

INSIDER

The Magazine of ACFSA
The Association of Correctional Food Service Affiliates



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President's Message

By Laurie Maurino, RD, ACFSA President

The Challenge in Hiring Correctional Food Service Workers

Happy 2016! Hope you all had a lovely holiday season! ACFSA will start out the year with a webinar on food service planning for an emergency or disaster. This should be an informative session.

January will also hold the American Correctional Conference (ACA) in New Orleans. We have communicated with them and hope to partner with them as the food service subject matter experts for corrections. We will be attending their conference and handing out fliers. Stop by the booth if you are attending.

I would also like to start a collection of information to be found on our website regarding religious diets. If anyone has a great training tool that could be shared, please send it to me. I want to start a library of religious diet menus, and policies and procedures so when you get a diet request you don't have to reinvent the wheel. Let me know at laurie.maurino@cdcr.ca.gov.

One of the things I have discovered while networking with people, in all forms of corrections, is the challenge of filling our food service jobs. Throughout the entire nation, all states struggle with hiring people. There is a certain stigma involved in working in a prison or jail. People on the street are very hesitant to apply. They realize that they will be working holidays and weekends? And with inmates? Forget it!

We are faced with hiring the millennials who have a very different work ethic. Some want to be promoted immediately and do not want to put in the time and effort that this requires. We had one young man that demanded Christmas off to spend with his 3 month old son. He wouldn't take the job unless we guaranteed this (which we didn't).

This is not just a correctional food service problem. There is a huge challenge to hire any food service workers throughout restaurants and other food jobs. The economy is good so there are plenty of other jobs available that aren't as demanding. There are so many restaurants opening which are scooping up all available workers. Restaurant workers can also receive tips which help supplement a salary.

Speaking of money, in California, there is talk of increasing the minimum wage to \$15 per hour. Our starting cooks make about \$17.00 per hour. This exacerbates the situation as the minimum wage increases and our correctional salaries stay the same. There is no incentive to come into corrections.

Another problem that correctional facilities face is that many of our applicants do not pass the strict background check. This is not required in outside food service operations. One of our county jails in the Bay Area of California reports that 70% of their applicants cannot pass a background check! This

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further limits our hiring pool. These always add time to the hiring process. Not many people can wait for months to get a job.

Then there are some people that we do hire that end up with a criminal record by bringing in cell phones and other contraband to inmates. A cell phone can be sold for \$1500-\$2000 each in California prisons. This is tempting to some people who are barely making it, to help their tight financial status. We also lose many cooks who decide they would rather be a correctional officer once they get inside and see how things work.

This makes retaining our current staff so much more important. We must value the staff that we have and need to keep them happy. They are overworked and getting tired of doing overtime. Start an Employee of The Quarter Award and give them a gift certificate for a dinner. That could improve morale.

I know most Food Managers are always recruiting staff. Some will encourage food service workers in

the community to apply at the prison. We need to post our jobs at the local Employment Development Department, any military bases, any junior colleges, etc. You could try advertising on Craig's List or Monster.com.

So these are the factors that we all must face. I am not sure how we are going to get ahead of this one. We would love to increase correctional cooks wages but that is an on-going challenge. Hopefully, we can work on strategies to recruit capable workers.



Vice President's Message

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

Happy New Year to you all! As 2015 came to a close we could look back and see that it was a busy and productive year for our Organization. We had a successful International Conference in Niagara Falls. Several of the chapters held conferences or training seminars, a new chapter has been formed in the Northwest, and we have begun offering Webinar Training to our members. We have a lot of good things happening but we still face many challenges, as an organization, such as membership not being where it once was, and not selling all of the booths at the past two International Conferences. Our decline in membership has more to do with members retiring than anything. The lower booth sales are due to tough economic times for vendors. The vendors have so many shows each year and must decide which ones to attend. The vendors have to look at which shows will be the best value for them so that is why it is important for us Food Service Professionals to take advantage of what our vendors have to offer and patronize the ACFSA vendors. There are a lot of vendors and correctional food service workers who have not ever heard of this Organization and we should all help in spreading the word. When I receive a visit from a vendor or broker I always make sure I tell them about the ACFSA.

Navigating Your Way Through a World of Opportunity

With over ten thousand lakes and one being Lake Superior, it is only appropriate that this is the theme of the 2016 International Conference in Minnesota. The planning for the 2016 International Conference

in Minnesota is well under way and my Co-chair Dr. Phil Atkinson and I are doing all we can to make it a fantastic conference packed full of outstanding training opportunities. We are building the sessions based on feedback that was received from both Foodservice Members and Vendor Members at our last conference. There will be sessions on important subjects such as: leadership and goal setting, correctional case law as it pertains to our profession, new technology in food recycling, conflict resolution, vendor and food service discussion panels, disaster preparedness and much more. Add all of this to the many networking opportunities and a One-of-a-Kind Vendor Expo and we should have a great conference.

Also, as we move into the New Year there will once again be many training opportunities for members at the Chapter, Regional, and International levels and I hope you can take advantage of them all.

Don't Forget

There are a number of scholarships out there that can give you financial assistance to come to the conference. There are so many talented people in this Organization that should be recognized, so don't be bashful! We are also in need of leaders at all levels in ACFSA so please consider stepping-up on the Chapter and International level as well.

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Vice President Elect/Treasurer's Report

By Carlos Salazar, ACFSA VP Elect / Treasurer

Utilizing Your Tools

I have been working in and around food for a little over 25 years. At one point, cooking was all I thought about. Really did not have much concern about Foodborne Illness and Food Safety laws. I just knew that I had to cook food up to a certain temperature, that it looked good, smelled good and most of all tasted good. It wasn't until I started taking food safety classes when I realized, wow, I can really kill somebody if I don't cook food correctly and follow some simple safety guidelines.

As I continued on through my career, I got more involved in Food Safety. I started giving ServSafe classes. I even gave a class to the Air National Guard. This was very exciting for me. I continued to give classes at my institution as well as giving to other facilities.

The most exciting thing I ever did was when one of my employees came to me in regards to a friend being ill. He explained to me that his friends were ill and that they did not know what it was. I went through some of my book as well as searching the web. I asked this employee what they ate. I explained to him that with most of the symptoms that his friends had, it sounds like a Foodborne Illness. Come to find out, this was true. They had gone to a seafood place a few days earlier. Persuaded to go to the doctor, they were diagnosed with a seafood toxin.

I was so happy that I was able to help. I am not saying that I was, or am a scientist or a doctor in regards to this. I always say that I am just a cook.

What I like to stress to everybody is to utilize the tools (knowledge/training) that you have available. I am always looking for ways to train my staff about safe food handling, cooking techniques and such. So I want to share these web sites with you in hopes that you can do the same.

- www.Servsafe.org
- <http://wwwn.cdc.gov/foodborneoutbreaks/>
- <http://www.usda.gov/wps/portal/usda/>

Good luck to you and I hope this helps.

Carlos A. Salazar Jr,
Vice President Elect/Treasurer



Schools K-12



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Past-President's Message

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

“**V**alue” – There are several different meanings of Value. One that most fits our Association is the relative worth, utility or importance! A measure of our Association’s total “value.”

Every Association, big or small has value. Core values are the basis upon which our members make decisions, plan strategies and interact with each other and our stake holders.

Your added value is the real contribution you make to our Association’s success. Your value moves beyond activities or actions performed, and illuminates. Value added activities most often produce measurable results for our Association.

Added value contributions include measurable roles and activities such as: saved money, awed customers, increased sales, or significantly reduced time or steps necessary to complete a work process.

We get so much value from this Association. We develop and promote educational programs and networking activities to improve professionalism, and provide an opportunity for broadening knowledge. We do this for all of you! In addition, we have the greatest professional partners at our fingertips, each day, to introduce us to the best “value” to bring into our institutions.

My challenge to you; add to our value. Let us hear from you! Share your stories, best practices etc. in the INSIDER....



VALUE



Professional Partner Liaison - Food Message

By Kerry Jacobson, ACFSA Professional Partner Liaison - Food

This coming year we would really like to increase our Professional Partner membership and overall participation within the Organization with our Professional Partners. If you know of any companies that are not currently members and would make a great addition to our Organization please encourage them to join and attend our annual International Conference so they can see firsthand the many benefits of being an active ACFSA member.

The 2016 Conference at the Mall of America is a fun destination for all. Minnesota in the summertime has a lot to offer everyone and would make a great family vacation, if you would like to extend your stay and bring your family. There are many festivals, sporting events, beautiful golf courses, restaurants, shopping, amusement parks, casinos, horse races, and great fishing and lakes, etc.

The 2016 International Conference will also have a lot to offer for vendors this year. Not only do you get the opportunity to meet face to face with your customers, at the many events, and display your business at the vendor show, but we also encourage the vendors to join in the breakout sessions. There will be a session this year for the food vendors to learn directly from dietitians about the food regulations and policies within the correctional industry. Please come to this session with any questions you may have as there will be a question and answer portion during this session.

I hope everyone had very safe and Happy Holiday season and best wishes for the New Year.

Thank you,

Kerry Jacobson



Executive Director's Message

By Jon Nichols, IOM, ACFSA Executive Director

The 2016 ACFSA Annual International Conference in Minneapolis, Minnesota is being promoted heavily throughout the pages of this issue of INSIDER, so I won't take up TOO much time in this column. I do want to make it a point to let you know a few important happenings since we last interacted.

The Conference dates have changed. They were shortened by one day and the Conference will end on August 31 instead of September 1. This has been a consideration for a couple of years now, with the feeling that five days was a little burdensome for some members' schedules. Shortening to four days will provide a bit more time to be at your institutions, and hopefully, the potential savings on sleeping rooms will be more attractive to your Supervisors when you are seeking approval to attend. So, mark those dates (August 28-31, 2016) in your calendars!

Speaking of Supervisors, do take note of the "Draft Letter to your Supervisor" that is posted on the conference page of the ACFSA website. This is potentially a great tool for you to help persuade them of the benefits of your attending!

Another important note that I want to ensure you take advantage of is the Scholarship Program! Applications are available in this issue of INSIDER, as well as on the ACFSA website. The **deadline for submission is MARCH 1, 2016**, so if you plan to apply, please do so right away!

We also have the Awards Nominations Forms printed in this issue and on the website. Please make it a point to submit a shining star in your State or Region that you feel is deserving of recognition. In fact, if

you know of a shining star in ANY State or Region, don't hesitate to nominate them for one of the Annual Awards. The Chapter of the Year Award is up for grabs, too! Is your Chapter eligible? Take a look at the criteria and get those nominations in.

The Annual Golf Tournament will be extra fun this year! Myron Wylie, Professional Partner Liaison - Equipment, stepped up to be the Chair of the Golf Tournament Committee and is extremely motivated to get participation to an all-time high! He's put a challenge out to other vendors to sponsor and to directors to sign up to play. Contact Myron if you're interested in playing with us on the 28th! More information on his challenge to, as well as details of the course will be posted on the website shortly.

This year's Tour will be at the EcoLab facility and promises to be one of our best ever. Those that have been just rave about it and Barbara Kane of EcoLab is eager to share the plant with attendees. This tour is not to be missed! Make sure you let us know if you're going to attend on Wednesday, August 31, so we can have accurate numbers for planning.

And the last thing I want to mention about the conference for now is to check the Tentative Agenda on the Conference Page of the ACFSA website often as we shape the program. We have great educational sessions, outstanding motivational speakers and ample networking opportunities planned.

That brings me to the new ACFSA Webinar Series. We had our second webinar in January and it was another huge success! The topic was Disaster

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Preparedness. Jo Miller, MPH, RD and Emergency Nutrition Consultant was the speaker and we had great participation from all over the country and into Canada.

For those of you that did not have a chance to attend live, remember that it is available to you on the Member's Only section of the ACFSA website. All previous topics are available and posted there, too. Go to the Resources pull-down tab and find Webinars. You must be signed in as a Member. Don't remember your Password to sign in? No problem! Simply click on the forgot my Password tab and it will send it to you. This is another great benefit of membership, so make it a point to utilize it!

Stay tuned for the next Webinar to be held in April.

In closing, I want to make sure that you are aware of a few of our member's being chosen to speak at some very prestigious Conferences to open the year. First, ACFSA President, Laurie Maurino, has been chosen to speak at this year's National Restaurant Association (NRA) Show in Chicago, IL to be held May 21 through 24, 2016. She has created a

presentation called "Is Orange the New Black For Real? Correctional Food Service Trends." It will explain how we do food service behind the prison walls and some of the challenges that we face. This should be an excellent session and the NRA is always an outstanding show, so I hope you will make plans to attend.

