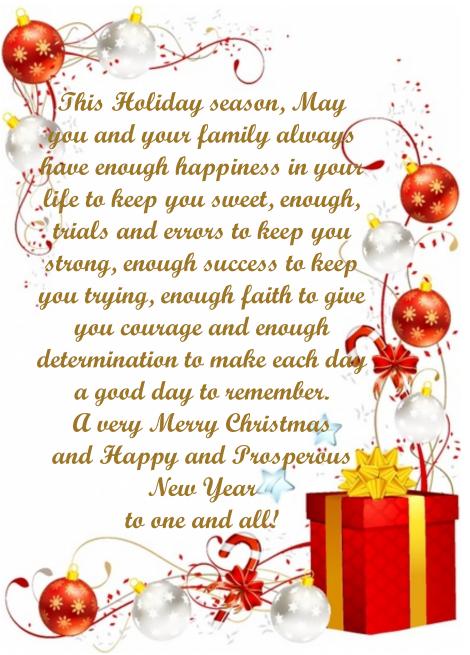




"We enhance the careers of our members through professional and personal growth"



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SOMETHING TO THINK ABOUT

Gifts of time and love are surely the basic ingredients of a truly Merry Christmas!

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fife on the Weil Side!Richard F. Weil. CFE Chairman of the Board



Wishing you all the most for a positive of a Holiday season and New Year. No doubt, 2020 will go down for most of us as the most difficult year in our lives for so many reasons but hopefully this monthly newsletter finds you and your family and friends well. A crazy year and a hope for a much better New Year!

My 12 days of Christmas wish for everyone.

- 1. Good health, safety, and happiness.
- 2. The pandemic goes away by the end of Q1 2021.
- 3. As an industry we learn and continue our best practices learned during COVID relating to sanitation and protocols for keeping staff and guests well.
- 4. The hospitality industry thrives again.
- 5. We figure out how to all get along better and remove so much divisiveness, ok to agree to disagree peacefully.
- 6. You and your peers take advantage to take another certification program and enhance your own personal and professional education.
- 7. IFSEA fellowship resumes even remotely is ok and may be the catalyst going forward.
- 8. Ed Manley lives another 35 years doing what he has and always has done, and that Ed cares so much for so many and has done so much for so many!
- 9. Dave Kinney and Ed Manley do not kill each other (ha ha).
- 10. We find 100 other Alysha Brooks'!
- 11. Matt Trupiano our Newsletter extraordinaire continues producing this great newsletter for many more years as well.
- 12. Peace and tranquility for all!

I would like this holiday greeting newsletter article to finish with my top 10 positive things experienced this year.

- 1. The birth of our 8th grandchild and 2nd granddaughter to my daughter and son-in-law, their 3rd.
- 2. Spending more time with my wife Maryann during COVID, lots of walks and talks, more than we have had together ever.
- 3. Maryann and my $40^{\rm th}$ wedding anniversary with one of our 3-year-old grandsons driving back from CA this past August.
- 4. Being named one of the top 10 Restaurant Consulting Companies in the US this past September for our work done during COVID.
- 5. Having our COVID-19 protocols published in three national magazines.
- 6. Completing 100 videos with our company about how we can be more helpful.
- 7. Providing pro-bona consulting to 100's of operators all over the country.
- 8. Learning how to survive not going to Denver Bronco games this year and even though they are not a good team, not being so addicted to football this fall.
- 9. Earning my MCFE and MCFP this year and thank you Ed Manley for pushing me to take the "holy crap test" and IFSEA becoming financially stable.
- 10. My entire family as of this writing are well and healthy, but certainly we all have experienced the stress of the year and hoping for a joyous and peaceful holiday.

From my family to yours, Happy Holidays everyone and may the seasons find positive blessings no matter your beliefs, struggles, or day to day hardships, we will find ways to go forward in 2021 and beyond because we are the industry of hospitality and hope!

