



# IFSEA NEWS

*Fresh and Bold!*

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



## *Life on the Weil Side!*

Richard F. Weil, MCFE, MCFP Chairman of the Board

### **Hire and train your culture!**

First and foremost, thank you all who attended our annual IFSEA business meeting on October 27<sup>th</sup> of this past month. We sincerely appreciate everyone's support and continued interest in our 120-year-old association. As we look towards a prime number year in 2022, we all know the challenges that our industry continues to face that will linger well into the new year. We will be sending the copy of the minutes of the annual meeting in the December newsletter.

I usually have my November article all about Thanksgiving and what I am thankful for and yes, I am very thankful, blessed and value all my IFSEA friends, family, and the industry I have made my career and so many professional friends. So truly, Happy Thanksgiving to everyone!

The most pressing issue besides the cost of goods increases and the supply chain dilemmas is the perplexing shortage of staff. As I have written in the past with our hospitality industry consulting company clients, attracting and retaining quality staff is paramount to the success and or failure to so many operators throughout the country. We have seen operators having to close on different days of the week, shorten hours, reduce service components, and even reduce

*(Continued on page 2)*

## **November 2021**

IN THIS ISSUE

Did You Know	8
Flash Back	14
Flavor Service	3
IFSEA Famous	7
Life on the Weil Side	1,2
Looking Ahead/w Manley	4
Mind of a Mellennial	5,6
November is	12
Officers and Directors	13
Random Stuff	11
Recipe Box	9,10
Who Knew	15



# **SOMETHING TO THINK ABOUT**

**There is always something to be thankful for.**



## *Life on the Weil Side!*

Richard F. Weil, MCFE, MCFP Chairman of the Board

*(Continued from page 1)*

### **Hire and train your culture!**

menus to combat the labor shortage.

One of the solutions we believe now, and to begin to strengthen operations, is to start with your interview and training processes. No doubt many of us are hiring “warm bodies”. We even struggle to have candidates show up for interviews let alone become engaged and positive members of your team. I have as many of you are doing heard and seen so many difficult challenges in hiring and training. People are even accepting jobs leaving within 1-2 weeks after hiring for various reasons ranging from more pay, further filing unemployment claims and even forgive me for saying this, “entitlement and laziness”.

I do believe this cycle will subside but not sure if this is another full year away from the solution, or what can we do now? I believe it starts with setting the discussion from the first time you speak or meet with your new staff member candidate. **That means interview and train about your own culture.** Meaning what makes your operation stand out, your points of differentiation, the positive aspects of your team, not just the pay rate, but why people work at your business.

When you identify these points of differentiation you are setting the solutions in place. If you can't identify them, then that perhaps is the first thing you need to begin to correct now. Your staff members still want to work in a place that they can enjoy, feel good about and even the “F” word, have FUN! If your culture has drifted so far away since the Pandemic and you can't answer these questions or set the tone and expectation of what your culture is, then step back and get back to the basics.

Start by looking in the mirror, get your remaining staff together and listen to the good that got you where you were, where you are today and where you need to go tomorrow. The answers are there, and interviewing at every step of the way and training to your culture and the good about your business is the foundation for helping you solve and resolve parts of the labor hiring crisis we are in.

Something to think about and I hope you find this information and input useful.....Happy Thanksgiving!

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# LOOKING AHEAD WITH MANLEY

Ed Manley, MCFBD, MCFE, CHP President Emeritus



## MENTORING THOUGHTS FROM AN ICON

I thought you might find useful these excerpts from **The Ride of a Lifetime, by Robert Iger, CEO of Disney** until 2020. A great bio of an amazing life and many tips on leadership and dealing with issues, such as when he was leading the grand opening of Disneyland Shanghai, about to cut the ribbon, and a staffer whispers in his ear, basically, an alligator just grabbed a child at a Disney World hotel. Here are a few excerpts.

