

INSIDER

The Magazine of ACFSA
The Association of Correctional Food Service Affiliates

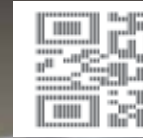


**Foodservice Equipment Reports Editor-in-Chief, Beth Lorenzini
and ACFSA Past-President, Phil Atkinson**

Association of Correctional Food Service Affiliates Spring 2015

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President's Message

By Robin Sherman, CCFP, CFSM, ACFSA President

Success Is a Journey; Not a Destination...

My success in corrections began in 2003. Shortly thereafter, I became a member of this amazing association - The Association of Correctional Food Service Affiliates (ACFSA). Having a correctional support family and a diverse group of amazing Professional Partners has helped shape and mold me into the successful professional I am today. I contribute my ability to quickly climb the ranks in large part to ACFSA and my support system. To all of you, I am forever grateful.

This past February, Phil Atkinson and I were honored with an Honorary Doctorate in Food Service by NAFEM in Anaheim, California. We were both completely humbled to receive this prestigious honor.



Thank you again NAFEM and thank you ACFSA!

You too can have such career success by utilizing the resources your ACFSA membership provides you. Every chapter, region and international conference that I have attended with ACFSA has invigorated me with correctional motivation. Just as importantly, I have taken advantage of the educational opportunities within ACFSA to further my career certifications, and become a Certified Corrections Foodservice Manager and a Certified Corrections Foodservice Professional.

ACFSA's success and growth as an association is tied directly to our Past Presidents, the Mission Statement of Professionalism and Education in correctional food service and the innovation of our





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professional partners. Each international, regional and state conference is motivating and empowering; by constantly pushing the boundaries of correctional education, and divorcing our growth from constrained resources, it allows us to leave the heavy footprints while delivering uncompromised performance for correctional food service workers everywhere! We accomplish this by “doing the right thing!”

This is your journey. Everything you do today impacts your story, and I challenge you to not limit yourself or your success. Get involved! It’s the willingness to lead by example and be a force for social change that inspires us to set our sights higher every year, and our commitment to make lasting changes.

The ACFSA 2015 Annual International Conference in Niagara Falls, New York from August 23-27th is waiting for YOU! This year’s conference theme “The Power of Food Falls in Your Hands,” has drawn an impressive and diverse group of amazing speakers within the industry of corrections. Just

as remarkable is the variety of attendees signed up for this event, traveling all the way from Uganda, Guam, Canada and many other nations! You don’t want to miss this event. Reserve your rooms now, they are filling up fast!

Register online at www.acfssa.org.

Always be the best you can be. Always maintain a positive attitude, constantly seek wisdom, and portray self-confidence. Allow yourself to take risks and dream big. Lastly, get involved with ACFSA. Success is not only about what you accomplish, rather it is who you inspire on your journey.

ACFSA International President



Past-President's Message

By Phil Atkinson, ACFSA Past-President

In 2008 I wrote an article for the spring issue of the *Insider* detailing an allergy diet management system I created out of absolute total frustration. Prior to this we had tried eliminating the most commonly abused items from our recipes – onion, peppers, tomato, fish, etc. This worked in the short run but it became very apparent to me that those inmates who wanted special treatment would figure out a way to get what they wanted, not what we were serving. The article detailed an allergy diet management system that contained three separate Option Menus. The inmate could choose any one of the three options thus allowing them to manage their own diets.

However, as is always the case, when you treat a symptom and not a disease the same problems arise. I realized that the problem was not with the options we were providing but with the system used to “confirm” an allergy – there was none. All inmates were taken at their word and the number of diet allergies flourished. At its high point we had an average of 34 non-nut allergy diets for an average daily population of 700 inmates.

At last year's International Conference in St. Louis, I was speaking to a fellow panel member about my growing frustration and applauding her success in managing allergy diets. When I asked her how she had managed to get things so well under control she said that she and the medical director had put their heads together and decided on a policy that would take care of the problem of “preference allergies” and still allow for the needs of those with actual life threatening allergies. I took her information to heart.

Upon my return I met with the Medical Director and the Nursing Manger and discovered that their frustration was rivaling mine. We met several times and created a policy that allows uncontested allergy diets for the top 8 allergens only – dairy, eggs, tree nuts, peanuts, fish, shellfish, wheat and soy. All other claimed “allergies” must, at their own expense, meet with a physician to have their allergy confirmed and, in many cases, sign an ROI (Request of Information) to get verification of diagnosis/treatment. We also put a specific definition of what is a true allergic reaction in the policy and the difference between a true allergy and an intolerance.

We instituted the new policy on Monday, January 19. Since that time the number of allergy diets has declined from 28 on January 19 to 9 on March 16. We feel that we are better able to address the true dietary issues of those inmates that have serious concerns, now that much of our time is not taken up dealing with “preference allergies.”

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I write this for several reasons:

- For most of us and particularly those in a pre-trial/short term facility, allergy diets are a serious issue. Any idea is potentially better than what we are currently doing.
- To show that we really do have the power. When the heads of the two most critical areas in an institution – food service and medical – get together, they can create policy that is not only good for the individual departments but also for the institution and the inmate.
- We all have an idea or practice that is worthy of sharing. I am quite certain that what I have written about is not new to many of you. However, there is the possibility that there is someone out there that is experiencing the same issues and does not know where to turn or whom to ask.

PLEASE, PLEASE, PLEASE share your stories. It's nice to know we aren't alone in our struggles and we can all use a little help now and then.



Treasurer's Report

By Lt. Tim Thielman CFSM, CCFP, ACFSA VP Elect / Treasurer

We finished off 2014 weaker financially than we did in 2013. There are a couple of factors that contributed to this: declining membership and conference exhibitors' registration. Both of these are what the organization depends on for survival. Don't fret; things are not as grim as you may think. In 2007 and 2008 the Association started the year so far in the red that many were concerned about the future of the organization. Even though we are not quite where we want to be financially, we are well on our way to reaching our goal of having 1 year's operating expense in reserve. I'm asking all members to help in reaching our goal. We need more members, Food Service Professionals, Students, and Professional Partners. We are off to a good start, in January we picked up 17 new members, many from Canada. We have also picked up a new member in Uganda, and one in the Philippines. This has been pretty exciting

news for us. Also something else we need is a sold out trade show at our Annual International Conference. If you haven't looked at the agenda for the Conference yet please check it out. Robin, Connie, and their Conference Committee have been working on this since before the 2014 Conference in St. Louis. This is going to be a fantastic event.

The time has come and gone for scholarship applications to be submitted and I hope there are a lot of applications to select from. If you applied, I wish you good luck and thank you to all of our awesome vendors who contribute to our scholarship fund.

If there is anything I can do for you as your VP Elect / Treasurer or if you have any questions please feel free to contact me at tim.thielman@co.ramsey.mn.us



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Executive Director's Message

By Jon Nichols, IOM, ACFSA Executive Director

Happy Spring! I'm sure that most, if not all of you are happy that this past winter is finally behind us! Harsh doesn't go far enough in describing the snow and bitter cold that most of the country experienced to finish 2014 and begin 2015. But the thing is, that we made it through!

So much has happened since we last spoke and I am not sure that I can fit it all in the space that I have allotted, so I'll just give you a condensed version.

This February The North American Association of Food Equipment Manufacturers (NAFEM), came to Anaheim, California for their biennial Conference and Trade Show. It's a terrific event with hundreds of equipment manufacturers showing and testing their wares for food service industry professionals and this year was no exception. NAFEM always extends an invitation to ACFSA members and offers scholarships to all that meet the criteria. To that end, a number of our members made the trip and had a great experience.

Speaking of great experiences, our very own ACFSA President, Robin Sherman and ACFSA Past-President, Phil Atkinson were at the NAFEM show and received Doctorate of Food Service Awards. Robin and Phil were among an elite group of Food Service and Nutrition professionals that were recognized at the All-Industry Awards Breakfast during The NAFEM Show, Thursday, February 19, at the Anaheim Convention Center. It was a great event and the honorees were treated like VIP's throughout the NAFEM Show.

Also on hand in Anaheim was *Foodservice Equipment Reports* magazine for their 2015 Industry Ser-

vice Award Ceremony. On February 20, 2015, Phil Atkinson was named as the recipient of the Food Service Award, Operator category. A number of Phil's friends and colleagues were in Anaheim for the show and had the opportunity to join Phil and his wife, Brenda, as he was honored by Robin Ashton, FER President and Publisher and Beth Lorenzini, FER Editor-in-Chief.

The FER Industry Excellence Awards Gala was a pretty magnificent event with pomp and circumstance. In the words of FER, "FER shines the spotlight on five extraordinary leaders who give their time, talent and expertise to better our industry." I cannot think of a better choice than Phil Atkinson for this Award based on that criteria. Phil puts that same dedication and passion into ACFSA and we are lucky to have him as a member, leader, friend and mentor.