LOOKING AHEAD WITH MANLEY

Ed Manley, MCFBD, MCFE, CHP Chair Elect



Enlisted Aide of the Year Award



The USO put together a great virtual show which ended with a WWE superstar announcing Coast Guard Chief Petty Officer Scott Jeffries as the Inter-service EAOY. I was most pleased that they showed the videos submitted by their bosses in their entirety. One 3-star and four 4-stars, with Chief Jeffries boss, Chairman of the Joint Chiefs GEN Mark Milley summing those up with congratulations to each of the service winners. The Veterans Support Network (VSN) and IFSEA were acknowledged by USO President Elaine Rogers. We fully expect next year to be live at the Ritz-Carlton where my role will be "Special Guest." (aka no work or truly little, you know me, whoo-hoo).

LOOKING AHEAD WITH MANLEY

Ed Manley, MCFBD, MCFE, CHP Chair Elect



IFSEA is Growing

IFSEA'S GROWING YOUTHFUL LOOK PROMISES AND BRIGHT FUTURE

Chairman Richard Weil, Development of Director Alysha Brooks and I were on a call right before Thanksgiving with the professional team at Healthcare Services Group (HCSG) with great thanks to IFSEA Director Shawn McGregor for networking this for us many months ago. This project will enable our Certified Food Manager (CFM) sustainable in all 50 states for nursing home and long-term care food directors. Richard mentioned how wonderful it was to have all the young faces on the call, including of course Alysha. Those of us who are "seasoned" are mentoring to the young faces, but soon they will be off and running, leading IFSEA for the next decades towards what know will be our 120th birthday next year and beyond!.

Thanks to all of you who are providing that mentorship, and we welcome all the new members who are finding IFSEA to be a wonderful opportunity. The most recent addition is new member and instant President of the IFSEA Global Meet-Up Branch, Glenn Beatty, MCFBD. Glenn just finished very enthusiastically the MCFBD class. Glenn's experience is also highlighted in this month's newsletter but I note Glenn as having owned 2 restaurants and managed multiple more, he still learned a lot in the certification process.

IFSEA Global Meet-Up Branch holding third Zoom call at 4 pm EST on Dec.14th

For members not connected to a local branch, we used to call them Members-at-Large. Now we created a Branch for them, called the Global Branch. We have set that up again, so again anyone not in a local branch will be in the Global Branch. This way these members have a place to go to network, mentor, be mentored, re-kindle friendships we used to see at conferences, and be a part of the new IFSEA. We hope you will join us on the calls – the first couple were not heavily attended but very much enjoyed, so it's free to check it out and you can always hang up – smile. Link will be sent a few days before.

Certified Food Manager (CFM)

I previously reported that this language is in the federal legislation for long-term-care facilities. We have had over 400 people get certified thus far, in over 30 states. However, we are working to improve the test for that food service specialty. Expecting to start a new training and testing platform about January 1. Several months after that, we expect to roll out CFM-Healthcare, a higher level, more focused on the special needs for taking care of nursing home long term care patients. I think this may well become the SERV Safe for IFSEA – an industry standard that will be the gold standard. Finally.

Wishing everyone a joyous and happy holiday and most assuredly say goodbye to 2020 once and for all. Best to everyone!

From the Mind of a Millennial

Alysha Brooks, Director of Development



From the Amazing Alysha Brooks!

How many people find themselves mindlessly scrolling Facebook, Instagram, Twitter, Snapchat or any other social media platform? Well I'll raise my hand and admit that I have spent way too much time worrying what others are posting, terrified I'm going to miss an email or wasting valuable time scrolling my newsfeeds. I didn't realize how much I was doing it until I took a social media break or did a "social media detox" for a couple weeks in November.

Want to see something scary?

In an article on oberlo.com, it states that 90.4% of millennials are active social media users compared to Generation X at 77.5% and 48.2% of Baby Boomers. And people are spending an average of 3 hours a day on social media (1)! Three hours... let that sink in.

I know from personal experience that social media can be used as a wonderful marketing tool but at what expense? Did you know according to a LinkedInTM article, that we now see 5,000 ads a day (2)!!! Between Facebook®, Instagram®, YouTube®, commercials, billboards, magazines, radio ads, and so many more, we are constantly bombarded with reminders why we NEED new items.

Then... Facebook uses "story rankings" to decide what you see on your Facebook newsfeed. They look at what you post, what you like, how much certain posts get liked, the items you put on your profile and so many other factors. They then essentially tell you a story that you will want to read. If you are always liking mom related items than you will see a lot of mom related posts (3).

