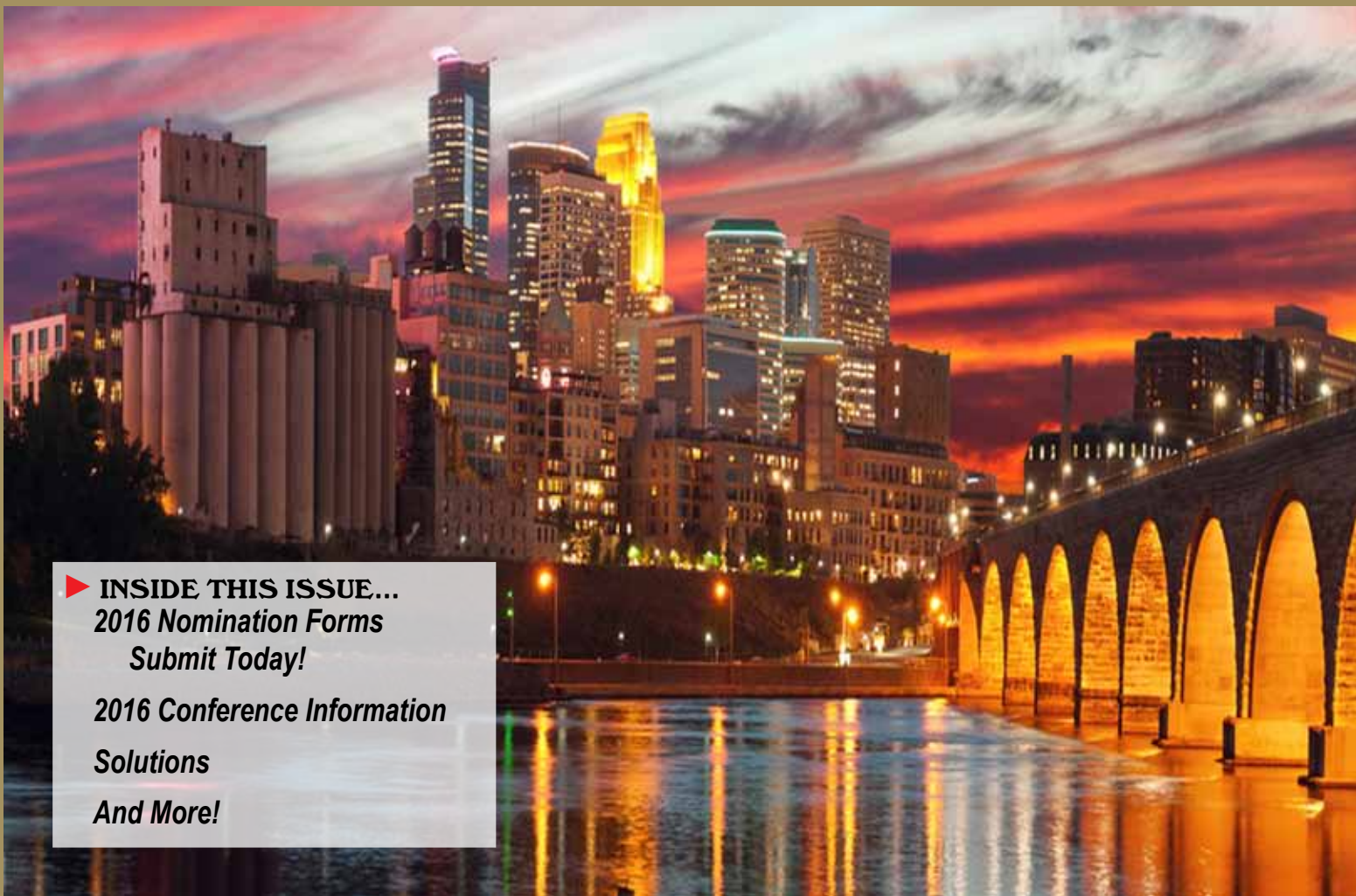


# INSIDER

The Magazine of ACFSA  
The Association of Correctional Food Service Affiliates



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Association of Correctional Food Service Affiliates Spring 2016



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## President's Message

*By Laurie Maurino, RD, ACFSA President*

### *Collaboration is the Solution*

**H**ello Food Service Professionals:

I recently had a great opportunity to network with some other professional organizations. Sometimes, I think we have tunnel vision, we think we are the only professional organization but when you start looking around there are lots of them. It is time that we start thinking of partnering with them to increase our exposure and learn about their world too.

Barbara Kane from Ecolab gave ACFSA an invitation to possibly join a collaboration of other associations already working together. The group is called "Solutions 3" and includes Association of Healthcare Foodservice (AHF), Foodservice Consultants Society International (FCSI) and The Society for Hospitality and Foodservice Management (SHFM). These groups have been working together for the last five years and have put together a one-day conference that is usually held in the Pacific Northwest. They have topics that relate to all facets of food service, such as food integrity, technology and the ongoing inability to hire food service help.

This year's Solutions 3 Conference was held in Seattle, WA at the Microsoft Conference Center. I was able to attend to see how ACFSA could fit in. There were some great speakers and then they had a table top vendor show. I saw some of our familiar vendors who are glad for an opportunity to meet with several associations at once.

ACFSA is being considered to join the group next year to participate in this group effort. The National Association of College and University Food Service (NACUFS) has been involved with the group in the past and may think about joining in the future. I think we should take advantage of this chance to be involved. I have included a separate article in this issue describing Solutions 3. I hope you will support our efforts and think about attending next year!

Laurie Maurino, R.D.  
ACFSA President

Editor's note:

This is a great idea! Every spring Alabama conducts the **Alabama Food and Nutrition Expo**. Three groups combine to make this conference a success; the AL Dietetic Assoc., AL ANFP, and Al School Food Service Assoc. All the vendors combine to make a huge Expo. Meetings/speakers can be attended by any association member.



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or visit [ACFSA.org](http://ACFSA.org) for more information.



## Vice President's Message

*By Lt. Tim Thielman CFSM, CCFP, ACFSA Vice President*

**T**he 2016 International Conference is coming together, and will be here before you know it. The conference committee has been doing an outstanding job at organizing all the events. Happy Spring to you all! I hope you are enjoying all the beauty this time of year has to offer.

We will be having some great educational sessions with fantastic speakers. I really hope to see you all here in Minneapolis. I also hope that if you are planning on attending, you applied for one of the many scholarships and awards that were available. You all do great work that many times goes unnoticed so always make it a point to apply for an award or scholarship and be recognized amongst your peers in ACFSA.

### *Other Opportunities*

The great thing about this organization is that there are several options for other conferences and training events throughout the year if you are unable to attend the International Conference in August. In this issue of the **INSIDER** you will read about the other one day training and conference opportunities at the Regional, State, and Chapter levels. As a member you are welcome to attend any and all of these events. You can also find all the information on upcoming conferences on the ACFSA website [www.acfsa.org](http://www.acfsa.org) and follow ACFSA on Facebook and Twitter

I hope to see you in August in Minneapolis!



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## Vice President Elect/Treasurer's Report

*By Carlos Salazar, ACFSA VP Elect / Treasurer*

### *Utilizing Your Tools*

**H**ello Fellow ACFSA Members,

Fresh off the holidays and I hope that everybody got through the winter safe. It has been a wet one in California so far and I can only hope that the rain continues. We have been in a draught for a while.

I hope that everyone is preparing for the upcoming ACFSA Conference in Minnesota. I, myself, can't wait. I do want to encourage you, if you have not already done so, to register today! Take advantage of what ACFSA has to offer and please note that ACFSA is not just about Conferences. I do know that it is hard to make it to the conferences but there are other advantages that can help you find the answers you are looking for.

You can utilize the INSIDER magazine but you can also use the website. Simply log on to ACFSA.org. I utilize the website as much as I can. I especially like the Discussion Board as you can see some of the challenges that our fellow members are going through and some of the responses and answers that are suggested. You might be able to relate to some of the threads that are posted. You might also find responses to questions you have or you might be able to help a fellow member if you went through something similar. My favorite post is the inmate allergies and geez, we do have some funny inmate allergies.

The webinars are also helpful. They are very educational as well as help in our day to day operations. Don't miss those! More information is available on the website.

I also know that the communication between members is something that I have never seen before. Everybody is so helpful and if one member cannot help you find the answer, they will help you find someone that can.

I have to say, ACFSA is what you make of it. I encourage using every tool you have at your disposal and ACFSA is by far your best resource.

I look forward to seeing you soon,  
Carlos A. Salazar Jr.





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## Past-President's Message

By Robin Sherman, CFSM, CCFP, ACFSA Past-President

### *A Call to Serve*

**H**ello Everyone!

Spring is officially here and it's time to get out and enjoy the beautiful fresh air. For some of us, winter sure was pretty crazy!

The 2016 conference is just around the corner. Your Conference Chairs, Tim and Phil, have really worked hard at lining up some amazing speakers and awesome ideas. The theme is "Navigating Your Way Through a World of Opportunity."

Speaking of "opportunity" (a favorable situation for a positive outcome), our great Association provides you with an opportunity to become a true professional, to become a leader, to have an array of professional partners at your fingertips, and to be the best in the industry with the latest and most innovative equipment and products.

Imagine having the opportunity to have a position on the International Board of Directors. We are taking applications now and you do not want to miss out!

We are looking to fill the positions of:

- Region I Director
- Region III Director
- Region V Director
- Vice President-Elect/Treasurer
- Professional Partner Liaison - Equipment

We really need you to step up and share your talents.

This is a great opportunity! We need your innovative ideas to keep us the best in this industry. Show us your energetic drive and determination!

In this issue, you will find the nomination forms. You will find the criteria for each position on the forms. It's time to take charge and show us what YOU can do!





# Professional Partner Liaison - Food Message

By Kerry Jacobson, ACFSA Professional Partner Liaison - Food



## Vendor's Reception

**T**his year's Vendor Reception at the 2016 ACFSA International Conference will be on Monday night. The event will be open to everyone to enjoy a wonderful buffet dinner and a fun karaoke contest (more details on that to follow). The vendors would like the opportunity to show their appreciation to our customers for all of their business and support throughout the year, and what better way than through food, drinks and music?

To all of the ACFSA Vendors this is a great opportunity for you to mingle with your customers in a fun, relaxed setting. This event will be sponsored by all ACFSA vendors and we ask that any who would like to be involved in making this evening a great success and fun night, for everyone involved, contact Tim Thielman at (651) 266-1498 or Amber Ardizone at (818) 843-6608 for sponsorship details. We already have commitments from a few vendors which we really appreciate. We don't want any of our vendors to miss out on this opportunity. Again, this event will be an evening of fun for everyone to enjoy.

We look forward to seeing you there!

Kerry Jacobson



# SOCIAL MEDIA

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## Executive Director's Message

By Jon Nichols, IOM, ACFSA Executive Director

### *Getting to Know Us - ACFSA is a 501(c)6*

**R**ecently, a member asked me about ACFSA's IRS 501(c)3 designation. This wasn't the first time and I can guarantee that it will not be the last, but it was an opportunity to explain that **ACFSA is actually a 501(c)6 organization**. It may not sound like there is much of a difference, but there is a HUGE difference and I thought I'd take a few minutes of your time to explain it.

The 501(c)3 is the most common for non-profit organizations. The IRS defines these as charitable, religious, educational, scientific, literary, testing for public safety... the list goes on.

Now, you may know that ACFSA is a Non-Profit Professional Association, so why, if education is right there in our Mission Statement and a big part of what we offer to our members, don't we fit the criteria listed? Well, because for a 501(c)3, the organization's primary purpose must be for public benefit and the 501(c)6 for mutual benefit. In the case of ACFSA, the primary purpose of the organization is for the mutual benefit of its members, *not* the public.

A 501(c)6 covers business leagues, chambers of commerce, real estate boards, boards of trade and professional sports leagues. They must strive to improve the industry.

No part of the Associations earnings may benefit any shareholder or individual. It may not oversee any profit-generating enterprises such as sales or money in exchange for goods. Also, contributions to a 501(c) (6) are not tax deductible as charitable contributions, but they may be deductible as a trade or business expense.

