appreciating and understanding your experiences,

Continued on Page 36

whether “insignificant” or life changing, ultimately determine your resilience, spirit, compassion, and fearlessness—which, in turn, gives you the courage to truly lead and inspire others. What is your life story?

Part Two

Last month I wrote about listing 50 of your life experiences, no matter how “insignificant” or grand they may have been, and appreciating that they helped shape who you are as a person and, ultimately, as a leader. Reflecting on what life gives—and takes away—provides you with a deep understanding of yourself, and with that comes a greater awareness of those you lead. If you do not know who you are and why, how can you possibly learn to understand, develop, and inspire others?

After reflecting on my own list, it was time to answer the question “What do I want?” I have found (often the hard way) that if I cannot answer that question, whether personally or professionally, I need to step back and focus. Something has me derailed. Derailment can cause a void in your leadership because you likely have lost sight of who you are, or you are trying to be someone you simply are not. This happens to all of us at times. Getting back on track often takes uncomfortable work—on yourself.

I started thinking about what I want to do or experience over the next year. This is not a “bucket list,” but, rather, a list of things I really want to and could accomplish or keep doing over the next 12 months. Thus, I began a list of “50 Things I Want to Do This Year.” As with my life experience list, I have tried to stay open and free in thought. In looking over my list, which I have yet to complete, I was surprised by the number of “small” things. It was not about taking special trips, although I wrote those, or completing certain physical feats. The items I really noticed were things, like, “Tell my friends I love them,” “Get outside in bad weather,” “Laugh at myself every day,” and “Call my sister.”

Leadership is a totality of character, trust, influence, humility, and courage. Without self-awareness (reflection), appreciation (of your own life), and forgiveness (include yourself in that), you eventually will succumb to mediocrity in your leadership because you will not truly see yourself. I do not naively suggest that any of this is easy or will automatically make you a better person or leader. But, the results may surprise you.

Special Agent Suzanna Hasnay, an instructor in the Center for Police Leadership and Ethics at the FBI Academy in Quantico, Virginia, prepared this Leadership Spotlight.



Did You Know..... Gluten-Free Labeling Changed in August

By Linda Mills, MBA, RD, FADA
Corporate Dietitian - Community Education Centers



In August 2013 the Food and Drug Administration (FDA) gave manufacturers a year to make changes in the formulation or labeling of foods with a gluten-free claim. As of August 5, 2014, the FDA's new definition for "gluten-free" must be used by food manufacturers who choose to voluntarily label foods as "gluten-free," "without gluten," "free of gluten," or "no gluten." Gluten-free foods must contain less than 20 parts per million (ppm) gluten. This is the lowest level that can be consistently detected in foods. Before the regulation, there were no federal standards or definitions for the food industry to use in labeling products "gluten-free." An estimated 5 percent of foods formerly labeled "gluten-free" contained 20 ppm or more of gluten.

Gluten is a naturally occurring protein. It is found in wheat, rye, barley, and crossbreeds of these grains such as triticale. Gluten is the ingredient that gives foods, such as breads, cakes, cereals, and pastas, their shape, strength, and texture. But for someone suffering from celiac disease, consuming gluten can have serious and potentially life-threatening health consequences such as anemia, osteoporosis, diabetes, autoimmune thyroid disease and intestinal cancers.

Celiac disease is a chronic illness with no cure. As many as 3 million Americans may have celiac disease. When someone with celiac disease consumes gluten there is damage to the lining of the small intestine. The only way to manage the disease is to avoid gluten-containing foods. Most people with celiac disease can tolerate foods with very small amounts of gluten.

Fortunately for individuals with celiac disease, all foods imported into the United States must meet the same federal requirements as foods domestically produced. Foods that are naturally gluten free or manufactured to be gluten-free may use the gluten-free labeling claim. Wheat, rye, barley or their crossbred hybrids can be labeled gluten-free, if cross-contact does not result in more than 20 ppm gluten.

Any grain other than wheat, rye, barley, or their crossbred hybrids can be labeled gluten-free, if the presence of any unavoidable gluten due to cross-contact situations is less than 20 ppm.

Cross-contact refers to the unavoidable presence of gluten in a food due to contact with a gluten-containing food. This can occur during crop rotation, sharing equipment used to harvest or storage silos, in manufacturing plants that uses the same equipment for multiple grains. It can also occur when gluten-free foods come in contact with surfaces and equipment used for foods containing gluten. Foodservice workers need to be trained in ways to avoid cross-contact.

CHAPTER REPORTS

MICHIGAN

by Josie Maya, CFSM, CCFP, Michigan Chapter President



Michigan Chapter

What an exciting year we have had. This year's Annual International Conference was held in St. Louis, Missouri. Several Michigan Chapter members were able to attend the Conference. As always, it was a great learning experience with speakers who spoke on a variety of topics. Our members came back pumped up and ready to motivate and share.

I would like to extend congratulations to my Michigan Chapter Board of Directors; Vice President - Rick Riccardi, Past President - Steve McLain, Treasurer - Holly Martin, and Secretary - Robert Gauthier and Vendor Liaison - Justin Sarrach of National Foods. I also would like to give a special thanks to Robin Sherman for her guidance and continued support to this Organization.

Other than my day job of supervising 12 correctional kitchens, my dedication and goal, as the Michigan Chapter President this year, is to increase membership. We have already begun courting Michigan's correctional facilities. I am also in the process of starting a new Michigan Chapter Facebook page.

We are currently looking at conducting a Michigan Chapter Corrections Spring Workshop. There will be more to follow in the next INSIDER. The Michigan Chapter is very excited about co-hosting the 2015 International Conference with Ontario. Rumor has it, when our two Chapter's host a conference together, it is stellar....The exciting agenda is already in the works!

NORTHERN LAKES

by Christine Berndt-Miles, RDN, CD

There's been big news in the Northern Lakes (NL) Chapter! In case you missed it, we were honored to be ACFSA's **Chapter of the Year** at the International Conference in August. Thank you ACFSA for this recognition!