**The relentless pursuit of perfection.** It's a mindset, more than a specific set of rules. Instead, it's about creating an environment in which you refuse to accept mediocrity. You instinctively push back against the urge to say, "There's not enough time, or I don't have the energy, or any of the many other ways we can convince ourselves that "good enough" is good enough. He talks about "shokunin", the Japanese word which means the endless pursuit of perfection for some greater good.

One day he was with sports TV icon, Boone Arledge, for whom he worked at the time, and who asked him how it was going. He said, "Some days I feel like it's tough just keeping my head above water." The instant and conversation ending reply was, "**Get a longer snorkel.**"

It's a delicate thing, finding the balance between demanding that your people perform and not instilling a fear of failure in them. In a group meeting Boone was livid that they had missed a great opportunity and wanted to know who was responsible. Bob raised his hand, the group was shocked, no one admits they screwed up here. But Boone treated him differently after that. **Admit your mistakes and give people who make them a second chance.**

**"Bet on brains!"** He was made #2 at ABC-TV, moving from sports to entertainment, which, he says, "I knew precisely nothing about." Put talented people in positions where they can grow, even if they are in unfamiliar territory. And, as we teach in our management class, include those people in decision-making. **Value ability more than experience.**

**Know what you don't know, and trust in what you**

**do.** The military is a perfect example of this. I walk in knowing nothing about medicine, 3 months later I'm a medic. Don't know a thing about the Marine Corps, a couple of months of training and I'm following them up and down hills and swamps. Get commissioned, don't know a thing about taking an x-ray but I'm managing the Radiology Dept., at Bethesda (now called Walter Reed) where the Presidents go. Don't know anything about food, I'm #2 in food service at Bethesda. The Navy was betting on the brains, and that's what I tell my students – the military has taught you to manage, organize, improve anything. You always have SME's, who need someone to organize the place.

(I like to say, dress for the job you WANT, not for the job you HAVE.) Iger says, "**You can't get let ambition get too far ahead of opportunity.** Do the job you have well; be patient; look for opportunities to pitch in and expand and grow; and make yourself one of the people, through attitude and energy and focus, that your bosses feel they have to turn to when an opportunity arises.

**Don't be in the business of playing it safe.** Be in the business of creating possibilities for greatness.

**Avoid getting into the business of manufacturing trombone oil.** You may become the greatest trombone-oil manufacturer in the world, but in the end, the world only consumes a few quarts of trombone oil a year. i.e. don't invest in small projects that would sap your resources and not give much back. Iger says he still has that note from his boss at that time in his desk.

**Good leadership isn't about being indispensable,** it's about helping others be prepared to step into your shoes; identifying the skills they need to develop and helping them improve, and sometimes being honest with them about why they're not ready for the next step up.

When hiring, try to **surround yourself with people who are good** in addition to being good at what they do.

Message for the month as we celebrate Thanksgiving, be blessed and continue learn and grow!

# From the Mind of a Millennial

Alysha Brooks, MCFBD, MCFE, CHP  
Director of Development



## **New Social Media Platforms and Lessons for Everyone re: Social Media**

We all know about social media! Some of us love it, some hate it, others use it for fun and then others, use it for business. Social media is not going away, in fact it's becoming more and more important for businesses to interact with potential clients on these platforms.

I think we can all agree the top three well-known social media platforms are Facebook, Instagram and LinkedIn.

Facebook is your basic media page, where you can share status updates, photos, and videos. Businesses can utilize a "business page" and/or a "group page" to interact along with a few different ways to promote across the application.

Instagram is all about visuals. Here you will find still photos and videos. There are two types of videos - Reels and IGTV. Reels are becoming the big thing on Instagram as the new app TikTok takes over the internet. This is also where the "stories" started (like snapchat). Businesses can really move forward when they utilize the stories, reels, and photo features.

LinkedIn is for business-related material. They have expanded on stories, groups and business pages BUT also have some interesting features to specifically help businesses sell and find clients. With the paid version, LinkedIn may also help you find clients and sell your products and services. The features are new and I'm still learning more about them.