I do hope that clears some of this up, and I have included a chart on the next page to maybe help you to better understand the differences and avoid any confusion about how we operate.

#### *Future Leaders*

On the pages of this issue of INSIDER, we have nomination forms for some of the open positions on the Board. Vice President-Elect/Treasurer; Odd Numbered Regions, and the Vendor Liaison for Equipment positions are all open for those interested in serving your Association. I urge you to run for one of these positions if you've ever had thoughts of doing so. It's a great opportunity to learn more about how the Association works, to build upon the foundation that was built from the ground up in 1969 and continues to this day to provide educational and networking opportunities to Professionals working in and for the Correctional Food Service Industry.

Please contact current leaders if you have questions about the positions and be better informed about the chance to lead ACFSA into the future.

Speaking of future, we are extremely interested in building on our younger members desire to serve and contribute. If you're thinking an International position sounds a bit overwhelming, consider starting at the State level. Or, how about serving on a Committee? We have a number of openings that you may be perfect for and that might provide you with the tools to take you to the next level!

*Continued on Page 11*

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### Executive Director's Message (Cont. from Pg. 10)

If you are interested in Committee work, please don't wait for someone to ask you. Raise your hand and let us know what you're thinking.

### Conference 2016

The 2016 Annual International Conference is August 28-31 in Minneapolis, Minnesota at the Mall of

America and those dates will be here before you know it! There is a ton of information in this issue, as well as on the ACFSA website. Make your plans to join us for the only Conference dedicated to the Correctional Food Service Professional. You are guaranteed to learn, meet great people and see, feel and taste the latest and greatest products in the industry to make your daily jobs a bit easier.

I'm looking forward to seeing you in Minnesota!

### THE DIFFERENCES BETWEEN 501(C)3 AND 501(C)6 ORGANIZATIONS

CATEGORIES	501(c) 3	501(c) 6
Primary Purpose	Organization must serve the general public and the members of the selected industry.	Organization must provide benefits to members of the industry, not necessarily the needs of the general public.
Charitable Contributions	Yes, the organization may accept charitable contributions	No, the organization may NOT accept charitable contributions
Limits on Lobbying Expenditures	Yes, the organization has limits on lobbying expenditures	No, the organization does NOT have limits on lobbying expenditures
Political Campaign Restrictions	Yes, the organization has restrictions on political campaigning	No, the organization does NOT have restrictions on political campaigning though campaigning CANNOT be their primary activity
Income-Support Restrictions	Yes, the organization has restrictions on how much of its income can be unrelated business income	Yes, the organization has restrictions on how much of its income can be unrelated business income
Subject to Unrelated Business Tax	Yes	Yes



# Spring Has Sprung New Correctional Resources and Updates

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

**H**appy Spring! Spring is a time of blooming and growth. This Dietitians' Corner reflects just that! There is much attention directed to corrections as related to diets, nutrition and resources I would like to share that may be impacting our practices and operations in the future.

## Child Nutrition Regulations Update

In January, the Senate Agriculture Committee, unanimously passed, a bi-partisan bill that addresses the administration, scope and funding of child nutrition programs like School Meals, WIC, Child and Adult Care Food Programs, Summer Meals Program, Farm to School and Fresh Fruit and Vegetable Program.

This bill included language, advocated for by DHCC Corrections specialists, which would make changes to administration of meal programs within residential childcare institutions. We understand that the bill language, adjusts the definition of "institution" under the Child and Adult Care Food Program (CACFP) to include a public or licensed nonprofit private Residential Child Care Institution (RCCI) that meets

certain requirements and any boarding school funded by the Bureau of Indian Education; and authorizes RCCIs to be eligible for reimbursement for meals or supplements served to eligible children residing at the institution (1 breakfast, 1 lunch, 1 snack OR 1 breakfast, 1 supper and 1 snack). To learn more about CACFP click here: <http://www.fns.usda.gov/cacfp/meals-and-snacks>

These changes are not law YET, as we need the Senate, House and President to pass and sign this bill. The Senate Agriculture Committee action was a **HUGE** first step to making these changes possible! The next steps to making this change permanent are:

- Bill will be voted on the Floor of the Senate, where every Senator will have the opportunity to vote on the bill.
- The House of Representatives will have to take action on the Senate bill or draft their own version. We have heard that the House may be deliberating their version of the bill very soon.

*Continued on Page 13*

- The final step once both the Senate and the House have agreed on a version of the bill is that the President will sign the bill.
- USDA implements the changes after bill is passed out of Congress and signed by the President.

### **Consumer Protection and Licensure Subcommittee (CPLS) - Update**

I introduced this sub-committee in the last Dietitians' Corner with regard to licensure and public policy through the Academy of Nutrition and Dietetics. This group has monthly conference calls and will be meeting in Washington, DC in June. I am very happy to announce one of the agenda topics is the variation in RDN licensure requirements, which will be one of the topics addressed at this meeting. As noted previously, licensure requirements for RDNs are different in each state, and some states still don't have licensure. A means to standardize some of the requirements for those who have multiple state licenses would be of great benefit to many. I will provide updates at the ACFSA Dietitians in Corrections Networking Luncheon in August and in future Dietitians' Corner articles.

### **Academy of Nutrition and Dietetics - Nutrition Care Manual (NCM) – Diet Manual to Include Corrections Chapter**

The Academy of Nutrition and Dietetics Nutrition Care Manual (NCM) is Academy's online diet reference manual many RDNs use as a diet manual, and for diet therapy and educational materials. The Nutrition Care Manual – Diet Manual (NCM-DM) is an *in-process* update to the NCM to include additional extended care settings resources such as corrections, hospice, home care and more.

Some of you may be aware this was initially a joint project of the Academy and DHCC to create an extended care manual for long term care, corrections, hospice, home care and more, using resources from the NCM. The plans for this have been altered and this new publication will be incorporated to be part of the NCM. It will have a separate Corrections chapter!

The NCM-DM has been created to be an effective resource that meets regulations and provides practical, usable knowledge to apply and adapt in a multitude of nutrition care settings. This electronic document version will enable updates more readily with changing regulations, standards and guidelines. This new publication will be available by subscription through the Academy of Nutrition and Dietetics, planned for later in 2016. The current NCM is available through the Academy at [www.eatright.org](http://www.eatright.org).

### **National Commission on Correctional Health Care (NCCHC) – Correctional Health Outcomes and Resource Data Set - Diabetes Collaborative (CHORDS-DM)**

NCCHC Resources, Inc. (NRI), a technical assistance resource of NCCHC, is in the developmental stages of a structured improvement program focused on diabetes care. The goal of this program is to ensure early identification and appropriate, ongoing screening and treatment of inmates with diabetes. A secondary goal is contribution to a national dataset of clinic information that can be used to inform improvement, research, program development, etc. As the Academy of Nutrition and Dietetics representative to the NCCHC Board, NRI invited me to participate as a subject matter expert (SME), with other disciplines, on managing diabetes in the correctional setting, in this quality improvement collaborative. NRI's goal is to recruit SME's including physicians, nurses, diabetes educators, dietitians, et al, to manage and oversee the work of the initiative.

Our expert panel had our first initial meeting at the NCCHC Spring Conference in April, in Nashville, Tennessee. We brainstormed areas of need from our respective disciplines related to diabetes care. From this, NRI plans to develop a quality improvement collaborative to support facilities in achieving reliable diabetes care. The outcome will provide the framework for the CHORDS Diabetes Collaborative (CHORDS-DM) and will be shared with participating facilities in the future. This collaborative is a new opportunity to positively impact and improve care of incarcerated persons with diabetes.

*Continued on Page 14*

## Dietitians in Corrections (DIC) Networking Luncheon

If you are reading the **INSIDER**, you know the International Conference is in Minneapolis, MN in August. The annual DIC Networking Luncheon will be on Monday, August 29<sup>th</sup>. This two hour luncheon is a time for Registered Dietitian Nutritionists (RDNs) to share experiences, needs and query for assistance and issues related to food, diets and nutrition. It is a great networking opportunity for Dietitians. We are planning for a guest speaker – TBA. If you are an RDN and planning to attend, please email me at [bwakeen@neo.rr.com](mailto:bwakeen@neo.rr.com) and share with other RDNs who may be still deciding. Look for email updates on this event also. Looking forward to seeing you there!

## 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](mailto: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.*

## DHCC EML

Dietetics in Health Care Communities Dietetic Practice Group (DHCC - DPG) has an electronic mailing list (EML) for the Corrections Sub-Unit. To participate, one must be a DHCC member, which requires one to be a member of the Academy of Nutrition and Dietetics as well. If you haven't renewed your Academy membership, now is the time! Emails communicated through this group are sent through a private email address for DHCC members only. To join, visit [www.DHCCdpg.org](http://www.DHCCdpg.org) or contact Julie Driscoll at [jdriscoll@bop.gov](mailto:jdriscoll@bop.gov). There are many member benefits including networking, webinars, publications and continuing education credits.



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# The View From A Vendor's Perspective



By Robert Pennix, ACFSA Region I Director

**M**any of you are aware that I have been marketing my art. Being at the end of my correctional food service career I know if I am going to be successful in art I must put myself out in front of potential customers. I also realize that I do not have the marketing budget of a large company or a large corporation. So how do I market myself? I depend on word of mouth, friends, and followers to share my art with others. I have placed my art on Facebook, instagram, pinterest, and any other site that offers free advertisement. I started two stores online, one on etsy and one on amazon/handmade. (Robert Pennix Art) Although this is a slight advertisement I hope to make a point about how you should appreciate the vendors who support this organization.

Last year I showed my art in a couple of different art festivals. I was fortunate to have a show at a small gallery in my home town and I participated in one of the First Friday events that showcased local artists on the first Friday of each month. This year I was nominated to participant in a Celebrate Diversity Event as a feature artist during the month of February. What did I learn from all of this? I learned something that all vendors are aware of. You can market as much as you can afford, but it is the personal interaction that makes all the difference in selling your product.

How many of us stop at a booth for a pen, a scratch pad, or a chance to win a product giveaway? How many of us ask about the product they are showing? How many of us take a moment to listen? How many of us simply offer a Thank You to the vendors that attend our conferences? Without their attendance we can't provide the training that you receive for the registration cost. Without their sponsorship we can't provide the prepaid meals that are offered throughout

the conference. The support they give is vital to this organization. The relationship, no matter how small, is very important. I consider many vendors that I don't do business with as friends. I discuss the items they sell but we also discuss family, and things of interest that have nothing to do with their product.

Ok this is my last "me story." I recently attended a festival that was not an art festival. This festival allowed artists and crafters to show although art was not the main theme. What did I learn? I observed many people passing by. The two days I displayed my art at the festival I observed the event from a vendor's perspective. Some attendees appeared like they were afraid to look me in the eye. I believe they feared if we made eye contact I would try to draw them in and push a sale? Here is the other thing I learned; I really appreciated the people who just stopped by to say they enjoyed my work. They did not have to leave with a purchase although that would have been great. Also I appreciate the people who told me it was a welcome change to have someone like me at this event.

So here is the point; if you meet a vendor that shows interest in corrections and the upcoming Conference make them feel welcome. Invite them into this wonderful family (ACFSA). When you are at the conference make it a point to stop at every booth, do not turn away at a glance. A simple look and a Thank You goes a long way. You can change the perspective in this organization. Small changes in us will make the biggest differences in others. I will see you at the 2016 International Conference August 28 – 31, 2016. "I can't wait to sit down at the table of togetherness with my ACFSA family."

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## THE 2016 ACFSA CONFERENCE

*The 2016 ACFSA Annual  
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*To navigate through a sea of vendors  
To plot a course through a vast and  
program to the next level.*



# ACFSA ANNUAL INTERNATIONAL CONFERENCE & VENDOR SHOWCASE

## AUGUST 28-31, 2016

*Annual International Conference and Vendor Showcase will be held in  
Minneapolis, Minnesota - The Land of 10,000 Lakes!*

*The theme will be, "Navigate Your Way Through a World of Opportunity!,"  
and you'll have a chance to do just that...*

*Attendors at the Trade Show that specialize to the Correctional Food Service Industry...*

*Attend a variety of educational sessions designed to sharpen your skills and take you and your...*

*... and to visit multitudes of other Correctional Food Service Professionals  
to network, share ideas and maybe have a little fun!*



# KEYNOTE PRESENTATIONS



## PATTI DOBROWOLSKI

Author of *“DRAWING SOLUTIONS: How Visual Goal Setting Will Change Your Life”* and a strategic partner of Visual Ink.