Okay... so what's the problem?

The problem is that when we are scrolling these newsfeeds, we have to remember that they are marketing tools. In between each of the posts you see, there are ads that are designed for you to click on. They want you to see what all the other moms have and then give you the opportunity to buy those same items so you can get the likes she has. It's just like magazine ads of perfectly skinny girls with perfect blonde hair and no skin blemishes that tempts us into buying the lipstick so we can "look just like her".

I'm in no way saying that marketing is evil, and we shouldn't use social media. It's very helpful for businesses

to communicate with their customers and to talk to loved ones across the country and world. Building a profile page is fun. Telling people about our accomplishments feels good.

The line is how much time we are spending on it each day. Three hours a day is a waste. Limiting our time to 30 minutes is healthy and an important boundary. Taking the time to walk away from social media like a "social media detox" is becoming even more normal and recommended by myself and so many others.

Did you know Steve Jobs, who invented the iPhone and co-founder of Apple, did not use social media because he felt that face to face interaction forms ideas; not email and scrolling your phone. Check out this video about Steve Jobs and why he didn't use social media - click here.

How does a social media detox help? I have spent less time on Facebook and Instagram and way more time:

Playing with my kids

Working on fun IFSEA projects

Taking photos because I want to remember the moment, not just to post Brainstorming future ideas for my business and the Foodservice Institute

Communicating with my husband

Laughing

I know when I get back on social media it will not have a hold on me like it did before. I really suggest everyone do this, even if it's just 3 days. Don't worry... you can still talk to people but text them or call them. Instead of posting the family pictures on Facebook, get them printed and give them as a gift. Go the extra step and setup a Zoom type account to actually talk to family and see them!

Do not let social media tie you down.

Sources: https://www.oberlo.com/blog/social-media-marketing-statistics

https://www.linkedin.com/pulse/have-we-reached-peak-ad-social-media-ryan-holmes/

https://techcrunch.com/2016/09/06/ultimate-guide-to-the-news-feed/

https://www.youtube.com/watch?v=ZXjqC0EBzoM



MEET Glenn Beatty



This month's spotlight is all about the newly appointed President of the IFSEA Global Meetup Branch, Glenn Beatty.

Glenn is currently the General Manager of the Bonfire Steakhouse in Florence, Oregon, a husband to his "lovely wife," and father of three awesome children that have been homeschooled majority of their school years. "Having children gave my life meaning and purpose that's for sure," he says adding, "fatherhood has certainty made me, me."

His oldest daughter is 19, lives in Nashville pursuing her musical dreams as singer/songwriter and has written over 850 songs! Second, is his 16-year-old daughter that loves playing guitar and creating art. Last his son, 8 years old, enjoys science, computers and farming.

"My ultimate goal in life is to be the best father possible for my kids."

Glenn has been in the foodservice industry for 25+ years and is the previous owner of the Rocky Tonk Saloon in Medford, Oregon. The establishment won the Southern Oregon People's Choice Award for Best Nightclub for four consecutive years!

He recently completed and became a Master Certified Food and Beverage Director (MCFBD) through the Foodservice Institute where he met Ed Manley, IFSEA Chair-Elect. Through the advice and mentorship of Ed, Glenn became an IFSEA member.