Robin Sherman and Phil Atkinson submitted and were awarded a session for the National Sheriff's Association (NSA) Conference 2016 Annual Conference, June 25-29, 2016 in Minneapolis, Minnesota. "The Hidden Cost of Food Service - Mitigate the Risk!" is the topic and I urge you to be there, if possible, to support Robin and Phil!

If you or any of your people will be doing any speaking engagements, let us know so we can promote and recognize the accomplishment!

Thank you for taking the time to read this column. I hope the rest of the winter goes well and I will see you again on the pages of INSIDER in the Spring edition!

Norovirus... Dietary Interventions

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

ACFSA held its first webinar recently on Norovirus. This was presented by Ruth L. Petran, PHD Vice President, Food Safety & Public Health for ECOLAB. The timeliness of this topic was spot on given the recent outbreaks (that have followed) in a popular restaurant chain and among college students in Boston. The webinar topic prompted a query to ACFSA about the dietary needs for one who has been affected, so I thought addressing nutritional care related to our environment would be beneficial for both diet and food supplies.

For those who haven't heard the webinar, it is available to hear and download the PPT from the ACFSA Website in the Member's Only Section.

Symptoms and Transmission

The most common symptoms of Norovirus can be acute and continuous with nausea, vomiting, diarrhea and abdominal pain, presenting 12 to 48 hours after exposure. Other symptoms include fever, headache and body aches, similar to flu-like symptoms (but it's not the flu), sometimes known as 'acute gastroenteritis'. The duration can last one to three days. (Source CDC.gov, accessed 12/15/15)

Given it can be spread from person-to-person and is highly contagious, a correctional facility can be a prime environment for a major outbreak, should one occur. Other means of exposure are through food or water contaminated by fecal matter. Regardless of the means, an outbreak in a correctional facility can majorly impact all disciplines of the facility.

Norovirus does not discriminate among populations; anyone can be infected. It can have a greater impact on the elderly and children. Also, one can become infected more than one time. Proper handwashing and hygiene are the best ways to help prevent Norovirus.

Diet Guidance and Intervention

There isn't a specific 'Norovirus diet', but there are dietary concerns to address related to the symptoms of nausea, vomiting and diarrhea, of which we should be aware. Vomiting and diarrhea can lead to dehydration which can lead to electrolyte imbalance.

Symptoms of dehydration include reduced urination, dry mouth and throat, and feeling dizzy or lightheaded when standing up.

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Electrolytes keep our bodies in fluid balance and impact (intra and extra) cellular balance. Sodium and potassium are two major electrolytes that impact the fluids in and out of cells. Electrolytes are also important for muscular contraction and generating energy.

Dietary interventions would start with ice chips, followed by clear beverages and other clear liquids (those you can see through), such as broth and gelatin, as tolerated. All diet progressions would be via a medical diet order.



Sports drinks (containing electrolytes) and other caffeine-free and alcohol-free beverages are good sources to replenish fluids and electrolytes. Consideration must be given to beverages with high sugar content, such as soda pop as this can exacerbate the diarrhea.

Over-the-counter rehydration fluids may be an option to replenish electrolyte loss. These work best for mild dehydration. This would be an item medical would provide, not a food service item.

After symptoms subside, one can transition from liquids to a normal healthy diet as tolerated, as ordered by the medical department.

Diet progression guidelines per the Academy of Nutrition and Dietetics Nutrition Care Manual are as follows:

- After vomiting stops
 - 1 tsp ice chips every 10 minutes, increasing to 1 tablespoon every 20 minutes. This is recommended for adults and youth older than 3 years of age.
 - Small amounts of clear liquids, as tolerated.
- After 8 hours of no vomiting
 - Incorporate solid foods.
 - Try one food at a time, in small quantities.
 - Begin with odorless foods (in case of nausea).
 - Select foods that are low in fat and fiber.
 - Suggested solid foods:
 - Applesauce, bananas
 - Juices
 - Sherbet
 - Yogurt
 - Baked chicken/lean meat, eggs without added fat
 - Dry toast, crackers, rice, pretzels, rice cereal

Once solid foods are tolerated, the diet can be progressed to the main population menu, again per medical notification.

Foods to avoid if nauseous or vomiting:

- High fat or fried foods
- Foods high in fiber – whole grain bread, oats, bran, legumes
- Gassy foods - legumes, broccoli, cabbage, cauliflower
- Foods with strong odors

Most institutions serve many of the food items noted above. For those that do not, it may be due to security mandates, cost factors, or tray logistics.

Continued on Page 14

Not only are food items a consideration, but so are trays and eating vessels. Many institutions have only compartmented trays. Some have soup bowls. Disposable cups, bowls and lids may be needed to accommodate liquids that aren't pre-portioned.

It is important to keep the lines of communication open with administration and the medical department if an outbreak should occur within the institution as all disciplines will be impacted.

Notable News

On the subject of Child Nutrition regulations, this is ongoing with the Academy of Nutrition and Dietetics' Washington DC office. The consideration to give RCCIs the option for National School Lunch Program/School Breakfast Program (NSLP/SBP) or Child and Adult Care Food Program (CACFP) participation is still open. While the CACFP offers more flexibility, it offers less in reimbursement. I will continue to keep you apprised of the progress.

I was recently appointed to the Consumer Protection and Licensure Sub-committee (CPLS) of the Academy of Nutrition and Dietetics. For those exploring multiple licenses and policy to practice dietetics, this is the subcommittee that addresses licensure and public policy. The CPLS is a subcommittee of the Legislative and Public Policy Committee (LPPC) that guides the strategy of the Academy's advocacy and public policy work in the area of consumer protection and licensure which is consistent with the Academy's mission and vision. While licensure requirements for RDNs are different in each state, and some states still don't have licensure, it is my hope to address the varying requirements for those states that do have licensure and to standardize some of the licensure requirements.

ACFSA Networking Discussion Group Information

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

DHCC EML

Dietetics in Health Care Communities (DHCC) 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. Emails communicated through this group are sent through a private email address for DHCC members only. To join, visit www.DHCCdpg.org or contact Julie Driscoll at jdriscoll@bop.gov. There are many member benefits including networking, publications and continuing education credits.



ACFSA - Association of Correctional Food Service Affiliates

Boundary Violations, Power, Connection and Responsibility

Dr. Susan Jones, Retired Warden, Colorado Corrections

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

At our most recent International Conference in August, 2015, we had the pleasure of having Dr. Susan Jones speak with us on Boundary Violations. Dr. Jones retired from Colorado Corrections after 31 years of service. She began her career in corrections in 1981 as a Community Corrections Counselor. In 1985 she entered the Department of Corrections as a Correctional Officer at the Fremont Correctional Facility. She then moved up through the ranks as a Sergeant, Lieutenant, Administrative Manager, and Associate Warden until her appointment as Warden. She served as the warden at the San Carlos Correctional Facility; LaVista Correctional Facility; Colorado State Penitentiary; Centennial Correctional Facility and Fremont Correctional Facility. During her career she has worked with male and female inmates, at all custody levels. Her assignments included training, programs, custody/control, administration, and case management.

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

If you are looking for a great corrections speaker, I recommend Dr. Susan Jones. She traveled to Michigan,

in November, to teach Canteen's correctional kitchen supervisors on "Boundary Violations in Correctional Facilities."



According to Dr. Jones, boundary violations are one of the most significant leadership and policy concerns in the field of modern corrections. The power of the correctional culture and structure make it difficult to understand why employees become involved in boundary violating behavior. In addition, rules, laws, and education exist to repeatedly inform correctional employees and volunteers about the consequences of such behavior. So why do these incidents continue to occur? Some correctional professionals believe these violations are the result of hiring the wrong person—the Bad Apple Theory. This type of thinking implies that the individual knowingly violated clearly established rules and the individual was the problem. However, the issues of power and connection have not been fully explored. Dr. Jones presents information that begins to address these issues. Additionally, responsibility of preventing boundary violations is addressed from an organizational and personal perspective. The roles of co-workers and supervisors are also explored.

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KEYNOTE PRESENTATIONS



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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 7 Habits of Exceptional Leadership” with **ADAM LINQUIST as TEDDY ROOSEVELT**

In times of challenge, America finds leaders who can embrace and lead us in the challenges of change. Learn how you can lead your team and motivate yourself using the skills of Theodore Roosevelt, our 26th President. His words and principles of the 7 habits of exceptional leadership ring as true today as they did then. Presented by Three Time National Champion, Adam Lindquist, Theodore Roosevelt repriser. His persona as the President is so remarkable it will have you believing you met the amazing President in person!

*“People ask the difference between a leader and a boss ...
The leader works in the open, and the boss in covert. The leader leads, and the boss drives.”*
— Theodore Roosevelt



**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

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

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 23, 2016	Late July 23 - On-Site	Amount Due
	ACFSA FOOD SERVICE, INSTITUTIONAL OR RETIRED	\$275	\$325	\$375	
	ACFSA NON-MEMBER FOOD SERVICE EMPLOYEES ONLY NO EXCEPTIONS**	\$350	\$400	\$450	
	GUESTS (INCLUDES FRIENDS, RELATIVES, ONLY)	\$150	\$175	\$225	
	ONE DAY MEMBER AND NON-MEMBER DOES NOT INCLUDE BANQUET FOOD SERVICE EMPLOYEES ONLY - NO EXCEPTIONS** <small>PLEASE SPECIFY DATE: SUN MON TUES WED</small>	\$95	\$120	\$150	
	VENDOR SHOW ONLY FOOD SERVICE EMPLOYEES ONLY - NO EXCEPTIONS**	\$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 ECO LAB	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, 2015 AT 1:00 P.M. BADGES, PROGRAMS AND OTHER MATERIALS WILL BE PROVIDED AT THAT TIME. PLEASE BE AWARE THAT NO CONFIRMATIONS WILL BE SENT.

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 _____



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 _____

Corner Booths \$50 Additional Number of Booths _____ Number of Corner Booths _____ Total _____

NON- Member \$1725 each Booth** _____ +\$50 _____ = Total Amount _____

Corner Booths \$50 Additional 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 _____ Total _____
Exclusive Sponsorship Opportunities are available! Call (818) 843-6608 or visit www.ACFSA.org for details.

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: Made Payable to ACFSA: 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**

Mall of America Facts

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

Since the 2016 International Conference is being held at the Radisson Blu and connected to the Mall of America there are several facts about the Mall of America that you may not know:

- The walking distance around one level of Mall of America is 57 miles.
- There are 8 acres of skylights that allow about 70% of the natural light to enter the Mall
- 4.3 miles of total store front footage (with more being built)
- You could fit 7 Yankee Stadiums inside the Mall of America
- There are 27 rides and attractions in Nickelodeon Universe®
- You could fit 32 Boeing 747s inside the Mall
- There are 30,000+ live plants and 400 live trees climbing as high as 35 feet tall in Nickelodeon Universe and It took 65 semi-trucks to transport trees to the theme park to create the outdoor feel of an indoor park
- It is constantly 70 degrees inside Mall of America whether its spring, summer, winter or fall
- It would take you 86 hours to complete your visit to the Mall, if you were to spend just 10 minutes in each store
- 100+ pounds of food are fed daily to animals at SEA LIFE Minnesota Aquarium - plus 90 extra pounds on the days the sharks are fed
- You could fit 258 Statues of Liberty inside the Mall
- Over 7,000 weddings have been performed at Mall of America
- There are 11,000 year-round employees at Mall of America (13,000 during peak periods)
- There are 12,550 on-site parking spaces at Mall of America in two ramps
- 32,000+ tons of trash recycled each year from the Mall
- 170,000+ Legos have been lost in the LEGO play area
- 1.2 million-gallon aquarium at SEA LIFE™ Minnesota Aquarium
- There are 40 million visitors annually to the Mall which is more than the combined populations of North Dakota, South Dakota, Iowa...and Canada
- Over 130 million rides ridden in the park since opening
- The Mall cost over \$650 million to build
- If Mount Rushmore was divided into individual monuments, a president could reside in each of the Mall's four courts

The best fact for you shoppers to remember is.....

- There is no sales tax on clothing in Minnesota!





2016 Policy Letters, Nomination Forms and Applications

INSTRUCTIONS AND FORMS

Included Within

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

► INSTRUCTIONS

Read the applicable policy letter carefully.