A senior strategic illustrator, she uses creative processes to help companies and individuals around the world accelerate growth and change. A critically acclaimed comic performer, internationally recognized keynote speaker, writer and business consultant, she has brought her innovative visual practices to NGOs, Fortune 500 companies, small businesses and individuals around the world.

### *“Drawing Solutions: How a Simple Picture Will Change Everything”*

The odds against you making change in your life are **9 to 1 – against it!**

*This interactive presentation will show you how to beat those odds.* Learn a simple, visual, goal-setting process that you can immediately use to help you turn your *vision (what you daydream about being or doing) into reality.* In this hands-on session, author, TEDx speaker and comic performer Patti Dobrowolski will show you how to train that unruly brain to stay focused and achieve your goals. You will leave with your own drawing of your future that you can build upon each week to bring about the things you desire. See how a simple picture can help you change your life, and you don’t even need to know how to draw.

## THE “BIG 8”



Milk



Eggs



Fish



Shellfish



Tree nuts



Wheat



Peanuts



Soybeans

Dealing with food allergies has become a way of life for us so what do you really know about food allergens? Can you identify the ‘BIG 8’ in the foods you prepare and serve? How do you handle an allergic reaction? If you aren’t sure you are taking all the right steps to provide safe meals for individuals with food allergies you can join *Food Safety Educator, Kathy Brandt, from the University of Minnesota Extension* for a session on Tuesday, August 30, 2016 at the International Conference where she will provide need-to-know information and resources for managing food allergens in your facility.



# ***“The 7 Habits of Exceptional Leadership”***

***with* ADAM LINQUIST *as* TEDDY ROOSEVELT**

## **Theodore Roosevelt on Performance**

*“Appraisals are where you get together with your team leader and agree what an outstanding member of the team you are, how much your contribution has been valued, what massive potential you have and, in recognition of all this, would you mind having your salary halved.”*

President Roosevelt will be sharing his experience on leadership in ways that we can take them back and implement for success. He'll share with us the importance of sharing your vision with your team so that you don't have to write evaluations like the ones below!

Quotes taken from actual evaluations:

*“Since my last report, this employee has reached rock bottom and has started to dig.”*

*“His men would follow him anywhere, but only out of morbid curiosity.”*

*“This associate is not so much of a has-been, but more of a definitely won't be.”*

*“Works well under supervision. Especially when cornered like a rat in a trap.”*

*“When she opens her mouth, it seems that this is only to change whatever foot was previously in there.”*

*“He would be out of his depth in a parking lot puddle.”*

*“This young lady has delusions of adequacy.”*

*“He sets low personal standards and consistently fails to meet them.”*

*“This employee should go far! The sooner he starts, the better.”*

*“This employee is depriving a village somewhere of an Idiot.”*



# The Science of Clean

Submitted by Lt. Tim Thielman CFSM, CCFP, ACFSA Vice President

**E**ver wonder what goes on behind the scenes in a chemical laboratory? Join us for a tour of the Ecolab Research, Development and Technology LEED Certified Center on Wednesday, August 31, 2016. This state of the art campus houses over 400 researchers, chemists, engineers, microbiologists, and food scientist. Learn about cutting edge technology and how scientists research and develop products to keep our planet cleaner, safer and healthier. Tour stops include laboratories where you see scientists working to develop solutions to your foodservice problems and the highly acclaimed “bug room”! Watch as the entomologists actually rear insects to study their behavior and how to eliminate them.



This tour will include lunch and is  
**LIMITED TO OPERATOR ATTENDEES ONLY.**

There is a maximum capacity of 30 people, so register soon!

**Wednesday, August 31, 2016**  
**12:45 P.M. - TBD**

OPERATORS only and you *must* be registered for conference.



# ACFSA GOLF TOURNAMENT REGISTRATION FORM



**VALLEYWOOD GOLF CLUB**  
4851 McANDREWS RD.  
APPLE VALLEY, MN 55124



## ACFSA ANNUAL GOLF TOURNAMENT

TOURNAMENT IS SCHEDULED FOR SUNDAY, AUGUST 28, 2016

**PLEASE REGISTER BY MONDAY, AUGUST 8, 2016**

THE COST IS \$95.00 PER GOLFER. THIS INCLUDES YOUR GREENS FEES, GOLF CART,

A very limited number of sets of clubs will be available for rent for those that need them. Please contact **Jordan Johnson** at the course directly as soon as possible if you plan to rent. **(952) 953-2325 • jjohnson@ci.apple-valley.mn.us**

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
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 Email: \_\_\_\_\_  
 Phone: \_\_\_\_\_

Name: \_\_\_\_\_  
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 Phone: \_\_\_\_\_

I would like to sponsor the Golf Tournament:

Monetary Donation \$ \_\_\_\_\_

SWAG \_\_\_\_\_

Golfer(s) \_\_\_\_\_

**Total Number of Golfers** \_\_\_ x \$95 \$ \_\_\_\_\_

**Sponsorship Amount** \$ \_\_\_\_\_

**Total Fees enclosed** \$ \_\_\_\_\_

PAYMENT INFORMATION - If paying by check, make payable to ACFSA Check # \_\_\_\_\_

Send Payment to: **ACFSA**, PO Box 10065, Burbank, CA 91510

For those paying with a credit card, please fill in the information below and **FAX to (818) 843-7423**

Credit Card Number \_\_\_\_\_ Expires \_\_\_\_\_ V-Code \_\_\_\_\_

Billing Address \_\_\_\_\_ Billing Zip Code \_\_\_\_\_

Name on Card \_\_\_\_\_ Signature of Cardholder \_\_\_\_\_

FOR MORE INFORMATION, PLEASE CALL ACFSA AT **(818) 843-6608** OR VISIT US AT **WWW.ACFSA.ORG**

# ACFSA 2016 Annual International Conference & Vendor Showcase

August 28-31, 2016 ▲ Minneapolis, Minnesota ▲ Radisson Blu - Mall of America



Name \_\_\_\_\_

Nickname for Badge \_\_\_\_\_ First ACFSA Conference (circle) YES NO

Position \_\_\_\_\_

Facility/Company \_\_\_\_\_

Mailing Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Email Address (MANDATORY) \_\_\_\_\_

Contact Phone (MANDATORY) \_\_\_\_\_

Phone for Publication (OPTIONAL) \_\_\_\_\_

Guest Name \_\_\_\_\_

Guest Name \_\_\_\_\_

Guest Name \_\_\_\_\_

## REGISTRATION FEES

Number of Attendees	Type of Registration	-Early June 30, 2016	Regular July 31, 2016	Late Aug 1 - On-Site	Amount Due
	ACFSA FOOD SERVICE, INSTITUTIONAL OR RETIRED	\$275	\$325	\$375	
	ACFSA NON-MEMBER <i>FOOD SERVICE EMPLOYEES ONLY NO EXCEPTIONS**</i>	\$350	\$400	\$450	
	GUESTS <i>(INCLUDES FRIENDS, RELATIVES, ONLY)</i>	\$150	\$175	\$225	
	ONE DAY MEMBER AND NON-MEMBER DOES NOT INCLUDE BANQUET <i>FOOD SERVICE EMPLOYEES ONLY - NO EXCEPTIONS**</i> <small>PLEASE SPECIFY DATE: SUN MON TUES WED</small>	\$95	\$120	\$150	
	VENDOR SHOW ONLY <i>FOOD SERVICE EMPLOYEES ONLY - NO EXCEPTIONS**</i>	\$25♦	\$30♦	\$35♦	
	SERVSAFE PROGRAMS (CHECK ONE) <input type="checkbox"/> CERTIFICATION <input type="checkbox"/> RE-CERTIFICATION INCLUDES BOOK, MATERIALS & TEST	\$50	\$50	\$75	
	I PLAN TO TAKE THE WEDNESDAY TOUR AT EcoLAB OPEN TO OPERATOR ATTENDEES ONLY	NA	NA	NA	

**TOTAL DUE**

*(FULL PAYMENT MUST ACCOMPANY COMPLETED REGISTRATION FORM)*

♦ IF THERE ARE FIVE OR MORE ATTENDEES FROM THE SAME FACILITY ATTENDING CONFERENCE, THEY WILL RECEIVE A 25% DISCOUNT. THIS DISCOUNT APPLIES ONLY TO FOODSERVICE PROFESSIONALS ATTENDING THE VENDOR SHOW

**\*\* ONLY FOOD SERVICE EMPLOYEES & EXHIBITORS WILL BE PERMITTED TO ATTEND CONFERENCE & TRADE SHOW. NON-EXHIBITING VENDORS WILL NOT BE PERMITTED TO ATTEND CONFERENCE OR TRADE SHOW UNDER ANY CIRCUMSTANCES.**

### CANCELLATIONS

CANCELLATIONS REQUESTED IN WRITING TO ACFSA WILL BE GIVEN A FULL REFUND IF RECEIVED ON OR BEFORE JULY 23, 2016. CANCELLATIONS RECEIVED AFTER JULY 23, 2016 & NO-SHOWS WILL NOT BE REFUNDED.

### REGISTRATION

REGISTRATION WILL BEGIN SUNDAY, AUGUST 28, 2016 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.

PLEASE NOTIFY ACFSA OF ANY SPECIAL DIETARY REQUIREMENTS. SEND THIS INFORMATION WITH YOUR REGISTRATION AND WE WILL DO OUR BEST TO ACCOMMODATE YOUR NEEDS.

QUESTIONS? (818)843-6608  
WWW.ACFSA.ORG

PAYMENT INFORMATION - If paying by check, make payable to ACFSA Check # \_\_\_\_\_

Send Payment to: **ACFSA, PO Box 10065, Burbank, CA 91510**

For those paying with a credit card, please fill in the information below and **FAX to (818) 843-7423**

Credit Card Number \_\_\_\_\_ Expires \_\_\_\_\_ V-Code \_\_\_\_\_

Billing Address \_\_\_\_\_ Billing Zip Code \_\_\_\_\_

Name on Card \_\_\_\_\_ Signature of Cardholder \_\_\_\_\_



**THE 2016 ACFSA ANNUAL INTERNATIONAL  
CONFERENCE & VENDOR SHOWCASE  
HEADQUARTERS HOTEL  
THE RADISSON BLU AT THE MALL OF AMERICA**



***Radisson Blu at the Mall of America***  
***2100 Killebrew Drive, Bloomington Minnesota 55425***  
***Phone: 952-881-5258***

*Conveniently connected to the Mall of America, Radisson Blu MOA gives you access to the largest indoor entertainment and shopping mall in the United States with modern amenities and fashion-forward design. Metro Transit Light Rail puts you in downtown Minneapolis within minutes, and convenient highway access means the state capitol in St. Paul is only a short drive away.*

**Single/Double - Prevailing Government Per Diem Rate**

Book your room(s) directly by visiting the Hotel Registration online at  
[www.radisson.com/reservation/resEntrance.do?pacLink=Y&promoCode=ACFSAC&hotelCode=USABLMA](http://www.radisson.com/reservation/resEntrance.do?pacLink=Y&promoCode=ACFSAC&hotelCode=USABLMA)

**ENTER PROMOTIONAL CODE: ACFSAC**

The Group Rate will be offered for 3 Days Prior and 3 Days following ACFSAC Conference dates - ***BASED ON AVAILABILITY.***

ACFSAC has negotiated Complimentary Parking.

Hotel rooms and exhibit space fill up quickly.  
The sooner you register, the more likely you are to get the arrangements you want.

