



The Hoosier

ANFP Association of Nutrition & Foodservice Professionals

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Proposed Changes to Indiana ANFP



I hope that everyone is having a great summer and enjoying this beautiful weather that we have been having,

I would like to report that in June at the ACE meeting in Orlando the Indiana Chapter won a number of

awards. We were honored with the Platinum State Achievement Award, The Communications Award and the Membership Award. Great job ANFP Indiana Chapter and thank you to all the members that were involved in helping us achieve these awards!!

For those of you that were not able to attend the spring meeting in Middlebury you really missed a great meeting. I would like to thank Mary McCormack CDM, CFPP President of District #1 for all her efforts in putting together what incredible meeting! We had engaging speakers, awesome accommodations and great food!!

We have often heard that change is never easy, and we are living in an age where change is all around us and ever present whether we like it or not. And I am sure that you have heard the saying that we need to change to keep up the times. And this final statement is true for ANFP and its many chapters including the Indiana Chapter. On June 23rd the ANFP Indiana Executive Board had a meeting at Eskenazi Hospital in Indianapolis to discuss the current state and the future of our chapter. We know that as a chapter we do some things really great and we do some things that could be improved. As a board we all agreed that we wanted what we think is best for our chapter. When I attended the ACE meeting in Orlando in June there was much discussion among chapter leaders how their states or chapters were evolving to better

meet the needs of its membership and to provide quality State Meetings and Regional Meetings. With further discussion we discovered that most of the State Chapters are doing the following: They are dissolving their district's to a unified State or Chapter, they are combining their monies to one treasury and they are utilizing their volunteers that were serving in their districts to serve on a state level which increases the volunteer leaders to serve and make their chapters work more efficiently.

After much thought and discussion we as your chapter leadership board would like to make the following changes to the ANFP Indiana Chapter.

After much thought and discussion we as your chapter leadership board would like to make the following changes to the ANFP Indiana Chapter.

- We would like to dissolve the districts and strengthen the volunteer pool on a state level. As you read through this newsletter you will see the various committees that we have put together and see where you might be able to serve.
- Improve the quality of our state meetings in a centralized location in the state. In place of district meetings we would have regional meetings in the state that would be positioned in the northern and southern part of the state.
- Combined treasury when we combine our funds together as a state as opposed to having them divided among districts we have more purchasing power if you will for higher quality speakers and to obtain more speakers so that we can offer more education opportunities to our members that do not work in Long Term Care.

(Proposed Changes Continued on Page 2)



*Progress is
Impossible without
change, and those
who cannot
change their minds
cannot change
anything .*

George Bernard Shaw

Proposed Changes Continued from Page 1

Combined treasury when we combine our funds together as a state as opposed to having them divided among districts we have more purchasing power if you will for higher quality speakers and to obtain more speakers so that we can offer more education opportunities to our members that do not work in Long Term Care. We are also discussing offering scholarships for Students who have successfully passed their Dietary Manager Course and will sit for the ANFP Credentialing Exam. To have the potential to offer reduced rates to our meetings for students and our retired members.

As you can see there are many positive opportunities that can become available to us when we come together and work together as a state as opposed to districts. We would like these changes to go into effect January 1st 2019. Should you have any questions please feel free to reach out to me though my personal email at bob_milligan@aol.com.

We are looking forward to the Fall Meeting at the Cambria Suites in Noblesville September 26th & 27th. During our business meeting we will be distributing the following awards: "The Administrator of the Year Award", "The Vendor of the Year Award", and the "Member of the Year Award". We will be looking forward to great educational opportunities and we always the times that we can share together and network!!

There is a new initiative that we would like to start with this upcoming fall meeting and that is "Indiana ANFP Gives Back". Starting at this fall meeting we would like our attendee's to bring a canned food item to go to the Meals on Wheels of greater central Indiana. In this newsletter there will be more details as what items we are looking to be donated and you can even be rewarded for your donation!!

I look forward to seeing you all this September in Noblesville,

Enjoy the rest of your summer!!

Bob Milligan CDM ,CFPP

Program Committee Proposal

As many of us who have served as either a District President or State President knows that planning the Spring and Fall Meetings is very challenging. Trying to make a meeting agenda diverse plus planning all the details with the hotel can also be difficult especially if the host district is planning the committee in another city. In addition, depending on how strong the district was when it is time to host can often create delays in scheduling and obtaining speakers.

The proposed changes the state structure will also dedicate 1 committee to plan the State Meeting with the President Elect as the chairman.