So, now that you have a review of the above platforms, let's talk about a couple new applications that are taking over people's phones and attention:

### **TikTok -**

Like I mentioned above, Instagram has really made reels a big thing by competing with TikTok (almost working with them). If you haven't heard of TikTok before, it's ALL videos. No photos, no status updates, JUST videos.

The app allows you to take your videos to the next level by recording 15 second, 60 second-, or 3-minute videos. The editing tools are easy to use, there are a ton of filters and effects, and you can easily add sound to the video to grab more user's attention.

Businesses are using TikTok as well!

By promoting videos on TikTok, you have more creative freedom to connect with your clients and tell your brand story. No more having to find the right words for the caption or choosing the perfect photo.

Instead, easily record yourself talking, add some sound, and post!

The Foodservice Institute has just started a TikTok, check it out when you download the app!

*(Continued on page 6)*

# From the Mind of a Millennial

Alysha Brooks, MCFBD, MCFE, CHP  
Director of Development

*(Continued from page 5)*

## **New Social Media Platforms and Lessons for Everyone re: Social Media**

### **Clubhouse-**

When we talk about this new social app, Clubhouse, I want you to think about a virtual conference.

There are 1,000 people at the conference with about 20 experts on stage. People walk up to a microphone and ask questions when they are told it's time and then the experts answer the question.

Clubhouse is like that and unlike the other platforms - ALL Audio.

You have a profile and a profile photo; in the profile you can choose to add a link to your Instagram and/or Twitter account. This makes it easier for others to find you outside the app. There is a large space for you to talk about who you are, why you are on Clubhouse and how you can help others.

When you first open the app, you enter what they refer to as the "hallway." In this hallway you have several "rooms" that are taking place and you can enter at any time. These rooms are suggestions made by Clubhouse based on the interest you choose when you sign up.

When you enter a room, you are instantly muted, so no worrying about dogs or kids distracting the speaker. You will "walk" right into the audience where you have a chance to listen to the meeting and see if it's something you would like to listen or contribute to.

Above the audience, is a section of people that are followed by any of the speakers on the stage. This is the VIP section of the room. Above them, is the stage and this is where the speakers are. The speakers can mute and unmute themselves at any time.

To get on the stage, you must be invited by a moderator of the room, or you can choose to "raise your hand" and be approved to enter the stage. When you get on stage, the moderator will let you know when you can talk.

Why is it called Clubhouse?

Well currently, this app is an invite only app. To be able to sign up, you must be invited by someone who already has the app. When you sign up, you will receive invites as well. There are also "clubs" that you can join. By joining the club, you can get notifications of when they setup specific rooms that you may be interested in listening to.

IFSEA HAS A CLUB on Clubhouse - Leaders of Hospitality

Don't worry, all IFSEA members will receive an invite! As well prepare for our first Clubhouse talk, we hope you take a moment to download the app and get to know it a little more.

Don't forget to join our Facebook Group - Leaders of Hospitality to interact with other IFSEA members and get updates about what we are doing!

[www.facebook.com/ifseamembers](http://www.facebook.com/ifseamembers)

Happy Thanksgiving everyone!

# IFSEA FAMOUS

## Meet John Chapman



“IFSEA has allowed me to understand that anything is possible as long as you believe in it,” says longtime member, John Chapman.

John first became a member of the International Foodservice Executives Association (IFSEA) at William Rainey Harper College in Palatine, Illinois, as a student in 1989. He remained a member until 1994.

About a year ago, John found the IFSEA Facebook Community page and asked to join. He engaged with the Director of Development, Alysha Brooks, about his time with IFSEA and how it led him to where he is now. Excited to see the organization still around, he rejoined as a professional member and has been an active member since.