Questions? Call (818) 843-6608



# Exhibitor Registration Opportunity 2016 Annual Conference

August 28-31, 2016

Radisson Blu at Mall of America – 2100 Killebrew Dr. – Bloomington, MN 55425

I am the AUTHORIZED REPRESENTATIVE (office contact person with address information) to receive all corresponding materials relating to Exhibits, Exhibiting at the 2016 ACFSA Conference in Minneapolis, MN. (\* Indicates a REQUIRED FIELD)

\*NAME \_\_\_\_\_ TITLE \_\_\_\_\_

\*Company/Organization \_\_\_\_\_

\*Mailing Address \_\_\_\_\_

\*City/State/Zip \_\_\_\_\_

\*CONTACT PHONE \_\_\_\_\_ FAX \_\_\_\_\_

\*Contact EMAIL \_\_\_\_\_ Website \_\_\_\_\_

\*Contact for Publication in Program Book \_\_\_\_\_

\*Phone for Publication \_\_\_\_\_ \* Email for Publication \_\_\_\_\_

25 word description for publication: \_\_\_\_\_

\_\_\_\_\_

### PLEASE SIGN ME UP TO EXHIBIT AT THE 2016 ACFSA ANNUAL INTERNATIONAL CONFERENCE IN MINNEAPOLIS, MN

ACFSA Member \$1295 each Booth	_____	+\$50	_____	= Total Amount	_____
<b>Corner Booths \$50 Additional</b>	Number of Booths		Number of Corner Booths		Total

NON- Member \$1725 each Booth**	_____	+\$50	_____	= Total Amount	_____
<b>Corner Booths \$50 Additional</b>	Number of Booths		Number of Corner Booths		Total

*Each Booth receives 3 Complimentary full conference attendees. Additional Booth Personnel \$200 per person. Additional names and payment will be collected on name badge form closer to conference. Full Conference Personnel will have access to and are welcome to attend all Educational Sessions and Social Events*

\*\*Non-Members pay the Member Booth Price if they JOIN ACFSA! ACFSA Membership \$384 Annually YES \_\_\_\_\_  
Total

I would like to be a Sponsor for the 2016 Conference! *Minimum Contribution \$250* YES \_\_\_\_\_  
*Exclusive Sponsorship Opportunities are available! Call (818) 843-6608 or visit www.ACFSA.org for details.* Total

I would like to be Scholarship Sponsor for 2016 Conference! *Minimum Contribution \$250* YES \_\_\_\_\_  
Total

I will need refrigerated storage \_\_\_\_\_ (list approx # of boxes and estimate sizes – for planning purposes)  
GRAND TOTAL DUE FOR ALL SERVICES \$ \_\_\_\_\_

**NON-EXHIBITING VENDORS ARE NOT PERMITTED AT THE ACFSA CONFERENCE AT ANY TIME**

**CANCELLATION DEADLINE IS MAY 15, 2016**

**CANCELLATION REQUESTS MUST BE MADE IN WRITING ON OR BEFORE MAY 15, 2016**

**NO REFUNDS WILL BE MADE AFTER THIS DATE**

PLEASE RETAIN A COPY OF THIS FORM FOR YOUR RECORDS

Questions? Call ACFSA at (818) 843-6608

Pay with a Check: <i>Made Payable to ACFSA:</i> Check Number _____
Pay with a Credit Card:      Visa <input type="checkbox"/> MasterCard <input type="checkbox"/> American Express <input type="checkbox"/>
Name on Card _____ Card # _____
Expiration _____ V Code _____ Billing Address _____ Zip _____
Signature _____

Send Completed Form to: **ACFSA, PO Box 10065, Burbank, CA 91510**  
If paying with a Credit Card, You may FAX your form to **(818) 843-7423**

# Leading Through Listening

By Dan Bradley, M.S., and James Jancewicz

*Reprinted with permission of the FBI Bulletin*



**R**egardless of title or specific job or mission, any employee can be a leader. In part, this opportunity occurs by using active listening skills (ALS) and conveying empathy. Anyone can use ALS at any time, making it a fundamental leadership tool. If colleagues, both internal and external to the organization, believe that an individual seeks to understand them, that person can influence decisions.

By listening, an individual gains clear insight into coworkers' and managers' concerns. Leaders create an empathetic climate through effective listening. Empathy is not sympathy; it is the capacity to relate to the experience and emotional foundation of another person. It promotes trust and collaboration, which provide the opportunity to gain information to make the best decisions. By using ALS and striving to understand others, a person can lead from anywhere in the organization.[1]

## Active Listening

“Active listening involves six skills—paying attention, holding judgment, reflecting, clarifying, summarizing, and sharing. Each skill contributes to the active listening mind-set and includes various techniques or behaviors.”[2] Experienced leaders understand that active listening develops rapport and contributes to better understanding.

Basic use of ALS indicates that the person is listening and is interested in the conversation.[3] *Effective pauses* create space in a conversation to allow the other person to keep talking, which enables the listener to elicit additional information.[4] Asking *open-ended questions* provides an opportunity for leaders to gain information versus receiving only a narrow point of view.[5] *Emotional labeling* enables the listener to assign a name to emotions, which demonstrates understanding of the facts and interest in the problem.[6] Leaders convey *minimal encouragers* through basic, well-timed verbal acknowledgements that indicate they are engaged in the conversation.[7] Over time, rapport will contribute to identifying and participating in problem solving. Like many other skills, active listening is perishable and requires regular practice to maintain proficiency.[8]

Who are the leaders within an agency, and how do they communicate? Most individuals know coworkers whom managers rely on during critical incidents, as well as during routine day-to-day operations. These employees are attentive to others' concerns. They allow people to express opinions, and they forgo judgment of other people's actions. These persons exhibit some of the characteristics of effective leadership. The foundations for great leadership are *performance excellence* and *collaboration*.

*Continued on Page 34*

## Influence

Leadership at all levels is accomplished through influence. Effective leaders gain influence beyond the grade they hold, and insufficient leaders' prestige shrinks to less than what came with their position.[9] Influence begins with effectively listening to other people to gain an understanding of what they hold important. Listening involves taking the time and making a concentrated effort to communicate with the speaker. Application of ALS enables individuals to better identify and understand the critical issues facing their colleagues and leaders.

## Understanding

The most basic human need is understanding—to understand and be understood.[10] In today's fast-paced world, multitasking is commonplace, and listening often is confused with hearing, which is not communication and often contributes to a lack of understanding. Another common mistake leaders make is failing to listen to the concerns of fellow employees—true leaders should never be too busy to listen.



In a society that values leaders who are action oriented, charismatic, visionary, and directive, the expectation is that they should have the answers, be in charge, and do the talking.[11] Agencies' emphasis on performance facilitates the ability to be quiet and listen.[12] Most leaders believe they listen as much

as they talk; however, research indicated that they do 80 percent of the talking in their interactions.[13] An effective leader is successful at employing ALS and providing direction as needed.

## Informal Leadership

Within law enforcement organizations, there are personnel whom managers routinely depend on to provide informal leadership during both routine and crisis situations. Critical incidents provide a compressed, magnified window into the nature of all roles within the agency. By using ALS and compassion during serious incidents, information can be elicited, thus, allowing a leader time to analyze and evaluate the situation. In addition, influence and listening skills establish buy in from key members to support organizational initiatives.[14]

Individuals in formal leadership roles recognize the value of informal leaders' ability to understand organizational issues and rely on them to accomplish the stated goals and address reactive matters. Employment of ALS and empathy enables high levels of personal and professional leadership, which are highly valued in law enforcement.

## Conclusion

Law enforcement professionals should make the effort to understand the perspective of each person they encounter. Active listening enables understanding of concerns and contributes to developing the best solutions.

ALS has specific techniques and requires regular practice to maintain proficiency. While the application of ALS is most apparent during critical incidents, it also is effective in routine situations. Through active listening and empathy, law enforcement professionals develop an understanding of viewpoints within the organization concerning a given issue, and position themselves to influence or provide direction. By doing so, regardless of their position, individuals fill important leadership roles within the organization.

*Special Agent Bradley and Special Agent Jancewicz are assigned to the FBI's Buffalo, New York, division. For additional information Special Agent Jancewicz may be contacted at [james.jancewicz@ic.fbi.gov](mailto:james.jancewicz@ic.fbi.gov).*

# Did You Know..... Dietary Guidelines for Americans

By Linda Mills, MBA, RDN, FADA, ACFSA Secretary  
Corporate Dietitian - Community Education Centers



**T**he federal government released the 2015-2020 Dietary Guidelines for Americans in January 2016. The Dietary Guidelines are designed to help reduce obesity and prevent chronic diseases such as heart disease, hypertension and diabetes. Previous editions of the Dietary Guidelines focused primarily on individual dietary components such as food groups and nutrients. However, people do not eat food groups and nutrients in isolation but rather in combination, and the totality of the diet forms an overall eating pattern. The components of the eating pattern can have interactive and potentially cumulative effects on health.

The Healthy U.S.-Style Eating Pattern is the same as the primary USDA Food Patterns of the 2010 Dietary Guidelines. Two additional USDA Food Patterns—the Healthy Mediterranean-Style Eating Pattern and the Healthy Vegetarian Eating Pattern reflect other styles of eating. These three patterns are examples of

healthy eating patterns that can be adapted based on cultural and personal preferences. The USDA Food Patterns can be used as guides to plan and serve meals in a variety of settings.

**Healthy U.S. - Style:** Based on a 2,000-calorie diet. People following the Healthy U.S.-style eating pattern consume 2.5 cups of vegetables, 2 cups of fruit, 6 ounces of grain, 3 cups of dairy, and 5.5 ounces of protein each day.

**Healthy Mediterranean:** Compared with the Healthy U.S.-style eating pattern, the Healthy Mediterranean eating pattern includes more protein and fruits and less dairy. People following the Mediterranean pattern who consume 2,000 calories a day get 6.5 ounces of protein, 2.5 cups of fruit and 2 cups of dairy. The Mediterranean and U.S.-style patterns both suggest 2.5 cups of vegetables and 6 ounces of grain per day.

**Healthy Vegetarian:** Compared to the Healthy U.S.-style eating pattern, the Healthy Vegetarian eating pattern includes more legumes (beans and peas), soy products, nuts and seeds, and whole grains. It contains no meats, poultry, or seafood, and only recommends 3.5 ounces a day of protein for a 2,000-calorie diet — which still meets the recommended daily amount. The five guidelines for 2015-2020 are:



- 1. Follow a healthy eating pattern across the lifespan.** All food and beverage choices matter. Choose a healthy eating pattern at an appropriate calorie level to help achieve and maintain a healthy body weight, support nutrient adequacy, and reduce the risk of chronic disease.
- 2. Focus on variety, nutrient density, and amount.** To meet nutrient needs within calorie limits, choose a variety of nutrient-dense foods across and within all food groups in recommended amounts.
- 3. Limit calories from added sugars and saturated fats and reduce sodium intake.** Consume an eating pattern low in added sugars, saturated fats, and sodium. Cut back on foods and beverages higher in these components to amounts that fit within healthy eating patterns.
- 4. Shift to healthier food and beverage choices.** Choose nutrient-dense foods and beverages across and within all food groups in place of less healthy choices. Consider cultural and personal preferences to make these shifts easier to accomplish and maintain.
- 5. Support healthy eating patterns for all.** Everyone has a role in helping to create and support healthy eating patterns in multiple settings nationwide, from home to school to work to communities.

A healthy eating pattern includes:

- A variety of vegetables from all of the subgroups—dark green, red and orange, legumes (beans and peas), starchy, and other
- Fruits, especially whole fruits
- Grains, at least half of which are whole grains
- Fat-free or low-fat dairy, including milk, yogurt, cheese, and/or fortified soy beverages.
- A variety of protein foods, including seafood, lean meats and poultry, eggs, legumes (beans and peas), and nuts, seeds, and soy products

A healthy eating pattern limits:

- Saturated fats and *trans* fats, added sugars, and sodium
- Consume less than 10 percent of calories per day from added sugars
- Consume less than 10 percent of calories per day from saturated fats
- Consume less than 2,300 milligrams (mg) per day of sodium
- If alcohol is consumed, it should be consumed in moderation—up to one drink per day for women and up to two drinks per day for men

Americans should aim to achieve and maintain a healthy body weight. The relationship between diet and physical activity contributes to calorie balance and managing body weight. We should meet the Physical Activity Guidelines for Americans to help promote health and reduce the risk of chronic disease.