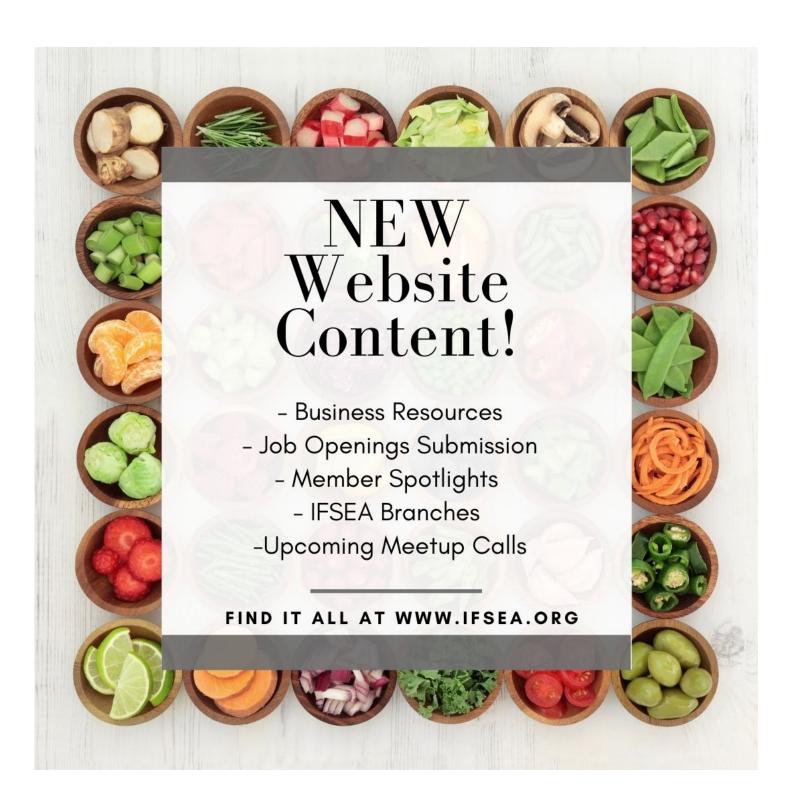
"So far," Glenn says "IFSEA has given me the inspiration to further my career through certifications and connections."

Ed said he asked Glenn to serve as President because he thinks he will bring "fresh ideas and excitement" to the organization and the branch.

On top of his dedication to the industry, Glenn was the lead singer of a band for 20 years that played about 1500 shows. He smiles, stating that's probably where his kids get their love of music. He also enjoys hiking, boating, crabbing, biking, and beach walking.

He is very excited to serve as President of the branch with Ed by his side. The next Global Meetup call is Monday, December 14th at 4:00 p.m. (join the call here) and it is the perfect opportunity to meet Glenn and ask him any questions!

He believes he can help IFSEA and fellow members with Business Development, Hospitality Training & Certifications, Foodservice Specific, Casino Specific, and Event Planning/Conference Specific.



> HOLIDAY ESSENTIALS

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QTY	BAR CODE	PRODUCT	QTY	BAR CODE	PRODUCT
	1327	Premium Turkey Base 2.5# Tub		2826	Pepper, Roasted Garlic 1.5# Jar
	1649	Premium Turkey Gravy Mix 1# Bag		2594	Poultry & Meat Rub 1.5# Jar
	1241	Turkey Stock 32 oz. Bottle		2336	Poultry Seasoning 1# Jar
	1302	Premium Beef Base 2.5# Tub		2339	Pumpkin Pie Spice 1# Jar
	1298	Premium Chicken Base 2.5# Tub		2348	Rosemary Whole 6 oz. Jar
	1325	Premium Vegetable Base 2.5# Tub		5049	Saffron 1 oz. Tin
	1464	Batter Mix 2.5# Bag		2373	Seasoning Salt 2.25# Jar
	1470	Demi-Glace Brown Sauce Mix 18 oz. Bag		2354	Sage, Rubbed 6 oz. Jar
	1604	Demi-Glace Veal Paste 1# Tub		2668	Sriracha Seasoning 20 oz. Jar
	1052	Gravy Bouquet 32 oz. Bottle		3900	Sweet & Smokey Rotisserie 1.5# Jar
	1353	Vanilla Beans 4 oz. Bag		3531	Chile Ancho, Whole 1# Bag
	1719	Vanilla Beans Bourbon 8 oz. Bag		3532	Chile Cascabel, Whole 1# Bag
	7523	Vanilla Paste 2# Bottle		3533	Chile Red Hatch, Whole 1# Bag
	2016	Apple Pie Spice 1# Jar		3534	Chile Guajillo, Whole 1# Bag
	2708	Cajun-Style Blackfish 50/50 20 oz. Jar		3535	Chile de Arbol, Destemmed 1# Bag
	2101	Cinnamon Ground 14 oz. Jar		3594	Red Chile Paste, 1# Tub
	2104	Cinnamon Sticks 9 oz. Jar		3633	Green Chile Paste, 1# Tub
	2108	Cloves Whole 14 oz. Jar		3540	Umami Base, 1# Tub
	2185	Herb Seasoning 1.5# Jar		3592	Everything Blend, 24 oz. Jar
	2605	Hickory Smoke Salt 12# Tub		3540	Premium Low Sodium Vegetable Base, 1# Tub
	2193	Juniper Berries 12 oz. Jar		3550	Smoked Granulated Garlic 24 oz. Jar
	2227	Nutmeg Ground 1.25# Jar		3551	Smoked Granulated Onion 24 oz. Jar
	4631	Paprika, Smoked Hot 1.25# Jar		3544	Smoked Black Pepper Whole 20 oz. Jar
	4633	Paprika, Smoked Sweet1.25# Jar			