At the same time, two of our members were recognized for their own accomplishments on the job:

- **Employee of the Year** - Roger Burczyk, from the Milwaukee Women's Correctional Center, in Milwaukee, Wisconsin, was "Employee of the Year." One of Roger's many achievements is to run a second shift bakery at his 100 bed facility, to produce cookies and desserts for a neighboring high-rise prison that houses about 900 inmates. He's a Serv-Safe proctor, and trains/tests inmate workers so they are certified prior to release. Roger started a garden program that improves food quality, reduces food cost and teaches inmates life skills. Meal quality and delivery are "outstanding."

Continued on Page 40

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- Keith Lord, Executive Chef Festivities Catering and Special Events



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- **ACFSA Operator of the Year** - Becky Van Tassel Kirslenlohr, from Adam's County Jail, in Friendship, Wisconsin earned this honor. In her nomination, Adams County Administration noted her skillful budget management, overall knowledge base, the training she provides her staff, excellent food quality...and even outside of work, for her "cooking prowess." Becky and her staff are well known in their community as volunteers at many events.

We had a short chapter meeting at the conference, at which we generated ideas for up to four meetings a year, each with a specific training theme and location. It's going to be a great year – so members, please plan to attend as many meetings as you can.

Northern Lakes was fortunate to have good representation at the St. Louis Conference – due in part to generous vendors, and the scholarships they help provide. Members from all three states – IA, MN, and WI – were present. We're even prouder to say that two of our own, Phil and Tim, were the primary organizers of the International event. Along with a host of volunteers, and the assistance of our vendor members, it was an outstanding learning opportunity, with great people, fun activities and a beautiful place to stay. Don't miss the pictures elsewhere in this INSIDER edition and on the website at www.ACFSA.org.

At the conference, ACFSA (then) Past President, Phil Atkinson passed the leadership baton to his successor, Robin Sherman, and our very own Lt. Tim Thielman stepped up to begin Year One of the three year presidential series. Along with Teddie Mitchell, we now have two ACFSA Past Presidents and one President-Elect in our midst!

It's hard to imagine a better conference for 2015 – but somehow, we always manage to do it! Each conference is better than the last, because we continually build on our knowledge, experience, skills and friendships.

Together we accomplish great things!

ONTARIO

by Marcella Maki, Ontario Chapter President-Elect

The Ontario Chapter has had a very busy year. We have been working very hard on our upcoming Chapter Conference, "Fly into the Future with ACFSA" which will be held at the Four Point Sheraton Toronto Airport Hotel on September 21-24, 2014.

The Ontario Chapter was fortunate to be able to give support this year for two members to attend the International Conference in St. Louis. The recipients were Glen Goose from Sprucedale Youth Centre and Dave Sharma from Hamilton Wentworth Detention Centre. I also attended the Conference. The sessions were very educational, and it was nice to interact with old and new colleges.

We are also very excited not only for our upcoming conference but also for the 2015 Conference that will be held in Niagara Falls, New York which will be co-hosted by the Michigan and Ontario ACFSA Chapters.

The Ontario Chapter would like to acknowledge the retirement of two of our Food Service Managers: Steven Morgan from the Toronto Jail, who has 23 years of service and Dave Sharma from the Hamilton Wentworth Detention Centre, who has 35 years of service. Steven and Dave have also been outstanding supporters of the ACFSA Association and have been on many of the governing boards through the years and to this day are still on the Ontario Chapter Board.





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REGIONAL REPORTS

REGION I

by Robert Pennix, Region I Director

As the Region I Director, it is always great to attend the ACFSA International Conference. It is good to be in a place with like minded people. It is especially good to be in a place where the Region can come together. On August 13, 2014 we gathered at the Region I Round Table. I informed everyone that Chris Mulholland from Squier Associates Inc. had agreed to become the Region's Vendor Liaison. They have been great supporters of the Virginia Chapter and I know they will serve Region I well.

We also discussed a tentative schedule for the Region I Spring 2015 Conference. The theme of the conference is "Growing in a Challenging Environment" (Developing your Career Path). Some of the topics we discussed were Stress and Burnout, Resume Writing, and a panel for Educational Development. We also talked about potential speakers from NRA (National Restaurant Association), Corrections, Health Care, Culinary Programs, and the ACFSA CFMS program.

It was also exciting to add more people to the committee from states throughout the region. This type of togetherness and support for the Association makes me proud to be part of the team from Region I and your representative on the National Board. I am excited about the upcoming Spring Conference and all that we can accomplish together. I can't wait to see you in the spring!

REGION III

by Dawn DeMelo, Region III Director

I just got back from the International ACFSA Conference in St Louis, MO. What a beautiful place, the hotel was amazing. I could have watched the lobby light show for hours. The conference was equally amazing. We had great speakers with interesting topics.

- A HUGE THANK YOU to all the vendors!
- Congratulations to the New Board of Directors! We are really excited to see where you take ACFSA this year.
- Congratulations to Northern Lakes for being chosen Chapter of the Year!
- Congratulations to Becky Kirslenlohr (WI) for being selected as Operator of the Year!
- Congratulations to Roger Burczyk (WI) as Employee of the Year!

I had my first Region Round Table meeting. Thank you everyone for making me feel welcome, I really appreciate it.

We'll all be working on getting new members. So talk to everyone you know in corrections and share the benefits of ACFSA.

We'll be working on getting new Chapters started. I have my sights set on Indiana; John Schilling has already given me some great contacts. If you know anyone in Indiana who might be able to help, please contact me. ddemelo@canteenservices.com I run two accounts Montcalm Co. Jail 989-831-7597 or Gratiot Co. Jail 989 -875-5338.

REGIONAL REPORTS

REGION IV

by Don Perkins, Region I Director

Greetings to everyone from Region IV:

I hope everyone has enjoyed their summer.

For those of you who didn't attend the International Conference in St Louis, you missed a wonderful conference. I would like to personally thank Tim, Phil and their Conference Committee for creating an excellent conference. Hopefully all of you are working on plans to attend the next International Conference in Niagara Falls, New York.

I would like to congratulate the **WINNERS** of the **INCREDIBLE EDIBLE ARRANGEMENT COMPETITION**

Representing Region IV

Carlos Salazar and Roger Davis



Upcoming events in Region IV:

California Chapter will be hosting their Annual State Conference and Vendor Show October 12th thru 15th, 2014 in Santa Rosa at the Flamingo Resort. Periodically check the California Chapter page on the web site for more details.