Additional information on the 2015-2020 Dietary Guidelines for Americans can be found at [www.health.gov](http://www.health.gov)

# Whose Job Is It??

Submitted By Linda Mills, MBA, RDN, FADA, ACFSA Secretary



**T**his is a little story about four people named Everybody, Somebody, Anybody, and Nobody.

There was an important job to be done and Everybody was sure that Somebody would do it.

Anybody could have done it, but Nobody did it.

Somebody got angry about that because it was Everybody's job.

Everybody thought that Anybody could do it, but Nobody realized that Everybody wouldn't do it.

It ended up that Everybody blamed Somebody when Nobody did what Anybody could have done

The bottom line – what are YOU doing for ACFSA?

# 2016 Nomination Form Packet

## QUALIFICATIONS FOR OFFICERS FOR THE BOARD OF DIRECTORS

### I. Candidates for the office of Vice President-Elect/Treasurer:

- Shall have served for one complete year (prior to the return date on the nomination form) as a member of the International Board of Directors, Chapter President, or International Chairperson.
- Shall be a foodservice or institutional member in good standing (dues paid for one year).
- Shall have been a member of the ACFSA for three consecutive years including the year of election.
- Must have a completed nomination form submitted by the due date specified.
- Must provide credentials as well as written permission from their superior to accept the position.
- Must be willing to accept the position if elected.

### II. Candidates for the office of Regional Director:

- Shall be a foodservice or institutional member in good standing (dues paid for one year).
- Shall be currently holding or shall have previously held office at a chapter, state, regional or international level or shall have served as International Chairperson.
- Must have a completed nomination form submitted by the due date specified.
- Must provide credentials as well as written permission from their superior to accept the position.
- Must be willing to accept the position if elected.

### III. A candidate for the office of Professional Partner Liaison:

- Shall be a professional partner or associate professional partner whose membership has been in active status for one year prior to the return date on the nomination form.
- Shall have served at least one term as Regional Professional Partner (Vendor Liaison), State Professional Partner (Vendor Liaison), International Professional Partner (Vendor Liaison) or International Committee Chair.
- Must have a completed nomination form submitted by the date specified.
- Must be willing to accept the position if elected.

- Job descriptions are available upon request from any member of the Board.

## NOMINATION AND ELECTION PROCEDURE

*The purpose of this policy is to establish a procedure governing nomination and international ACFSA elections.*

### I. Nominations

- Nominations are according to ACFSA by-laws.
- Nomination forms (enclosure) will be sent to the International Office and forwarded to the Chair of the Nominating Committee. The Nominating Committee consists of the Past President and the Regional Directors.
- Nominations will be reviewed for eligibility by the committee. In the event that there are not two qualified candidates for each office, the committee will work to find qualified candidates to submit to the Board of Directors for review.
- The Past President will forward an official list of candidates to the Vice President.

### II. Ballots

- Ballots will be prepared by the International Office and sent out by the designated date.
- All current members of the ACFSA will be mailed a ballot. Foodservice or institutional members will receive a ballot for Executive Officers and Regional Director positions. Professional Partners will receive a ballot for Professional Partner Representatives.
- All ballots will be on letterhead and checked off of a list of eligible respondents. No photocopies are permitted.
- Elections will be conducted by secret ballot.
- Ballots are to be returned in a sealed single inside envelope by the design-

ated date. The outside envelope will be required to have a legible signature or symbol and a printed name on the outside. This is essential in order to verify those who have voted.

F. The signatures on the outside envelope of the ballot will be validated by the Vice President.

G. The envelopes will be given to an independent person/company selected by the Board of Directors for counting. The person/company will present an official tabulation to the Past President and the Vice President.

### III. Announcement of Results

A. The official results will be sent to the President who will notify the rest of the Board of Directors.

B. The President will send an official letter to the winning candidate and the candidate's sponsor. Letters also will be sent to the other candidates.

C. Official results will be announced at the International Conference.

### IV. Candidates are to follow Campaign Policy Guidelines

#### V. Time Frames

March: Nomination forms appear.

May 15: Completed Nomination Forms are to be postmarked by midnight.

May 25: An official e-ballot will be sent to each voting member in good standing (dues paid on May 1) and posted on-line in the member only section for those without e-mail addresses.

June 5: All ballots must be submitted.

June 15: All Candidates are notified of results via phone or fax by the President. The President will send a letter of congratulations to the winners and their supervisors and letters to the other candidates thanking them for running for the office. The Board of Directors will be notified of election results

August: International Conference. The Chair of the Nominations Committee will announce the official results at the beginning of the conference. Officers will be installed at the international banquet and the new Board will convene at the next official meeting of the Board.

#### VI. Offices

This year we are seeking nominations for:

Vice President-Elect/Treasurer, Region I Director & Region III Director and Equipment Partner Representative.

## CAMPAIGN GUIDELINES

The purpose of this policy is to set forth guidelines and Association procedures under which the Association of Food Service Affiliates will monitor campaigns of persons nominated for International and Chapter Offices.

I. The Association of Correctional Food Service Affiliates cannot support candidates for State, Regional or International Offices.

A. Association funds cannot be utilized to purchase postage or supplies to support candidates.

B. ACFSA International or Chapter letterhead or a copy of the letterhead cannot be utilized in support of candidates.

II. Personal recommendations on personal stationary, using personal finances, are acceptable. Current Board of Directors members on the chapter or international level are not to use their Board title in personal recommendations.







*The Association of Correctional Food Service Affiliates*

**2016 OFFICER NOMINATION FORM**

**VICE PRESIDENT-ELECT/TREASURER**

**REGION I DIRECTOR • REGION III DIRECTOR • REGION V DIRECTOR**

I/We Nominate \_\_\_\_\_

as a candidate for the office of \_\_\_\_\_

**THE CANDIDATE HAS READ THE JOB DESCRIPTION FOR WHICH THE INDIVIDUAL HAS APPLIED AND IS WILLING TO ACCEPT THESE RESPONSIBILITIES UPON ELECTION.**

Candidate's Name \_\_\_\_\_

Candidate's Title \_\_\_\_\_

Agency/Institution Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Work Phone \_\_\_\_\_ FAX \_\_\_\_\_

Email \_\_\_\_\_ Home Phone \_\_\_\_\_

**QUALIFICATIONS**

**For Vice President-Elect/Treasurer - Currently a member of ACFSA in Good Standing for three (3) years?**

YES  NO

**For Regional Director - Currently a member of ACFSA in Good Standing for one (1) year?**

YES  NO

**DATE JOINED (Month and Year) \_\_\_\_\_**

**OFFICES HELD**

**International Board of Directors: OFFICE(S) HELD \_\_\_\_\_ YEAR(S) \_\_\_\_\_**

**Chapter Office: CHAPTER \_\_\_\_\_ OFFICE(S) HELD \_\_\_\_\_ YEAR(S) \_\_\_\_\_**

Nominator's Name \_\_\_\_\_

Nominator's Signature \_\_\_\_\_ Date \_\_\_\_\_

Contact Phone \_\_\_\_\_ Email \_\_\_\_\_

*Please submit application with a picture of candidate and a 100 word summary to appear on form.*

*Summaries of more than 100 words will be edited down to 100 words.*

*Candidate will also be required to follow campaign guidelines.*

**INFORMATION ON REVERSE  
SIDE MUST BE COMPLETED**



## The Association of Correctional Food Service Affiliates

### 2016 OFFICER NOMINATION FORM - PART 2

Candidate's Name \_\_\_\_\_

Position \_\_\_\_\_ Year \_\_\_\_\_

*Please submit application with a picture of candidate and a 100 word summary to appear on ballot. Summaries of more than 100 words will be edited down to 100 words. Candidate will also be required to follow campaign guidelines. You may use separate page. Please write legibly or type. Online version of Form is available.*

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TO WHOM IT MAY CONCERN:

I HAVE REVIEWED THE REQUIREMENTS WITH THE CANDIDATE FOR THE INTERNATIONAL ACFSA OFFICE OF \_\_\_\_\_

WE HAVE DISCUSSED THE AMOUNT OF TIME INVOLVED, THE TIME REQUIRED AWAY FROM THE JOB SITE, AND THAT IT WILL BE CONSIDERED PROFESSIONAL DEVELOPMENT.

I AM SUPPORTIVE OF THIS ENDEAVOR.

Name of Supervisor \_\_\_\_\_

Title of Supervisor \_\_\_\_\_

Signature of Supervisor \_\_\_\_\_ Date \_\_\_\_\_

SEND COMPLETED FORMS TO:

Jon Nichols  
ACFSA Nominations  
PO Box 10065  
Burbank, CA 91510

OR FAX COMPLETED FORMS TO: (818) 843-7423

Questions? Call (818) 843-6608

[www.ACFSA.org](http://www.ACFSA.org)

**DUE BY: MAY 15, 2016**



*The Association of Correctional Food Service Affiliates*  
**2016 OFFICER NOMINATION FORM**

**PROFESSIONAL PARTNER LIAISON - EQUIPMENT**

I/We Nominate \_\_\_\_\_

as a candidate for the office of \_\_\_\_\_

***THE CANDIDATE HAS READ THE JOB DESCRIPTION FOR WHICH THE INDIVIDUAL HAS APPLIED AND IS WILLING TO ACCEPT THESE RESPONSIBILITIES UPON ELECTION.***

Candidate's Name \_\_\_\_\_

Candidate's Title \_\_\_\_\_

Agency/Institution Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Work Phone \_\_\_\_\_ FAX \_\_\_\_\_

Email \_\_\_\_\_ Home Phone \_\_\_\_\_

**ELIGIBILITY DETERMINATION**

**For Professional Partner Liaison - Currently a Professional Partner of ACFSA in Good Standing for one (1) year?**

YES  NO

**DATE JOINED (Month and Year)** \_\_\_\_\_

**HAS SERVED ONE COMPLETE TERM AS**

*International Professional Partner Liaison - Year* \_\_\_\_\_

*Regional Professional Partner Liaison - Year* \_\_\_\_\_

*State Professional Partner Liaison - Year* \_\_\_\_\_

*International Committee Chair - Year* \_\_\_\_\_

Nominator's Name \_\_\_\_\_

Nominator's Signature \_\_\_\_\_ Date \_\_\_\_\_

Contact Phone \_\_\_\_\_ Email \_\_\_\_\_

*Please submit application with a picture of candidate and a 100 word summary to appear on form.*

*Summaries of more than 100 words will be edited down to 100 words.*

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**INFORMATION ON REVERSE  
SIDE MUST BE COMPLETED**



# The Association of Correctional Food Service Affiliates

## 2016 OFFICER NOMINATION FORM - PART 2

Candidate's Name \_\_\_\_\_

Position \_\_\_\_\_ Year \_\_\_\_\_

*Please submit application with a picture of candidate and a 100 word summary to appear on ballot. Summaries of more than 100 words will be edited down to 100 words. Candidate will also be required to follow campaign guidelines. You may use seperate page. Please write legibly or type. Online version of Form is available.*

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WE HAVE DISCUSSED THE AMOUNT OF TIME INVOLVED, THE TIME REQUIRED AWAY FROM THE JOB SITE, AND THAT IT WILL BE CONSIDERED PROFESSIONAL DEVELOPMENT.

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Name of Supervisor \_\_\_\_\_

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Signature of Supervisor \_\_\_\_\_ Date \_\_\_\_\_

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[www.ACFSA.org](http://www.ACFSA.org)

**DUE BY: MAY 15, 2016**



**A**s it becomes harder and harder to hire new staff into food service, we must work hard to keep our current workers interested and satisfied. At the recent Solutions 3 Conference I attended, we enjoyed a speaker named Corey Rourth, who is the Human Resources Director for New Season's Market. This market is similar to Whole Earth. His management style includes making all of his employees feel important and valued. Food Service jobs in the private sector are hard to fill and here in Corrections, even harder. We must invest in our current staff to make them feel like coming back to work every day.

Henry Ford said, " I thought I was hiring some helping hands but I got the whole person." Interesting concept! We must consider the whole person. Do they get along with co-workers? One of the important concerns for worker job satisfaction is "Do I have a friend at work?" This can really help bring people back to work every day. Not that you have to be their friend but understand that is a beneficial work place quality.

One of the main reasons people quit their job is that they do not like their immediate supervisor. Be aware if this is happening in your work place and try doing some conflict resolution.