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CULINARY ITEMS











? Did? You? Know?

History of Fruitcake

The name "fruitcake" can be traced back only as far as the Middle Ages. It is formed from a combination of the Latin fructus, and French frui or frug.

The oldest reference that can be found regarding a fruitcake dates back to Roman times. The recipe included pomegranate seeds. Pine nuts, and raisins that were mixed into barley mash. Honey, spices, and preserved fruits were added during the Middle Ages. Crusaders and hunters were reported to have carried this type of cake to sustain themselves over long periods of time away from home.

1400s - The British began their love affair with fruitcake when dried fruits from the Mediterranean first arrived.



1700s - In Europe, a ceremonial type of fruitcake was baked at the end of the nut harvest and saved and eaten the next year to celebrate the beginning of the next harvest, hoping it will bring them another successful harvest. After the harvest, nuts were mixed and made into a fruitcake that was saved until the following year. At that time, previous year's fruitcakes were consumed in the hope that its symbolism would bring the blessing of another successful harvest.

In the early 18th century, fruitcake (called plum cakes) was outlawed entirely throughout Continental Europe. These cakes were considered as "sinfully rich." By the end of the 18th century there were laws restricting the use of plum cake.

Between 1837 and 1901, fruitcake was extremely popular. A Victorian "Tea" would not have been complete without the addition of the fruitcake to the sweet and savory spread. Queen Victoria is said to have waited a year to eat a fruitcake she received for her birthday because she felt it showed restraint, moderation and good taste.

It was the custom in England for unmarried wedding guests to put a slice of the cake, traditionally a dark fruitcake, under their pillow at night so they will dream of the person they will marry.



Holiday Italian Herb crescent Christmas Trees servings: 32 Yields 2 Trees



2 (8 ounce) cans refrigerated crescent dinner rolls
1/4 cup grated parmesan cheese
1 teaspoon dried Italian seasoning
1/2 cup prepared sour cream and chive dip
10 medium cherry tomatoes, sliced into 30 slices
1 medium yellow bell pepper
2 tablespoons chopped fresh parsley

Heat oven to 375°F. Unroll cans of dough and separate into 4 long rectangles; firmly press perforations together. Sprinkle each rectangle with 1 tablespoon cheese and 1/4 teaspoon Italian seasoning. Starting with one short side, roll up each rectangle, forming 4 rolls (like a jelly roll). With serrated knife, cut each roll into 8 slices (now they look like pinwheels). To form 1 tree, on cookie sheet, (I line mine with parchment paper it's easier to move trees to cool and to final decorating plate), Place 1 slice, cut side down, for top of tree. Arrange 2 slices below, sides touching. Continue arranging rows of 3, 4, and 5 slices. Use remaining slice for trunk. Bake first tree 12 to 14 minutes or until golden brown. Cool 5 minutes on wire rack.

Repeat for 2nd tree on another cool cookie sheet. Place trees on serving platter.

If you do not have a decorators bag and tip, spoon the dip into a zip lock bag. Cut 1/4 inch hole in bottom corner of bag; and pipe over tree like garland, and a dollop of dip in on each pinwheel except trunk.

Place tomato slice on each pinwheel except top and bottom ones.

With 1 1/4 to 1 1/2 inch star shaped cutter, cut 2 stars from yellow bell pepper; place one on top of each tree. Chop remaining bell pepper; sprinkle over trees. Sprinkle with parsley. Serve immediately, or refrigerate until serving time.