Currently, employed with Aramark at Western Carolina University as a Residential Foodservice Manager where he resides - he really enjoys working with the college students and working multiple locations and events on campus. After five years, in August 2021, he was promoted from a Retail Manager at the campus Papa John's Pizza.

“When Covid hit, 80% of Managers were dropped down to hourly managers. Being promoted to Residential Front of the house Manager, he earned a 30%+ salary increase from the beginning of Covid and a 10% + increase over original Manager salary.”

He worked hard for that promotion and knows that certifications and volunteering are key. Through IFSEA he can help any individuals with any foodservice specific information, and hospitality training and certification questions.

To him, IFSEA has really opened his mind to the possibility of crossing paths with influential people who help you go further. This includes him (he is too humble)!

Did you know... In addition to his 22 years of experience in the hospitality industry, John also owned a Health Insurance Company and retired 4 years ago?

He says that not only was it a huge accomplishment he is truly proud of but adds, “I was able to retire when I was 40 years old after owning a multimillion-dollar company.”

### Multimillions-dollar company.

Yes, he is in the hospitality industry but with the knowledge and skills from his experience with owning an insurance company, he can be an incredible mentor to anyone wanting to do the same.

When asked what makes him, - he said “my kindness towards others. I’m always the one you can count on to be there whenever needed.”

As a part of IFSEA, we can attest the truth behind that, John has really helped the organization by promoting the certifications, engaging and being an admin to the Facebook Group page and encouraging professionals to join our meetup calls and the organization. John is a huge asset to IFSEA and we are very happy he decided to rejoin us again and his involvement and wonderful contributions he is making! Thank you for all you do!

Connect with John on our Facebook Community Group - Leaders of Hospitality.

# ? Did ? You ? Know ?



## Cranberries



Cranberries are a member of the heather family and related to blueberries, bilberries, and lingonberries. The most commonly grown species is the North American cranberry (*Vaccinium macrocarpon*), but other types are found in nature. Due to their very sharp and sour taste, cranberries are rarely eaten raw. In fact, they're most often consumed as juice, which is normally sweetened and blended with other fruit juices. Other cranberry-based products include sauces, dried cranberries, and powders and extracts used in supplements. Cranberries are rich in various healthy vitamins and plant compounds, some of which have been shown to be effective against urinary tract infections (UTIs).

### Nutrition Facts

Fresh cranberries are nearly 90% water, but the rest is mostly carbs and fiber.

The main nutrients in 1 cup (100 grams) of raw, unsweetened cranberries are (1Trusted Source):

Calories: 46 Water: 87% Protein: 0.4 grams Carbs: 12.2 grams Sugar: 4 grams Fiber: 4.6 grams Fat: 0.1 grams

### Carbs and Fiber

Cranberries are primarily composed of carbs and fiber (1Trusted Source). These are mainly simple sugars, such as sucrose, glucose, and fructose (2Trusted Source). The rest is made up of insoluble fiber — such as pectin, cellulose, and hemicellulose — which pass through your gut almost intact.

Cranberries also contain soluble fiber. For this reason, excessive consumption of cranberries may cause digestive symptoms, such as diarrhea. On the other hand, cranberry juice contains virtually no fiber and is usually diluted with other fruit juices — and sweetened with added sugar (3Trusted Source).

### Vitamins and Minerals

Cranberries are a rich source of several vitamins and minerals, especially vitamin C.

**Vitamin C.** Also known as ascorbic acid, vitamin C is one of the predominant antioxidants in cranberries. It is essential for the maintenance of your skin, muscles, and bone.

**Manganese.** Found in most foods, manganese is essential for growth, metabolism, and your body's antioxidant system.

**Vitamin E.** A class of essential fat-soluble antioxidants.

**Vitamin K1.** Also known as phyloquinone, vitamin K1 is essential for blood clotting.

**Copper.** A trace element, often low in the Western diet. Inadequate copper intake may have adverse effects on heart health (4Trusted Source).