If I can be of help to you in anyway please feel free to contact me at donald.perkins@cdcr.ca.gov





Start Earning Your CFSM Designation Today!

*To begin your journey of becoming a CFSM,
fill out Enrollment Form found
on the opposite page and send it in!*

CFSM maintenance insures that you remain active in the industry by logging your continuing activity in the industry.

Maintenance Period

The maintenance period runs from August 1st of the first year you receive your CFSM designation to July 31st of year 2.

Maintenance Forms

Each CFSM is responsible for submitting his/her own maintenance. When you were certified, you were provided update forms; if you require more, you can request them from the ACFSA Executive Office. With the forms, you must submit back-up materials showing proof that you actually did participate in the activity, such as copies of badges from shows, agendas of seminars, copies of articles you have written, etc. You may submit your forms throughout your maintenance period or all at once at the end of the period - whichever works best for you. Your forms will be acknowledged in writing.

Maintenance Fee

You will receive an invoice for \$35 at the end of your 2-year maintenance period, at which time the maintenance forms will be due. Individuals who are currently certified by the Association of Nutrition and Foodservice Professionals (ANFP) as Certified Dietary Managers (CDM) are eligible to apply for the CFSM program with the following:

- Application to ACFSA for CFSM, designating current and active CDM status (proof of CDM certification must be included in the application).
- \$299.00 application fee - ACFSA Members
\$374.00 application fee - Non-Members
- Completed Custody, Security and Working with Inmates module, following guidelines as delineated in CFSM Course Workbook. No exam will be required. CDM certified ACFSA members would be eligible to receive CFSM status under these guidelines.

CFSM Enrollment Form

Please Type or Print Clearly

CFSM Course Fee \$299.00
Non-Member Fee \$374.00

CFSM for CDMs \$149.00
Non-Member Fee \$199.00

Name _____

Title _____

Company _____

Address _____

City _____ State _____ Zip _____

Phone _____ FAX _____

Email _____

*Include processing instructions and contact name & phone number.
Materials will be sent after payment is received*

Payment Information

Check Number _____ Purchase Order _____

Credit Card: Visa Mastercard American Express

Cardholder Name _____

Credit Card # _____ Expires _____

Billing Address _____

Billing Zip Code _____ V-Code _____

Signature _____

*V-Code is the 3 Digit Code
on the Back of your Visa or MC
or the 4 Digit Code
on the front of your AmEx Card.*

Please mail with payment to:
ACFSA CFSM
210 N. Glenoaks Blvd., Suite C
Burbank, CA 91502

If paying with a credit card, you may FAX completed form to (818) 843-7423
Questions? Please email Amber Ardizone at Certification@ACFSA.org
or Call (818) 843-6608



A Membership Opportunity for You!

The Association of Correctional Food Service Affiliates is an International Professional Association created to serve the needs and interests of Food Service Personnel in the correctional environment. The ACFSA brings together highly-skilled Food Service Professionals who are interested in the common goal of providing nutritious, cost-efficient meal service for confined populations.

By joining ACFSA, you will keep up-to-date on trends in the industry through INSIDER magazine and other special mailings. At ACFSA conferences, you will sharpen your leadership and management skills, as well as gather practical information to put to use in your daily operations. ACFSA publications and conferences will also expose you to new ideas concerning foodservice equipment, food products, specialized services, cost management and many other topics that are important to you. You will meet other professionals in your field with whom you will be able to exchange information and experiences and build a network of contacts who can be called upon--a network that includes many of the top correctional food professionals throughout the United States, Canada and a growing number of other countries. You will also be supporting ACFSA's effort to strengthen and increase recognition of correctional foodservice personnel as professionals.

A Sampling of the Benefits of Membership

Education programs which qualify for credit in the Certified Correctional Foodservice Professional (CCFP) program as well as a variety of other continuing education and certification programs.

Reduced rates for ACFSA certification and re-certification (CCFP)

Participation in state and regional educational seminars and conferences at reduced rates.

Professional, high-quality membership certificate and card.

Participation in the Association's Annual International Conference and trade show at reduced rates.

Subscription to ACFSA's quarterly INSIDER magazine, with news pertaining to correctional foodservice activities of the Association, fellow members, and industry-specific educational articles.

Membership in the growing network of state chapters.

Communication regarding professional and organizational matters with your designated state representative.

Listing in the National Membership Directory--which includes you and all other individual members, institutional members and professional partners--in a convenient networking-index format with address, phone, fax, e-mail and web site information.

Reduced rate on purchase of the ACFSA Food Service Manual, a practical guide for providing high quality food service, which was written by professionals for correctional and detention facility staff.

Eligibility to apply for one of the annual ACFSA Scholarships of up to \$750, to finance continuing education and related professional development activities including attendance at conferences.

Eligibility to apply for professional recognition awards (up to \$1000 to be used to attend the International Conference.)

Membership Options

Professional Foodservice Member:

Persons actively engaged in correctional food or farm service operations is eligible to become a professional foodservice member. Professional foodservice members may vote for and hold Exec. and Reg. Director positions on the Board of Directors. **Annual dues: \$79**

Institutional Member:

Correctional Facilities. The membership is not carried in the name of a specific person, but the institution is entitled to privileges of active membership by appointing a representative who has the power of one vote for and may hold Executive or Regional Director positions on the Board of Directors. **Annual dues: \$134**

Retired Member:

Retired correctional foodservice professionals who are not currently industry consultants, manufacturers' representatives or employed in any capacity by Companies that could potentially sell to correctional foodservice professionals. Retired members may vote for Executive or Regional Director positions on the Board of Directors. **Annual dues: \$34**

Student Member:

Student Members of ACFSA are those individuals who are currently enrolled in a Food Service program and considering the Correctional Food Service Industry as a career option. Student Members will have access to Professionals currently in the industry and have the opportunity to learn the industry and to foster important relationships. **Annual dues: \$34**

Professional Partner:

Companies providing products/services that can be used in the correctional foodservice environment. Professional Partners may vote for and hold the office of Professional Partner Representative on the Board of Directors. **Annual dues: \$384**

Associate Professional Partner:

Individual employees or representatives of Professional Partner companies who want to receive all Association's mailings. Associate Professional Partners may vote for and hold the office of Professional Partner Representative on the Board of Directors. Manufacturers' Representatives may become Assoc. Professional Partners, in conjunction with a Professional Partner Co. if they use the membership to sell that professional partner's products only and are listed under that company's name only. **Annual dues: \$109**

Chapter Professional Partner:

Those companies that target a limited geographic area. Chapter Professional Partners will receive ACFSA's quarterly INSIDER Magazine, but not the International Membership Directory. They may not vote for or hold international office. They may participate in Regional or International Conferences without submitting Professional Partner membership dues or registering as a non-member Professional Partner if the conference falls within the geographic limits of their chapter. **Annual dues: \$159**



ACFSA MEMBERSHIP APPLICATION

To begin receiving the benefits of Membership in The Association of Correctional Food Service Affiliates, simply fill out this application and forward with dues to ACFSA Headquarters Office.