And now, onto the 2015 Annual International Conference and Vendor Showcase. I'm hoping that you all have the dates marked on your calendars (August 23-27, 2015) and plan to be with us in Niagara Falls, New York! Later in this issue of INSIDER you will find the most up-to-date Agenda and can see what a great program that 2015 Conference Co-Chairs, Robin Sherman and Connie O'Connor, have planned for us.

Sunday kicks off with our Annual Golf Tournament to take place at the Seneca Hickory Stick Golf Course. Seneca Hickory Stick is rated as one of the best public courses in the state of New York and if

Continued on Page 9

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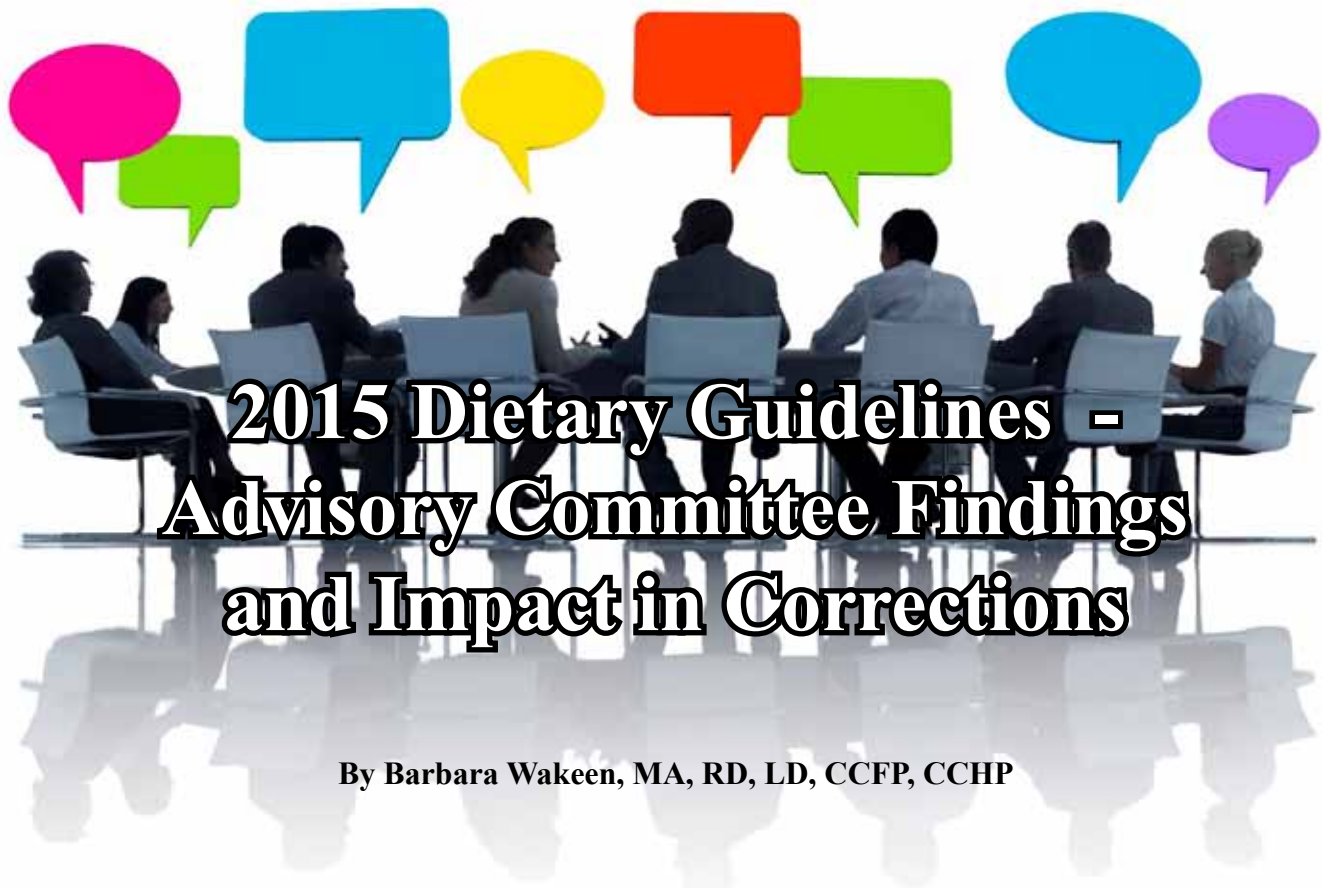
Not a golfer!? No worries! Remember that Niagara Falls has got you covered! For less than \$40 per person, the Niagara Falls Discovery pass gives you access and admission to the world famous Maid of the Mist, Cave of the Winds, the Aquarium of Niagara, and more! You'll have a full day to explore these great attractions, or maybe venture out on a nature hike or visit Canada. Yes, the country of Canada is a 15 minute walk over the Rainbow Bridge where the city of Niagara Falls, Canada offers stunning and iconic views of the falls, as well as numerous activities and adventures all its own.

If you plan to visit the Canadian side, please remember to have a valid Passport. I have already mentioned it in previous articles but want to make sure that all that are interested in making the trek to the other side of the bridge have ample opportunity to get their credentials in order.

Visit <http://travel.state.gov/content/passports/english.html> if you are a United States citizen, and visit www.servicecanada.gc.ca/eng/goc/passport.shtml if you are Canadian and planning to come to New York to be with us!

Additionally, we will have the National Restaurant Association (NRA) with us again this year and Catherine Vandemer is planning a ServSafe Manager Training Session: ***"Become a Certified ServSafe Instructor, and Learn How to Put a Successful ServSafe Program in Place."*** Essentially a "Train the Trainer" session, this will give you the tools that you will need to become a ServSafe certified trainer in your own institution. I hope that you will make it to this session. Please keep your eyes open for more details.

Thank you for your attention and I will look forward to seeing you again in the Summer issue. And make sure to visit the ACFSA Facebook page and give us a "Like!"



2015 Dietary Guidelines - Advisory Committee Findings and Impact in Corrections

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

As dietitians we plan nutritional goals according to guidelines and standards, or mandates by regulatory agencies. One of the guidelines we reference is the 2010 Dietary Guidelines for Americans, from the US Department of Health & Human Services (HHS) and the US Department of Agriculture (USDA). These guidelines were originally released in 1980 and are updated every five years. The newest guidelines are expected to be released later in 2015. These guidelines are based on current science and medical based knowledge, and provide the basis for federal food and nutrition policy, and education initiatives.

Historically, recommendations for the Dietary Guidelines have focused on Americans, ages 2 years and older, including those individuals at increased risk of chronic disease. Scientific data has recognized the varying nutritional needs for infants and toddlers, and for pregnant females. Because of this, further review of the evidence for this age group is underway to be included in the 2020 Dietary Guidelines for Americans.

An Advisory Committee, titled ‘2015 Dietary Guidelines Advisory Committee (DGAC)’ was established by the HHS and the USDA to review the current (2010) Dietary Guidelines and identify topics that may have new science-based evidence to impact nutrient recommendations for the American population. The DGAC researched American dietary patterns with a goal of defining the commonality in characteristics of healthy diets that had an impact on health and disease states. Recently, the Committee released the 2015 Dietary Guidelines Advisory Committee (DGAC) Scientific Report. This article addresses some of the findings that may have an impact on future nutrient considerations and menu planning in our environment.

The DGAC reviewed data regarding current dietary intake status and trends of the American population. They found under- and over- consumption of nutrients based on the Institute of Medicine’s (IOM) recommendations. Most of the nutrients noted are those required on the Nutrition Facts Panels with the ex-

Continued on Page 11

ceptions being Vitamin D, Vitamin E, Folate, Magnesium and Potassium. Some of us reference the nutrients required on the Nutrition Facts Panels as the 'leader nutrients' and base nutritional adequacy of our menus on these nutrients. Note: Some reference more nutrients with Recommended Dietary Allowances (RDA) values and some standards reference the 'dietary allowances.'

Underconsumed Nutrients

In their data review, the DGAC found nutrients underconsumed relative to the IOM's Estimated Average Requirement (EAR) or Adequate Intake (AI) levels were Vitamin A, Vitamin C, Vitamin D, Vitamin E, Folate, Calcium, Magnesium, Potassium and Fiber. Deficiencies in intake of some of these nutrients are considered a public health concern as their underconsumption, in particular Vitamin D, Calcium, Potassium and Fiber, has been linked to adverse health effects. Food sources containing these nutrients are fruits, vegetables, whole grains, legumes and dairy products. Iron intake was also noted as deficient in adolescents and premenopausal females, also considered in the nutrients of concern.

Overconsumed Nutrients

The DGAC found Americans' overconsumption of sodium for all populations and saturated fat (in particular for those over 50 years of age) in relation to the IOM's Tolerable Upper Intake Levels (UIL), and these are also considered to present potential health risks. Current research shows Americans consume more than 3300 mg Sodium per day (Source http://www.cdc.gov/salt/pdfs/Sodium_Dietary_Guidelines.pdf). In corrections, with our higher calorie menus, some of these values can exceed 4000 mg of sodium per day.