Separate form from this booklet.

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

*Return the completed form postmarked by **Mar 1, 2016** in the manner prescribed in the pertaining policy letter and on the form itself.*

*All application/nomination forms must be sent by **March 1, 2016** to the ACFSA Office, PO Box 10065, Burbank, CA 91510*

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

► POLICY LETTER

Scholarship Program Guidelines

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

I. ACFSA Sponsored Scholarships

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

II. Criteria for Application

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

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

III. Criteria for Award/Selection

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

Continued on next page.

IV. Time Frames for Scholarship Policy

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

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

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

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

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

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

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



► POLICY LETTER

Correctional Food Service Operator of the Year

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

I. Operator of the Year

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

II. Criteria for Application

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

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

III. Criteria for Award/Selection

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

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

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

► POLICY LETTER

Correctional Food Service Employee of the Year

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

I. Correctional Food Service Employee of the Year

- A. The recipient of the one International Correctional Food Service Employee of the Year Award will receive up to \$1,000 for travel and expenses to attend the ACFSA International Conference and receive the award.
- B. Those who apply for but do not receive the International Employee of the Year Award will be considered for the Employee of the Year Award in their respective regions. The top rated person in each Region who does not receive the International Award will be named the Food Service Employee of the Year for their region at the International Conference. This is not a monetary award. Winners will be presented with an engraved award and will receive recognition both at the International Conference banquet and in ACFSA's INSIDER Magazine. If any of these award winners are unable to attend the banquet, arrangements will be made for the award to be presented within their agency, institution or chapter.

- C. Recipients of this award are line staff (coordinators, cooks, etc.) or persons not eligible for the Correctional Food Service Operator of the Year Award.
- D. This award is nontransferable and must be used by the recipient in the year awarded and for the purpose intended.

II. Criteria for Application

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

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

III. Criteria for Award/Selection

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

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

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

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

The Heroism Award

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

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

The deadline for submission for the 2016 Heroism Award is **March 1, 2016**.





The Association of Correctional Food Service Affiliates

2016 SCHOLARSHIP APPLICATION

PLEASE FILL OUT BOTH SIDES COMPLETELY, SIGN AND MAIL TO ACFSA HEADQUARTERS,
PO BOX 10065, BURBANK, CA 91510 (818) 843-6608 FAX: (818) 843-7423

MUST BE POSTMARKED OR SUBMITTED ELECTRONICALLY TIME-STAMPED ON OR BEFORE MARCH 1, 2016.
YOU MAY SUBMIT THIS FORM ON-LINE AT WWW.ACFSA.ORG

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

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

APPLICATION FOR REGION _____ SCHOLARSHIP

Name _____

Title _____

Home Address _____

City _____ State _____ Zip _____

Home Phone _____ Email _____

EMPLOYMENT

Current Position _____ Since _____

Facility _____

Address _____

City _____ State _____ Zip _____

Work Phone Number _____

Facility Head _____ Title _____

Immediate Supervisor _____ Title _____

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

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

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

PROFESSIONAL PARTICIPATION

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

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

How many International ACFSA Conferences have you attended? _____

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

YES NO Position(s) _____

Date(s) of Service _____

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

YES NO Location(s) _____

Date(s) of Service _____

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

YES NO Specify Committee(s) _____

Position(s) _____

Date(s) of Service _____

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

YES NO Publication _____ Date of Article _____

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

YES NO Topic, Association and Date(s) _____

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

ACFSA Certified Correctional Foodservice Professional Dietary Manager's Association Certificate or License

ACFSA Certified Correctional Food Systems Manager Certified Chef

Registered Dietitian Other Certification - Specify _____

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

FOOD Final Decision **EQUIPMENT** Final Decision

(check only one) Strong Influence (check only one) Strong Influence

Limited Influence Limited Influence

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

Applicant Signature _____ Date _____

Signature of Supervisor/Agency Head _____ Date _____

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

SEND COMPLETED FORMS TO: ACFSA Headquarters, PO Box 10065, Burbank, CA 91510 OR FAX COMPLETED FORMS TO: (818) 843-7423 ▲ Questions? Call (818) 843-6608 ▲ www.ACFSA.org

MUST BE POSTMARKED OR ELECTRONICALLY TIME-STAMPED BY: MARCH 1, 2016



The Association of Correctional Food Service Affiliates

2016 OPERATOR OF THE YEAR

NOMINATION FORM

PLEASE FILL OUT COMPLETELY, SIGN AND MAIL TO ACFSA HEADQUARTERS,
PO BOX 10065, BURBANK, CA 91510 (818) 843-6608 FAX: (818) 843-7423

MUST BE POSTMARKED OR SUBMITTED ELECTRONICALLY TIME-STAMPED ON OR BEFORE MARCH 1, 2016.
YOU MAY SUBMIT THIS FORM ON-LINE AT WWW.ACFSA.ORG

THE RECIPIENT WILL BE A MANAGER DIRECTOR ADMINISTRATOR

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

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

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

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

Name of Nominee _____

Title of Nominee _____

Agency/Institution _____

Address _____

City/State/Zip _____

Phone _____

Signature of Supervisor _____

Date _____

Phone of Supervisor _____

Name of Nominator _____

Title of Nominator _____

Agency/Institution _____

Address _____

City/State/Zip _____

Phone _____

Email _____

Date _____

SEND COMPLETED FORMS TO: ACFSA Headquarters, PO Box 10065, Burbank, CA 91510

OR FAX COMPLETED FORMS TO: (818) 843-7423 ▲ Questions? Call (818) 843-6608 ▲ www.ACFSA.org

MUST BE POSTMARKED OR ELECTRONICALLY TIME-STAMPED BY: MARCH 1, 2016



The Association of Correctional Food Service Affiliates

2016 EMPLOYEE OF THE YEAR

NOMINATION FORM

PLEASE FILL OUT COMPLETELY, SIGN AND MAIL TO ACFSA HEADQUARTERS,
PO BOX 10065, BURBANK, CA 91510 (818) 843-6608 FAX: (818) 843-7423

MUST BE POSTMARKED OR SUBMITTED ELECTRONICALLY TIME-STAMPED ON OR BEFORE MARCH 1, 2016.
YOU MAY SUBMIT THIS FORM ON-LINE AT WWW.ACFSA.ORG

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

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

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

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

Name of Nominee _____

Title of Nominee _____

Agency/Institution _____

Address _____

City/State/Zip _____

Phone _____

Signature of Supervisor _____

Date _____

Phone of Supervisor _____

Name of Nominator _____

Title of Nominator _____

Agency/Institution _____

Address _____

City/State/Zip _____

Phone _____

Email _____

Date _____

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MUST BE POSTMARKED OR ELECTRONICALLY TIME-STAMPED BY: MARCH 1, 2016



The Association of Correctional Food Service Affiliates

2016 HEROISM AWARD

NOMINATION FORM

**PLEASE FILL OUT COMPLETELY, SIGN AND MAIL TO ACFSA HEADQUARTERS,
PO BOX 10065, BURBANK, CA 91510 (818) 843-6608 FAX: (818) 843-7423**

**MUST BE POSTMARKED OR SUBMITTED ELECTRONICALLY TIME-STAMPED ON OR BEFORE MARCH 1, 2016.
YOU MAY SUBMIT THIS FORM ON-LINE AT WWW.ACFSA.ORG**

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

NOMINEE INFORMATION

Name _____

Company _____

Phone _____

Fax _____

Email _____

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

NOMINATOR'S INFORMATION

Name _____

Company _____

Phone _____

Fax _____

Email _____

Thank You Letter

By Roger Burczyk, Jr.



Hello All,

Last year, I received a scholarship to attend the International Conference. I would like to send out a big “THANK YOU” to all the scholarship donors from the 2015 International Conference in Niagara Falls, NY. It was a fantastic learning and networking experience, all week long.

This was the 4th International Conference that I have been able to attend since joining ACFSA in 2007. ACFSA has been a huge asset to me, not only with my career, but also my personal development. I have learned so many new things from the members, various sessions at the conferences, all the info and articles in the INSIDER Magazine and all the info from the ACFSA website.

I have been on the Northern Lakes Board since 2009. I am now the Chapter President for Northern Lakes. In the future, I would also like to move up to the International Board. I believe in the ACFSA mission and would like to help take this association even further than it has already come. I am very proud to say I am a member of ACFSA and that I’m active through the association. I have met some great people throughout my years with ACFSA, which now I call my friends.

In closing, thanks again. If it wasn’t for the vendors, some of these scholarships would not be available. The ACFSA Conferences would not be possible without the help from all the members who put the extra work into the planning. If I could give anyone advice, it would be to attend the International Conference, if you haven’t already. I HIGHLY SUGGEST IT! There are so many different awards that are given out at every conference. There are also scholarships that are offered from International, Chapter and even some vendors.

I look forward to next year’s conference in Minnesota at the Mall of America!
Hope to see you there!!

Much Appreciation,

Roger Burczyk Jr

Vegan Whole Wheat Muffins



Submitted by Rob McAfee, Food Services Manager, Lincoln County Sheriff's Office, and ACFSA Pacific Northwest Chapter President

DRY INGREDIENTS:

- 1 gallon whole wheat flour
- 1 ½ gallons + 2 cups TVP
- 2 quarts dry oats
- 1/3 cups + 2 Tablespoons baking powder
- 1 quart dry non-dairy creamer
- 1 quart sugar
- 1 quart Brown Sugar
- 3 Tablespoons salt
- ½ cups cinnamon

WET INGREDIENTS:

- 2 quarts Water
- 3 cups orange juice
- 1 quart + ¼ cup Canola Oil
- 2 cups + ¼ cup vanilla
- 3 cups fruit juice from canned fruit

Preparation:

Preheat your oven to 350 degrees. Lightly oil your muffin pan. In mixer, stir dry ingredients together. Mix the wet ingredients in a small plastic container and pour into the dry ingredients. Stir together until batter is wet, but be careful not to over mix. Use a **RED** scoop and fill muffin pans quickly. Use the bottom edge of the scoop to make a hole for the fruit and fill with one **GRAY** scoop. Bake for 23 minutes at 350 degrees.

You **MUST MAKE 4 BATCHES TO COMPLETE THIS RECIPE**. Make each batch and combine in a large tub. Scoop into muffin pans all at once. The recipe **MUST BE PRECISE!!!!**

Nutrition Facts	
User Entered Recipe	
11 Servings	
Amount Per Serving	
Calories	773.7
Total Fat	21.8 g
Saturated Fat	1.7 g
Polyunsaturated Fat	6.2 g
Monounsaturated Fat	12.1 g
Cholesterol	0.0 mg
Sodium	617.6 mg
Potassium	198.3 mg
Total Carbohydrate	113.6 g
Dietary Fiber	15.9 g
Sugars	53.8 g
Protein	33.9 g
Vitamin A	0.2 %
Vitamin B-12	0.0 %
Vitamin B-6	0.5 %
Vitamin C	8.3 %
Vitamin D	0.0 %
Vitamin E	20.8 %
Calcium	8.5 %
Copper	3.1 %
Folate	0.6 %
Iron	7.1 %
Magnesium	1.8 %
Manganese	10.9 %
Niacin	0.3 %
Pantothenic Acid	0.2 %
Phosphorus	1.0 %
Riboflavin	1.3 %
Selenium	0.7 %
Thiamin	4.6 %
Zinc	0.2 %

*Percent Daily Values are based on a diet of 2,000 calories. Your daily values may be higher or lower depending on your calorie needs.

A Passion for Food at the Southern Maine Reentry Center

Submitted By Krista Okerholm



I have a passion for food. It started in high school in my vocational arts program. Then I went on to Baltimore International Culinary College, trained in Ireland with chefs from all over the world studying epicurean cooking. Then came my externship in Washington DC at the Capital Hilton. I cooked at events such as the Preakness at the Pamlico Raceway as well as for the House of Representatives, the Senate, and President Bill Clinton to name a few.

What I try to do with the residents at SMRC is bring the same passion I have to them. Almost nothing is



off limits for the gals to experiment with in our tiny kitchen in Alfred. We then feed all our creations to the staff and residents in hopes that we will pass on and create new flavors, textures, and aesthetics for our facility. We get our farm fresh vegetables and fruits from the Brothers of Christian Instruction, who allowed our CTI Mark Welch to farm the land, teach gardening, and supply our kitchen with the freshest seasonal produce.