Losing employees carries a huge financial cost to an operation. You have lost money in training this person and now must cover with overtime, etc. Staff turnover costs the food service industry 14%.

Here are some tips to keeping the right people in their jobs:

- Hire the right people.
- Train well and regularly.
- Give people responsibility and then hold them accountable.
- Learn and teach leadership skills.
- Help your people get better.
- Adopt and nurture the value of speaking and listening to your people.
- Develop great channels of communication and keep them open and informed.
- Get them involved in making decisions that affect them whenever you can.
- Find multiple and meaningful ways of recognizing them and for them to recognize each other.
- Create and show commitment to keeping the best possible working environment.
- Encourage and value relationships between your people.
- Be aware of the symbolism of your actions and decisions.

# Solutions 3 Event

The Solutions 3 Committee (AHF, FCSI and SHFM) is looking to expand their reach to other cities across the U.S. They are also looking for additional Foodservice Associations to join the group, which adds value for all involved. New cities will be chosen by the representatives from each Association member.

## FAQs

### **What is Solutions 3?**

Solutions 3 is a collaborative conference that is held annually in the Pacific Northwest; developed & hosted by the Association for Healthcare Foodservice (AHF), Foodservice Consultants Society International (FCSI) & the Society for Hospitality & Foodservice Management (SHFM). This annual conference draws 200+ attendees in the Healthcare, B&I & Consultant industries.

There is opportunity to broaden Solutions 3 to include other foodservice trade associations to share resources & broaden audience reach.

### **What is the purpose of the Solutions 3 Conference?**

Solutions 3 is intended to educate all association members & provide a forum to network & idea share in order to better our respective industries. The event also connects industry sponsors to key business purchasers; & features annual themes & key note speakers that are relevant to the industry today.

### **What Solutions 3 IS:**

Solutions 3 is an opportunity to bring associations together to share resources & connect members for the betterment of our industry.

### **What Solutions 3 IS NOT:**

Solutions 3 is NOT an opportunity to steal members; outshine other events; or monopolize sponsors.

### **What have been past themes of the Solutions 3 Conference & where have they been held?**

The industry associations involved in Solutions 3 rotate hosting the event. The 2016 conference will be the 6<sup>th</sup> annual Solutions 3 Conference. All themes covered thus far include:

- 2016 – The Faces Behind the Food Held at the Microsoft Conference Center
- 2015 – It's All About the Food...Or is It? Held at The Microsoft Conference Center
- 2014 – Food Integrity – Soil to Plate Held at South Seattle Community College
- 2013 – Driving Wellness Thru Technology Held at Starbucks
- 2012 – Think 4Ward Held at Microsoft's Learning Center
- 2011 – Inaugural Conference Held at University of Washington

### **Who attends Solutions 3?**

Foodservice professionals in a multitude of industries, including B&I, Healthcare & more. Additionally, members of the media (including Food Management Magazine, Plate Magazine, Foodservice Director Magazine & more) attend & feature the event in their publications. Solutions 3 also offers a student discount to incent college students interested in hospitality to join & network with members of their future industry.

### **How is Solutions 3 Planned?**

A committee of members from all of the involved associations collaborate on every aspect of conference planning: logistics, menus, registration, sponsorship, speaker bookings, marketing & more. There is typically a committee "chair" that leads each year; however all members contribute in valuable ways and are onsite during the day of the event.

## How is the theme & location decided?

The committee collaborates on deciding the theme (based on trends & issues facing the industry) & working to identify a suitable location. Ideally the location rotates every year.

## How is the conference funded?

Solutions 3 is funded by a combination of attendee registrations & sponsorships.

## How are speakers identified?

The committee collaborates (after the theme is decided upon) to identify core topics to feature throughout the day & identify potential speaker candidates. Typically speakers are unpaid, however there have been exceptions; their travel & accommodations are comped. Past speakers include:

- **Maria Hines**, *Owner/Chef, Maria Hines Restaurant*
- **Laurie Demeritt**, *President, COO, The Hartman Group*
- **James Painter**, *PhD, RD, Eastern Illinois University*
- **Dr. Michael Hansen**, *Consumers Union*
- **Janet Anderberg**, *Washington State Dept. of Health*
- **Cynthia Lair**, *Bastyr University*
- **Francisco Migoya**, *Modernist Cuisine*

## What are the benefits & details of sponsorship?

Sponsors of Solutions 3 gain valuable visibility & networking access to this core customer audience base; exhibition space also available. The event schedule allows extensive networking time in smaller group settings. Sponsorship is available at varying levels - see sponsorship brochure for additional details.

- **SUPPORT** *industry collaboration & networking*
- **CONNECT** *w/ customers*
- **ALIGN** *your brand with this creative & energetic effort to bring 250+ industry leaders together to think outside of the box*

### DIAMOND SPONSOR \$2,500

- (3) complimentary registrations
- Multiple recognitions from the podium
- Recognition on host association websites
- Diamond Sponsor ribbons for all representative
- Showcase table with priority placement to serve product & distribute literature
- Company logo on event signage & presentation
- Recognition in association publications related to the event
- Post-event attendee list

### GOLD SPONSOR \$1,500

- (2) complimentary registrations
- Showcase table to serve product & distribute literature
- Company logo on event signage & presentation
- Recognition from the podium
- Gold Sponsor ribbons for all company representatives
- Recognition in association publications related to the event
- Post-event attendee list

### SILVER SPONSOR \$1,000

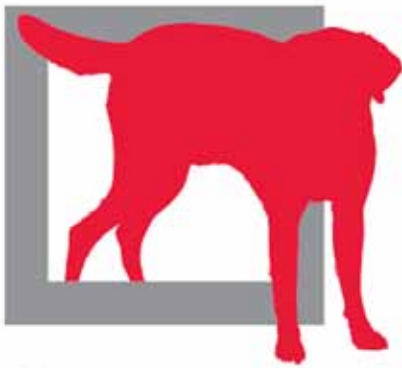
- (1) complimentary registration
- Company logo on event signage & presentation
- Recognition from the podium
- Silver Sponsor ribbons for all company representatives
- Recognition in association publications related to the event
- Post-event attendee list

## Why is Solutions 3 different?

The Solutions 3 conference focuses on local professionals in the West Coast/Pacific Northwest area, which is a unique & trendsetting segment. The conference boasts approximately 200 attendees, creating more intimate opportunities to network & connect with current & potential customers.

## Who do I contact for more information?

Barbara Kane – [Barbara.kane@ecolab.com](mailto:Barbara.kane@ecolab.com)



# Puppies Behind Bars



Photos: Maggie Vance

PUPPIES BEHIND BARS trains prison inmates to raise service dogs for wounded war veterans and explosive-detection canines for law enforcement. The puppies live in prison with their "puppy-raisers" from the age of 8 weeks to 24 months. As the puppies mature into well-loved, well-behaved dogs, their raisers learn what it means to contribute to society rather than take from it.

# THE LADY AND THE LABS

*PUPPIES BEHIND BARS trains prison inmates to raise service dogs for wounded war veterans and explosive-detection canines for law enforcement. The puppies live in prison with their "puppy-raisers" from the age of 8 weeks to 24 months. As the puppies mature into well-loved, well-behaved dogs, their raisers learn what it means to contribute to society rather than take from it.*

**F**our million people visit the Statue of Liberty National Monument each year.

Encompassing both the landmark statue and Ellis Island, it's a busy place vested with enormous symbolic power, and security is a constant concern for the U.S. Park Police. So it was with great pride that Puppies Behind Bars learned last year that two of its canine graduates, Sam and John, had started work as explosive-detection canines (E.D.C.'s) there.

The job isn't easy: extensive daily sweeps; constant work at vehicle checkpoints, at visitor screening sites, and on ferries; investigations of any unattended property or suspicious packages. During special events, or when high-profile guests visit the monument, the canine teams put in extra effort to ensure everyone is safe. "No other K9 unit in the Park Police competes with the number of bomb searches we do on a daily basis," says Sam's handler, Sergeant Jose Rodriguez.

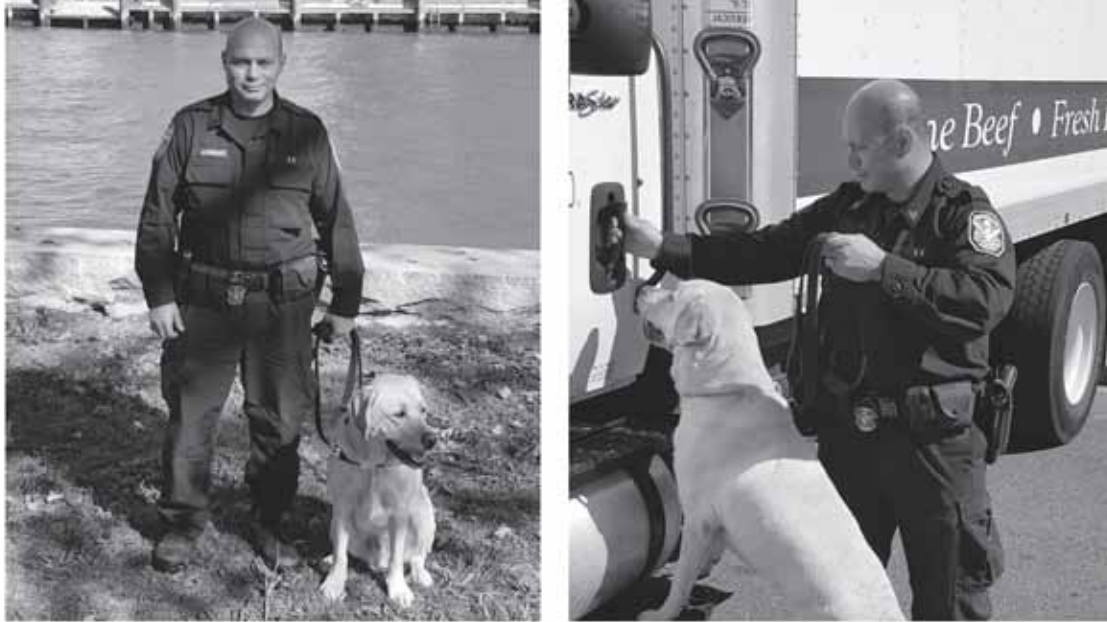


Photo: U.S. Park Police

Officer Edwin Jimenez and John



*For the inmates who persevere, there is both joy and sadness ahead. Nikki was excited when the Park Police's Sergeant Rodriguez came to get Sam: "I was able to meet Sam's handler and I was happy to hear he had a great place to go. But when I left the visit trailer to go back up to the housing unit, I suddenly felt lost – like someone had cut off one of my arms. Sam was the first puppy I'd raised, so that made it particularly hard."*



Sergeant Jose Rodriguez and Sam

Photos: U.S. Park Police

“Working at the Statue of Liberty is challenging,” affirms his boss, Captain Raymond Class. “People are constantly in close proximity, so it’s important to have an obedient and non-aggressive dog. Some locations inside the monument are difficult to access – narrow, winding staircases, tight spaces, and very crowded spaces, to name a few. Also our teams work in all weather conditions, and here in New York that can be anything from blistering heat to a deep freeze with heavy snow.”

When the Park Police first asked to attend a P.B.B. class at the Edna Mahan women’s prison in New Jersey, “We had no idea if they were looking for anything out of the ordinary,” recalls instructor Jan Brady. “But our E.D.C.’s have been successful in many organizations, from the F.B.I to the C.I.A., so we were hopeful.”

Captain Class wasn’t sure what to expect either. “At first, not knowing much about the program, I was apprehensive,” he recalls. “But after personally visiting the prison and observing a class in action I was convinced. Not only are the dogs wonderful, but the Puppies Behind Bars staff – especially Jan – was outstanding and obviously dedicated to and passionate about the mission of the organization. I could also see the positive effect this had on the inmate puppy-raisers.”

As for the two Labradors in the spotlight today, they weren’t always engaged in such important work. The inmates who raised them remember Sam as being “goofy” and say John could be “silly.” But both dogs were clearly smart and strong, with the energy and confidence that P.B.B. looks for in pups being trained as E.D.C.’s. “Sam took everything I introduced him to,” remembers his raiser, Nikki. “He approached each new thing with bold fearlessness.”