- Sodium Recommendations
 - less than 2,300 mg per day
 - 1,500 mg \geq 51 years of age
 - 1,500 mg for those of any age who are African American, have hypertension, diabetes, or chronic kidney disease
- Saturated Fat Recommendations – less than 10% calories from saturated fat

Cholesterol

Notably, in the DGAC review, cholesterol was not found to be a nutrient of overconsumption. This restriction will not be part of the Committee's recommendations given the consumption data. Details of this can be found in the full DGAC report.

The 2010 Dietary Guidelines for Americans recommends cholesterol to be limited to no more than 300 mg per day. Limiting eggs and animal sources has always been a consideration to achieve this goal on our menus and is often considered for a heart healthy menu.

Fortified Foods

Another area of review was the impact from consuming fortified foods and supplements. It was concluded that typical intake from fortified foods rarely resulted in overconsumption of Vitamin D, Calcium, Iron or Folate, but some who use supplements, in general, may overconsume desired amounts. The DGAC concluded that dietary intake of fortified foods combined with supplements should not exceed the IOM's UL recommendations.

The DGAC findings for a healthy diet pattern are consistent with the current Dietary Guidelines and recognize dietary recommendations such as MyPlate, the American Heart Association (AHA) Guidelines and the American Institute for Cancer Research (AICR) which are higher in fruits, vegetables, whole grains, reduced or non-fat dairy products, legumes, seafood and nuts, and lower in red meats, processed and refined items, and foods with added sugars.

So how does this impact our menus and populations? While we strive for nutritional adequacy for age, gender and activity levels of our populations, we also have to consider the standards and limitations of our agencies, nutrient requirements of our populations and budgetary constraints. Ideally, we would plan for a balance of all the food groups including fruits and vegetables, dairy, whole grains and whole muscle meats. Unfortunately, some of the aforementioned constraints can impact these desired items.

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Most everyone is using 'some' fortified items, in particular beverages that our vendors offer to help us meet nutritional needs cost effectively. Many processed foods are fortified such as breads and cereals, margarine and even milk fortified with Vitamins A and D.

Processed meats and other items are common on main population menus. In the world of processed meats, vendors offer reduced sodium meat patties and lunch meats to help the overall sodium content of the menus. Some facilities are making their own processed patties using seasoning mixes also available from some of our vendors. Other means to reduce sodium are omitting salt from cooking, reduced sodium soup/gravy bases, fresh and frozen vegetables versus canned.

Another consideration is what supplements are offered in commissaries, if any, and the impact on our populations consuming them. There may need to be a review process and some education with regard to corrections menu offerings and supplements.

In general, after the release of the 2015 Dietary Guidelines, many of us will be reviewing our menus and considering this evidence in our planning. Some of our corrections regulatory and accrediting agencies may likely be modifying their standards as well. A detailed review of the 571 page 2015 Advisory Committee Dietary Guidelines (DGAC) Scientific Report can be accessed at www.DietaryGuidelines.gov.

Notable News

Dietitians in Corrections (DIC) Networking Luncheon

The DIC Networking Luncheon will be held at the ACFSA International Conference in Niagara Falls. Watch for details in upcoming emails from me as well as ACFSA communications.



ACFSA Networking Discussion Group 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 contact Marlene Tutt at lenetutt@yahoo.com. There are many member benefits including networking, publications and continuing education credits.

Food Safety: A Win/Win Recipe

KAREN CANDITO



Keeping food safe requires both training and teamwork. At the Santa Clara County (California) jail facilities, managed by the Office of the Sheriff Custody Bureau, we have an average daily population of more than 4,000 inmates. To serve breakfast, lunch, and dinner to inmates, in addition to staff meals, my unit produces more than 13,000 meals daily. This means that my staff and I have 13,000 potential opportunities to serve contaminated food every day.

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The good news is that foodborne illness is preventable. The four main factors that contribute to unsafe food are:

- Time–temperature abuse (food not stored, cooked, cooled, or reheated properly).
- Cross-contamination (pathogens transferred to food; e.g., chopping produce on the same surface after cutting chicken without first cleaning the surface).
- Poor personal hygiene (e.g., failure to wash hands correctly or frequently enough).
- Inadequate cleaning and sanitizing.

My unit is fortunate to have a civilian food service workforce of 78 employees that includes managers, supervisors, food service workers, cooks, bakers, warehouse staff, and clerical personnel who understand and practice safe food handling. Each of them has contributed to a track record of safely providing 4.5 million meals every year. We also depend highly on the custody staff to monitor refrigeration temperatures and direct the inmate workers who reheat the meals at each lockdown.

Our kitchen is housed in a 20,000 square-foot building and resembles a factory more than a traditional kitchen. Preparing, packing, and storing meals at such a high volume requires extreme planning and perfectly choreographed traffic patterns involving machinery, hundreds of carts, and a large contingent of food handlers—all in an environment of continuous, organized chaos.

The Santa Clara County Custody Bureau warehouse staff receives and stores 123,000 pounds of food and food-related supplies each week—the weight equivalent of 12 elephants. Standard operations in Food Service involve:

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- Baking 1,400 loaves of bread daily.
- Cooking 400 gallons of chili at a time.
- Slicing 1,100 pounds of lunch meat for each lunch served.
- Serving 36,000 pancakes and 20,000 pounds of salad each month.
- Distributing 23,296,000 ounces of milk annually, equal to 182,000 gallons, or enough to fill more than 9 average swimming pools.

Inmate Food Service Workers

It would be impossible to operate Food Services with only 78 civilian employees. With our large volume of meals, we depend on the 130 inmates who work a variety of shifts and provide the added labor needed for packing and delivering food. It is critical that they know how to handle food safely, whether serving 13,000, 130, or 13 meals.

Kitchen inmate workers come from our lowest security-level population as determined by custody classification, and they must be medically cleared to work with food. Their primary responsibility is to bag food items individually and place food into individual containers and heatable trays. Food service staff provide inmate workers with daily briefings and hands-on supervision to ensure that they are performing such basic, mandatory food safety practices as

- Properly washing hands.
- Wearing hair and beard nets.
- Avoiding cross-contamination.
- Applying the time and temperature principals related to prepared food.
- Understanding the proper sanitation procedures for equipment cleaning and dishwashing.

Inmates who work in the kitchen gain valuable experience that is applicable in the outside world, especially if they work in the food service industry after being released.

Food Service Certification

In 2002, our food service unit partnered with Mission College, a local community college in the city of Santa Clara, to provide ServSafe® certification for inmates through its culinary arts program. This nationally recognized certification was developed by the National Restaurant Association Educational Foundation, and it issues a food handler card to those who pass an examination for food safety.

Mission College provides the class instructor/proctor for the test. The eight-hour class is held over the course of two days. If an inmate passes, he receives certification and .25 college unit. After each class, a graduation ceremony is held in the kitchen in front of all of the kitchen inmate workers. We celebrate with cake, and the gradu-

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Louise Matthews

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ates are presented with a diploma and a green baseball cap so they can be easily identified in the kitchen. (The green cap quickly became a status symbol, making the program very popular.) Many of the inmates who received certification remarked that this is the first time they had graduated from anything. The whole experience not only provides practical knowledge; it also gives graduates confidence and self-esteem.



Must've Been Something I Ate

According to the Centers for Disease Control and Prevention, each year one in six people (or 48 million individuals) become ill from contaminated food. Of that 48 million, 128,000 will be hospitalized and 3,000 will die.

In 2012, Food Safety News reported a study published in the *Journal of Food Protection* that found that foodborne illnesses pose an annual economic burden of \$77.7 billion in the United States (www.foodsafetynews.com/2012/01/foodborne-illness-costs-77-billion-annually-study-finds/#.VDQmcmp8OUk). The U.S. Food and Drug Administration lists the populations most at risk as:

- Children under one year of age.
- Older adults.
- People with immune-compromised systems (who are less able to fight off harmful bacteria).
- Pregnant women.

In a correctional setting, much of the population falls outside of these high-risk groups. However, everyone is susceptible to foodborne illness.

An outbreak of foodborne illness is defined as two or more people eating the same food who contract the same illness. In a jail or prison, the stakes for a large-scale outbreak are heightened because, unlike most other places, the majority of the “customers” eat the same food at the same time.

Because it is an extra benefit that inmates do not normally receive, financial support is provided through the Inmate Welfare Fund (IWF). Classes for up to 24 students are held monthly for up to 288 students per year. Because inmate worker turnover is so high, classes have remained full.

Expanded Program

In 2013, we revised and expanded the program to reach an even larger segment of our jail population. Since 1986, Milpitas Adult Education (MAE), an arm of the Milpitas Unified School District, has contracted with our jail facilities to provide inmate classes (e.g., GED, English as a Second Language, arts, computer, career education). We asked whether MAE would be available to provide ServSafe classes for our inmate workers. They did more than just say “yes.” MAE offered classes not only to inmate food service workers but also to the 650 male inmates at our minimum camp compound and the 550 female inmates in custody. An added benefit for Food Services is that classes are held in the evenings; thus, our inmate workers are not pulled from the kitchen during working hours. The program, funded through MAE, uses sources such as State funding based on average daily attendance and grants.