My goal for our residents that work in food service is to broaden their horizons, improve food appreciation, and be able to work in the hospitality industry, providing nutritious meals for their families on a budget. They also get a chance to work on their math skills to cost everything out--from a catering event to a per-plate portion. I try to focus on planning, timing, quantities, food safety, alternatives, and plate presentation. Whenever possible, we focus on a particular food, which is where our catering takes us. I also instill assertiveness within the kitchen, and to teach the gals not to be afraid of experimenting.

Continued on Page 34



Recently, we experimented with recipes for homemade Pennsylvania Dutch cinnamon buns we served at the York County Managers breakfast meeting. We tested different recipes until we all decided which one was best. Teaching the art of setting up the buffet table helped involve the entire community. Residents sewed basket liners and runners to color coordinate the tables, which made the display pop.

Our gals were filled with a sense of excitement, using their abilities to pull together the plan, execute it, and accomplish three catering jobs in a week, providing 75 meals three times a day to SMRC without an interruption.



This fall we will be catering events such as the 110th birthday of the Parsons Memorial Library, the Bi-Annual Adult & Juvenile Female Offenders Conference - Waves of Change – Oceans of Possibility, making

homemade favors of gourmet chocolate truffles and creating a Viennese sweets buffet.



If you are interested in having us cater an event, please call 490-5205, we will be happy to provide a menu of your liking and budget. If you are in York County, please stop in and have lunch with the staff and residents of Southern Maine Reentry Center.



Perseverance is Prevalent

By Robert Pemitz, ACFSA Region I Director



I read a recent college graduate blog the other day. It talked about the moment she was in. It started with where she was the year before, with her returning to college for her senior year leaving an internship in a large city. Beginning the internship that previous summer she had all the fears of anyone leaving home for the first time. At that moment she believed that was the hardest thing she had ever done. It wasn't very long in the story before she fast forwarded to the current day. She had graduated; she received a job in the same large city where she had first tasted independence. This time she did not have the security of mentors that came with the internship. She had begun the realities of life. She was an adult with adult responsibilities. She had a job that required her to be there daily. She had an apartment that required attention and rent. She had utilities and like most recent graduates she had loans to repay. While reading her extravert I thought of my life's journey and these three words came to mind "perseverance is prevalent."

My story in parts is the same as this young lady but very different in many aspects. Please allow me to explain. I left home at a much younger age, without a college education. I accumulated bills but my direction was not clear. I worked a couple of jobs that I knew were not career worthy. I washed pots & pans and worked in factories and on assembly lines. It wasn't until a friend came to me one day and asked

would I be interested in becoming a cook in training, and it wasn't until then I found something that I thought I could make a career.

I have always been a creative person. Drawing and painting is still a passion of mine. Once I started cooking I saw the challenges and the creativities in cooking. Because I am a creative person, I believe everyone has the need to create. I believe we create daily in everything we do. Management orchestrates employees daily to achieve routine tasks. In everything we do we paint a picture for others to see. We give direction, we build, we encourage in hopes that the finished product will be gallery worthy.

Where are you in your artist adventure? How many of us thought we would be painting our life portrait in a correctional facility? Talk about orchestrating an artistic adventure? We take what society has deemed unacceptable. We give directions in hopes that they will become passionate about the end product. We hope that just for a moment they will be part of a masterpiece; the challenging career we have chosen. We hope we will create sparkle, a thought that turns them in a direction acceptable to themselves and ours. With that sparkle or thought we hope they build on their creative passions. We hope that something we say or the direction that we lead will make them want to do better. Does it work? Most of the time "No" but there are times when a sparkle from our creative endeavors shows up and in that moment you feel you are where you should be. So is this rewarding? That's something you must decide for yourself.

So what is on your palette today? Is there a masterpiece in the works? Life's palette is a continuous change of events. Each day we are faced with many unforeseen obstacles. And just like that college graduate they all are scary. We start each day as an artist starts a painting with a vast array of colors. We build slowly.

Continued on Page 36

We make mistakes and we learn from our mistakes. As the years pass we fall into a sense of complacency. Our desire to create does not stop with the obstacles in life, eventually we come to the realization that those obstacles have given a vast array of knowledge to offer others. In time we accept life challenges, that is when we start to help others. We play it forward by teaching and lifting people up. Even the deemed unacceptable people of society.

Back to the similarities in my journey. I have faced many obstacles and even with those obstacles I was able to return to college and accumulated all the debts of a college education. I also received a couple credentials in my chosen career. They were paid for with monetary and labor requirements. Life mirrors the journey that an artist takes when they are creating a piece of art work. Just as an artist builds

on an artistic adventure, life is a building process. This young lady will learn every journey will be faced with challenges and change.

How do we survive? We are persistent. We take action. We live through the difficulties and the setbacks. We seek to improve. We accept that change is constant. We ride the waves of change and reach for its positive effect.

Just as change is constant a new wave is constant. One always follows the other. The Region I Committee has arranged its color palette and is working on its next artistic adventure for the Region I Conference April 8 - 10, 2016. The committee has a group of speakers that is going to make this artistic adventure gallery worthy. Please join us in "Riding the Waves of Change" in Virginia Beach, VA.

Getting the Most Out of Your Membership

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

Being a member of the ACFSA already shows that you are serious about your profession but are you utilizing all your benefits which are included in your annual membership? For some, a subscription to a correctional food service magazine might be enough and worth the price of the annual membership. For others, there is much more that the membership has to offer, such as:

1. Contact information for over 600 ACFSA members in the United States, Canada, and expanding to several other countries. (Wow, what a network!)
2. A one of a kind discussion board. Got a question pertaining to correctional food service? Post it on the discussion board and I doubt you will stump anyone.
3. Local, Regional, and International training opportunities as well as leadership opportunities.
4. Two certification programs that will help you grow professionally and prepare you for advancement opportunities.

You can also keep up with the latest in our profession by visiting the ACFSA website; follow ACFSA on Facebook, Twitter, and LinkedIn. Your membership is what you make of it so don't be satisfied with just receiving the Quarterly Insider. There is so much more for you to learn and grow as well as sharing your knowledge with other members. We all like to learn and share ideas with one another and it is sure nice to know that we actually don't live on an island when it comes to our profession.

ACFSA Region I Conference Agenda

“Riding the Waves of Change”

Virginia Beach, Virginia

April 08 – 10, 2016

Friday – April 08, 2016

12:00 – 2:00 Lunch with Keynote Speaker Chris Thrash Motivational Speaker (1:00 – 2:00),
Dare to Dance: Building a Service Culture of Excellence
2:00 – 2:15 Break
2:15 – 3:15 Mike Seville, DOC Headquarters, Staying Afloat When the Waves of Change Get Heavy
3:15 – 5:15 Vendor Show with Beach Theme

6:00 – 8:00 Vendor Reception w/heavy hors d'oeuvres

Saturday – April 09, 2016

7:30 – 8:45 Breakfast in Restaurant
8:45 – 9:45 Eric Lawton, Asst. National Food Service Administrator, Federal Bureau of Prisons, Paddle In!!
9:45 – 10:45 Linda Mills, MBA, RDN, FADA, Corporate Dietitian, Community Education Center,
Riding the Waves of Change with Communications
10:45 – 11:00 Break
11:00 – 12:00 Rob Zachrich, JonesZylon, Change Management
12:00 – 1:15 Lunch
1:15 – 3:15 Susan Prillaman, VA Cooperative Extension Trainer, Riding the Waves of Change in Food Safety
and Sanitation
3:15 – 3:30 Break
3:30 – 5:00 Liz Thornton, Corrections Operations Administrator, Collision: Food Service & Innovation

6:30 – 8:00 Land and Sea Dinner w/door prize drawings

8:00 – 10:00 Entertainment

Sunday – April 10, 2016

7:30 – 8:45 Breakfast in Restaurant
8:45 – 10:45 Keynote Speaker, Chris Thrash - Motivational Speaker,
Generations: Veterans, Boomers, Xers & Millennials Working Together to Create Service Culture Excellence
10:45 – 11:00 Break
11:00 -12:00 Jessica Harlow, Albemarle/Charlottesville Regional Jail, Cut Throat Kitchen Competition
12:00 – 1:30 Lunch
1:30 – 3:00 Gequetta Murray-Key, ACRJ, Inspirational Speaker, What Do I Bring to the Table?
3:00 – 3:15 Closing Remarks /certificates

Come Join the Fun!!

ACFSA REGION I CONFERENCE

VIRGINIA BEACH, VA

APRIL 8-10, 2016

“Riding The Waves of Change”

Sheraton Virginia Beach Oceanfront Hotel



COME JOIN US FOR OUR THIRD ANNUAL REGIONAL CONFERENCE IN BEAUTIFUL VIRGINIA BEACH. WE HAVE LOTS OF NEW AND EXCITING SPEAKERS THIS YEAR THAT WILL BE DISCUSSING A VARIETY OF TOPICS THAT WILL HELP YOU DEAL WITH THE EVER INCREASING CHANGES IN OUR PROFESSION. ENJOY SAMPLING PRODUCTS AT OUR VENDOR SHOW, HAVE FUN WITH OUR ENTERTAINMENT LINE UP, DINE WITH US AT CATERED MEALS, AND CHALLENGE YOUR PEERS IN OUR “CUTTHROAT KITCHEN” COMPETITION

Tear-off Form Title

ACFSA – REGION I

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1874 MARENGO ROAD

LACROSSE, VA 23950

justin.webb3@vadoc.virginia.gov

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Credit Card # _____ Exp. date _____

Signature _____

Early Registration Until march 5th

PRICE QTY

\$75.00 _____

Regular Registration After March 5th

\$85.00 _____

Please make checks payable to VA ACFSA.

Use this link for hotel reservations:

[Association of Correctional Food Service Affiliates](#)

Hotel rate is for either 1 day or all days, same rate for any guests that you bring.

Did You Know..... Ebola

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

CDR Mitchel Holliday, Federal Bureau of Prisons Chief Dietitian, has firsthand experience with Ebola virus disease (EVD) in Africa during the past year and provided answers to five questions during a recent interview. Opinions expressed in this interview do not necessarily represent the opinions of the Federal Bureau of Prisons or the Department of Justice.

1. How does Ebola impact food service?

Patients that are being screened for Ebola virus disease (EVD) or those who have EVD, should really not impact food service any more than any other ill or critically ill patient. Medical providers of these patients should be using the World Health Organization (WHO) Interim guideline: Nutrition care of children and adults with Ebola virus disease in treatment centers to determine patients' feeding phase and corresponding nutritional needs.

2. What training do we need to provide our employees in food service?

Most EVD symptoms have a direct or indirect impact on nutrition including a lack of appetite, sore throat, and difficulty in swallowing and breathing which may interfere with nutritional care. Food service staff needs to be aware that depending on the severity of the illness, diet prescriptions may need to be modified frequently to continually attempt to provide patients the most sustained opportunities for optimal food and fluid intake. Diet prescriptions may change frequently and the food service staff needs to be flexible and responsive to these changes.

3. What are the nutritional needs of the Ebola patient?

The (WHO) Interim guideline: Nutrition care of children and adults with Ebola virus disease in treatment centers thoroughly outlines the nutritional needs of EVD patients. It provides a decision tree to help ascertain patients feeding phase and corresponding appropriate nutritional needs.

4. What are the lessons learned from your experiences?

Food service basics are the same no matter where you are. Consideration to medical needs, being culturally sensitive, and the quality of the food you offer is always important, however, the serving of safe food is still the top priority every meal every day.

5. What resources are available to learn more?

The Centers for Disease Control and Prevention has a wonderful website on EVD available at <http://www.cdc.gov/vhf/ebola/>. For more information on the clinical nutrition management of EVD the WHO interim guidelines are available at: http://www.who.int/nutrition/publications/guidelines/nutritionalcare_ebolavirus_recommendations/en/

Waste Not.....

By Frank E. Celli

**“This article reprinted courtesy of the American Jail Association
(July/August 2015 American Jails magazine).”**



Across the country, correctional leaders are challenged with operating at maximum efficiency while meeting the expectation of providing quality services in a time of limited resources. These challenges range from rising energy costs, increased water use, and growing food requirements, to ongoing education and training for inmates to help them transition successfully back into their communities. Although many of these challenges may seem daunting, some of the most innovative and greatest cost-savings solutions can be found in the “greening” of corrections facilities by making them more environmentally friendly.

Introducing sustainable practices at correctional facilities provides the multiple advantages of protecting the environment, saving taxpayers money, and modeling positive practices for inmates. The benefits of greening correctional facilities are both short and long term;

- Fewer resources will be consumed.
- Less pollution will be created.
- Healthier environments will be established for the inmates, staff, visitors, and administrators.