P.B.B.’s program at Edna Mahan has produced more than 103 working E.D.C.’s over the last 14 years. Brady, who has been instructing inmates for the entire time, says the biggest challenge for her and fellow instructor Joan Neumann is training the women to train the dogs. “People are much more complicated than canines,” she points out. If the puppy-raisers get discouraged, Brady tells them: “This is what you signed up for!” and some do drop out of the program.

For the inmates who persevere, there is both joy and sadness ahead. Nikki was excited when the Park Police's Sergeant Rodriguez came to get Sam: "I was able to meet Sam's handler and I was happy to hear he had a great place to go. But when I left the visit trailer to go back up to the housing unit, I suddenly felt lost – like someone had cut off one of my arms. Sam was the first puppy I'd raised, so that made it particularly hard."

But ultimately, she says, there's "the satisfaction that comes from giving back. I'm left with a sense of pride in what Sam is doing for our country. Every time I hear anything about the Statue of Liberty on the news I smile, thinking about what Sam is doing to protect people."



Sgt. Rodriguez sees both dogs' P.B.B. background as a plus. "John and Sam received more time with their trainers than other canines coming from a more traditional kennel," he notes. "This created a strong bond between the dogs and their handlers." He and Sam bonded quickly, and when they aren't working Sam mixes happily into a household that includes Rodriguez's daughters, aged four and eleven, and two other (non-professional) dogs. "He does try to hog up the attention when I play with the other two," the sergeant admits.

John's handler, Officer Edwin Jimenez, sounds equally pleased with his canine partner, praising the dog's stamina and "play drive" – the instinct that is key to a successful E.D.C. "John picks up real easy on routines and commands," he reports. Whenever we enter a new environment he is eager to explore it and awaits my next command.

"The environmental training that P.B.B. incorporates in the early training is very beneficial and we carry that through into our own training programs," Capitan Class says. "It's been a pleasure working with everyone at P.B.B. I look forward to partnering again in the future."

All of which is why, when Jan Brady and Joan Neumann visited the Statue of Liberty last July, to watch the pair of handsome P.B.B. graduates at work, Brady couldn't have been more pleased with what she saw. "I was happy and flattered that Sam remembered me (he came right up to me with an excited wiggle), and I was proud on so many levels – proud of P.B.B. for providing Sam and John to the Park Police to protect our nation's most visible and visited symbol of freedom, proud of their two raisers for their hard work and for the love they gave Sam and John, proud of the dogs for realizing their potential, and of course proud for the parts all of us played in setting them up for their extraordinary success."



*Editor's Note: This story was submitted by Phil Atkinson not to encourage people to contribute but to make them aware of this outstanding program and something that is being done to help reduce recidivism. Should you feel like you would be interested in a donation or learning more about the program, please visit*

[www.puppiesbehindbars.com](http://www.puppiesbehindbars.com)

263 West 38th Street, 4th Floor, New York, NY 10018

Email: [programs@puppiesbehindbars.com](mailto:programs@puppiesbehindbars.com)

Tel. 212.680.9562 Fax 212.689.9330



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Al Richardson, ACFSA Founder

# LEGACY

*ACFSA Vice President-Elect/Treasurer, Carlos Salazar recently came across this story from 2005 INSIDER magazine and thought it was something to share with ACFSA Members.*

***“I am of the opinion that my life belongs to the community, and as long as I live, it is my privilege to do for it whatever I can...”***

***-George Bernard Shaw***

~ REPRINT FROM 2005 ~

## FEBRUARY 2, 2005 WAS A SAD DAY FOR THE AMERICAN CORRECTIONAL FOOD SERVICE ASSOCIATION

The Board of Directors and members are mourning the death of their beloved founder, Al Richardson.

In 1969, he recognized a need for Correctional Food Service Professionals to have an Association that was unique to their field. The Dietetic Association had ADA, the Dietary Managers had DMA and School Food Service had ACFSA. These Folks were recognized as professionals in their field and Al wanted the same for the Correctional arena. So, the fledgling American Correctional Food Service Association (ACFSA) was formed. Since that time, ACFSA has grown from a National Association to an International Association and is recognized as the leading authority on Correctional Food Service.

Al had been in declining health and leading a semi invalid life for the last few years. Al loved the correctional food service folks and meeting with them at our conferences. Al was a “people person” and loved being of service to others. He always had a smile and wanted to know what was going on in your life - Professionally and Personally - he was really interested!

When we think of Al, a quote by George Bernard Shaw comes to mind, “I am of the opinion that my life belongs to the community, and as long as I live, it is my privilege to do for it whatever I can. I want to be thoroughly used up when I die, for the harder I work, the more I live. Life is no ‘brief candle’ to me. It is a sort of splendid torch which I have got hold of for a moment, and I want to make it burn as brightly as possible before handing it on to the future generations.”

He accomplished what many of us would like to do in our lifetimes; be productive, achieve something important, gain respect of our fellow man, and to be loved and admired by our peers. Al always challenged us to continue to be strong and grow. That challenge is to ensure that the Association continues to grow and receive greater recognition throughout the International Correctional Food Service community.

Al was buried in his beautiful state of Utah on February 12, 2005. Good bye faithful friend and leader, you will be sorely missed!

# CHAPTER REPORTS

## CALIFORNIA

*by Brian S. Wynn, President California Chapter*

### Theo Lacy Jail Facility Orange County California



**J**anuary 20, 2016 we held our first chapter meeting of the year. This beautiful display was awaiting our arrival. A big thank you goes out to Food Services Manager Rodney DeBolt and Inmate Services Director Greg Boston for hosting the meeting.



# CHAPTER REPORTS

## PACIFIC NORTHWEST

by Brian S. Wynn, President California Chapter

### *Pacific Northwest Chapter heading toward 1<sup>st</sup> Conference....*

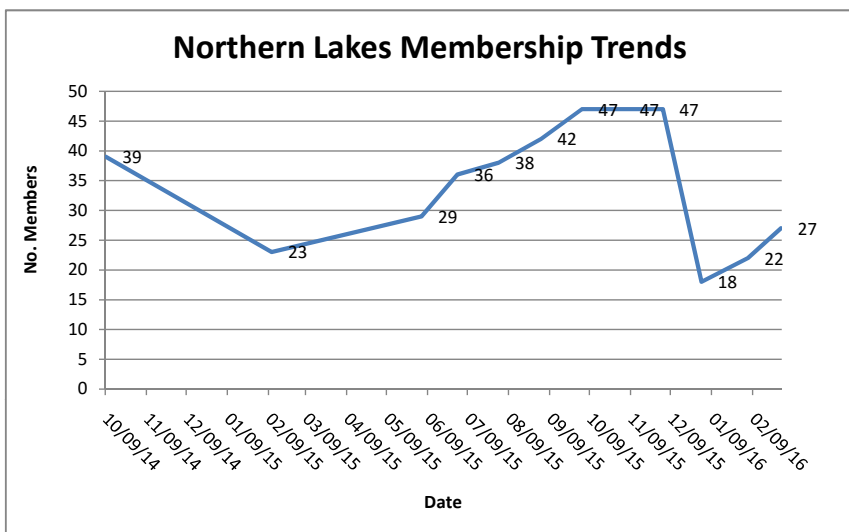
April 10-12, 2016 will see the newly re-formed Pacific Northwest Chapter host their inaugural Chapter Conference at the Clark County Work Center in beautiful Vancouver, WA. Interest has been great from ACFSA members in Idaho, Washington, and Oregon, and attendance numbers are shaping up to exceed initial estimates! The board worked to get a relevant, current, informative group of speakers and educational sessions and the conference will be a great training opportunity for all who attend. Jenny DeMaris, Emergency Services Coordinator from Lincoln County, Oregon will open the conference with a presentation about the Cascadia Subduction Zone, and the potential impact to our region, and things that everyone can do to work toward preparedness at our locations. Other highlights include a Q & A panel discussion with dietitians Betty Hansen and Brent Carney, a RLUIPA presentation from Rabbi Gary Friedman, and workshops on maintaining boundaries and improper relations. The Pacific Northwest Chapter is planning meetings later this year in Idaho this summer, and in Oregon this fall also, so keep an eye out for that!

## NORTHERN LAKES

by Christine Berndt-Miles, RDN, CD

**ACFSA Northern Lakes Chapter Membership Trends**

Year	Date	No. Members
2014	10/09/14	39
2015	02/11/15	23
	06/04/15	29
	07/01/15	36
	08/01/15	38
	09/02/15	42
	10/03/15	47
	11/03/15	47
	12/03/15	47
2016	01/01/16	18
	02/05/16	22
	03/01/16	27
	04/01/16	
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	11/01/16	
	12/01/16	



# CHAPTER REPORTS

## VIRGINIA

by Jessica Harlow, Chapter President



**Y**esterday I walked outside and saw the first signs of life after winter. A single leaf peeked its head above the brown surface of dirt. As I looked at this one tulip leaf I began to smile. Spring would shortly be upon us. I breathed a sigh of relief. Just like winter always ends and spring always comes, so do the issues we face on a daily basis. Some days you may wake up and everything seems to be heading in the wrong direction. Just remember, there is always that one thing that can change it all around. In our career paths we come across extra stressors that many people would never understand. We are paid to monitor and take care of the worst of the worst sometimes. Yet, we have a choice on how to approach each day. Do we wake up and look at it as winter or do we start each day in the hopes that spring has begun? Do you look at opportunities to change your environment for the better? In our ever changing jobs there are always some factors we can control. Do you use everyday moments to teach? Do you model the way in character and attitude? Do you come in on a positive note and create your own environment? Attitude is contagious and the offenders and even

other coworkers are looking at you to see where the tempo will be set for the day. I myself have always made it a point to come in everyday, whether I felt up to par or not, and say good morning to everyone I came across. In my experience I have even seen it change a seemingly somber stage. It is human nature to feed off of the vibes around you, even if you are not aware of them. It is also totally in your control to make your own vibes. Next time you go to work, look around, see what the disposition is in your department and then see if you can have a positive effect on it. With all the negativity that we face on a daily occurrence, why not help make it better, not only for yourself but those around you. You can be that one change that makes your department a better place. Give it a try, what could it hurt? Or better yet, what could it help!?

# REGIONAL REPORTS

## REGION III

by Dawn DeMelo, CCFP, CFSM, Region III Director

**H**ello Everyone,

Spring is getting closer; I am seeing Robins and flower buds! I, for one, am ready for warm weather.



The Michigan chapter has been busy planning their conference on May 5 & 6 at the Soaring Eagle Casino & Resort in Mount Pleasant, Michigan. The Theme is “Games Inmates Play” & “The Art of the Con Today.” They have some great speakers lined up. Jeanna Wolf and Pat Willard will be presenting on how food affects your inmate. We have a speaker from MDOC who will present on “Games and Manipulation in Correctional Food Service.” There will be a cookie decorating contest by all those willing to participate. We welcome everyone to come out to see us. ACFSA meetings are a great place to meet and talk with other food service professionals in your field.

The Northern Lakes met at the Milwaukee Midwest Food Expo show on March 7. I am sure a great time

was had by all who attended. An April 12 meeting will be held at the Indianhead Food Show in Eau Claire, Wisconsin at the Menards Conference Center. The meeting starts at 10 am. There will also be a training day at Ramsey County in Minnesota, at Tim Thielman’s facility. If you are interested in attending any of these events with Northern Lakes, contact Roger Burczyk, he can give you all the information. Enjoy the upcoming warm weather. Warm weather means we are getting closer to the International Conference August 28-31 at Mall of America in Minnesota. If you have not attended an International Conference, you are in for a treat!

I hope to see everyone soon.

## REGION IV

by Donna Kaminski, Region IV Director



**H**appy spring everyone!

It is so refreshing to see all the endless colors of the wild flowers start popping up and the lush green grass from the CA hillsides. The drought over the past 3 years made it an extremely long summer with nothing but brown hillsides and tumbleweeds. I was beginning to think that it was never going to start raining again. I hope we have a lot more rain coming our way.