In fiscal year 2014, MAE provided ServSafe classes for up to 360 inmates. Because the class continues to be so successful, MAE will continue to provide classes for up to 700 inmates in fiscal year 2015. Plans are in place to expand this in-house program even further as logistics and scheduling allow.

Conclusion

Food safety is a critical priority for anyone who prepares and eats food. In our case, we depend on inmate workers under the management of a professionally trained staff to produce the large-scale meal service required of us. Providing inmates with certified food handler cards enhances the safety of our operation and offers them real-life opportunities after release. This creates a win/win recipe that is healthy for everyone. ■

Karen Candito, CFSM, CCFP, is the Correctional Food Service Director for the Custody Division of the Santa Clara County Office of the Sheriff. The Santa Clara County jail system is the fifth largest in California and among the 20 largest systems in the United States. Ms. Candito is a seasoned veteran of the institutional food service industry with more than 25 years of experience in both correctional and K-12 school nutrition. She began her career as an entry-level food service employee and worked her way up through the ranks, developing along the way the expertise to create innovative programs that have garnered State and national awards. Ms. Candito currently serves as Secretary for the Association of Correctional Food Service Affiliates (ACFSA) and sits on the board of the Santa Clara County Food Service Advisory Committee. She can be contacted at karen.candito@doc.sccgov.org.

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Keynote Speakers

The Power of the Service We Render



Major Sam L. Davis is the Jail Administrator for the Ingham County Sheriff's Office in Mason Michigan. Prior to joining the Sheriff's Office, Major Davis spent thirty three years as a teacher, building principal and then Central Office administrator in the Lansing School District.

Major Davis volunteers on several local community boards including having served as Chairman of the Board of Highfields Inc., the Capitol Region Community Foundation and vice chair of the Ingham County Community Correction's Advisory Board. He has also volunteered his services as a committee chair for the past eleven years at the City of Lansing's Common Ground Music Festival.

Currently Major Davis is serving as the State Chair for the Jail Administrators of the Michigan Sheriff's Association (MSA) and has represented the MSA on various committees including the State Fire Penal Code Advisory Committee. Major Davis was appointed to the Governor's Task Force on Racial Equity.

He is an outstanding high wrestling official having worked more than 30 State Finals. The Major has a black belt in judo and karate, and was an Olympic Trials Qualifier for the 1980 Olympics. Major Davis is a member of the Greater Lansing Sports and the Eastern High School Halls of Fame.

Major Davis is a proud Michigan State Spartan having earned his Bachelor's and Master's Degrees at Michigan State. He is currently on the Michigan State University teaching staff in the School of Criminal Justice. Major Davis is a nationally Certified Jail Manager through the American Jail Association.

He is the proud father of two successful college graduates.

Boundary Violations - Power, Connection and Responsibility



Boundary violations are one of the most significant leadership and policy concerns in the field of modern corrections. The power of the correctional culture and structure make it difficult to understand why employees become involved in boundary violating behavior. In addition, rules, laws, and education exist to repeatedly inform correctional employees and volunteers about the consequences of boundary violating behavior. So why do these incidents continue to occur? Some correctional professionals believe these violations are the result of hiring the wrong person—the Bad Apple Theory. This type of thinking implies that the individual knowingly violated clearly established rules and the individual was the problem.

However, the issues of power and connection have not been fully explored. In this presentation Dr. Jones will present information that begins to address these issues. Additionally, responsibility of preventing boundary violations will be addressed from an organizational and personal perspective. The roles of co-workers and supervisors will be explored.

Dr. Susan Jones retired from Colorado Corrections after 31 years of service. Dr. Jones began her career in corrections in 1981 as a Community Corrections Counselor. In 1985 she entered the Department of Corrections as a Correctional Officer at the Fremont Correctional Facility. She then moved up through the ranks as a Sergeant, Lieutenant, Administrative Manager, Associate Warden until her appointment as Warden. She served as the warden at the San Carlos Correctional Facility, LaVista Correctional Facility, Colorado State Penitentiary, Centennial Correctional Facility and Fremont Correctional Facility. During her career she has worked with male and female inmates and at all custody levels. Her assignments included training, programs, custody/control, administration, and case management.

Dr. Jones has a Bachelor's Degree in Behavioral Science from the University of Southern Colorado, a Master's Degree in Criminal Justice Administration from the University of Colorado, Denver, and a doctorate from the University of Colorado, Colorado Springs. Dr. Jones' research interests revolve around issues that correctional employees face, as well as the training and educational preparation provided to employees at all levels of the corrections systems. Dr. Jones believes that the challenges faced in the criminal justice system can be met by prepared employees that are given the tools and encouragement to provide the leadership necessary to change the systems.

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2015 Conference Agenda



SUNDAY, August 23		
REGISTRATION	1:00 pm – 5:00 pm	
GOLF OUTING	8:00 am – 2:00 pm	Hickory Stick Golf Course
FAMILY OUTING	All day	'Discovery Pass', less than \$40 – Maid of the Mist, Cave of the Winds, Aquarium, Movie Whirl Pool Jet Boats Shopping or Park – trolley to fashion outlet mall or park
SERV-SAFE TRAINING	8:00 am – 5:00 pm	CERTIFICATION/RE-CERTIFICATION/TEST Can do training and/or test in advance or online.
CCFP/CSFM WORKSHOP	2:00 pm – 4:00 pm	APPLICATION ASSISTANCE
CHAPTER PRESIDENT MEETING	4:00 pm – 5:00 pm	
1st TIME ATTENDEE RECEPTION	5:00 pm – 6:00 pm	
PRESIDENTS RECEPTION – for all	6:00 pm – 8:00 pm	Past and Present President's Red Carpet - Block Party
DINNER		DINNER ON YOUR OWN
MONDAY, August 24		
REGISTRATION	7:00 am – 4:00 pm	
OPENING CEREMONIES AND BREAKFAST	8:00 am – 9:00 am	INVOCATION BREAKFAST PRESENTATION OF COLORS – County Honor Guard NATIONAL ANTHEMS – U.S. AND CANADA – Jennifer Klein WELCOME/OPENING REMARKS – Robin Sherman, Connie O'Connor, conference co-chairs MAYOR'S WELCOME – Mayor Dyster, City of Niagara Falls
ACFSA BUSINESS MEETING	9:00 am – 9:45 am	
KEYNOTE PRESENTATION	10:00 am – 11:30 am	The Power of the Service We Render – Major Sam Davis, Ingham County Jail, Lansing Michigan
LUNCH	11:30 am – 1:00 pm	LUNCH ON YOUR OWN CSFM LUNCHEON sponsored by Design Specialties DIETITIANS IN CORRECTIONS LUNCHEON sponsored by Goodsource
BREAKOUTS 1A	1:00 pm – 2:15 pm	NYC Department of Corrections Food Service and Disaster Preparedness – Paulette and Anthony Johnson
BREAKOUTS 1B		Dietitian Panel, Juvenile Update – Marlene Tutt, Laura Donnelly, Barbara Wakeen
PRESENTATION	2:30 pm – 3:45 pm	Strategic Planning – Karen Stiltner, National Food Service Administrator, Rochelle Cecil, Food Service Program Coordinator and Mitchel Holliday, Chief Dietitian, Federal Bureau of Prisons
REGIONAL ROUND TABLE	4:00 pm – 5:00 pm	REGIONAL ROUND TABLE and VENDOR MEETING
VENDOR RECEPTION – for all	5:30 pm – 7:30 pm	Wine tasting event & Vendor question game
DINNER		DINNER ON YOUR OWN
TUESDAY, August 25		
BREAKFAST		BREAKFAST ON YOUR OWN
KEYNOTE PRESENTATION	8:00 am – 9:45 am	Boundary Violations – Power, Connection and Responsibility , Susan Jones, retired warden, Colorado Department of Corrections
VENDOR EXPO	10:00 am – 2:00 pm	Rockin' to the 80's
BREAKOUTS 2A	2:00 pm – 3:30 pm	Behind the Scenes in Food and Farming – Professor Van Acker, Ontario Agricultural College, Univ. of Guelph, Guelph, Ontario
BREAKOUTS 2B	2:00 pm – 3:30 pm	Local Food – Robert Cleary, Assistant Commissioner, Agency Chief Contracting Officer for Procurement, NYC
COOK OFF COMPETITION,	3:30 pm – 4:45 pm	Regional Cut Throat Kitchen Come and cheer on your region!
PICTURES	6:00 pm – 7:00 pm	
AWARDS BANQUET	7:00 pm – 10:00 pm	ENTERTAINMENT/COMEDIAN