A sustainable model for corrections goes beyond facilities and operations. It needs to be tied to a comprehensive strategy that provides access to viable hands-on training and job opportunities for inmates and encourage them to become productive citizens in an emerging green economy.

RECYCLING FOOD WASTE

One key strategy for corrections facilities to start becoming greener is to recycle the food waste produced by inmates and staff. Every year more than two billion tons of waste is generated in the United States – and food waste constitutes more than one-third of that amount. The disposal of food waste is both complicated and costly, and the recent trend of jurisdictions implementing food waste restrictions and bans is making sustainable alternatives not only a social responsibility, but a requirement.

The traditional disposal method of food waste is outdated and inefficient. Currently, food waste is transported by trucks, which burn diesel fuel, and then buried in landfills, which are quickly running out of space. Not only is this process unsustainable, it is costly and cumbersome. Thankfully, several alternative on and off-site solutions offer innovative disposal methods. Some even measure the amount of waste produced to provide organizations the information they need to eliminate waste altogether.

COMPOSTING.

Once the most common options for disposing of organic waste, composting is done both on and off-site at a number of correctional facilities. It can save money while providing an opportunity for inmate training. However, composting methods pose many challenges to facilities, including rising costs, negative environmental impacts because of transportation, the on-site storage of food waste, and the absence of accurate measurements. On-site composting also results in unwanted odor, pest, and contaminant issues. In addition, storage problems can arise at facilities that experience extreme temperatures. Unfortunately if too much compost is produced, it has to be transported off-site, which is not only bad for the environment but also costly for the facility.

ANAEROBIC DIGESTION.

Anaerobic digestion uses organic waste as feedstock to produce energy. It is quickly becoming a more popular off-site alternative. However, capital is required to construct anaerobic digestion facilities. Also, difficulty placing these facilities close to major city centers has limited availability. Ultimately, neither composting nor anaerobic digestion resolves the real problem: reducing the amount of food waste being generated.

AEROBIC DIGESTION.

Aerobic digestion prevents food waste at the point of generation with the help of special equipment that applies accurate measurements “big data” (a broad term for data sets so large or complex that traditional data-processing applications are inadequate). The process uses bacteria to accelerate food’s natural decomposition process while maintaining optimal levels of aeration, moisture, and temperature. Under these controlled conditions, microorganisms can safely digest food waste at a rate much faster than those found in natural methods, such as composting. Food waste is ultimately converted into nutrient-neutral water that is transported safely through standard sewer lines. Some aerobic digesters operate continuously, enabling waste to be added as needed with nothing left to haul away.

Aerobic digesters are the most cost-effective and environmentally friendly option available today. Because no external resources are needed, this on-site solution also reduces inmates’ ability to hide contraband - or even themselves - in waste bins and trucks.

BIG DATA.

Whereas processing food waste on-site eliminates certain logistical costs and storage considerations, choosing a solution that accurately measures waste eliminates ambiguity from the waste bill away. Big data can support adjustments in processes and personnel by identifying the trends and inefficiencies that create the majority of food waste. By empowering those who generate food waste with the transparency and knowledge that will enable them to make smarter decisions, they can begin to learn how to effectively prevent waste.

Having the information needed to analyze a facility’s waste stream in conjunction with inmate work plans and supervisor schedules provides a more telling operational picture of the facility and its staff. Knowing what is being wasted, when waste is being created, and who is managing the waste are the types of insights that allows facilities to order less, plan better and ultimately start preventing the waste.

CONCLUSION.

In order to eventually reach real zero-waste and to start implementing sustainable practices that can protect our environment, save taxpayer money, and model positive practices to the inmates, we need to aggressively shift the focus from waste management to waste prevention. Most simply put, waste prevention is the best option for minimizing waste; if you don’t produce the waste, you don’t need to dispose of it.

A Year In Review at SMRC

Submitted By Krista Okerholm

I have to say I am not one to watch television, but whenever I get a chance I read a variety of publications, different news and/or health journals, fashion magazines, a lot of culinary magazines, global happenings as well as a celebrity and even a fitness magazine on occasion. I do this to be abreast of things as well as get ideas for my kitchen and my students. I am a fan of surrounding myself with people whom I can find to inspire me and challenge me to think outside of the box to reach them in instructional ways so they can obtain skills that can better help them to reach their goals and lead a productive life. I have spent a long time working on the fine dining circuit bringing fresh new ingredients to life and displaying them in cutting edge ways. I can now say I have also worked within a prison setting in Maine and from this I have a whole new perspective on my day-to-day instructional process.

One of the things that I really became aware of within the past year or so was this idea of Maine being ‘en vogue’. It seemed back in 2010 ish, L.L.Bean released their signature line of fashion featuring flannels, cable knit sweaters and what you and I might call a duck boot styled in a new way to make it trendy. You would see models with the rough Maine landscape behind them creeping up in more magazines. I would drive down to the tri state (NY, NJ and CT) and real Maine lobster rolls and other Maine comforts would be featured in numerous restaurants. All my friends and family from away always had this idea that I had moved to this rugged foreign country where all the men were lumber jacks and all the women farmed and didn’t go out much. The further south I went the more outlandish the ideas. It was really rather humorous, for I had vacationed here when I was 15 and instantly fell in love with all things that are Maine. I am proud to say I have lived here for 10 plus years now and appreciate all things Maine even more!

In southern Maine at SMRC we have achieved many things; things a person from away, might find startling. We are trying to redefine the preconceived notion of “the Mainer”, educate and reduce the rate of recidivism within the prison system. The Mainers that have been leaving SMRC have had the opportunity to participate and complete their GED, we have partnered with Habitat for Humanity and Waban and have an on going relationship with them and our girls have helped to rebuild homes for people in the community. We have established relationships with Carlisle Academy (a horse farm) and a select group of women participate in equine therapy. We have had family fun days at our facility for the benefit of our clients and their families whom they will be rejoining shortly. This family fun day was complete with Rick Charette headlining, popcorn, cotton candy, games and a petting zoo for the children. (Yes, there were also event specific pastries myself as well as my crew designed). We encourage the community to visit our space and from this we now offer yoga. We also had a Polynesian dance crew as well as a drum circle for the women. It encouraged them to think outside of the box and be present and try something new. Things to encourage their own empowerment and all have been a huge success! We have women who want to come back once they are released and speak to their community or volunteer their time to do a craft or something of the like with their peers. We are fortunate to have staff on site to constantly challenge the residents with fitness challenges, volunteering opportunities, community gardening and new cuisine. I don’t want to hear anyone saying “we’re Mainers and we don’t eat herbs or vegetables” (which I have heard!). Again, all of this to foster change in their thought processes, to empower them to take responsibility for themselves and to ‘own it’ because they, too, can make a positive impact and turn their lives around. We even rearrange the facility

Continued on Page 43

to keep things fresh and new, we recently remodeled our day room/dining hall so there are three large communal tables. I tells the girls to imagine we are in a ski chalet in Switzerland and it looks so European. They laugh, but it gets them thinking.....

Through all of this there are always budget cuts and new more streamlined ways of looking at things. Where that has taken effect to what we can and cannot order I am constantly trying to have a healthy can do attitude and pass that along to my crew on duty. This, too, will serve them well when they are on their own and they will have to adapt to an ever-changing environment. Hopefully, what they have learned in this program will help them adapt and make the right choices. It's all about their personal growth – choices and consequences. In many ways we have switched to bare bones products we now have half our goods come from MCC. That was how I started in my building it is all in how you look at the product to determine what you can make it into. For the most part I think all the residents as well as the staff are use to change and if not, we encourage them to embrace

it—fresh and new. For example, if I can transport the basics into Swiss food to serve within the chalet then these women can journey with me and come out just fine.

I think it is safe to say the trendy 'en vogue' Maine, will perhaps fluctuate in mainstream America. But we will continue to be a hardworking community. We aren't for the faint of heart; we have long winters but we also have gorgeous summers. We are honest, kind, dependable and we watch out for our neighbors. We wear our flannels, cable knit sweaters and duck boots because they are warm and practical. The food scene only gets better and better and continues to pop up and expand. The prison system continually evolves and by arming our inmates with the knowledge that will bring them out of the stereotypical Mainer attitude we are looking after our friends as well as neighbors and our future.

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Are You Ready For an Emergency?

By Laurie Maurino, ACFSA President

As our world becomes crazier every day, we must be sure that we are ready for a disaster or emergency situation. ACFSA started off the year with a webinar about food service planning for an emergency or disaster. Is your emergency food plan based on a few pallets of canned food? Do you have enough food for the staff too? You may be feeding all staff and maybe even community members depending on the disaster. Do you have a menu? Canned food is fine but what about breakfast? Will you be able to heat the food? What if you lose electricity and therefore lose refrigeration?

California recently had an emergency situation at a prison where there was an outbreak of Legionnaire's Disease. This pneumonia type disease is spread through aerosolized droplets which you would find in steam. You would be exposed by simply breathing the air near the source of contamination. Steam is in abundant supply in a prison kitchen with the quantity food prep and the dish machines running all day. The kitchen at San Quentin state prison was essentially closed down for 6 days while the source of the disease was investigated. So, the inmates received cold sack lunches for 6 days straight. They did not miss a meal but did get a little tired of peanut butter. They finally got some frozen TV dinners to serve in order to provide at least one hot meal each day.

The decision to shut down the kitchen was made by the Health Department based on not having potable water to cook or clean with. They needed to investigate fully the source of the contamination and could not rule out anywhere immediately. They shut down all kitchen operations including use of the dish machines. Every emergency is going to have its own set of circumstances. You may or may not have water, electricity or the right kind of food. San Quentin is in the Bay Area so vendors were able to

bring extra pre-made box lunches. Staff on hand was also making sack lunches. Overtime was incurred due to the nature of the emergency. Staff was also at risk of developing the disease so there were some concerned employees. Do you have a vendor who will be able to bring food immediately? Do you have an outside source for potable water?

The showers were also shut down. The prison did contract with outside vendors to bring portable showers to the prison grounds. The inmates were thrilled because they were actually nicer than the showers they had inside. Considerations were made regarding bringing in mobile kitchens or scullery equipment. These options are available in a trailer form that can be brought to your site and become functional within a couple days. Luckily, I had just returned from our ACFSA conference where I had met two mobile kitchen vendors who both gave me quotes within hours. This was Kitchens to Go and Kitchen Corps. We did not actually need to use them but it was good to know they were available so quickly.

Once the source of the Legionnaires Disease was discovered and determined it was in the cooling towers, kitchen operations were resumed. This situation was quite a learning experience for all involved but made me think how easily this can happen. This was resolved fairly quickly and with no lives lost. Both inmates and staff were exposed to this disease but all who were affected survived.

I want to provide education and information this year to help you review your emergency plan. The webinar on January 14 was informative and we will try to include this topic at our Conference in Minnesota.

Listeria Hysteria

Story By Joyce Lear, TakePart.com

I know that by the time this is published in the Insider, Halloween will have long passed but I wanted to share this story with you.

“Whole Foods Recalls Salads in Northeast Over Listeria Contamination”

“Public Warned Not to Drink Recalled High Hill Ranch Unpasteurized Apple Juice”

“Dehydrated and Marinated Uneviscerated Fish Recalled for Botulism Risk”

“Final Update: 3 Deaths, 30 Illnesses in Outbreak Linked to Soft Cheese”

“Suspected Foodborne Illness Cancels Classes at Iowa High School”

Scan the headlines of the watchdog publication [Food Safety News](#), and the unnerving [statistic](#) that about one in six Americans (or 48 million people) get food poisoning every year, will begin to hit home.

This Halloween, for instance, the concern about [Listeria in caramel apples](#) had more basis, in fact, than the 1960s [urban myth of razor-laced apples](#) ever did. The 2014 [multistate outbreak](#) of Listeriosis in commercially produced prepackaged caramel apples, sickened 35 people, killing seven of them. Soon, however, food companies will be required not just to respond to such outbreaks, but to actively work to prevent them, thanks to new rules that will be implemented in the coming years—and new technological innovations will make both finding and tracking pathogens much easier.

Listeria showing up on the apples, in the first place, stunned researchers. “Neither caramel nor apples are a food where the pathogenic bacterium *Listeria monocytogenes* should grow, as caramel does not contain enough free water and apples are too acidic,”

read a study published in [mBio](#), a journal published by the American Society for Microbiology. “Caramel-coated apples, however, were recently linked to a deadly outbreak of listeriosis. We hypothesized that inserting a stick into the apple releases juice to the interface between the apple and caramel, providing a more hospitable environment than either component alone.”