It is our desire to have this committee composed of about seven to ten dedicated member both seasoned (former presidents , board

member) and new members who can learn the art of programing for the future. The members should represent all parts of the state

The program committee will meet after the fall meeting and determine the dates of the next years meetings. The program committee will strictly be a committee to obtain and book speakers for both the Spring and Fall Meetings. The art of planning a quality meeting is to secure speakers many months in advance not only to promote the meeting early which will allow members to get the meeting on their schedule but to focus in on a diverse agenda that will meet all the members continued competency needs.

All members of this committee will be expected to obtain one to two speakers per year,

Hospitality Committee Proposal

The Hospitality Committee as we envision it, would be a smaller committee preferably with members who live in the central Indiana area where close proximity will be an advantage to make arrangements with the host hotel.

This committee would work in conjunction with both the Program Committee and Finance Committee to ensure the contractual arrangements and meeting set up arrangements are executed properly.

While it is always an advantage to have a consistent and easily accessible hotel to host state meetings, it is important for this

committee to always review proposals for a host hotel for the following year to ensure Indiana ANFP remains financially viable for the future.

This committee would also be responsible for selecting the menu, assist in obtaining door prizes and ensuring meeting arrangements the day of the hotel are properly staged. The committee would also work with the program committee to ensure speaker AV requirements are ordered.

This is an excellent opportunity for those members who have experience in planning past meetings to stay involved.



CDM Ethics By Tom Thaman, CDM, CFPP

As I have mentioned in the past, being a member of the Certifying Board for Dietary Managers has been one of the most rewarding volunteer experience in my 21 years as a CDM. I am really excited about the direction we will be going for future and hope to be able share and get feedback from my Indiana colleagues on some of our upcoming initiatives.

Beginning in June 2019, the Certifying Board will be requiring 1 CE of Ethics as a part of the 45 CE three year requirement for CDM's. By requiring 1 CE of Ethics we are modeling our standards after the Academy of Nutrition and Dietetics who also require 1 CE of Ethics for the RD.

ANFP at this time, is in the process of planning the necessary resources for all members to easily obtain this credit hour by either having a free CE in Edge or having a template 1 hour presentation for Chapters to present at meetings. More details on this will be published within the year.

I have been an advocate of requiring ethics for CDM's primarily because we do have a Code of Ethics we follow as CDM's but also to ensure that we monitor our profession by ensuring high ethical standards by our members.

For 20 years, I have worked for a public institution where our

employees are required to maintain ethical behavior to ensure that the public trust is maintained in our institution. For me, professional ethics is important.

We never want to profit off our job through vendors or contractual obligations that would create an unfair business advantage. Maintaining ethical behavior in hiring is also important and we do not discriminate against any individual on the basis of sex, religions, race or sexual orientation.

Maintaining proper ethical behavior is also important in maintaining privacy standards for our residents and patients as outlined in HIPPA regulations.

Ethics is vital in our organization to ensure that our finances are maintained and reported in an accurate manner and that we as members report our Continuing Education in a proper and honest manner.



Indiana ANFP Treasury Report



Maggie Rowlands
Indiana ANFP
Treasurer

Beginning balance 1-1-18	\$ 18,695.64
Deposits:	
2/23/18 ANFP National Rebate	1,500.00
4/2/18 Spring Registration	1,395.00
4/10/18 Spring Registration	450.00
4/23/18 Spring Registration	590.00
4/27/18 Spring Registration	1,630.00
5/30/18 District 2 Checking Funds	2,721.21
6/1/18 District 1 Checking Funds	8,555.72
6/6/18 District 3 Checking Funds	2,868.62
Total Deposits	\$ 22,710.55
Expenses:	
1/22/18 #6122 Deposit for Spring meeting Essenhaus	200.00
2/16/18 Transfer to New Savings for Raffle Fund.	300.00
3/5/18 #6123 Deposit for Fruit Hills Winery	50.00
4/25/18 #6124 Fruit Hills Wine Tasting	114.24
4/26/18 #6125 Essenhaus Conference Center spring mtg	3,612.77
4/26/18 #6126 Mary McCormick- raffle gifts and candy, water	507.92
4/26/18 #6127 Bob Milligan- airfare for National Meeting	460.22
4/26/18 #6128 Maggie Rowlands- Board meeting reimbursement	300.12
6/8/18 #6129 Speaker fee and mileage Positive impact	2,117.72
6/8/18 #6130 Heritage Center refund Casteel/Harris	180.00
6/23/18 #6131 Bob Milligan 1 night hotel reimbursement	105.19
6/23/18 #6132 Maggie Rowlands Presidents hotel and registration reimbursement	955.38
Total Expenses	\$ 8,903.56
Current Checking Balance as of 6-30-2018	\$ 29,499.63