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2015 Conference Agenda



WEDNESDAY, August 26		
FUN RUN/WALK, GOODSOURCE	6:30 am – 7:30 am	Location TBD
CONTINENTAL BREAKFAST	7:15 am – 8:00 am	
BREAKOUTS 3A	8:00 am – 9:00 am	Food Cost Control Wisconsin Style – Christine Berndt Miles, Dietetic Services Director, Wisconsin
BREAKOUTS 3B	8:00 am – 9:00 am	New Technology Presentation – TBD
PRESENTATION	9:15 am – 10:15 am	Clinical Nutrition Update – Mitchel Holliday, Chief Dietitian and Frank Koch, Nutrition Program Manager, Federal Bureau of Prisons
KEYNOTE SPEAKER	10:30 am – 12:30 pm	The Native American Leadership Paradigm , Flip White, Director Career Development Department
LUNCH	12:30 pm – 1:45 pm	NATIVE LUNCH with crafts (available for purchase)
BREAKOUTS 4A	1:45 pm – 3:00 pm	Personal Safety – Joel Gardiner
BREAKOUTS 4B	1:45 pm – 3:00 pm	Does the Right Hand Know What the Left Hand is Doing? – Linda Mills
PRESENTATION	3:15 pm – 4:30 pm	Transgender Identity Overview – Maria Rewi Personal Experience – Andrea Roussel
2015/16 Vision – New ACFSA Executive Board	4:30 pm – 5:00 pm	Come to see what is in store for the upcoming year. Please join us to share your thoughts and ideas about ACFSA.
CONFERENCE CERTIFICATES	4:00 pm – 6:00 pm	Pick up at registration
DINNER		DINNER ON YOUR OWN
THURSDAY, AUGUST 27		
BREAKFAST		BREAKFAST ON YOUR OWN
GENERAL SESSION	8:00 am – 9:00 am	Power of Food Behind Bars – Benson Li
TOUR	9:00 am – 12:00 pm	Niagara County Jail, Lockport, New York

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REGISTRATION FEES

Number of Attendees	Type of Registration	Early June 23, 2015	Regular July 21, 2015	Late July 22 - On-Site	Amount Due
	ACFSA FOOD SERVICE, INSTITUTIONAL OR RETIRED	\$225	\$275	\$325	
	ACFSA NON-MEMBER <i>FOOD SERVICE EMPLOYEES ONLY NO EXCEPTIONS**</i>	\$300	\$350	\$400	
	GUESTS <i>(INCLUDES FRIENDS, RELATIVES, ONLY)</i>	\$150	\$175	\$225	
	ONE DAY MEMBER AND NON-MEMBER <small>DOES NOT INCLUDE BANQUET</small> <i>FOOD SERVICE EMPLOYEES ONLY - NO EXCEPTIONS**</i> <small>PLEASE SPECIFY DATE: SUN MON TUES WED THURS</small>	\$95	\$120	\$150	
	VENDOR SHOW ONLY <i>FOOD SERVICE EMPLOYEES ONLY - NO EXCEPTIONS**</i>	\$25♦	\$30♦	\$35♦	
	SERVSAFE PROGRAMS INCLUDES BOOK, MATERIALS & TEST	\$50	\$50	\$75	
	GOLF TOURNAMENT	\$90	\$90	\$90	

TOTAL DUE

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CANCELLATIONS REQUESTED IN WRITING TO ACFSA WILL BE GIVEN A FULL REFUND IF RECEIVED ON OR BEFORE JULY 21, 2015. CANCELLATIONS RECEIVED AFTER JULY 21, 2015 & NO-SHOWS WILL NOT BE REFUNDED.

REGISTRATION

REGISTRATION WILL BEGIN SUNDAY, AUGUST 23, 2015 AT 1:00 P.M. BADGES, PROGRAMS AND OTHER MATERIALS WILL BE PROVIDED AT THAT TIME. PLEASE BE AWARE THAT NO CONFIRMATIONS WILL BE SENT.

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Louise Mathews has over 42 years of food service management experience, 21 of them as Chief with the San Diego Sheriff. Her many awards include the Diamond Award for Corrections, Honorary Doctorate of Food Service Degree and the IFMA Silver Plate Award. Louise lives with her husband and four fur babies in San Diego, California.



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New California Egg Law May Affect Prices Nationwide



By Laurie Maurino, RD, ACFSA Vice-President

California voters approved a law that could get egg-laying hens out of cramped cages and put them into larger enclosures. The new law, AB 1437 went into effect January 1, 2015. This law requires that eggs in California must come from chickens that have enough room to fully extend their limbs or turn around freely. Each chicken must have 116 square inches of floor space which equates to about 1 square foot. Studies have shown that giving them more room decreases bacterial and parasitic diseases and cannibalism. This has caused many chicken producers to greatly decrease their flock size.

California is the nation's leading egg consumer with about 1/3 of their supply being imported from other states. It was determined in the courts that any eggs imported into California from other states also need to meet these strict standards. Seeing how 20 million eggs are imported each year to that state, it will affect egg producers nationwide. Those in colder states are having to install heaters as the chickens are colder now with the extra room. These space and heat adjustments may increase future pricing. Those who oppose the new regulations comment that the roomier pens mean chickens are more likely to run, raising the risk of a broken leg or wing. The state of Arkansas is so upset about this egg issue that they are trying to suggest a law that would ban the sale of California wine in their state as some form of retaliation. It is not likely for that to actually occur.

Starbucks, Burger King and Whole Foods have joined the effort by eliminating the sale of eggs from caged hens.

There is a slight glitch in this law where it does not apply to pooled eggs, only shell eggs. Most institutions use pooled eggs which at this time are slightly cheaper. Most consumers buy shell eggs.

In California, we have seen the price of eggs gradually go up before the January 1 deadline to then reach a peak right after the law went into effect. The local grocery store was charging \$6.00 per dozen eggs! They actually put up a letter of apology! The prices have slowly decreased down to \$2.07 per dozen. Experts are estimating that California egg prices may rise by 15% this year but other states may only see a temporary rise and settle back to normal prices.

Leadership Spotlight

OVERESTIMATING YOURSELF



In Greek mythology Narcissus, a hunter, had the gift of extreme beauty. In the story a mountain nymph espied and professed her love for him. Narcissus shunned her as he did everyone drawn to his perfect visage. This left the mountain nymph with profound sadness. Nemesis, the Greek god of revenge, saw what happened to the mountain nymph and lured Narcissus to a pool of water. Once there, Nemesis brought him to the water's edge where Narcissus gazed at his reflection for the first time. Failing to realize he was looking at his own image, Narcissus fell in love with himself. Upon realizing that his love never could be satisfied, Narcissus committed suicide.

Like Narcissus we all can succumb to our own perceived greatness as leaders. How many times have you encountered so-called leaders quick to boast about their accomplishments? What about so-called leaders who go out of their way to show you an accolade or prominently display an award? What about pseudoleaders who always play the role of the victim, never identifying themselves as the potential cause of the problem? These types of people look in the pool of water, like Narcissus, and see pure beauty in the form of their perceived leadership abilities. They fall in love with themselves, and whatever leadership ability they had—if any—crumbles. Could this happen to you?

In my leadership classes students and I often have a long discussion about why we tend to judge ourselves by our intentions, yet evaluate everyone else by their actions. The idea of judging oneself critically is not easy. We often discover things we would like to ignore, but as leaders, critical self-evaluation is essential to gaining followership. Do you remember leaders who continually failed to honestly evaluate themselves, and what did you think of them?

In the coming days or weeks, try to count how many times you use the words “I” and “my” and then ask yourself if you should be using the words “we” and “our” instead. If you are in a meeting with your boss

Continued on Page 30



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or a colleague and something has gone wrong, see if you find yourself defaulting to the use of “you” and “them” when explaining problems. Challenge yourself by doing deep self-reflection and determine if “they” are truly the problem or if you have intentionally misjudged your actions by looking only at what you intended to do. Uncomfortable as it may seem, these are moments where true leadership can be forged.

As leaders we all should take a moment to look into a mirror and study what we see. We surely will find some beauty in the reflection before us, but, unlike Narcissus, we must look beyond the first things we see. We must get past the beauty and find the blemishes. Accepting our beauty, as well as our flaws, will allow us to avoid the fate of Narcissus and, instead, become the leaders we should be.

Special Agent M. Bret Hood, an instructor in the Law Enforcement Development Unit at the FBI Academy, prepared this Leadership Spotlight.

CREATING EXTRAORDINARY MOMENTS

“Managers do things right.

Leaders do the right thing.”

-Warren Bennis[1]

A tree sits at the top of a hill at the FBI Academy in Quantico, Virginia, posted with signs, which include “Pride,” “Attitude,” “Respect,” “Loyalty,” “Hurt,” “Agony,” and “Pain.” These signs were put there by former students, and some have been there for decades. They have inspired thousands of law enforcement officers and agents who struggled up that hill during class runs. The tree has become an icon to thousands of police officers and agents who have attended training at the FBI Academy and the FBI National Academy.



I recently walked past the tree and observed that the “Pride” and “Attitude” signs had fallen to the ground. When my next FBI National Academy class started, I took the students to the tree. I talked to them about how those signs had inspired the people who went before them and how much the signs and tree meant to so many people. The students took the “Pride” and “Attitude” signs and immediately clamored to find the necessary tools, wrote their names on the backs of the signs, and reattached them. When finished, they gave each other a round of applause and then insisted on taking a class photo in front of the tree.