### SUMMARY

Cranberries are primarily made up of carbs and fiber. They also boast several vitamins and minerals, including manganese, copper, and vitamins C, E, and K1. Keep in mind that cranberry juice has almost no fiber.



# Recipe Box

## Cranberry Bread

serves 10



2  $\frac{3}{4}$  cups all-purpose flour  
1  $\frac{3}{4}$  cups white sugar  
2 teaspoons baking powder  
 $\frac{1}{2}$  teaspoon salt  
 $\frac{1}{4}$  teaspoon baking soda  
 $\frac{1}{2}$  cup butter, melted  
2 cups fresh cranberries  
1 cup mandarin oranges, drained  
2 eggs  
 $\frac{3}{4}$  cup milk  
 $\frac{3}{4}$  cup sour cream  
1 teaspoon vanilla extract  
1 teaspoon orange extract  
1 tablespoon white sugar

Preheat oven to 400 degrees F (200 degrees C).  
Grease a large loaf pan.

Combine flour, 1  $\frac{3}{4}$  cup sugar, baking powder, salt, and baking soda in a large bowl. Add melted butter; stir until mixture is crumbly. Reserve about  $\frac{1}{4}$  cup cranberries and  $\frac{1}{4}$  cup mandarin oranges; stir remaining fruit into flour mixture.

Beat eggs, milk, sour cream, vanilla extract, and orange extract in another bowl until smooth. Gradually stir egg mixture into flour mixture until batter is thoroughly incorporated. Pour batter into prepared loaf pan. Scatter reserved cranberries and mandarin oranges atop batter and sprinkle with remaining 1 tablespoon sugar.

Bake in preheated oven for 5 minutes; reduce heat to 350 degrees F (175 degrees C) and continue baking until center of bread springs back when touched, 35 to 40 minutes.

## Hearty Cranberry-Bison Stew

serves 8



$\frac{1}{2}$  cup all-purpose flour  
2 pounds bison chuck roast, cut into  $\frac{3}{4}$ -inch cubes, or bison stew meat  
3 tablespoons vegetable oil  
2 (14.5 ounce) cans beef broth  
2 cups cranberry juice or cranberry juice cocktail  
1  $\frac{1}{2}$  cups fresh cranberries, rinsed  
 $\frac{1}{2}$  cup chopped onion  
1 teaspoon dried thyme  
1 teaspoon dried marjoram  
1 tablespoon sugar  
1 teaspoon salt  
 $\frac{1}{2}$  teaspoon black pepper  
2 cups frozen cut green beans  
1  $\frac{1}{2}$  cups chopped carrots  
1 cup sliced celery

Reserve  $\frac{1}{4}$  cup of the flour. Place the remaining flour in a resealable plastic bag. Add bison chuck roast cubes, a few at a time, shaking to coat. Heat oil over medium-high in a 5- to 6- quart Dutch oven or pot. Brown bison cubes in batches on all sides in hot oil. Drain off fat. Stir in 3 cups of the broth, the cranberry juice, cranberries, onion, thyme, marjoram, sugar, salt, and pepper. Bring to boiling; reduce heat. Simmer, covered, for 1 hour.

Stir in green beans, carrots, and celery. Simmer, covered, for 1 more hour or until bison and vegetables are tender. Stir the remaining  $\frac{1}{2}$  cup broth and the reserved  $\frac{1}{4}$  cup flour in a small bowl until smooth; stir into stew. Cook and stir until thickened and bubbly; cook and stir 1 more minute.

# Recipe Box

## Quinoa Salad with Mint, Almonds and Cranberries

serves 4



- 2 cups chicken broth
- 1 cup quinoa
- 3 tablespoons olive oil
- ½ cup coarsely chopped mint leaves
- ½ cup dry-roasted almonds, unsalted
- ½ cup dried cranberries
- 1 cup coarsely chopped kale
- ½ cup sliced carrots
- ½ cup sliced celery
- 1 scallion, thinly sliced
- 18 grape tomatoes, halved
- 1 lemon, juiced
- ½ teaspoon lemon zest
- salt and ground black pepper to taste

Bring the chicken broth to a boil in a saucepan over high heat. Add quinoa, reduce heat to medium-low, cover, and simmer until the quinoa is tender and the liquid has been absorbed, about 13 minutes. Stir in olive oil; fluff quinoa with a fork. Set aside to cool slightly.