The authors went on to explain how they tested their hypothesis. “Apples were inoculated with *L. monocytogenes* prior to caramel dipping. Some apples had sticks inserted into them before dipping, while others did not. No growth of *L. monocytogenes* occurred on refrigerated caramel apples without sticks, whereas slow growth was observed on refrigerated caramel apples with sticks. In contrast, significant pathogen growth was observed within 3 days at room temperature on caramel apples with sticks inserted.”

The researchers conclude, “Food producers should consider interfaces between components within foods as potential niches for pathogen growth.”

Listeria is a top priority in food-safety circles. According to University of Vermont microbiologist and international Listeria authority Catherine Donnelly, although the bacterium isn’t responsible for as many cases of food-borne illness as salmonella, it has a much higher percentage of deaths. And if you are pregnant, you’re about [ten times more likely](#) than the general population to contract Listeria infections. The consequences—which may include miscarriage, stillbirth, or Listeria meningitis in the infant—can be nothing short of catastrophic.

Before President Obama signed the [Food and Drug Administration Food Safety Modernization Act](#)—

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the most sweeping reform of our food safety laws in more than 70 years—into law in 2011, the food industry’s protocol was simply to react to outbreaks of foodborne illness.

But the first two of the law’s seven major regulations, titled [Preventive Controls for Human Food](#) and [Preventive Controls for Animal Food](#) and finalized last month, will be a game changer. Compliance for some businesses is to begin in September, 2016; very small businesses have three years to comply with the rules, small businesses have two years, and the rest have one year.

Referred to as the “[preventive control rules](#),” they’ll compel manufacturers to take measures that will prevent outbreaks from happening in the first place and make them liable if they don’t comply. I know, *I know* it’s difficult to believe this sort of thing wasn’t in place years ago—we have politics and energetic resistance by food producers to thank—but there you have it.

After all, it’s not like they had to reinvent the wheel. The preventive control rules were based on the system known as the [Hazard Analysis and Critical Control Point](#), or HACCP (pronounced “hass-up”), for short. Its principles are simple, wrote nutrition and public health authority Marion Nestle (who is in no way related to the global food company Nestlé) in a commentary for [Health Policy: Crisis and Reform](#). “Identify places in the chain of food production where hazards can occur, take steps to prevent the hazards, monitor to make sure the steps were taken, and test for pathogens to make sure the system is working properly.” So, in the case of caramel apples, producers would have to determine that pushing sticks into the fruit could create an environment where deadly pathogens could thrive. Hey, it isn’t rocket science.

Except that it is. HACCP was developed in the 1960s by Pillsbury and NASA to ensure that astronauts would not get food poisoning under zero gravity conditions. I can’t begin to tell you how happy it makes me to share that with you.

Science evolves quite a bit faster than governmental bureaucracy does. I have science writer Marcia

Stone to thank for introducing me to next-generation sequencing, which, when coupled with advanced informatics analysis, allows researchers to quickly identify contaminating pathogens all along the food chain—from farms and slaughterhouses to transport, processing facilities, and supermarkets. NGS is used in the [100K Foodborne Pathogen Genome Project](#) at the University of California, Davis, which was started in 2010 to sequence the genetic codes (genomes) of 100,000 strains of important food pathogens and make them available in a free public database at NIH’s National Center for Biotechnology Information. In May 2013, it announced it had sequenced the genomes of its first ten infectious microorganisms, including strains of Salmonella and Listeria.

And on October 20 of 2015, the Centers for Disease Control and Prevention launched a new and improved online [Foodborne Outbreak Online Database \(FOOD Tool\)](#), which lets users search nearly 20 years of CDC outbreak data reported by state, food or ingredient, or germ—handy for healthcare providers, the public, or reporters trying to put a confirmed or suspected outbreak into perspective. The source of the data is CDC’s Foodborne Disease Outbreak Surveillance System, “which captures information on foodborne outbreaks caused by enteric (intestinal) bacterial, viral, parasitic, and chemical agents reported by state, local, and territorial public health agencies.”

There is much that remains unclear about the extent of foodborne illnesses because they are so difficult to track. Gastrointestinal illness is not always due to food poisoning, for example, and most people who suffer from food poisoning don’t go to the doctor.

And while it’s important to keep the focus on our far-from-perfect food system, it’s up to consumers to practice smart hygiene in order to prevent cross-contamination—spreading salmonella from raw chicken to the pears ripening on the kitchen counter, for example.

Now, it’s time to think about making some caramel apples. But I don’t think I’m going to leave them sitting around unrefrigerated for days.

Word Search

Submitted By Carlos Salazar, ACFSA Vice President-Elect/Treasurer

Food Borne Illness

X Y S S M B S Z E U J Q U N P
X J S I U V M V Y E I K G A J
V I X G B S K I C K N I R I A
L I S T E R I O S I S A G R Q
I D R A S V L V H U S G A E M
C A D U L I G U O I G R C T D
A C P F S M K L T R O S Y C F
C D F S O E O E O V O K C A U
C F G H C Q S N B T B N L B N
T S U T I T A P E H X L O A G
B O T U L I S M I L E E S C I
A S C Q Z N Z F S G L X P Z T
T J J V D J B W I Z N A O V Y
V W I L T D O H O D X Q R G G
H U J Q H J S Y C L N A A R L

BACTERIA
ECOLI
LISTERIOSIS
SALMONELLA

BOTULISM
FUNGI
NOROVISUS
SHIGELLA

CYCLOSPORA
HEPATITUS
PARASITES
VIRUSES

Career Opportunities

Consider Correctional
Food Service

by | *Linda S. Eck Mills,
MBA, RDN, LDN, FADA*

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www.ANFPonline.org*

According to ANFP statistics, 53 percent of members work in nursing homes/LTC; 21 percent work in hospitals; 11 percent work in assisted living, retirement or CCRCs; 3 percent work in schools; 11 percent work in “other” settings; and just 1 percent of ANFP’s more than 14,500 members work in corrections.

CORRECTIONS may not be a work environment that you ever considered, but correctional food service can be a very rewarding career for certified dietary managers and dietitians.

There were 6.98 million offenders under the supervision of the adult correctional systems at the end of 2011 (most recent year available). Adult correctional systems include offenders supervised in the community under the authority of probation or parole agencies, and those held in the custody of state and federal prisons or local jails. This results in the need for *20.94 million meals daily*.

I gathered information from several CDMs who work in corrections—as do I—to learn about their career paths, their specialized training, and what their job responsibilities entail. Thanks to Ricky G. Clark, Rhonda Duchesneau, John Ferrand, Julie Hobbs, Larry D. Moore, Robert Pennix, and Patricia Scarberry, who agreed to be interviewed for this article.

Before working in corrections, these ANFP members worked in food service in a variety of settings—high schools, colleges, fast-food restaurants, full-service restaurants, health care (including a US Army hospital), private clubs, and construction. They all found their first corrections position from a newspaper ad, except Larry Moore, who applied for a correctional officer position and then learned about the foodservice position. Because of his military foodservice experience, he could earn more in the foodservice role.

These individuals each have 15-30 years of experience in corrections. They have a variety of job titles, including Food Service Supervisor, Environmental Health Specialist, Purchasing Manager, Operations Coordinator, and Director of Food Service.

In addition to the CDM credential, various other training and certifications of the group include: Certified Food Systems Manager (through the Association of Correctional Food Service Affiliates), Leadership Development for the Corrections Professional (through the American Correctional Association), ServSafe training and instructor, Food Environmental Health Specialist, pesticide applicator certification, FEMA training, mediation training, and degrees in culinary management, nutrition, accounting and management, and commercial art.

Their facility size varies. Rhonda Duchesneau works in a county jail with an average population of 325. Patricia Scarberry works in a maximum security facility which averages 850 inmates and 300 employees. Robert Pennix works in a cook/chill multi-unit regional jail with 1,200 inmates. John Ferrand oversees nine buildings housing 6,500 state inmates with two large production kitchens and seven small-to-medium kitchens.

What are their duties and responsibilities? Some are the same that many members have—supervising and coordinating the foodservice operation, planning menus, purchasing, implementing food production schedules, monitoring the budget, scheduling and training employees, training for new units or units in transition, or reserve manager. However, some of these tasks involve working with inmate labor and inspecting all correctional kitchens in the state Department of Corrections (DOC).

Following are some of their responses to basic questions about correctional food service.

How has your CDM credential benefitted you in your correctional position?

“My CDM credential has helped me recognize special diet order concerns and communicate with the medical staff in the best possible way to prepare special needs diets for offenders,” said Patricia Scarberry. “It has helped me to direct all foodservice employees in the preparation of offender diets and correct substitutes if necessary. Also, it has helped me in recipe adjustments for large quantities.”

According to Ricky Clark, “CDM training produces a better and more professional foodservice manager/leader. The diverse curriculum you study helps you better understand the foodservice industry and the many aspects of a full-service operation. Regardless of what sector of the industry you are working in, you have an advantage of being a subject matter expert in your field and that makes you a leader!”

Larry Moore said, “The CDM has helped networking with others to learn more and keep current on a lot of issues dealing with food service.”

Continued from previous page

Why should I consider working in corrections?

“Everyone knows we have jails and prisons. I don’t think many people in the field of food service think about the potential for employment in this arena,” said Rhonda Duchesneau. “Every day is a new challenge and experience. We work with the inmates to teach and enhance their skills in the areas of responsibility, accountability, and a good work ethic. They are given the opportunity to be productive and help provide a much-needed service. Having the ability to teach and have a positive impact can be very rewarding.”

Julie Hobbs indicated, “Corrections might be challenging, but it can be very rewarding. We are responsible for feeding many people safely every day. No two days are ever the same. It can give you a chance to expand and learn both personally and professionally. What you do makes a difference. Next to security, food service is the most important part of the operation. If we don’t do things correctly, the entire operation may go wrong very quickly.”

Robert Pennix noted many of the same things as Duchesneau and Hobbs. He also noted, “Corrections offers a vast amount of training opportunities with plenty of support. Working inside the facilities, you know what your working hours are going to be. You have workers that will always be on time and no shortages on snow days.”

Clark adds, “Working in corrections is the most rewarding experience I have had in my career. When you see offenders outside of the correctional setting and they say thank you for the training you provided me and the opportunity you afforded me to make something of myself and learn while I was incarcerated, that reinforces why you do what you do. I think we have the best trained foodservice staff in any commercial foodservice sector.”

According to John Ferrand, “Corrections is a growth industry and the standards for employment are rising. The field needs professional managers, so don’t limit yourself to just one or two markets. Sell yourself to where the demand is the highest and offers the best path to advancement.”

Scarberry states, “Corrections jobs are diverse. They can include high security levels, minimum levels of security, jails, and juvenile security. Corrections work is fairly stable in the job market with good benefits and hours. It provides the opportunity to make a difference in an offender’s future. Offenders often are uncertain of their future and what they will be qualified to

work at when they get out. Food service is a dependable job market. Most offenders are happy to learn a job skill and they take pride in doing their best work.”

Is there anything else you want to share with fellow CDMs?

“The CDM certification has been a great asset,” said Hobbs. “I have been able to continue my love for nutrition and still remain working in corrections.”

Pennix comments, “Fear is an unpleasant feeling of anxiety or apprehension caused by the presence or anticipation of something. The reality of corrections is that it *is* corrections and we must approach it with the anticipation of the unknown. Proper training is a must, and your CDM training has prepared you for mostly everything that may arise.”

“Corrections is definitely not for everyone,” Duchesneau added, “It’s not your typical foodservice position. In addition to providing meals to the offenders, there is the security aspect.” Ferrand recommends, “Don’t be afraid to work hard, and don’t settle for less than adequate compensation when you do.”

The bottom line, according to Clark, is “It takes a special kind of person to work in our industry. No matter which sector you choose to work in you give of yourself on a daily basis. Food service is an industry that makes people happy, even in the correctional world where there are few things to bring a smile to someone’s face.”