District Funds:	\$ 14,145.55	CD Funds:	3,000.00
Spring Meeting 2018		Travell/Raffle Fund	
Income:	4,065.00	Carried:	300.00
Expenses:	6,782.65	Income:	331.00
Loss:	(2717.65)	Current Balance	631.00
		Speaker Funds	
		Carried:	2306.41
		Expense:	2117.72
		Balance:	188.69

Respectfully Submitted Indiana State Treasurer
Maggie Rowlands CDM,CFPP

Finance Committee Proposal

One of the most important positions in any organization is the treasurer. Indiana ANFP has been very fortunate to have had Maggie Rowlands as our current treasurer. Maggie has not only done an excellent job of reporting our finances, she also keeps extremely accurate accounting records of our funds.

The Finance Team as proposed is designed to both assist Maggie in the reporting of chapter funds to the organization but also to serve as a training opportunity for Maggie's eventual successor in the role. The finance committee will be responsible for

budgeting, reporting and advising the directions of funds through out the year. Members of the committee will also assist the treasurer in submitting the correct tax forms to the IRS each year and will assist the hospitality committee in obtaining raffle items for chapter meetings. The committee will also work closely with the national chapter to ensure financial policies are clearly followed. The committee will help with the collection of money and receipts at chapter meetings.

For the financial solvency of Indiana ANFP, one member should be designated as the eventual successor for the treasurer.

Indiana ANFP Gives Back!! 2018/2019

Each year, the National Organizations encourages state chapters to develop a Community Service Project. Creating a service project is a requirement to be considered for the 2019 Diamond Award from ANFP.

This year, our project will be Meals on Wheels of Indiana. Housed in downtown Indianapolis, Meals on Wheels serves about 2000 meals daily to many homebound seniors throughout central Indiana. Maintaining nutritional health is vital for everyone but especially for the elderly. Meals on Wheel has also undertaken a new role through a recent grant with the Indiana State Department of Health funded through the Ryan White Meals for Life serving frozen meals throughout the State of Indiana to people living with HIV and AIDS. 2500 frozen meals are prepared at Eskenazi Health and are transported to various sites through Meals on Wheels to address the nutritional needs of this population. A short presentation will be given at the annual business meeting in September on this program along with a presentation on the Food as

Medicine Project at the Spring Meeting.

For the fall meeting, we will ask all attending to please bring items for their pantry that is both needed for the Ryan White Meals for Life and the homebound seniors in Central Indiana. Please consider bringing in one of the following items:

Can or six pack of no sugar added fruit or applesauce

Oatmeal packets—plain

Low Sodium Vegetables (no corn or potatoes)

Canned chicken or tuna

Low sodium soup

Brown Rice or Whole Wheat Pasta

Anyone bringing donations in will receive a free raffle ticket



Indiana ANFF State Fall Meeting
Cambria Suites
13500 Tegler Drive
Noblesville, Indiana 46060
WEDNESDAY, SEPTEMBER 26TH, 2018

REGISTRATION & NETWORKING	7:30 am—8:30 am
WELCOME & INTRODUCTIONS	8:30am – 9:00am
SESSION ONE "Just Get Organized" by Rita Woll	9:00am – 10:00am
SESSION TWO "Gifts of Nourishment" by Tracy Koontz	10:00AM – 11:00AM
BREAK	11:00am – 11:15am
SESSION THREE "Documentation" by Tracy Koontz	11:15AM – 12:15PM
LUNCH	12:15pm – 1:00pm
SESSION FOUR "Nutrition for the Elderly" by Amy Cummins	1:00PM – 2:00PM
SESSION FIVE TBD	2:00PM – 3:00PM
BREAK	3:00pm – 3:15pm
SESSION SIX "CDM Ethics" by Thomas Thaman	3:15PM – 4:15PM
BOARD MEETING Members may audit.	5:00PM – 7:00PM

The 2018 Fall State Meeting will take place at Cambria Hotel Noblesville, Indiana. The address is Cambria Hotel Noblesville Indianapolis, 13500 Tegler Dr, Noblesville, IN 46060. The discounted room rate is \$112 per night. You will need to mention Indiana ANFP to receive the discount. The only meals included with your registration fee will be lunch on Wednesday and Thursday. Please take advantage of our early registration rate and please join us in earning up to thirteen continuing education credits!