Name _____
 Title _____
 Facility/Organization _____
 Phone _____ Fax _____
 Email Address _____
 Directory Address _____
 Preferred Mailing address _____
(If different from Directory Address)
 Preferred Billing Address _____
(If different from Directory Address)
 Recruited by _____

Employed by (For Food Service Professional Active and Institutional Members Only):

Federal State/Prov. County Private Other _____

ACFSA MEMBERSHIP DUES (IN U.S. FUNDS) Check box for Member Type below

* Depending on the month you join ACFSA, your dues may be prorated. Dues are paid annually. Members joining after March of the current Calendar year will include the remainder of the current Calendar Year AND the following FULL Calendar Year.

Example: If joining in June of 2014, Dues will be paid through December of 2015

Member Type - Check One	January-March	April-May	June-September	October-December
<input type="checkbox"/> Food Service Professional	\$79	*\$139	*\$119	*\$99
<input type="checkbox"/> Institutional	\$134	*\$236	*\$202	*\$168
<input type="checkbox"/> Retired	\$34	*\$60	*\$51	*\$43
<input type="checkbox"/> Student	\$34	*\$60	*\$51	*\$43
<input type="checkbox"/> Professional Partner	\$384	*\$672	*\$576	*\$480
<input type="checkbox"/> Associate Professional Partner	\$109	*\$190	*\$163	*\$136
<input type="checkbox"/> Chapter Professional Partner	\$159	*\$279	*\$239	*\$199

Total Amount Due \$ _____

Check Enclosed (Made Payable to ACFSA) Check # _____

Credit Card Payment: VISA MasterCard American Express

Cardholder's Name _____

Card Number _____ Exp. Date _____

Billing Address _____

V-Code _____ V-Code is the 3 Digit Code on the back of Visa and MasterCard and the 4 Digit Code on the front of AmEx

Authorized Signature _____

PLEASE SEND COMPLETED APPLICATION WITH PAYMENT TO:

ACFSA, 210 N. Glenoaks Blvd., SUITE C, Burbank, CA 91502

Credit Card Payments May be FAXED to (818)843-7423 • Questions? Call (818)843-6608

* Depending on the month you join ACFSA, your dues may be prorated. Dues for members joining after March of the current Calendar year will include the remainder of the current Calendar Year AND the following FULL Calendar Year.

Example: If joining in June of 2013, Dues will be paid through December of 2014



Included Within

SCHOLARSHIP POLICY AND APPLICATION FORM OPERATOR OF THE YEAR POLICY AND NOMINATION FORM EMPLOYEE OF THE YEAR POLICY AND NOMINATION FORM AWARD/SCHOLARSHIP NOTIFICATION FORM HEROISM AWARD NOMINATION FORM

► **INSTRUCTIONS**

Read the applicable policy letter carefully.

Separate form from this booklet.

Read the form with care and supply all the information requested..

Return the completed form postmarked by Mar 1, 2015 in the manner prescribed in the pertaining policy letter and on the form itself.

All application/nomination forms must be sent by March 1, 2015 to the ACFSA Office, 210 N. Glenoaks Blvd., Ste C, Burbank, CA 91502

Call with any questions: (818) 843-6608.

► **POLICY LETTER**

Scholarship Program Guidelines

The purpose of this policy is to set forth guidelines and procedures under which the ACFSA Continuing Education Scholarship Program will be administered. These procedures will aid in the professional advancement of the ACFSA membership.

I. ACFSA Sponsored Scholarships

- A. ACFSA will award scholarships of up to \$750 annually. The number of scholarships to be awarded will be determined by the amount of money donated to the scholarship fund.
- B. Recipients will be selected from each of the five regions. The Board of Directors reserves the right to award scholarships to eligible recipients in other regions, should no applications be received from a specific region.
- C. One new member (with less than one year of membership at the time of application) will be chosen annually through the New Member Scholarship Lottery to receive a scholarship for attendance at the International Conference.
- D. The Immediate Past President or Designee acts as Chair of the Scholarship Committee along with an appointed Professional Partner.

II. Criteria for Application

- A. Applicants must be currently employed in the field of correctional food or farm service on a full-time basis
- B. Applicants must be members of ACFSA in good standing (dues paid) and have been a member for at least the last 12 months. The applicant must also be a member in good standing at the time of award and use of the scholarship. The ACFSA staff will verify this.
- C. A completed, application must be post-marked or electronically time-stamped on or before the designated date. The application must be completed in full and signed by the applicant and his/her supervisor. The supervisor's signature will be considered as both authorization and as a recommendation.
- D. Scholarships are to be used to attend ACFSA conferences or for ACFSA sponsored educational programs. The New Member Scholarship Lottery will award one scholarship annually for attendance to the International Conference.
- E. Members of the ACFSA International Board of Directors are not eligible to receive scholarship awards while in office or for at least 5 years after leaving office. No one directly involved in selecting recipients shall be eligible for an award.
- F. The award of scholarship funds will be selected on a non-discriminatory basis.
- G. A Scholarship Program recipient will not be eligible for another award for a minimum of ten years.
- H. If the awarded scholarship is not utilized within one year of award, the funds will revert to the Scholarship Fund. Under these circumstances, the recipient becomes exempt from the three-year eligibility requirement.
- I. Scholarships are to be used by the applicant only and are nontransferable.
- J. The following awards include a financial reward and as such only one per calendar year may be received: Scholarship, Correctional Food Service Operator of the Year and Employee of the Year Awards. Region-

al Correctional Food Service Employee of the Year may be received concurrently with a Scholarship or Heroism Award. The Heroism Award may be received concurrently with any other award.