LEARN MORE ABOUT CORRECTIONAL FOOD SERVICE

Several educational programs are available through the Association of Correctional Food Service Affiliates (ACFSA), and its 16 US and two Canadian chapters. Check out the continuing education opportunities at the Annual International Conference in August 2014 and state or regional conferences during the year. Learn more at <http://www.acfsa.org>

Start networking now to determine if the correctional foodservice market appeals to you. It may just end up being the best position you’ve ever had—it has been for me! 🍷

Linda S. Eck Mills, MBA, RDN, LDN, FADA is a professional speaker, a career and life coach, and co-author of the book *Flavorful Fortified Food - Recipes to Enrich Life*. Mills directs the ANFP Program at Lehigh Carbon Community College (Schnecksville, Pa.), and works in correctional food service. Contact her at Linda@dycomserv.com or www.dycomserv.com

Understanding the Differences Between Hazard Analysis & Risk Assessment



By Omar A. Oyarzabal, Ph.D.

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For over 15 years of providing Hazard Analysis and Critical Control Points (HACCP) classes and other type of food safety training in the U.S. and abroad, I have realized that there is still confusion on the definition and usage of Hazard Analysis and risk assessment. Here, I present a summary of the differences between the terms Hazard Analysis and risk assessment, and provide a brief description of the origin of the terms to highlight the intended meaning and the fact that the results, or outputs, from performing Hazard Analysis and risk assessment also differ in nature. I also make the point that the usage and limitations of these terms should be better understood by food safety professionals involved in the development of food safety plans for the food industry, at least until new changes in the meaning of these terms are proposed.

There are several misunderstandings of food safety terms, something that is consistent across different type of participants of HACCP classes, whether they are working with different food commodities, or are students in food science/animal science/microbiology programs. One consistent feature among a large percentage of the participants is the thinking that “hazard” and “risk” are synonyms, or

can be used interchangeably. This misunderstanding is not surprising, given the complexity of people’s perception of risk and the fact that, in many cases, perceived risks are not related to the actual risks associated to hazards known to harm humans.[1] Hazards are concrete agents that have been studied extensively in the last 40 years, yet they have a large variability in their ability to cause disease. Risk, on the other hand, is the probability that a hazard will occur in a food commodity, and encompasses a lot of uncertainty, mainly in relation to the prediction of the presence or distribution of the hazards in foods. To explain the differences in these terms, I have incorporated the use of a dice game that allows for interactive participation, so that food safety personnel and food safety professionals in charge of food safety programs understand the important of these terms and their use in food safety.[2] Confusing these terms will not help us understand more complex information that will be generated in the upcoming years related to the risk and hazards in food products, or help us understand risk reduction in terms of probability when incorporating control or preventive control measures.

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The origins of the terms Hazard Analysis and risk assessment differ, and so are their results, or outputs. In the 1980s, with the creation of the National Advisory Committee for Microbiological Criteria for Foods (NACMCF), the seven principles of HACCP were finalized and the first HACCP principle became “conducting a Hazard Analysis.” This first principle was originally introduced in 1971 by Dr. Howard Bauman at a national food safety conference[3] that was jointly sponsored by the U.S. Food and Drug Administration (FDA) and the American Public Health Association. The initial principle was described as “identification and assessment of hazards associated with growing/harvesting to marketing/preparation.” Therefore, the establishment of the HACCP principles in the 1980s was just the continuation of a series of scientific discussions on how to assess the safety of food products through processing and preparation.

A Closer Look at HACCP



Hazard Analysis was adopted as the first principle of HACCP by NACMCF, and it meant the process of collecting and evaluating information on hazards associated with the food under consideration to decide which hazards are “significant” and must be addressed in the HACCP plan.[4] Hazards are analyzed by categories, chemical, biological and physical, and emphasis is put on “significant hazards,” those hazards that are important based on the likelihood of occurrence (probability) and severity (magnitude of loss). Thus, HACCP plans address primarily “significant hazards” to then come out with the implementation of CCPs to control those hazards. This definition of the hazard analysis process does

not specify how the “collection” and “evaluation” of information are to be performed and it is usually up to the agencies regulating food commodities under current HACCP regulations, the Food Safety and Inspection Service of the U. S. Department of Agriculture and FDA, to periodically publish guidelines on what hazards should be addressed under the “Hazard Analysis” principle. The major food commodities under HACCP regulations—meat and poultry, juice and juice products and fish and fishery products—have some guidelines on how to address significant hazards.

For food commodities others than the commodities currently under HACCP regulations, there may be some guidelines put together by FDA, such as the guidelines to perform a Hazard Analysis for nut products (peanuts, pistachios, etc.). In other cases, trade associations representing food commodities have released some basic information on how to identify significant hazards. But the output from conducting a Hazard Analysis may vary, and the level of information gathered from this exercise varies extensively according to how in-depth the exercise was and how frequently the process is revised (reassessed) or updated if changes in processing occurs. For instance, when performing a Hazard Analysis to build a HACCP plan for a facility that manufactures a ready-to-eat product, *Listeria monocytogenes* should be considered a biological hazard likely to occur with a severity that warrants its inclusion as a “significant” hazard. Yet, other biological hazards, which may be of historical important in a particular facility, should not be ignored.

A comprehensive Hazard Analysis takes time and entails, in part, doing a thorough review of the scientific literature on the hazards that have been associated to a particular food product. In most cases, individuals working in the industry do not have full access to a large collection of scientific publications to even start compiling this type of information and therefore rely on help from other food safety professionals. It is not unusual to encounter very similar outputs, or results, of Hazard Analyses among companies that produce similar products. These results are somehow expected if the different

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Hazard Analyses were comprehensive. But in many cases, the lack of supporting documentation of how the Hazard Analysis was performed highlights the “sharing” of results of the Hazard Analysis in some sectors of the industry as the most probable cause of similar outputs. It is also surprising how often processing plants do not keep data to build their own historical facts related to hazards, especially physical hazards. I have seen the struggle that companies go through when addressing the re-appearance of physical hazards that were controlled, or supposed to be controlled, months before the re-occurrence, and there is no historical documentation to pinpoint any particular processing step.

What about Risk Assessment?

Risk assessment belongs to the “risk analysis” framework. The application of risk analysis to foods was introduced in 1995, through a joint expert consultation between the Food and Agriculture Organization of the United Nations and the World Health Organization. Then, the Codex Alimentarius Commission adopted risk analysis to evaluate the safety of foods. Risk analysis is defined as a process consisting of three components: risk assessment, risk management and risk communication.[5] Risk assessment is based on the current science for the hazards to analyze and includes hazard identification, hazard characterization, exposure assessment, and risk characterization.[5-7] In some cases, the dose-response assessment may also be determined. Therefore, the final output of the risk assessment, the final characterization of risk, is really different from Hazard Analysis. The only term in common between HACCP and risk analysis is “hazard identification,” which is, of course, the beginning of the study of any hazards: we need to identify them first.

On September 17, 2015, FDA posted the final rule on Preventive Controls for Human Food, one of the rules that makes up the Food Safety Modernization Act (FSMA) of 2011.[8] This final rule is an updated version of the original rule proposed on January 16, 2013,[6] and in this rule, the definitions of risk analysis and risk assessment were reiterated under section 103(c)(1)(C) of FSMA, a section that calls for “science-based risk analysis.” However, the Agency is applying the Codex definitions to the “extent

possible,” so that the Secretary considers the results of the science-based risk analysis [103(c)(1)(D)] when deciding to exempt certain facilities from the requirements in section 418 of the Food, Drug, and Cosmetic Act.[6] In this way, the agency can focus on risk of activity/food combinations, not only food commodity, to grant exemptions, or better allocate inspection resources (e.g., high-risk activity/food).

Microbial risk assessment is much newer and borrows terms and definitions from the work on chemical risk assessment that was begun several decades ago. However, the application of risk analysis, in particular risk assessment, to microorganisms has faced several challenges, some originating from the variability in the response of the host to the pathogen (immune status, etc.), and some due to the variability in food matrices (liquids, solids, etc.). Therefore, there are few guidelines that can be universally applied to different biological hazards in foods. A key component of risk assessment is the use of quantitative data when available. Transparency is also a term commonly used by scientists doing risk assessment. The idea with “transparency” is to provide for “methods and assumptions” that can be clearly understood by other scientists. It is important to remember that performing risk assessment entails a great deal of computer work with specialized software to help analyze the different type data and model different scenarios. A comprehensive “risk assessment” will ensure a comprehensive analysis of the most current data related to a hazard and will result in an output that will provide several opportunities for control. But these type of data are not easy to come across.

As stated, the output of a comprehensive risk analysis is different from the output of Hazard Analysis, and it is not only a mere ranking of risks for different hazards.[9] The results will be much more complex, revealing information that maybe unique for a particular hazard and food commodity. Therefore, a risk assessment can help find the processing steps at which hazards may be reduced for a more comprehensive, multistep approach to the control of hazard. This multi-step approach is known as the “hurdle” approach.[10]

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Some Clarification



Now that we have reviewed the definitions of Hazard Analysis and risk assessment, we can understand that the terms can be confusing, but have separate and different origins. None of these two terms, however, includes an actual definition of risk; therefore, when individuals perform a Hazard Analysis and make decisions of “likelihood of occurrence,” they are actually assessing the probability that a hazard will occur (risk) but without having access to more complex data (exposure assessment, dose-response, etc.) or the latest software tools that help scientists performing risk assessment come out with a final characterization of the actual risk. Therefore, by just focusing only in general occurrence, some hazards may be underestimated.

Why is it important to understand Hazard Analysis and risk assessment? There are several reasons. The most important, yet more difficult, step in organizing a HACCP plan is to recognize the “potential” hazards in the product, and then categorize them to come up with the “significant” hazards to address by CCPs. This approach, coming from HACCP, may not be the best approach to control foodborne hazards. As a matter of fact, more and more studies support the concept that the use of “hurdles,” many different barriers, may be a more efficient approach for controlling hazards, especially biological hazards, throughout the production and processing of foods. The latest regulations by FDA calls for “preventive controls” and recognizes that more than one control may be necessary to ensure safety.

The proper use of the terms also help understand what we are trying to present. For instance, in a recent article we can read:

Under the GCP [Good Consumer Practices] program, potentially hazardous foods would be required to be identified via risk assessment and then labeled using a standard, graphical labeling scheme.[11]

After reading the full article, one understands that the authors most probably meant that once hazards are identified in a food product, that product would require a labels stating “potentially hazardous foods.” If we replace the words “risk assessment” by “Hazard Analysis,” we may be using the terms more properly. Sometimes individuals tend to use them interchangeably,[12] and some auditors may tend to confuse these terms too. When an auditor ask you to perform a “risk assessment,” or somebody visits your processing facility, observes and then provide you a written “risk assessment,” you know now they meant “Hazard Analysis.”

I want to emphasize the term “potential hazards” because a Hazard Analysis should not be done just only once, or just once a year, to re-assess a HACCP plan. Analyzing food processing steps for potential hazard should be done on a continuous basis in order to prevent the appearance of environments that could introduce a hazard that was not previously identified. Some of the examples that we have seen in the past 10 years are, for instance, the high level of contamination of cantaloupes with *L. monocytogenes* that resulted in an unnecessary number of deaths, or the sporadic, but important, contamination of peanut butter with *Salmonella*. Individuals with experience in the identification of foodborne hazards, who are familiar with how hazards enter and survive in food processing environments, can help predict the occurrence of opportunistic biological hazards, or the increase in number of hazard that may be already in the environment.

Another reason to recognize the differences between Hazard Analysis and risk assessment is to be able to understand new terms that will be generated to address the study of hazards in foods. We continue the search for alternative approaches to intensify the use of current production land and to expand the use of land for food production. This expansion has already been associated with an increased risk of acquiring zoonotic diseases, those diseases passed to humans by animals.[13] Most of the emerging diseases are viruses and those transmitted by foods are bringing a unique set of challenges, not only just basic identification but also interventions to control

Continued on Page 55

them. In addition, the continuous re-thinking of the ways we harvest and process foods will undoubtedly create opportunities for biological hazards to find new ways into foods. To cope with the emerging needs, it is important that we, at least, understand the present use of these terms, Hazard Analysis and risk assessment, and recognize how they have helped us understand how hazards can be controlled in foods. Only then will we be able to do more of what we don't do a lot now: prevent hazards from contaminating foods.

Omar A. Oyarzabal, Ph.D., is an associate professor of food safety at the University of Vermont.

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CHAPTER REPORTS

CALIFORNIA

by Brian S. Wynn, President California Chapter

Hello from California,

I hope everyone had a great Holiday Season. The 2015 International Conference was outstanding and we are looking forward to the 2016 International Conference, at the Radisson Blu in the Mall of America. We had an outstanding CA Chapter Conference in Ventura. The Conference and Vendor Show was well attended. We had over 30 Professional Partners in attendance. A big thank you to them.