**Featured Speaker—Jan Wilson, M. Ed., SHRM-SCP, SPHR, Director, Learning Design and Outcomes, Relias
Reducing Turnover: Culture is Key!**

Join us for a 4-part workshop that targets turnover – what it is, why it is NOT going away, and some common-sense things we can do to combat it. This workshop will provide strategies you can use for effectively hiring right, orienting and supporting staff throughout their career. We'll examine your own organizational cultures to optimize them to drive engagement.

This workshop examines 3 specific areas of operations that impact new recruits - hiring, onboarding and continuing education - that can be targeted for improvement that change organizational behaviors of new hires, managers and peers to improve retention rates.

THURSDAY, SEPTEMBER 27TH, 2018

Registration & Networking	7:30am – 8:30am
SESSION ONE "Turnover: It isn't a Single Fix" by Janice Wilson	8:30am – 9:00am
SESSION TWO "Hiring Practices That Contribute to Turnover" by Janice Wilson	9:00am – 9:45am
BREAK	10:00am – 10:15am
SESSION THREE "New Hires: It's THEIR Orientation (Not Yours)" by Janice Wilson	10:15am – 11:00am
SESSION FOUR "Turnover Interventions and Debrief" by Janice Wilson	11:00am – 11:45am
BUSINESS MEETING & LUNCH	11:45am – 1:00pm
SESSION FIVE "Food Safety Solutions" by David Adams	1:00am – 2:00am
SESSION SIX "Examine the Dietary & Nutrition Tags for Compliance (F800-814)" by Ronni Banks	2:15am – 3:15pm

Please pre-register, even if you plan on paying at the door.
 Return form by September 21st, 2018.
 Please include Registration Form & Check, made payable to: Indiana ANFP
 to:

Mail to:
 Maggie Rowlands, CDM, CFFP
 2018 INANFP Meeting Registration Form
 8141 S 700 W, Winamac, IN 46996
 574-946-2151 or mrowlands@pmhnet.com

Name: _____

Company/Organization: _____

Address: _____

City: _____ Zip: _____

District: _____ DMA# _____

Check here if you need a receipt:

Check Appropriate Box

_____ 100.00 for 2 days,

_____ 50.00 1 day only

_____ 50.00 Retired members (2 days)

_____ No cost to Enrolled ANFP Students- 1 time only

_____ I am coming and will paying at the door.

_____ \$120.00 non registered, pay at the door.

Full Refunds given if cancelled 10 days prior to the meeting. If the cancellation is less than 10 days you will receive \$20.00 less on the refund. CANCELLED CHECK SERVES AS YOUR RECEIPT.

_____ 25.00 FEES ON ALL RETURNED CHECKS

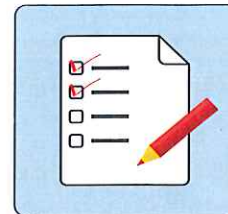
Meeting Minutes

2018 Spring Business Meeting Luncheon

Essenhaus , Middlebury, IN

April 26, 2018

Meeting called to order by President Bob Milligan



Roll Call of Member

District 1 - 32

District 2 - 6

District 3 - 5

Secretary Report: given by Maggie Rowlands for Mary Casteel no corrections or additions

Treasurer Report: given by Maggie Rowlands Beginning balance 21,227.15

Deposits: 7,011.00

Expenses: 9,561.55

Balance: 18,676.60



Treasurer report approved pending audit

District reports:

One: Fall Meeting is set for October 10, 2018 at Westminster Village in Lafayette, IN

Two: No report

Three: Held a Spring meeting April 11, 2018, with good turn out and treasury balance 2,900.00



Newsletter Report given by Bob Milligan for Tom Thaman, Bob complimented Tom on a great job on doing the newsletter and reminded every to keep your personal info and email addresses up to date on the National website under you're profile dash board. This is how we keep you informed of what happening in Indiana ANFP.