*Continued on Page 47*



# REGIONAL REPORTS

## Region IV (Continued from Pg 46)

So far, Region IV has been busy in 2016 and we have had some great meetings. As discussed in our Regional Meetings at the International Conference last year, we need to focus on increasing our membership and reestablishing contact with our expired memberships or inactive members. In CA I have set a goal to get all 58 CA County Jails contacted so we can have an updated list of Food Service Contacts. I would like to reach out to all of our Region IV members to do the same in your area. If you have friends working in Correctional Food Service, reach out to them and share the many benefits that ACFSA has to offer. If

you have specific training needs, take advantage of the tools offered on the ACFSA website. Attend your Chapter meetings and get involved in the endless networking opportunities. If you have any suggestions or questions, feel free to contact me at [Dkaminski@co.slo.ca.us](mailto:Dkaminski@co.slo.ca.us)

Remember: ***“Success is doing ordinary things extraordinarily well.”*** -Jim Rohn.

Please save the dates and start filling out your travel request to attend as many meetings as possible. I hope I will get the opportunity to see everyone at the ACFSA International Conference at the Mall of America, Minnesota, Aug 28 - Aug 31, 2016.

Educational Opportunities for the Region:

### **July 20, 2016 San Luis Obispo County Sheriff's Office**

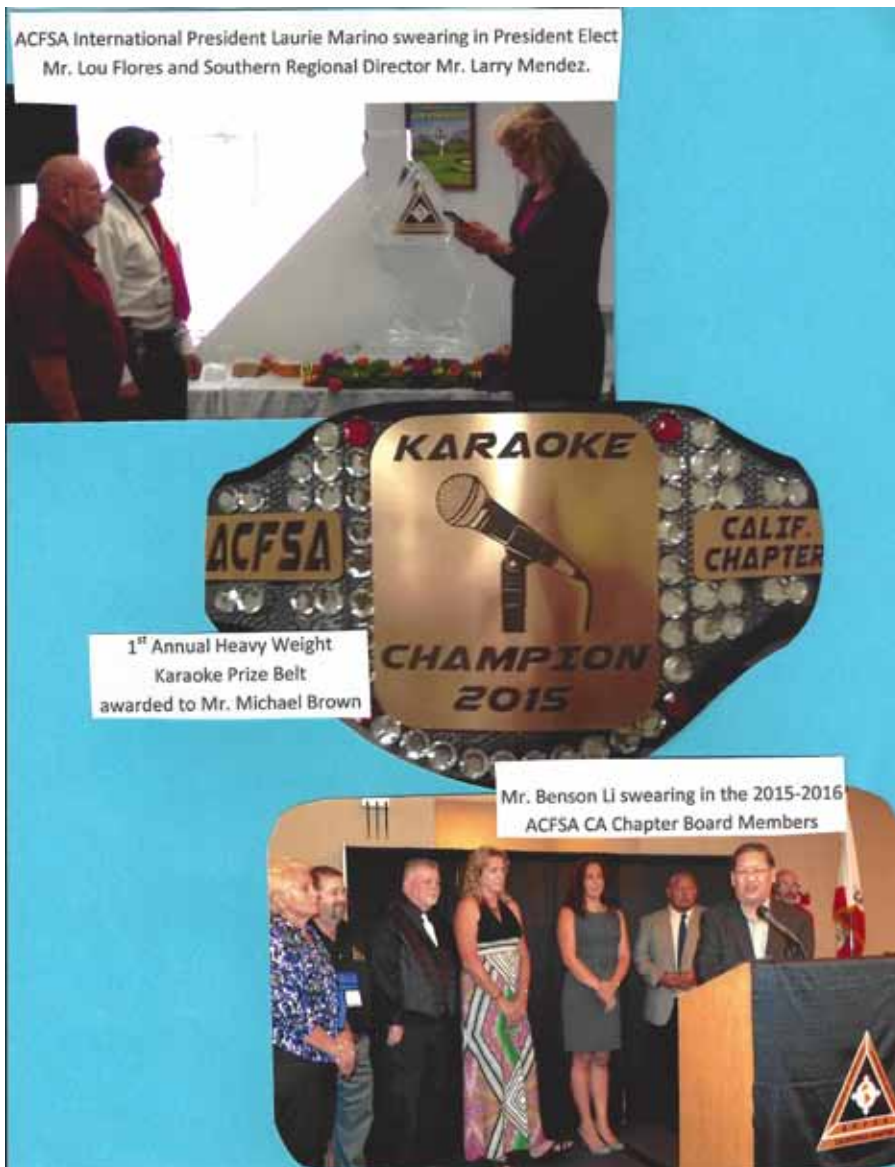
Helping keep Food service Workers Safe!

### **ACFSA CA Chapter Conference**

Double Tree Suites by Hilton Dana Point Doheny, CA  
October 9, 2016 – October 12, 2016 / Agenda TBA

### **Pacific Northwest Chapter State Conference and Vendor show**

April 10, 2016 – April 12, 2016  
Clark County Jail Work Center  
Keynote Speaker Jenny Demaris, Lincoln County Emergency Services Coordinator  
Guest Speaker Rabbi Gary Friedman.



# Education Report

## *Inspiring Interest in the Field of Correctional Services*

**Submitted by Lt. Tim Thielman CFSM, CCFP  
Education Committee Chair and ACFSA Vice President**

**T**hose who feed juveniles and participate in the USDA School Breakfast and Lunch Programs know that last year, as part of the Healthy Hunger-Free Kids Act of 2010, the USDA rolled out Professional Standards for all school nutrition employees. The professional standards require a minimum amount of annual training hours for all state directors of school nutrition programs, state director of distributing agencies, school nutrition program directors, managers, and staff. Required training topic areas vary according to position and job requirements. There are also minimum hiring standards for new state directors of school nutrition programs, state directors of distributing agencies that oversee USDA Foods, and school nutrition program directors. These standards have an effect on everyone from the top administrator down to part-time staff.

The CFSM Course and CCFP Certification gives us in Correctional Food Service a set of professional standards by requiring continuing education to remain certified. So why are professional standards good for us?

- Correctional Food Service regulations are complex and on-going training is necessary just to keep up.
- Training for Administrators and staff is crucial to the health and safety of our clients.
- Training requirements build our skills.
- Training enhances the image of Correctional Food Service Staff.

If you would like more information on the CFSM Course or would like to enroll yourself or your staff in the course you can download the course brochure and application from the ACFSA International website at <http://www.acfsa.org/certificationCFSM.php>

You can also contact me directly at 651.266.1498 or by email at: [tim.thielman@co.ramsey.mn.us](mailto:tim.thielman@co.ramsey.mn.us)



# *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 the second year.

## **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**  
**PO Box 10065**  
**Burbank, CA 91510**

If paying with a credit card, you may FAX completed form to (818) 843-7423  
Questions? Please email Katherine Dickersen at [Certification@ACFSA.org](mailto: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.*

**B**y 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 2015, Dues will be paid through December of 2016

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

**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, P.O. Box 10065, Burbank, CA 91510

**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 2015, Dues will be paid through December of 2016

# WELCOME NEW ACFSA MEMBERS

## Food Service Professional

Laura Bain  
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Mark Friday  
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Charlotte, NC

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Rachel Keith  
Victory Refrigeration  
Winston Salem, NC

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Hunter College  
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Yarbrough Companies  
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2015-2016



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**Professional Partner  
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**Past President**  
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**Region III Director**  
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**Professional Partner  
Representative (Food)**  
Kerry Jacobson  
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kajfoods@gmail.com



**Executive Director**  
Jon Nichols, IOM  
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Food Service Affiliates  
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jonnichols@acfsa.org

## Committee Chairs

2015-2016

**CCFP and Advisory Committee**  
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teddiem@hotmail.com

**Education Committee**  
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**Dietitians in Corrections**  
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bwakeen@neo.rr.com

**Professional Alliance**  
Joe Montgomery  
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**Membership Committee**  
Cindy Burns  
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**2016 Conference**  
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**Publications Committee**  
Barbara Holly  
(334) 567-4094  
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**Scholarship Committee**  
Patti Whitlock  
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design.spec@snet.net



## Regional Vendor Liaisons

Food & Equipment

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**Region II**  
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**Region IV**  
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Cambro Manufacturing Co.  
Dewey, AZ  
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camman@northlink.com



# Chapter Presidents & State & Provincial Contacts

## U.S.A.



### ALABAMA

Janice Bendolph  
Tuscaloosa County Jail

### ILLINOIS

Dawn DeMelo, CCFP, CFSM  
Canteen Services

### ARIZONA

Michael Pinnix  
Coconino County Detention Svcs.

### KENTUCKY

Wayne Fish, CDM, CFSM, CCFP  
NC Department of Public Safety

### CALIFORNIA

Donna Kaminski  
San Luis Obispo County Jail

### LOUISIANA

M. R. J. Beach, II, CCFP  
Retired

### MISSOURI

Dawn DeMelo, CCFP, CFSM  
Canteen Services

### OHIO

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

### CONNECTICUT

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York CT

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Blue Ridge Regional Jail Authority

### NEW HAMPSHIRE

Robert Pennix  
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Lincoln County Sheriff's Office

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Blue Ridge Regional Jail Authority

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NC Department of Public Safety

### MICHIGAN

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### NORTH CAROLINA

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NC Department of Public Safety

### UTAH

MaryAnn Reding  
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### GEORGIA

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NC Department of Public Safety

### MISSISSIPPI

Wayne Fish, CDM, CFSM, CCFP  
NC Department of Public Safety

### NORTHERN LAKES

Roger Burczyk, CCFP  
Milwaukee Women's Correctional Center

### VIRGINIA

Jessica Harlow  
Albemarle-Charlottesville  
Regional Jail

## CANADA

### ONTARIO

Dave Sharma  
Hamilton Wentworth  
Detention Centre

\* Chapter President



[www.ACFSA.org](http://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**

## 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  
Delaware  
Maine  
Maryland  
Massachusetts

New Hampshire  
New Jersey  
New York  
Pennsylvania  
Rhode Island

Vermont  
Virginia  
Washington DC  
West Virginia

### Region III

Illinois  
Indiana  
Iowa  
Kansas  
Michigan

Minnesota  
Missouri  
Nebraska  
North Dakota  
Ohio

South Dakota  
Wisconsin

### Region II

Alabama  
Arkansas  
Florida  
Georgia  
Kentucky

Louisiana  
Mississippi  
North Carolina  
Oklahoma  
South Carolina

Tennessee  
Texas  
Virgin Islands

### Region IV

Alaska  
Arizona  
California  
Colorado  
Hawaii

Idaho  
Montana  
Nevada  
New Mexico  
Oregon

Utah  
Washington  
Wyoming

### Region V

Canada

# INSIDER

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## Inside INSIDER

► **INSIDER Editors:**

**Barbara Holly, CCFP, CDM, CFPF**

and **Christine Berndt Miles, 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 August. 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 Summer 2016 Issue:

1. Please send via e-mail by June 30, 2016 to:

ACFSA—INSIDER

**INSIDER@ACFSA.org**

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:

**INSIDER@ACFSA.org**

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.





# COMBO CART PLUS YOU = SAFETY



“We used the cart for both hot and cold holding and were really happy with the temperature retention and quality of our food. This cart has so many uses! We used it as a mobile heated cart...then to move stuff back to the trucks...we loved it, and so did our customers!”

- Keith Lord, Executive Chef Festivities Catering and Special Events



EDR meals, much like catered events, rely on the Combo Cart Plus for its versatility. Behind the scenes, this cart has been reinforced with chassis plates and tamper-resistant fasteners so that doors and rails can't be removed. On the front line, heavy insulation allows food to stay effortlessly hot and safe. The added bonus? Save some greens too! Energy-efficient heaters on the doors make the tall cart *over 50% more energy efficient* than leading metal carts, low carts *over 180%!*

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Hold, Transport and Serve Both Hot and Cold Prisoner Meal Trays

Heated Hold, Transport and Serve Prisoner Meal Trays

Non-Heated Heavy-Duty Tray Delivery Station

# It's All About You

FWE recognizes the challenges that correctional foodservice operators deal with. Tray size, transport, security, costs... We focus on the issues you face, knowing that solutions will be found; solutions that provide greater durability, dependability and security in the kitchen.

It's your vision, your experience that we embrace in order to design more efficient equipment.



**800-222-4393**

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