III. Criteria for Award/Selection

- A. Award of the application for scholarship shall be considered on the basis of:
 1. Benefit to the individual for professional growth;
 2. Approval of employer to attend conference;
 3. First time attendees and those who are considered by their region and/or International Board of Directors as potential future leaders;
 4. An objective point system, based upon the pertinent facts of each application;
 5. Scholarship program guidelines.
- B. All expenses must be reimbursed according to the ACFSA Scholarship Reimbursement Instructions. Any unused portion of the scholarship award shall be retained by the ACFSA. Failure to attend a minimum of 75% of conference and/or continuing education program may subject the recipient to a reduction in scholarship funds or voiding of funds awarded.
- C. Scholarship recipients will receive a Letter of Notification of the award of funds and a Letter of Commendation shall be sent to the Agency Head, Institutional Superintendent/Warden/Sheriff or Supervisor of the applicant. In addition, the recipients shall be recognized at the ACFSA International Conference and in INSIDER Magazine.
- D. Scholarship recipients will be required to write a letter or brief article indicating how the use of the scholarship benefited them, their opinion of the quality of the conference or other training program and how it related to their performing their job better upon returning from the scholarship event. This article may or may not be used as part of an article for the INSIDER Magazine or in other ACFSA literature.

Continued on next page.

IV. Time Frames for Scholarship Policy

Mar 1: Application must be postmarked/ electronically time-stamped on or before midnight.

Mar 15: Completed applications will be mailed to Regional Directors within their respective regions. The Regional Director will complete the evaluation process for each applicant and mail or electronically deliver their evaluation forms with the completed applications and their selections to the ACFSA Executive Offices. The ACFSA International Office will then send out a list of the Regional Directors' selections to the rest of the Board of Directors

Mar 25: The Board will note comments/concerns and forward these to the Chair of the Scholarship Committee (the Past President) and his/her committee members. Conflicts/concerns will be resolved at this level. The Past President will review/finalize and tabulate the final results.

The Past President will then notify the Board of Directors of the final decision.

Second Monday in April: Scholarship recipients shall be notified by the President in writing and/or electronically of the award of the scholarship.

Third Monday in April: A drawing shall be conducted for the New Membership Scholarship from all new members of the Association that qualify, as verified by the Executive Director. The winner of the New Member Scholarship Lottery shall be notified by the President in writing.

Participation in and/or fulfillment of requirements for the training program must be completed as the policy requires in order to receive the Scholarship Award.

► POLICY LETTER

Correctional Food Service Operator of the Year

The purpose of this policy is to set forth guidelines and procedures under which the Association of Correctional Food Service Affiliates Operator of the Year award program will be administered. These procedures will honor Active or Life members for outstanding and significant contributions to the operation, management and administration of correctional foodservice.

I. Operator of the Year

- A. The recipient of the one Correctional Food Service Operator of the Year Award will receive up to \$1,000 for travel and expenses to attend the ACFSA International Conference and receive the award.
- B. The recipient of this award will be a manager, director, or administrator who is in complete charge of the foodservice department/division of a correctional institution or system. If the applicant's department consists only of the applicant, he/she is still eligible to apply for the Correctional Food Service Operator of the Year Award.
- C. This award is non-transferable and must be used by the recipient in the year awarded and for the purpose intended.

II. Criteria for Application

- A. Applicants must be currently employed in the field of correctional foodservice on a full-time basis and have been so employed for a minimum period of 18 months.
- B. Applicants must be Active or Life Members of ACFSA in good standing (dues paid) since March 1, 2014. The applicants must also be active members in good standing at the time of award. The ACFSA staff will verify this.
- C. Applicants may be nominated by their supervisors, another ACFSA member, or may nominate themselves, if approved by their supervisors.
- D. A copy of the nomination form must be used to nominate a candidate for award consideration. The form must be completed with as much pertinent information as possible about the candidate's qualifications within the application requirements. No faxes will be accepted.
- E. Completed nominations must be postmarked or electronically time-stamped on or before midnight March 1, 2015.
- F. International Officers and Regional Directors are not eligible to receive this award while in office. No one directly involved in selecting recipients shall be eligible for an award.

G. Recipients may be awarded the Correctional Food Service Operator of the Year Award only one time.

III. Criteria for Award/Selection

- A. The award selection will be based on accomplishments and on a nondiscriminator basis.
- B. Nominations/applications must be completed according to all directions and be neat and legible. If not, the nomination will be void.
- C. The selection of the Correctional Food Service Operator of the Year will be completed by the ACFSA Board of Directors. The Board of Directors may elect to not present the Correctional Food Service Operator of the Year Award in any year that they determine appropriate individuals have not been nominated.
- D. The Awards Committee will use one or more of the following criteria in selecting an individual for the Correctional Food Service Operator of the Year Award:
 - Exceptional Accomplishments
 - Exemplary Leadership
 - Creativity and Innovation
 - Staff Development
- E. The award recipient will be notified in writing by April 1st.
- F. A Letter of Commendation shall be sent to the Commissioner, Warden, and/or Supervisor of the recipient. In addition, the recipient shall be acknowledged at the ACFSA International Conference and in INSIDER Magazine.
- G. Only one International Award or Scholarship may be disbursed in a calendar year. If the award winner has also been designated to receive a scholarship, reimbursement is authorized up to the maximum limit of the largest dollar amount award. Recipients may not receive both in one year. The Heroism Award may be received concurrently with any other award.

IV. Time Frames for Operator of the Year Policy (reviewed on a yearly basis)

- March 1: Applications must be postmarked or electronically time-stamped by midnight.
- March 15: The ACFSA Board of Directors will receive copies of all eligible nominations for review.
- March 26: Ratings (on score sheets) by the ACFSA Board of Directors will be returned to the Past President. The Past President will tally points and notify the Board of Directors of the selection. Resolution of conflicts will be handled at this point.
- April 1: Notification Letters will be mailed to the recipients and their supervisors from the ACFSA International President.