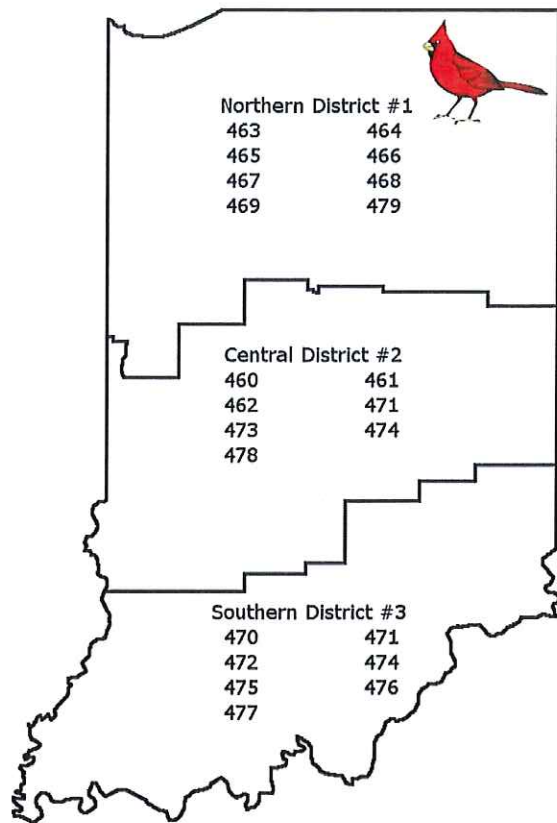
Old Business: Community Outreach Program: Brad Hayden spoke about how the only time, we as a membership get together is at state or district meeting. It would be nice to have a project that will include all districts and membership participation as state-wide group. Helping in a homeless shelter, food pantry donations, back packs for schools. So I will be in contact with all the district presidents to set up a date that we can meet quarterly and hold a project that all members can be involved in. Brad will then turn that in to National.

New Business:

National ANFP changes for all States: Maggie Rowlands read the correspondence from National to all members concerning the treasurer changes in the conversion of district funds to be transferred to the state treasurer by the start of the new calendar year. It also recommended that all district only hold 1 district meeting a year and not within 30 days of the state meeting. Alibigail from national stated that their hopes are to get the districts a better venue for speakers and to improve the attendance on the state level in not having the meetings too close or before the state meeting. Member Glenda Rowe spoke, stating that by eliminating the 2 meetings on the district level is prevents members from getting clock hours. For some this is the only avenue they have for getting them, as they can't afford the state meeting or the time off from work for 2 days.

Bob Milligan told members that the Indiana Board is going to hold a meeting within the next month and go over the changes and how to make them work best for our membership. Maggie reported that the transfer of funds is for IRS 990-E reporting. Bob Reminded everyone to fill out the I will serve forms if you are interested in step up and helping on any level in our chapter. We have several areas that need filled they are membership, program, hospitality committee's. So sign up if interested.

We also have Member of the year, Vendor of the Year, Adminstrator of the Year, if want to nomination someone the forms are available. Or you can also find them in the policy and procedure manual on the Indiana website.



Indiana ANFP was established in 1964 and is now in its 54th year. With over 400 CDM's statewide, Indiana is one of the largest chapters in the country. Currently, Indiana is divided into three districts. Our proposal outlined in this newsletter is to eventually combine all districts to one state chapter. Traditionally there is a state spring meeting and a state fall meeting each year where our members can earn 10 to 12 CE's. One meeting each year is held in Indianapolis. Our meetings are diverse and offer great networking opportunities. We have many opportunities to become involved. Please join us at your earliest opportunity and meet great Hoosier CDM's!!

Welcome Indiana's New CDM's

Roserio Telford, CDM, CFPP -
Hebron, IN

Joshua Watters, CDM, CFPP-
Greenwood, IN

Rachel Weber, CDM, CFPP-
Monroe, IN

Andrea Whitegon, CDM, CFPP-
Warren, IN

Opel Zellers, CDM, CFPP-
Greencastle, IN

Miranda Bryant, CDM, CFPP-
Greensburg, IN

Melinda Drury, CDM, CFPP-
Pekin, IN

Mathew Dye, CDM, CFPP-
Indianapolis, IN

Shannon Fahey, CDM, CFPP-
Plainfield, IN

Jared Grandielnard, CDM, CFPP
-Fort Wayne, IN

Steven Guy, Chef, CDM, CFPP-
Kokomo, IN

Kelly S. Lance, CDM, CFPP-
Princeton, IN

Jacob Z. Mills, CDM, CFPP-
Newburgh, IN

Amy Minnich, CDM, CFPP-
Warren, IN

Patricia Diane Par, CDM, CFPP-
Bainbridge, IN

Nikkole Pierson, CDM, CFPP-
Indianapolis, IN

Stephanie Rich, CDM, CFPP-
New Whiteland, IN

Carol E. Smith, CDM, CFPP-
Huntington, IN