I asked the students what had happened at the tree. After a short period of silence, one student thoughtfully said, “We had an extraordinary moment.” The class heartily agreed. Another student said that they had done the “right thing instead of just doing things right,” and, again, the class concurred. The tree had suddenly changed from “the tree” to “our tree.” An extraordinary act created an extraordinary moment and experience, instilling in the students a strong sense of pride. That pride did not soon wear off as many students made a special effort following their graduation from the Academy to take their families to that tree and take family photos.

Many leaders motivate their employees to perform simply by enforcing rules, regulations, policies, and procedures. While this often is necessary, failure of workers to comply with expectations typically brings about moderate or severe consequences—perhaps, even the loss of a job. These leaders react

Continued on Page 31

to an employee's negative behavior with criticism or punishment, which results in merely adequate performance by the individual. While this is one method of ensuring baseline performance and compliance, it tends to have a short-lived impact and produce counterproductive competition among employees.[2] Poorer performance often occurs exactly when the leader needs peak performance—during difficult and challenging times.

According to Maslow's Hierarchy of Needs, for people to reach self-actualization or their realization of full potential, they first must reach an adequate level of self-esteem and love and belonging.[3] I believe they also must possess pride in their work and feel they belong to something important. Pride in their work and in their employer can promote self-esteem, a sense of belonging, and a realization of full potential for many employees.

Pride is a much more effective motivator for peak performance than rule enforcement. The U.S. Marines and large companies have mastered this and brought about extraordinary service, commitment to the organization, and continual innovation from employees. While these results are obvious, organizations and their leaders sometimes overlook this form of motivation for peak performance. Fortunately, the ability to instill pride is teachable, and leaders can do this in many ways.

- *Clarify the mission.* Employees need to know what is important to their leaders, the mission, and the organization. Once workers understand this, leaders need to provide frequent reminders along the way to create clear understanding and promote a pervasive environment in which the mission is the ultimate goal.
- *Give them a vision.* Effective leaders can create compelling visions for their employees—appealing to their emotions—and the organization. Leaders can create vision by using mental images, analogies, stories, and pictures.
- *Celebrate success.* Leaders need to celebrate success, both in the end goal, as well as in the incremental steps along the way, by celebrating not only major accomplishments but also the small ones achieved. They should create an environ-

ment that encourages achievement of the ultimate goal of the mission.

- *Focus on the positives.* Many managers and leaders tend to look at the glass as “half empty,” rather than “half full.” This attitude of never being satisfied demoralizes their people. Winners do not see their setbacks as losses, but, rather, as opportunities to learn and do better next time. Employees need to be encouraged to do the same.
- *Create extraordinary moments.* Simple acts and interactions can create meaningful and extraordinary experiences for employees, as well as pride in their work and in the organization. Leaders who find ways to employ this develop employees who excel, rather than perform at a less appropriate level.

While it was a simple act to take the students to that tree, the result was a strong sense of pride in those students. When leaders instill pride in their employees, they develop better people and obtain peak performance. This will pay far bigger dividends than just simply forcing compliance with established rules and regulations.

Special Agent Larry Guerin, an instructor in the Leadership and Communication Unit at the FBI Academy, prepared this Leadership Spotlight.

Endnotes

[1] Warren G. Bennis and Burt Nanus, *Leaders: Their Strategies for Taking Charge* (New York, NY: Harper & Row, 1985).

[2] Jon Katzenbach, “Instilling Pride: The Primary Motivator of Peak Performance,” *The Center for Association Leadership*, <http://www.asaecenter.org/Resources/EUArticle.cfm?ItemNumber=11589> (accessed January 22, 2015).

[3] Abraham H. Maslow, *Motivation and Personality* (New York, NY: Harper & Row, 1954).

On a Personal Note...

By Robert Pennix



As I write this, March is coming and what will it bring? Madness; last week I used a sport analogy. My choice of sport was basketball. I have on occasion used soccer. Both sports are great and teach you the power of teamwork. Since March is coming soon and we will be deep into NCAA Tournament, I will stick with the basketball theme.

Thinking about the tournament makes me think about my glory days as a coach. I was no Mike Krzyzewski or Greg Popovich. I was just a volunteer, a parent who wanted to teach his children about teamwork. Basketball was something I thought I knew; after all I spent a lot of years playing it in school and even the men's league in my community (we will not talk about that).

I often thought which games were the hardest of the season? Is it the one against your most fearsome rivalry, or is it the championship game? No, I think it is when you make it to the final four. This is the game before you make it to the championship game. If you can get past this game, you are in! If you are lucky enough to make it to the championship game you should be ready. After all, you have trained all season for that moment.

Now here is the story, my favorite basketball moment(s). I have coached several of my children's basketball teams but here is the one that stands out, even though every team had its moments. One of the teams I coached made it to a championship game. Every year in the city in which I live, the recreational department holds a draft before the basketball season. That year I was transitioning from one child to another. So I started the draft with my child and one friend that he had chosen. Most of the teams were already established with players from the previous year. They only needed to draft one or two players.

In a draft my first pick is always the point guard. On the playing floor, a good point guard is an extension of the coach. He directs the team, he sets up plays and he leads the team. My first pick came reluctantly. I believe he knew the other six coaches would get the remaining good player. He was right.

After the first round your next selections have to be the players you think are best suited for your coaching style. My second pick was the biggest kid left in the draft. Then in my third pick I picked the most athletic player that was left. After that it is all guess work. I ended up with a team mostly filled with guards.

Continued on Page 33

The regular season was no cake walk. We only won one game. All season we worked on fundamentals and conditioning. We did nothing but run for the first couple of weeks. I told my team, they only give out trophies at the end of the tournament. Those trophies went to the teams in the championship game. I told my team by tournament time we were going to be the best conditioned team in the league. Being in the best condition at least gave us a shot.

During the regular season we lost every game but one. The game that we won started a fire that could not be extinguished. It was the next to the last game of the regular season. We beat a team that was pretty evenly matched. Our last game of the season was against the number one team. We lost but played extremely well. My team had built up their confidence. They begin to believe they could play with the other teams.

The season ended and the tournament began; we were tied in last place with the team we had beaten. The down side was we had to face the number two team in the first round of the tournament. This team had beaten us in the regular season by 15 or 20 points. Because we had become a well conditioned team and we had learned to work together, we somehow beat this team by two points.



We were there! We were in the final four. Remember, I believe this is the hardest spot to be in. So I had to keep my team's focus on one game at a time even though we were one game away from the championship game. My team exceeded all expectations by beating the next team in overtime!

We had a week to prepare for the championship game. I knew in order to pull off our next miracle we had to play like the 1983 NC State Wolfpacks. My team thought they could win it all, I believed this also. The number one team had watched our successful run and they had prepared accordingly. All season they were the most skilled team. In the Championship game they proved it once again and my team lost. The margin of victory is not important to this story. The way this team came together at the end of the season is something I will always cherish.

We faced adversity, we became a unit and for that we have memories that no one can take away. How does my league experience tie into this conference?

As I write this, we are in our final stages of this event (the end of the season). My resolve is just as strong as the anticipation of that championship game. The Region I team members put in hard work planning the Region I Conference to make it a huge success. The Conference Committee coordinated events and prepared for our attendees. For us "Championship Week" was March 6-8, 2015. In this event, like my basketball team, we are well-conditioned, and we all came out winners!



-Press Release-

**Philip Atkinson, Hennepin County Sheriff's Office
Awarded *Foodservice Equipment Reports'*
2015 Industry Service Award**

Philip Atkinson, Food Service/Laundry Program Manager, Hennepin County Sheriff's Office, Minneapolis, Minn., has been selected as the winner of the Industry Service Award sponsored by *Foodservice Equipment Reports* magazine in the 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. "Phil'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.

Atkinson was honored at *FER*'s Industry Excellence Awards Dinner, Feb. 20, 2015, at the Anaheim Marriott Hotel, Anaheim, Calif. He also was profiled in the magazine in the February 2015 issue of *FER* 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.



ACFSA Past President, Phil Atkinson with his wife Brenda at the Anaheim Marriott where he won the 2015 Industry Service Award, Operator

Phil Atkinson Receives 2015 Industry Service Award

By Jon Nichols, IOM, ACFSA Executive Director

ACFSA Past President, Phil Atkinson was the recipient of the *Foodservice Equipment Reports* 2015 Industry Service Award in the Operator category on February 20, 2015 at the Anaheim Marriott in conjunction with the 2015 NAFEM Conference. A number of Phil's friends and colleagues were in Anaheim for the show and had the opportunity to join Phil and his wife, Brenda, as he was honored by Robin Ashton, FER President and Publisher and Beth Lorenzini, FER Editor-in-Chief.

This award was created by *Foodservice Equipment Reports* 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. Phil meets that criteria perfectly. I have had the pleasure of working with Phil on the Board of ACFSA for a number of years now, and his passion for the industry and his association is astounding and infectious. He is a mentor to his colleagues and a great support to his local Northern Lakes Chapter, as well.