To start off the 2016 year, we had a California Chapter meeting on January 20, 2016 at Theo Lacy Facility. Training covered PREA, Realignment/Reentry, Misuse of Food (Pruno) and Round Table Discussions, as well as networking. Our April 20, 2016 meeting, TBA; July 20, 2016 at San Luis Obispo Sheriff's Office. Training to include: Mini Alternative to Violence Program, Tour of the Honor Farm, Round Table Discussions, and networking; October 16-19, 2016, the CA State Conference will be held at the Dana Point - Double Tree Suites by Hilton, Doheny, CA.

In 2016 the California Chapter will be working very hard to get more attendees to our Chapter meetings and be able to reach out, and mentor to staff working in Correctional Food service. I also want to say it's an honor to have California Chapter members, Carlos Salazar receive the Operator of the Year award, and Myron Wiley the Heroism Award. Congratulations to you both!



CHAPTER REPORTS

NORTHERN LAKES

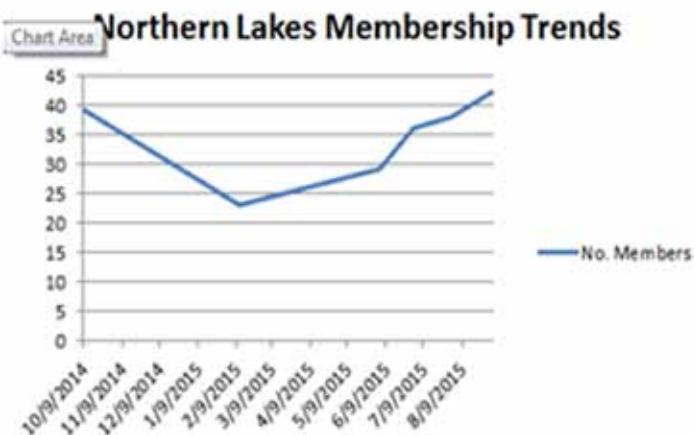
by Roger Burczyk, Jr.,

Greetings from Northern Lakes!

First, I would like to start by saying Thank You to Robin Sherman, Connie O'Conner, Dawn Demelo, Marcella Maki and all of the others who made the 2015 Conference a success! It was an excellent conference and time in Niagara Falls! I would also like to say Congrats to California for winning the Chapter of The Year award!

Northern Lakes currently has 47 members. We recently had 14 new members join ACFSA throughout the last 6 months. Welcome to Northern Lakes: John Kiser, Yascha Martini, Mark Stadam, Damian Walker, Cory Ballantyne, Mitch Holliday, Travis Pencille, Terry McLafferty, Kim Lind, Daniel Kiser, Elena Guevara, Tina Gregorich, William Deike and Mary Prieto.

Below is the Northern Lakes Membership Trends from 10/9/2014 through now. We are on the rise and one of my goals is to push us over 50 chapter members.



Another one of our goals for the next year, as president, I want to push our fundraising efforts. We want to raise more money in order to increase chapter scholarship and training day funds. Chapter Elections were held and the following people were elected: Becky Kirslenlohr, from Consolidated Management Company, as Vice-president and Diane Burczyk, from Robert E Ellsworth Correctional Center with the Wisconsin Department of Corrections, as Vice-president Elect / Treasurer. Congrats to you two! Welcome to the Chapter Board.

I would also like to say congratulations to Kerry Jacobson from KAJ Foods as the new Professional Partner Representative for ACSFA. Northern Lakes is currently looking for a new Chapter Vendor Liaison.

Northern Lakes is planning meetings and training days for the coming year. Our latest meeting was held at the Indianhead Food Service Distributor Food Show in Eau Claire, WI on 10/6/2015. Fifteen members were present. We had Sarah Henneman from ECO LAB do a seminar on Norovirus. Various new ideas were discussed for Chapter fundraising.

You can look on the Northern Lakes website to check out all the updated info about Northern Lakes. Website address is: www.acfsa-nl.org

REGIONAL REPORTS

REGION I

by Robert Pennix, Region I Director

On 10/27/15 the Virginia Chapter held a quarterly meeting at Richmond Restaurant Service in Ashland, VA. Excellent training on nutritional supplements was provided to the group. The Chapter set dates for its 2016 quarterly Chapter's meetings.

Under new business the discussion was about the Virginia Chapter hosting the upcoming 2016 Region I conference. Added to the list of conference events was a tour of the Culinary Institute of Virginia in Norfolk, VA.

As Co-Chair of this event Ricky Clark and I have contacted the prospected speakers. I believe we have a superb lineup. I believe there will be something of interest for everyone.

Within the last couple of months I have been contacted by some new vendors interested in the correctional food service industry. I am very excited to share our story with them and welcome them into the ACFSA family.

Last but not least I would like to reach out to the current members who may know members who have let their membership expire. I believe we are an extension of the company we keep. If you have forged a relationship with someone in this region, the relationship does not end with the expiration of the membership. We must reach out and stay connected. That is our strength. Call them and let them know that they are still part of a community that cares. As they return be willing to welcome them home.

REGION II

by Wayne Fish, CDM, CFSM, CCFP, Region II Director

ACFSA Family,

It is hard to believe we just celebrated Thanksgiving and are well into the Holiday Season at the time I sit down to write this for our ACFSA INSIDER Magazine.

I have been working to expand and grow our membership in Region II. I have reached out to some local sheriffs for members in their departments and will, hopefully have some new members real soon.

I continue trying to get the North Carolina Chapter "up again" but so far I have no good news to report.

Please don't forget to apply for a scholarship for the International Conference in Minnesota this August and also apply for one of the many awards that are offered.

If you are interested in helping increase membership or form new chapters in Region II please feel free to contact me at j.wayne.fish@gmail.com

May we all have good health, job security, peace and joy in 2016.

Best Wishes,

Wayne

REGIONAL REPORTS

REGION III

by Dawn DeMelo, CCFP, CFSM, Region III Director

I just returned from beautiful Niagara Falls New York!! It was a beautiful setting for our conference. We had a really good turnout I believe we had one of the best First Timers and President Receptions ever. Everyone had a great time when we rolled out the red carpet for all our honored Past Presidents. We kicked off the conference with our first keynote speaker, Sam Davis, speaking on The Power of the Service We Render. Our second speaker was Susan Jones who spoke on Boundary Violations – Power, Connection and Responsibility. Our third speaker was The Native American Leadership Paradigm and Dancers; of course I needed to take part in learning one of their dances. I said YOLO (you only live once) live it, with no regrets. All the speakers were top of the line with powerful messages that kept you interested the whole time.

All the meals were very nice, everyone enjoyed them. Our entertainment was The Comedian Hypnotist, Jack Hirst. He has performed all over. Again I volunteered to go up and participate. I have seen the video, it is very funny. I have heard from the people in the audience that it was a good time.

Let's not forget the vendor show. They do so much for our association to make it successful. Thank You Vendors! Besides all the great products each vendor presented, there were massage chairs and caricature drawings. We had an ACFSA Cutthroat Kitchen Competition between all five regions. Representing Region I was Jessica Harlow, Region II was Renee Hinojosa, Region III was John DeMelo, Region IV was Rob McAfee and Region V was Nancy Guppy. Everyone was receiving sabotages, from each other, and still completing the assigned dish. But of course there can be but one winner and that was Region I. Congratulations Jessica. We ended the conference

with a tour of Niagara County Jail. So as you can see if you did not attend, you missed out on a great conference

I was also honored with a “personal President’s Award” from Robin Sherman. What a surprise. Thank you from the bottom of my heart!

Northern Lakes had a meeting and training in Eau Claire WI at the IFD food show. There were 17 in attendance. Highlights of the meeting were a tour of the Chippewa County Jail in WI and a seminar on Norovirus.

The Michigan Chapter is beginning monthly phone conferences to get the planning under way for their Spring Conference.



REGIONAL REPORTS

REGION IV

by Donna Kaminski, Region IV Director

I hope everyone had a great Holiday Season. I cannot believe 2016 is here. 2015 flew by so fast!

As the ACFSA Regional IV Director and Past President of the CA ACFSA I look forward to continue leading the membership thru the 2016 year. We had an outstanding CA Chapter Conference in Ventura. The Conference and Vendor Show was well attended with great entertainment on Monday evening where we held our first Annual Karaoke Heavy Competition. Mr. Michael Brown claimed the Heavy Weight Title Belt for Best Singer. The weather was outstanding making the venue perfect, for the training, and long walks on the beach, with beautiful sunsets. There's nothing like CA summers in October.

I would like to welcome our new Pacific Northwest Chapter. Mr. Rob McAfee, Chapter President. Let's all do what we can to help support them as they begin to grow.

We have a lot scheduled for 2016 please save the dates and plan to attend as many of the Chapter meetings as possible. I'm looking forward to seeing everyone at the meetings.

For the Region:

California has scheduled Chapter meetings on the following dates:

January 20, 2016 Theo Lacy Facility

Trainings will cover PREA, Realignment/Reentry, Misuse of Food (Pruno) and Round Table Discussions and networking.

April 20, 2016 TBA

July 20, 2016 San Luis Obispo Sheriff's Office

Training – Mini Alternative to Violence Program, Tour of the Honor Farm, Round Table Discussions and networking.

October 9, 2016 – October 12, 2016

California State Conference

Dana Point - Double Tree Suites by Hilton, Doheny, CA, Agenda - TBA

January 15, 2016 Seattle /Tacoma area

April 10, 2016 – April 12, 2016 Pacific Northwest Chapter Conference and Vendor Show

In Vancouver Washington - Agenda – TBA

Have a safe and prosperous 2016!

Education Report

Inspiring Interest in the Field of Correctional Services

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

A good leader must continuously be in learning mode. A leader is looked upon by both, the ones above him or her and the ones he or she leads. Both ends of the spectrum consider that leader the expert. Are you that leader or someday wanting to be that leader? In either case you need to stay in that learning mode in order to be the expert in Correctional Food Service and the best way is to become a CFSM through the ACFSA.



It was 15 years ago in the Winter Edition of the Insider when Marianne Luppold rolled out the CFSM Course to the membership. Our predecessors in the ACFSA spent a lot of time and effort designing the program we have today. Even though the core of the program remains the same there is a lot that has changed over the years, with advancements in technology, and Best Practices in our profession. If you are ready to expand your horizons in the New Year then the CFSM Course is waiting for you.

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





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 Amber Ardizone at Certification@ACFSA.org
or Call (818) 843-6608



A Membership Opportunity for You!

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

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

A Sampling of the Benefits of Membership

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

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

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

Professional, high-quality membership certificate and card.

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

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

Membership in the growing network of state chapters.

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

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

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

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

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

Membership Options

Professional Foodservice Member:

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

Institutional Member:

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

Retired Member:

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

Student Member:

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

Professional Partner:

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

Associate Professional Partner:

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

Chapter Professional Partner:

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



ACFSA MEMBERSHIP APPLICATION

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

Name _____

Title _____

Facility/Organization _____

Phone _____ Fax _____

Email Address _____

Directory Address _____

Preferred Mailing address _____
(If different from Directory Address)

Preferred Billing Address _____
(If different from Directory Address)

Recruited by _____

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

Federal State/Prov. County Private Other _____

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

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

Example: If joining in June of 2015, Dues will be paid through December of 2016

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

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

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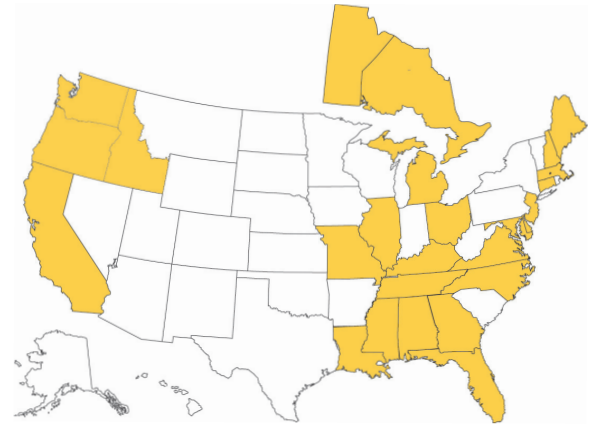
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The mission of the Association of Correctional Food Service Affiliates (ACFSA) is to develop and promote educational programs and networking activities to improve professionalism and provide an opportunity for broadening knowledge.

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