► POLICY LETTER

Correctional Food Service Employee of the Year

The purpose of this policy is to set forth guidelines and procedures under which the Association of Correctional Food Service Affiliates Employee of the Year award program will be administered. These procedures will honor Active or Life members for outstanding and significant contributions to the operation, management and administration of correctional foodservice.

I. Correctional Food Service Employee of the Year

- A. The recipient of the one International Correctional Food Service Employee of the Year Award will receive up to \$1,000 for travel and expenses to attend the ACFSA International Conference and receive the award.
- B. Those who apply for but do not receive the International Employee of the Year Award will be considered for the Employee of the Year Award in their respective regions. The top rated person in each Region who does not receive the International Award will be named the Food Service Employee of the Year for their region at the International Conference. This is not a monetary award. Winners will be presented with an engraved award and will receive recognition both at the International Conference banquet and in ACFSA's INSIDER Magazine. If any of these award winners are unable to attend the banquet, arrangements will be made for the award to be presented within their agency, institution or chapter.
- C. Recipients of this award are line staff (coordinators, cooks, etc.) or persons not eligible for the Correctional Food Service Operator of the Year Award.
- D. This award is nontransferable and must be used by the recipient in the year awarded and for the purpose intended.

II. Criteria for Application

- A. Applicants must be currently employed in the field of correctional foodservice on a full-time basis and have been so employed for a minimum period of 18 months.
- B. Applicants must be Active or Life Members of ACFSA in good standing (dues paid) since March 1, 2014. The applicants must also be active members in good standing at the time of award. The ACFSA staff will verify this.
- C. Applicants may be nominated by their supervisors, another ACFSA member, or may nominate themselves, if approved by their supervisors.

- D. A copy of the nomination form must be used to nominate a candidate for award consideration. The form must be completed with as much pertinent information as possible about the candidate's qualifications.
- E. Completed nominations must be post-marked or electronically time-stamped on or before midnight March 1, 2015.
- F. International Officers and Regional Directors are not eligible to receive this award while in office. No one directly involved in selecting recipients shall be eligible for an award.
- G. Recipients may be awarded the Regional Correctional Food Service Employee of the Year one time. The person may continue to be nominated for the International Correctional Food Service Employee of the Year. Recipients may be awarded the International Correctional Food Service Employee of the Year one time.
- H. The Board of Directors may elect not to present the Correctional Food Service Employee of the Year Award or a specific Regional Correctional Food Service Employee of the Year Award any year that they determine an appropriate individual has not been nominated.

III. Criteria for Award/Selection

- A. The award selection will be based on accomplishments and on a nondiscriminator basis.
- B. The ACFSA Awards Committee will consist of the Board of Directors. Nomination forms will be screened for eligibility. The Board of Directors may elect to not present the Correctional Food Service Operator of the Year Award in any year that they determine appropriate individuals have not been nominated.
- C. Nominations/applications must follow all directions and be neat and legible. If not, the nomination will be void.
- D. The Awards Committee will use one or more of the following criteria in selecting an individual for the Correctional Food Service Employee of the Year award:
- Foodservice and Operations
 - Sanitation Standards
 - Creativity and Innovation
 - Personal Development
- E. Award recipients will be notified in writing by April 1st.
- F. A Letter of Commendation shall be sent to the Commissioner, Warden, and/or Supervisor of the recipient. In addition, the recipient shall be acknowledged at the ACFSA International Conference and in INSIDER Magazine.

- G. Only one International Award or Scholarship may be disbursed in a calendar year. If the award winner has also been designated to receive a scholarship, reimbursement is authorized only to the maximum limit of the largest dollar amount award. Recipients may not receive both in the same year. The Heroism Award may be received concurrently with any other award.

IV. Time Frames for Employee of the Year Policy (reviewed on a yearly basis)

- March 1: Applications must be postmarked by midnight.
- March 15: The Board of Directors will receive all applications determined to be eligible.
- March 26: All scoring will be completed and forwarded to the Past President. The Past President will tally points and notify the Board of Directors of the selection. Resolution of conflicts will be handled at this point.
- April 1: Notification Letters will be mailed to the recipients and their supervisors from the ACFSA International President.

The Heroism Award

The Heroism Award will be given to those who have displayed valiant acts of heroism in their job or in their personal life. This is not necessarily an award that is given on a yearly basis. However, more than one person can receive this award per year.

The Recipient will receive a certification of recognition/award to be presented at a State, Regional, or International level, whichever is most convenient to the recipient. A notification letter will be sent to all recipients' supervisors.

The deadline for submission for the 2015 Heroism Award is March 1, 2015.





The Association of Correctional Food Service Affiliates

2015 SCHOLARSHIP APPLICATION

PLEASE FILL OUT BOTH SIDES COMPLETELY, SIGN AND MAIL TO ACFSA HEADQUARTERS,
210 N. GLENOAKS BLVD. STE C, BURBANK, CA 91502 (818) 843-6608 FAX: (818) 843-7423

MUST BE POSTMARKED OR SUBMITTED ELECTRONICALLY TIME-STAMPED ON OR BEFORE MARCH 1, 2015.
YOU MAY SUBMIT THIS FORM ON-LINE AT WWW.ACFSA.ORG

Please Check Continuing Education Scholarship (Member at least one year at time of application)
only one box New member scholarship (Member less that one year)

To apply for the new member scholarship, please fill out this page only.
One scholarship awarded by lottery drawing each year.

APPLICATION FOR REGION _____ SCHOLARSHIP

Name _____

Title _____

Home Address _____

City _____ State _____ Zip _____

Home Phone _____ Email _____

EMPLOYMENT

Current Position _____ Since _____

Facility _____

Address _____

City _____ State _____ Zip _____

Work Phone Number _____

Facility Head _____ Title _____

Immediate Supervisor _____ Title _____

ELIGIBILITY - Currently employed full-time in Food Service? YES NO

INFORMATION ON REVERSE SIDE MUST BE COMPLETED - EXCEPT NEW-MEMBER APPLICATIONS

Currently a Member of ACFSA in good standing? YES NO In good standing for the past full year? YES NO

PROFESSIONAL PARTICIPATION

How many years have you been affiliated with Correctional Food Service? _____

How many years have you been a member of ACFSA? _____

How many International ACFSA Conferences have you attended? _____

Have you served as an ACFSA officer? Chapter/State Representative (previously/currently) in the past 5 years?