Prosciutto Bites Servings: 12



12 slices prosciutto (thin slices)
1 medium pear, cut up into thin wedges
4-6 ounces havarti cheese
black pepper
1 medium red pepper, cut into 24 thin sticks

Directions

You want all the ingredients (other than the prosciutto and black pepper) to be around the same size.

I buy the slices of havarti from the deli and cut them into four long slices. Then cut those strips in half widthwise. I then put two pieces into a roll.

Cut the pear into quarters and core it. Then cut each quarter in four long thin slices. I end up with a few slices leftover but I consider those treats for the cook!

At one end of a slice of prosciutto, place a cheese slice, a pear wedge and a pepper stick.

Sprinkle with pepper.

Roll up slices and secure with toothpick if necessary. I find that the meay sticks to itself usually well enough to not need toothpicks.

After they are rolled up, you can cutthem in half if you would like a smaller bite.

Refrigerate prior to serving and keep cool during serving.

Herb Crusted Chicken Bites

Servings: 8



1/4 tsp each of dried basil, crushed rosemary, garlic, paprika. Mix well.
4 cups fresh whole wheat breadcrumbs salt and black pepper to taste
1 cup flour, for dusting
4 eggs, lightly beaten
6 chicken breasts, trimmed and cut into
1-1/2 cubes
lemon wedges, to serve

Directions

Preheat oven to 400 degrees. Place the mixed herbs, breadcrumbs, salt and pepper in a large bowl and mix until combined, then set aside. Place the flour in another bowl and the eggs in a third bowl. Toss the chicken cubes in the flour, dusting off any excess. Working in batches, dip the chicken pieces into the egg, then the breadcrumbs, pressing to coat well.

Once all the chicken is crumbed, heat a little oil in a large non-stick frying pan. Cook the chicken in batches until golden. Remove and transfer to a baking tray lined with baking paper. Place in oven for 4-5 minutes or until chicken is cooked through. Serve chicken with lemon wedges and a little whole egg mayonnaise for dipping, if desired.



Chopped Salad Shells

Servings: 12



8 ounces jumbo pasta shells (about 24)

4 cups chopped romaine lettuce

1/2 cup chopped fresh basil

1 cup chopped fresh tomato

3/4 cup chopped peeled cucumber

3 ounces Italian salami, chopped

4 ounces crumbled feta cheese Italian dressing of your choice

Directions

Cook shells in plenty of boiling water according to package directions, being careful not to overcook them. Rinse in cold water; set aside. (For advance prep tip, see note at end). Chop all salad ingredients, making sure you have all the pieces quite small so that you can easily stuff the salad into the shells. Pour dressing over salad and toss lightly. Add salt and pepper if desired.

Stuff salad into cooled shells (now you will understand why you chopped the ingredients into small pieces!). Refrigerate up to 4 hours before serving.

Advance preparation tip: The day before, cook the shells to al-dente, rinsed them in cool water, separated them and let them cool. Then, put them in a zip lock bag. Chop everything for the salad part and put it in a zip lock bag, without the dressing!. The next day, mix the dressing into the salad and stuff the shells. Arrange on plate and serve.

Onion Brie Appetizers

Makes 18



- 2 medium onions, thinly sliced
- 3 tablespoons butter or 3 tablespoons margarine
- 2 tablespoons brown sugar
- 1/2 teaspoon white wine vinegar or 1/2 teaspoon cider vinegar
- 1 sheet frozen puff pastry, thawed
- 4 ounces brie cheese or 4 ounces camembert cheese, rind removed, softened
- 2 teaspoon caraway seed
- 1 egg
- 2 teaspoons water

Directions

In a large skillet, cook the onions, butter, brown sugar and vinegar over medium-low heat until onions are golden brown, stirring frequently. Remove with a slotted spoon and cool to room temperature.

On a lightly floured surface, roll puff pastry into an 11x8 inch rectangle. Spread Brie over pastry. Cover with the onions; sprinkle with caraway seeds.

Roll up one long side to the middle of the dough; roll up the other side so the two rolls meet in the center.

Using a serrated knife, cut into 1/2 inch slices. Place on parchment paper-lined baking sheets; flatten to 1/4 inch thickness.

Refrigerate for 15 minutes.