Stir mint, almonds, dried cranberries, kale, carrots, celery, scallion, grape tomatoes, lemon juice, and lemon zest. Season to taste with salt and ground black pepper.

## Vegan Cashew Cheese Rolled in Cranberries and Nuts

serves 8



- 2 cups chopped raw cashews
- water to cover
- 1 tablespoon nutritional yeast (Optional)
- 2 teaspoons apple cider vinegar
- 1 teaspoon miso paste
- ½ teaspoon vegetable oil
- ½ teaspoon salt, or to taste
- 3 tablespoons finely chopped walnuts
- 1 tablespoon finely chopped hazelnuts
- 1 tablespoon finely chopped dried cranberries
- 1 tablespoon finely chopped fresh rosemary

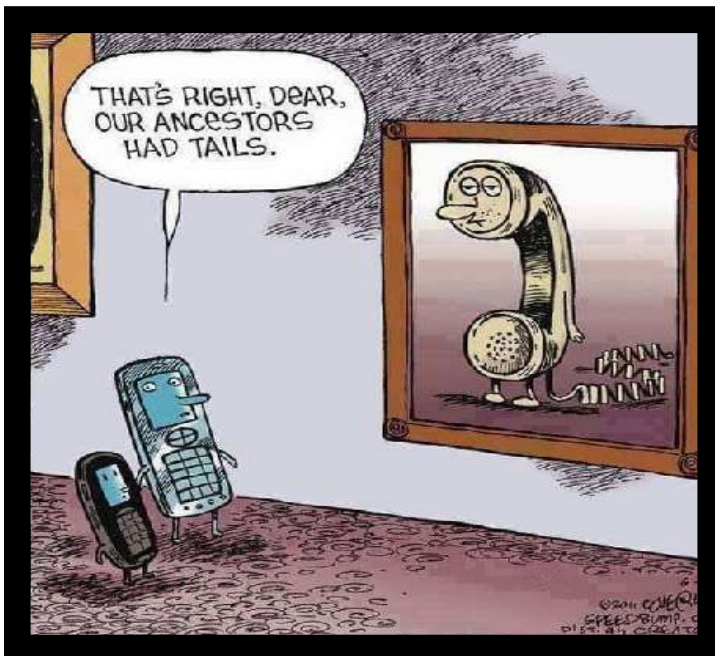
Cover cashews with cold water in a bowl and soak for 4 hours. Drain.

Combine cashews, nutritional yeast, miso paste, and salt in the bowl of a food processor; pulse until blended. Taste and adjust seasonings according to your taste.

Grease a piece of parchment paper with oil. Transfer cashew mixture onto parchment paper and form into a roll, twisting the ends of the paper to secure. Refrigerate until firm, at least 2 hours.

Mix walnuts, hazelnuts, cranberries, and rosemary on a plate. Remove cheese log from fridge and paper and roll in the nut mixture.

# RANdom STuff



**My Kid: I feel like you're always making up rules and stuff.**

**Me: Like what?**

**My Kid: Like if I don't clean my room a portal will open and take me to another dimension.**

**Me: Well that's what happened to your older brother.**

**My Kid: What older brother?**

**Me: Exactly.**





# November

November is the eleventh month of the year in the Julian and Gregorian Calendars, the fourth and last of four months to have a length of 30 days and the fifth and last of five months to have a length of fewer than 31 days. November was the ninth month of the calendar of Romulus c. 750 bc. November retained its name (from the Latin novem meaning "nine") when January and February were added to the Roman calendar. November is a month of late spring in the Southern Hemisphere and late autumn in the Northern Hemisphere. Therefore, November in the Southern Hemisphere is the seasonal equivalent of May in the Northern Hemisphere and vice versa. In Ancient Rome, Ludi Plebeii was held from November 4–17, Epulum Jovis was held on November 13 and Brumalia celebrations began on November 24. These dates do not correspond to the modern Gregorian calendar.