YES NO Position(s) _____

Date(s) of Service _____

Have you served as Conference Chair/Co-Chair/Member (International, Regional, Chapter) in the past 5 years?

YES NO Location(s) _____

Date(s) of Service _____

Have you served as Committee Chair/Member (Other than Conference) Chapter or International?

YES NO Specify Committee(s) _____

Position(s) _____

Date(s) of Service _____

Have you had an article published in INSIDER Magazine or any other Industry publication in the past 5 years?

YES NO Publication _____ Date of Article _____

Have you given presentations at Food Service or Correctional Conferences in the past 5 years?

YES NO Topic, Association and Date(s) _____

Are you currently certified in any of the following areas? Please check all that apply:

- | | |
|--|---|
| <input type="checkbox"/> ACFSA Certified Correctional Foodservice Professional | <input type="checkbox"/> Dietary Manager's Association Certificate or License |
| <input type="checkbox"/> ACFSA Certified Correctional Food Systems Manager | <input type="checkbox"/> Certified Chef |
| <input type="checkbox"/> Registered Dietitian | <input type="checkbox"/> Other Certification - Specify _____ |

What level of decision-making do you have in the following?

- | | | | |
|------------------|--|------------------|--|
| FOOD | <input type="checkbox"/> Final Decision | EQUIPMENT | <input type="checkbox"/> Final Decision |
| (check only one) | <input type="checkbox"/> Strong Influence | (check only one) | <input type="checkbox"/> Strong Influence |
| | <input type="checkbox"/> Limited Influence | | <input type="checkbox"/> Limited Influence |

I hereby warrant the accuracy of the above information and authorize the investigation of the accuracy of facts herein noted. All regulation/guidelines of the ACFSA Scholarship Program are applicable

Applicant Signature _____ Date _____

Signature of Supervisor/Agency Head _____ Date _____

NOTE: The signature of the supervisor will be considered both authorization to accept the scholarship, if applicant is selected; as well as recommendation for this applicant.

SEND COMPLETED FORMS TO: ACFSA Headquarters, 210 N. Glenoaks Blvd., Suite C, Burbank, CA 91502
OR FAX COMPLETED FORMS TO: (818) 843-7423 ▲ Questions? Call (818) 843-6608 ▲ www.ACFSA.org

MUST BE POSTMARKED OR ELECTRONICALLY TIME-STAMPED BY: MARCH 1, 2015



The Association of Correctional Food Service Affiliates

2015 OPERATOR OF THE YEAR

NOMINATION FORM

PLEASE FILL OUT COMPLETELY, SIGN AND MAIL TO ACFSA HEADQUARTERS,
210 N. GLENOAKS BLVD. STE C, BURBANK, CA 91502 (818) 843-6608 FAX: (818) 843-7423

MUST BE POSTMARKED OR SUBMITTED ELECTRONICALLY TIME-STAMPED ON OR BEFORE MARCH 1, 2015.
YOU MAY SUBMIT THIS FORM ON-LINE AT WWW.ACFSA.ORG

THE RECIPIENT WILL BE A MANAGER DIRECTOR ADMINISTRATOR

Please check one of the above which applies to your situation.

1. Criteria noted in each category must be typed, single or double spaced, and not exceed one-half page per Roman numeral.
2. A copy of the official form provided must be used. Nominations must be neat and legible to be accepted. Electronic versions are acceptable.

Typed (no more than one-half page per question) give the following information:

- I. Describe your candidate's successful foodservice financial and operational techniques, such as cost and quality control or attainment of major agency program goals and/or objectives.
- II. Describe resource management initiated or utilized within the candidate's operation, including training programs, employee motivation and expansion of career opportunities for staff and/or inmates.
- III. What has the candidate done that distinguishes him/her as a leader in the areas of food quality, menu concept development, food preparation and delivery techniques, and presentation?
- IV. Outline the candidate's contributions to the prestige and public image of the correctional segment of the foodservice industry, through participation in community and civic involvement, interagency, governmental and/or professional foodservice organizations.

Name of Nominee _____

Title of Nominee _____

Agency/Institution _____

Address _____

City/State/Zip _____

Phone _____

Signature of Supervisor _____

Date _____

Phone of Supervisor _____

Name of Nominator _____

Title of Nominator _____

Agency/Institution _____

Address _____

City/State/Zip _____

Phone _____

Email _____

Date _____

SEND COMPLETED FORMS TO: ACFSA Headquarters, 210 N. Glenoaks Blvd., Suite C, Burbank, CA 91502
OR FAX COMPLETED FORMS TO: (818) 843-7423 ▲ Questions? Call (818) 843-6608 ▲ www.ACFSA.org

MUST BE POSTMARKED OR ELECTRONICALLY TIME-STAMPED BY: MARCH 1, 2015



The Association of Correctional Food Service Affiliates

2015 EMPLOYEE OF THE YEAR

NOMINATION FORM

PLEASE FILL OUT COMPLETELY, SIGN AND MAIL TO ACFSA HEADQUARTERS,
210 N. GLENOAKS BLVD. STE C, BURBANK, CA 91502 (818) 843-6608 FAX: (818) 843-7423

MUST BE POSTMARKED OR SUBMITTED ELECTRONICALLY TIME-STAMPED ON OR BEFORE MARCH 1, 2015.
YOU MAY SUBMIT THIS FORM ON-LINE AT WWW.ACFSA.ORG

THE RECIPIENT WILL BE A COORDINATOR COOK OTHER LINE-SERVICE PROFESSIONAL
Anyone in the Correctional Food Service profession that is not eligible to be nominated for the Operator of the Year award is eligible for the Employee of the Year award. Please check one of the above which applies to your situation.

1. Criteria noted in each category must be typed, single or double spaced, and not exceed one-half page per Roman numeral.
2. A copy of the official form provided must be used. Nominations must be neat and legible to be accepted. Electronic versions are acceptable.