In a small bowl, beat egg and water; brush over slices. Bake at 375°F for 12-14 minutes, or until puffed and golden brown. Serve hot.

RANDOM STuff

Instructions for use: Perform 2-3 test clicks before each use and at least once every 3 minutes



HIGH SCHOOL REUNION

While sitting in the waiting room for my first appointment with a new dentist, I noticed his DDS diploma, which bore his full name. Suddenly, I remembered a tall, handsome, darkhaired boy with the same name had been in my high school class some 40-odd years ago. Could he be the same guy that I had a secret crush on, way back then?

Upon seeing him, however, I quickly discarded any such thought.

This balding, gray-haired man with the deeply lined face was way too old to have been my classmate.

After he examined my teeth, I asked him if he had attended Waseca high school.

"Yes. Yes, I did. I'm a Bluejay," he beamed with pride.

"When did you graduate?" I asked. He answered, "In 1959. Why do you ask?"

"You were in my class!" I exclaimed.

He looked at me closely. Then, that ugly, old, bald, wrinkled, gray-haired, decrepit SOB asked, "What did you teach?"

I may not be



that good looking, or athletic, or funny, or talented, or smart

I forgot where I was going with this, but I do know that I love bacon

When I was little my mom used to feed me alphabet soup claiming I loved it.

I didn't really, she was just putting words in my mouth...

In Memoriam

Neil Goodman, DODG, Past Chair



Feb. 1, 1929 - Oct. 8, 2020

October 8th, 2020. Husband of Muriel (Markel) Goodman; father of Karen Goodman and Jeffrey (Shari Berman) Goodman; brother of the late Seymour Goodman; grandfather of Timothy Phoenix, Sarah Laskaris, Alana and Noah Goodman; uncle of Neil and Barbara Goodman. A Graveside Service will be held at the convenience of the family. Memorials in Neil's memory may be made to the Jewish Federation of Buffalo, the Jewish Community Center of Greater Buffalo, and Temple Beth Zion. Arrangements by MESNEKOFF FUNERAL HOME. Share condolences at www.mesnekoff.com

Throughout his career Mr. Goodman was active in food service associations and charitable organizations. He was twice president of the International Food Service Executives Association. In 1974, at the group's annual convention in Las Vegas, Mr. Goodman received the "Dignified Order of the Dinner Gong," its highest award for service. In 1989, the Buffalo branch named him Member of the Year.

He was also a member of the National Institute for the Food Service Industry, which awarded him its highest honor, the Diplomate Award. Working with the Statler Foundation and the New York State Hospitality Fund, he helped identify young culinary students to receive more than 20,000 scholarships.

His main professional reward, he often said, was seeing his guests enjoy themselves. "I want them to remember this," he would say, whether it was a dinner for two or a reception for more than 300.



In the modern-day Gregorian calendar and in its predecessor, the Julian calendar, December is the twelfth and last month of the year.

The name is derived from decem, meaning "ten" in Latin, because in the ancient Roman calendar, December was the tenth month of the year. At the time, the calendar only had ten months and began with March. This is why the name December no longer corresponds with the placement in the Julian and Gregorian calendars.

History of December

Originally, December was the last month of the Roman calendar since the winter period was not assigned months. It originally consisted of 30 days but was shortened to 29 days when January and February were added to the calendar around 700 BCE. During the Julian calendar reform, two days were added to December, making it 31 days long.

Winter North of the Equator

December is the seasonal equivalent of June in the opposite hemisphere. The winter solstice, the shortest day of the year, is the December solstice in the Northern Hemisphere. However, in the Southern Hemisphere, it is the summer solstice.

Zodiac signs for the month of December are

Sagittarius Nov' 22-Dec' 21

The optimistic Sagittarius is always in good spirits. They are cheerful and upbeat most of the time and believe that there is a positive side to everything. Sagittariuses are also very loyal to their country. Many war heroes bear the Sagittarius zodiac sign.

Capricorn Dec' 22-Jan' 19

The pragmatic Capricorn can sense at once whether a new concept is going to work. Their forthright attitude also means that if they think you fall short, they will have no problem telling it "to your face". Capricorns are

December's birthstone is the Turquoise or Zircon The birth flower for December is the