Phil was also awarded the 2015 Doctorate of Foodservice Award from NAFEM. I imagine he set off some airport metal detectors on the way home!

Congratulations Phil, we could not be more proud of you!

FER Magazine Editor-in-Chief, Beth Lorenzini presents ACFSA Past President, Phil Atkinson with the 2015 Industry Service Award, Operator



Press Release



**FOR IMMEDIATE
RELEASE**

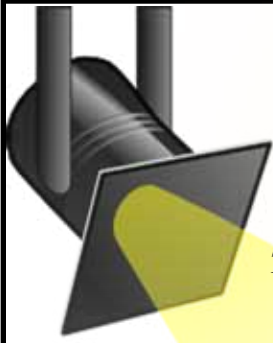
Saginaw, MI/ Continental Who's Who? - Robin L. Sherman is recognized by Continental Who's Who as a Pinnacle Professional in the field of Food and Beverage Services. Robin is the Vice President of Correctional Operations with Canteen Services.

Since its inception in 1990, Canteen's Correctional Food services has been the undisputed leader in correctional commissary services across Michigan, northern Indiana, and northern Ohio. Providing proper nutrition, the commissary programs can be tailored specifically to meet the the unique needs of each facility and their inmate population.

In this capacity, Robin is responsible for the management and oversight of 38 correctional food service kitchens and 29 jail commissary accounts between Michigan and Indiana. In addition to her work with Canteen Services, Robin serves as the International President for ACFSA, the Association of Correctional Food Service Affiliates and is a member of the National Association of Professional Women, where she was recognized as an NAPW VIP Woman of The Year.

Furthermore, Robin is the recipient of an Honorary Food Service Doctorate degree from the National Association of Food and Equipment Manufacturing, which she attained in February 2015.

For more information, please visit www.canteenservices.com



MEMBER SPOTLIGHT

This is a new section for INSIDER MAGAZINE that will shine a light on ACFSA Member Career Highlights. Please make it a point to share your Professional Achievements with our Editors so they may share with the rest of our membership! Send articles, stories and Press Releases to INSIDER@ACFSA.org for possible inclusion in INSIDER

Robin Sherman Named Woman of the Year

By Dawn DeMelo

ACFSA President, Robin Sherman, CCFP, CFSM is collecting awards left and right this year, and deservedly so! You will notice in an article in this issue of INSIDER that she and Phil Atkinson, Past-President of ACFSA, were both honored with the Doctorate of Food Service (DFS) Award at the North American Association of Food Equipment Manufacturers (NAFEM) 2015 Show in Anaheim this February.

In addition to her participation and leadership of ACFSA, Madam President is also a member of the National Association of Professional Women (NAPW) and was recently recognized as the NAPW “VIP Woman of the Year.” NAPW has over 600,000 members, 300 local chapters and is the nation’s largest professional women’s association.

The NAPW mission is to provide an exclusive, highly advanced networking forum to successful women executives, professionals and entrepreneurs where they can aspire, connect and achieve. Through innovative resources, unique tools and progressive benefits, professional women interact, exchange ideas, advance their knowledge and empower each other.

Robin is also a Pinnacle Professional of the Year through Continental Who’s Who. They will be featuring her in their ICE Magazine (Inner Circle Executive) in May. This award is for Excellence, leadership and commitment to her profession, while encouraging the achievement of Professional Women.

Congratulations to you, Madam President!



Did You Know..... Interagency Food Safety Analytics Collaboration

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

Interagency Food Safety Analytics Collaboration (IFSAC) is a partnership of the Food and Drug Administration (FDA), the Centers for Disease Control and Prevention (CDC) and the Food Safety and Inspection Service. It was formed to improve coordination of Federal food safety agencies. The CDC estimates that four pathogens cause 1.9 million cases of foodborne illness in the United States each year. IFSAC has developed an improved method of analyzing outbreak data to determine which foods are responsible for illness related to four major food borne bacteria - E. coli O157, Salmonella, Campylobacter and Listeria. These pathogens were selected because of the frequency or severity of the illnesses they cause. Targeted interventions can have a significant impact in reducing these outbreaks. The rates of Salmonella have not decreased significantly since the inception of FoodNet, so reducing Salmonella-related illnesses is a priority. Estimates of the illnesses caused by four key pathogens tracked annually in Healthy People are:

- Salmonella 1,027,561 illnesses; 19,336 hospitalizations; and 378 deaths
- Campylobacter 845,024 illnesses; 8,463 hospitalizations; and 76 deaths
- Shiga toxin producing Escherichia coli serogroup O157 63,153 illnesses; 2,138 hospitalizations; and 20 deaths
- Listeria monocytogenes 1,591 illnesses; 1,455 hospitalizations; and 255 deaths

IFSAC released a report in February 2015, titled “Foodborne Illness Source Attribution Estimates for Salmonella, Escherichia coli O157 (E. coli O157), Listeria monocytogenes (Lm), and Campylobacter using Outbreak Surveillance Data.” Some of the findings include:

- More than 80 percent of E. coli O157 illnesses were attributed to beef and vegetable row crops, such as leafy vegetables.
- Salmonella illnesses were broadly attributed across food commodities, with 77 percent of illnesses related to seeded vegetables (such as tomatoes), eggs, fruits, chicken, beef, sprouts and pork.
- Nearly 75 percent of Campylobacter illnesses were attributed to dairy (66 percent) and chicken (8 percent). Most of the dairy outbreaks used in the analysis were related to raw milk or cheese produced from raw milk, such as unpasteurized queso fresco.
- More than 80 percent of Listeria illnesses were attributed to fruit (50 percent) and dairy (31 percent). Data was sparse for Listeria, and the estimate for fruit reflects the impact of a single large outbreak linked to cantaloupes in 2011.

Want to learn more? Go to www.healthypeople.gov

**ACFSA CA Chapter Conference
January 14, 2015
Cedar Lodge Pitchess Detention Center Castaic, CA**



CHAPTER REPORTS

CALIFORNIA

by Donna Kaminski, California Chapter President

ACFSA CA Chapter has started the year off right. We held our first Chapter meeting of the year at Cedar Lodge, Pitchess Detention Center. I would like to thank our hosts, Benson Li, Jimmy Ledesma, Source Promotions and Intersect for providing our breakfast and lunch.

We had an outstanding training session with 39 in attendance. Divisional Assistant Director, Karen Dalton, Ph.D. talked about their inmate programs, and shared all the historical facts about the area. Carlos Salazar had us all thinking and refining our detective skills with his Team Building session. We finished the training with a tour of the beautiful Detention Center and an outstanding lunch.

Thank you to all the members and Professional Partners for taking time out of their busy schedule to attend the CA Chapter Meeting.

On April 15, 2015 we visited Mule Creek State Prison in Ione, CA. We toured CAL PIA's production facilities.

I would like to invite all our CA Chapter members to join us for all our meetings in 2015. Please save these dates and start planning to attend.

June 17, 2015 (TBA)

October 11 – 14, 2015

ACFSA CA State Conference held at the Crown Plaza in Ventura CA.

I'm looking forward to seeing everyone there.

MICHIGAN

by Josie Maya, CFSM, CCFP, Michigan Chapter President



As Winter is finally coming to an end, Spring is vastly upon us. Which means Michigan Chapter is well on it's way to planning our Spring 2015 workshop, scheduled for May 6th and 7th. We hope to make a rewarding agenda for all attendees. Michigan Chapter will be sending out two Ballots for this year, a VP and a Treasurer before swearing in our new board at the conference. We hope to see you all there! Dr. Robin Sherman, ACFSA International president and I had the chance to attend Region 1 & ANFP VA conference on March 7th, held in Ocean City, Maryland. The agenda was full of informational speakers and was a lot of fun. A big thanks to Ricky Clark and Robert Pennix for a great conference and their generous hospitality. I would also like to elaborate and say that ACFSA state and international conferences are put on by some very experienced individuals in all aspects of food service. It has allowed for great information and agenda's that have helped us all grow within the industry. I personally look forward to attending this years International Conference in Niagara Falls, NY, August 23rd -27th. I plan to walk away with great information and a sense of accomplishment that comes from working with and socializing with our peers in this growing and challenging industry. I hope to see everyone soon!!

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NORTHERN LAKES

by *Christine Berndt-Miles, RDN, CD*

Hello and Happy Spring!

Unseasonably warm weather has come to the Midwest and the days are getting longer. Soon 30+ days of subzero weather will be a distant memory! We're more than ready for the frozen tundra to thaw.

The Northern Lakes Chapter met at the Midwest Foodservice Expo on March 9th. Our speaker was unable to make the meeting, but this gave us time to address some important details:

- Future meeting plans
- Fundraising progress and plans
- Evaluation of our Board structure
- Member survey questions, relative to board structure

After our business meeting we heard the keynote speaker: Chef Richard Blais, winner of *Top Chef All Stars*. Chef Blais taught and entertained us at the same time. Then came the food show, and a "field trip" to the Milwaukee Women's Center, a WI Dept. of Corrections pre-release facility that prepares food for its population of 100 female offenders plus staff, AND produces baked desserts for the nearby Milwaukee Secure Detention Facility - a 1000 bed prison for male offenders. This "David and Goliath" story is one of many WI DOC shared services programs. This has reduced meal costs and improved quality and nutrition.