Typed (no more than one-half page per question) give the following information:

- I. Describe your candidate's successful foodservice financial and operational techniques, such as cost and quality control standardization checks, HACCP controls, ServSafe management & procedures.
- II. Describe resource management initiated or utilized within the candidate's operation, including receiving standards, storage, product handling, and waste utilization.
- III. What has the candidate done that distinguishes him/her as a leader in the areas of food quality, menu concept development, food preparation and delivery techniques, and presentation?
- IV. Outline the candidate's contributions to the prestige and public image of the correctional segment of the foodservice industry, through participation in community and civic involvement, interagency, governmental and/or professional foodservice organizations.

Name of Nominee _____

Title of Nominee _____

Agency/Institution _____

Address _____

City/State/Zip _____

Phone _____

Signature of Supervisor _____

Date _____

Phone of Supervisor _____

Name of Nominator _____

Title of Nominator _____

Agency/Institution _____

Address _____

City/State/Zip _____

Phone _____

Email _____

Date _____

SEND COMPLETED FORMS TO: ACFSA Headquarters, 210 N. Glenoaks Blvd., Suite C, Burbank, CA 91502
OR FAX COMPLETED FORMS TO: (818) 843-7423 ▲ Questions? Call (818) 843-6608 ▲ www.ACFSA.org

MUST BE POSTMARKED OR ELECTRONICALLY TIME-STAMPED BY: MARCH 1, 2015



The Association of Correctional Food Service Affiliates

2015 HEROISM AWARD

NOMINATION FORM

**PLEASE FILL OUT BOTH SIDES COMPLETELY, SIGN AND MAIL TO ACFSA HEADQUARTERS,
210 N. GLENOAKS BLVD. STE C, BURBANK, CA 91502 (818) 843-6608 FAX: (818) 843-7423**

**MUST BE POSTMARKED OR SUBMITTED ELECTRONICALLY TIME-STAMPED ON OR BEFORE MARCH 1, 2015.
YOU MAY SUBMIT THIS FORM ON-LINE AT WWW.ACFSA.ORG**

The ACFSA wants to recognize those members who have displayed unusual acts of valor or heroism either on or off the job. The person or persons will be given special recognition at the International Conference and within INSIDER Magazine. If they are unable to attend the conference, they will be recognized at the next State meeting.

NOMINEE INFORMATION

Name _____

Company _____

Phone _____

Fax _____

Email _____

Why have you chosen this person to receive recognition for heroism or valor?

NOMINATOR'S INFORMATION

Name _____

Company _____

Phone _____

Fax _____

Email _____

WELCOME NEW ACFSA MEMBERS

Food Service Professionals

Jessika Anderson
Georgia Correctional Industries
Decatur, GA

Stephanie Ashmore
Utah State Prison - Draper Facility
Draper, UT

Patty Beadle
Easy Card & Kiosk
Coldwater, MI

John Bowling
Bureau of Prisons
Annapolis Junction, MD

Antonio Calderon
Federal Bureau of Prisons
Groveland, FL

Alfonso A. De Leon
Dept of Homeland Security/
Immigration & Custom Enforcement
Los Fresnos, TX

Adam Dillingham
North Carolina Dept of Public Safety
Badin, NC

Matt D. Fitzgerald
TrustHouse Services Group
Milford, MA

Gavin Frickey
Nelson Coleman Correctional Center/
St. Charles Parish Sheriff Office
Hahnville, LA

William Frosch
St. Tammany Parish Sheriff's Office
Covington, LA

Jeff Greene
FCI McKean/Federal Bureau of Prisons
Bradford, PA

Encarnita Javier
Pleasant Valley State Prison
Hanford, CA

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Bureau of Prisons
Washington, DC

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Missouri Department of Corrections
Jefferson City, MO

David Osaki
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Mang Kiko Catering Services, Inc.
Metro Manila,

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Terra Alta, WV

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San Diego, CA

Carol Sax
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2014-2015



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miker@joneszylon.com



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Food & Equipment

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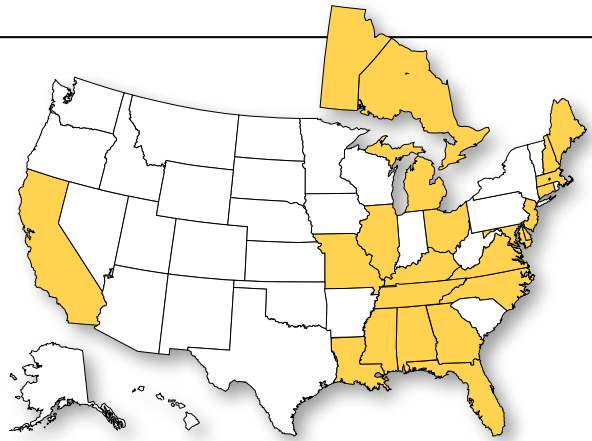
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Julie Hobbs
DOC Headquarters

CANADA

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Marcella Maki
Niagara Detention Center



Visit www.ACFSA.org for the Membership Roster!

Membership is required for access.

Call ACFSA Headquarters if you want
contact information for any of the Chapters above
(818) 843-6608

* Chapter President

ACFSA Regions

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

Region I

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

Region II

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

Region III

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

Region IV

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

Region V

Canada

INSIDER

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Inside INSIDER

► **INSIDER Editors:**

Barbara Holly, CCFP, CDM, CFPF

and **Christine Berndt Althaus, RD, CD**

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

The Fall issue mails in October, the Winter issue mails in January, the Spring issue reaches your mailbox in April, and the Summer issue will arrive in July. We welcome any suggestions or articles for future issues.

Editorial Statement and Procedure

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

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

To submit an article for the Winter 2015 Issue:

1. Please send via e-mail by November 15, 2014 to:

ACFSA—INSIDER

Barbara Holly, e-mail: bbigelowholly@gmail.com or

Chris Berndt Miles, e-mail: Christine.BerndtMiles@wisconsin.gov

2. ACFSA does not guarantee that submitted articles will be published. Articles may be edited, and placement is determined by the editor.

3. You may also include a photograph, simple graphics, charts, or pictures that you think may be useful to the article.

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 email your articles submissions and/or comments to the editors:

Christine Berndt Miles:

Christine.BerndtMiles@wisconsin.gov

or to *Barbara Holly:*

bbigelowholly@gmail.com

Please specify that you are contacting us regarding the "Letters to the Editor" column.

INSIDER reserves the right to edit submissions for clarity and space.





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