To raise money for International Conference Scholarships, we are selling prepaid car wash debit cards and the ever-popular candy bars (available at Sam's Club and Gordon Food Services). Every member is to sell one or the other. We've set up a phone tree so that members will call other members to keep them motivated, even if they can't get to all of our meetings! We'll be meeting again in April at the Indianhead Foodservice Distributors Food Show in Eau Claire, WI. Topic and speaker TBA. We hope to meet again

in June for a training day, at which we can engage our speaker from the March meeting, and hopefully allow more time for a review of the ever-evolving Food Code. June location and topics will be finalized at the April meeting.

If you're thinking of summer fun, be sure to get your passport so you can visit our Canadian neighbors to the north at the International Conference in August (23-27) in Niagara Falls, NY. That will, of course, be the highlight of our year! Northern Lakes has been well represented in the past, and we hope to see you there in August!

VIRGINIA

by *Julie Hobbs, Chapter President*

On January 20, 2015 the Virginia Chapter held our quarterly meeting at Virginia Department of Corrections Headquarters in Richmond, VA. Thanks to Julie Hobbs for hosting the meeting.

Our training for the meeting was provided by Unified Brands. We were shown the newest trends in Power Soakers, Produce Washers and Steamers. We wish to thank Jon Teders for his presentation.

As with our previous meeting, most of our meeting dealt with plans for the Region I Conference in Ocean City, Md. in March.

Our chapter elections will be coming up soon so we are actively recruiting members to run for President-Elect/Treasurer, and Secretary Positions. We plan to have the elections sometime in April. Once we discussed our elections, we discussed ways to upgrade our newsletter and how to get more vendor participation. We also talked about ways we can increase our chapter membership. We have some great ideas that we plan to work on in the coming months.

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CHAPTER REPORTS

VIRGINIA (CONT.)

by Julie Hobbs, Chapter President

Continued from page 39

Lastly I would like to thank everyone who helped make our second Region I Conference a success. We have been planning the conference for a year now and it really is great when everything comes together as planned. With the exception of snow, on the day before the conference started, everything went well. We did have to get a little creative with the first few sessions when our speakers couldn't make it but I think we work better when under pressure. Thanks to Cindy Burns who, with very short notice, gave a great keynote presentation. We would also like to thank the Virginia DOC Academy for Staff Development for their assistance printing our conference posters, and supplies for our name tags and certificates. Most importantly, we cannot do any of the conferences without the support of our vendors. Thanks Mike Robertson and Chris Mulholland for getting all the vendors together for this event.

We appreciate all of those who participated both at the vendor show and as sponsors.



REGIONAL REPORTS

REGION I

by Robert Pennix, Region I Director

Believe it or not I always start an article with fear and anticipation. I share this confession with you because this year I embarked on a journey of self-achievement. I always thought it would be interesting to write a blog. Most bloggers have something to say; sometimes it is about their passion, sometimes it is about their anger, and sometimes it is just about everyday life. My attempt in blogging this year was about the Region I Conference and the benefits of attending. I was comfortable with blogging about this event because it came with a completion date. My thought process was after the completion date I would reassess my efforts and see if blogging was something I wanted to continue.

In a good blog there is one common element - the ability to hold a reader. The words draw you in and hold you until the message is conveyed. My subject matter was the benefits of the Conference. I wanted the reader to buy into the concept. My hope was the reader would see the passion of the committee. I also hoped the effect of the written word would make every member put forth an effort to become part of this event. Did this happen? Did this develop in what I thought it would become? (You decide)

Today as I write this article the temperature in Virginia is near 70 degrees. In the previous weeks before the conference the east coast was blanketed with snow storms. We received one storm after another. As the time neared and the numbers were not like the ones from last year the committee entertained the thought of cancelling. The committee had set a certain number that we proceeded as the numbers we needed to be successful. We were also worried about the attendees and the travel.

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REGIONAL REPORTS

REGION I (CONT.)

by Robert Pennix, Region I Director

Continued from page 42

As time neared the weather forecast began to reflect those of previous weeks. (Snow) The numbers were almost near the acceptable level set by the committee. After many intense discussions we decided to continue with the Conference. We had received great support from our vendors. The individuals who signed up to attend the Conference were the people the vendors wanted to talk to. They were the decision makers in their facilities. They influenced their staff and they cared about the success of the Conference and this Association.

The snow did have an effect on the Conference. The effect was positive in many aspects. Some items on the agenda had to be shuffled but I believe we were still blessed with some top- notch training. In each session I heard something that I could take back to my facility. Much of the training we received could be used in everyday life.

Once again we were entertained by Keith Bryant. He was great! This time he brought another musician with him. The instrument that his partner played was amazing. It was a combination of a guitar, banjo, mandolin, and fiddle. He was literally a one man band. You had to see it to believe it.

The success of this conference belongs to the attendees and the vendors. I would personally like to thank the vendors for their support and I am forever grateful to the attendees and the committee. Thank you again for another successful conference!

REGION III

by Dawn DeMelo, Region III Director

Hi everyone! Spring is upon us here in Michigan, and I for one am over winter.

Lots of preparation is being done by the Michigan Chapter to get their one-day work shop under way. The date of the work shop is May 7th and it will be in Lansing, MI. The theme for the work shop is *The Power of The Penny*. They have some great things lined up, so if you're able to attend that would be great.

Northern Lakes had a chapter meeting March 9th at the Midwest Foodservice Expo in Milwaukee, WI. I hear they all had a great time. They will be having another chapter meeting April 14 at the Indianhead food show in Eau Claire, WI. I know they would love to have others attend.

I want to remind everyone to mark your calendar to attend the International Conference in August. It will be held at Niagara Falls, New York. BIG plans are being put together for this event; you are not going to want to miss this! Also a reminder, you might want to get a passport or enhanced driver's license so you can cross over the border to Canada.

Thank You





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

CFSM for CDMs \$149.00

Non-Member Fee \$374.00

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
PO Box 10065
Burbank, CA 91510**

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 access 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/Executive Member

Persons actively engaged in correctional food or food 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 \$84**

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 \$54**

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 \$54**

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 \$199**

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 2015, Dues will be paid through December of 2016

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

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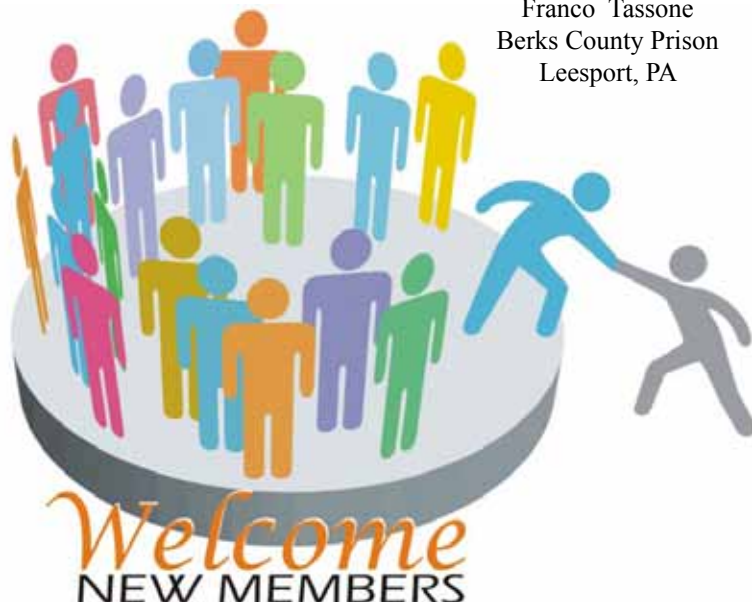
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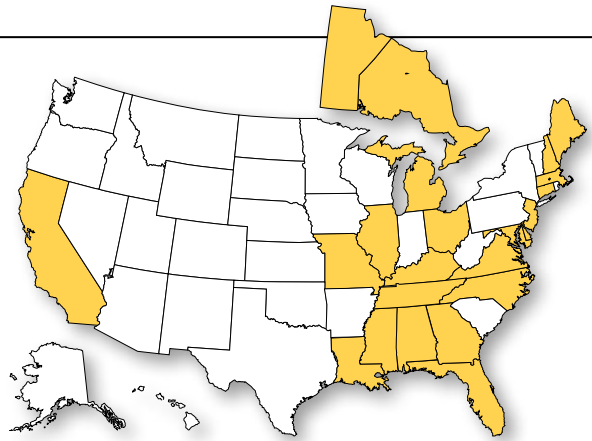
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Barbara Holly, CCFP, CDM, CFPF
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The mission of the Association of Correctional Food Service Affiliates (ACFSA) is to develop and promote educational programs and networking activities to improve professionalism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

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