November meteor showers include the Andromedids, which occurs from September 25 to December 6 and generally peak around November 9–14, the Leonids, which occurs from November 15–20, the Alpha Monocerotids, which occurs from November 15–25 with the peak on November 21–22, the Northern Taurids, which occurs from October 20 to December 10, and the Southern Taurids, which occurs from September 10 – November 20, and the Phoenicids; which occur from November 29 to December 9 with the peak occurring on December 5–6. The Orionids, which occurs in late October, sometimes lasts into November.

## **Zodiac signs for the month of November are:**

**Scorpio: (October 23 through November 21)**

The Scorpio zodiac sign concerns itself with beginnings and endings, and is unafraid of either. They also travel in a world that is black and white and has little use for gray. The curiosity of Scorpios is immeasurable, which may be why they are such adept investigators.

The folks with a Scorpio horoscope sign love to probe and know how to get to the bottom of things. The fact that they have a keen sense of intuition certainly helps.

**Sagittarius : (November 22 through –December 21)**

Knowledge is key to these folks since it fuels their broad-minded approach to life. Those born with a Sagittarius zodiac sign are keenly interested in philosophy and religion, and they find that these disciplines aid their internal quest. At the end of the day, what Sagittarius wants most is to know the meaning of life, and to accomplish this while feeling free and easy.

November birth stone



Topaz

November birth flower



Chrysanthemum.

## 2021 IFSEA OFFICERS AND DIRECTORS

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# FLASH BACK

## 2007 Kansas City Conference



Robin Keys and Bob Mathews



Dick Weil



Ric Melvin



Bob Balance (center) receiving the Peter Gust Economou award from Dick Weil (left) and Edgar DeGasper (right)

# WHO KNEW???

## Ugli Fruit

UGLI® fruits are a large citrus variety, averaging 10 to 15 centimeters in diameter, and have an irregular, oval to slightly flattened, oblate shape. The peel is semi-thick, leathery, and rough, covered in patches of russet, scars, bumps, and wrinkles. The fruits also bear variegated hues of green, yellow, and orange, and as the fruit matures, it will develop deeper yellow-orange shades, sometimes retaining green spots. It is important to note that green is not an indication of unripe fruit. The peel loosely clings to the flesh, easily removed, and the flesh is divided into 10 to 12 large segments, separated by fibrous membranes. The flesh also ranges in color from yellow to orange and is tender, aqueous, and succulent, either being found seedless or encasing a few cream-colored seeds. UGLI® fruits are aromatic with a light, lemon-like fragrance and have a sweet, subtly tangy flavor with fruity notes of pineapple, grapefruit, and oranges.



UGLI® fruits are available for a limited season in the winter through early spring.

UGLI® fruits, botanically classified as *Citrus reticulata* x *paradisi*, are an unusual looking, seasonal citrus belonging to the Rutaceae family. The fruits were discovered in Jamaica growing as a natural tangelo mutation and are believed to have been developed from a grapefruit and Seville orange hybridization. UGLI® fruits were originally called the Exotic Tangelo from Jamaica, but over time, the fruit's name was changed to UGLI® as a play on the fruit's misshapen, lumpy appearance. Despite their lack of visual appeal, UGLI® fruits are known for their sweet, subtly tangy flavor and juicy, tender texture. The fruits are only harvested from the trees when ripe, allowing consumers to immediately eat the fruits after purchase. In addition to the large UGLI® fruits, new versions of the fruit have been created in a smaller size for snacking, marketed as UGLI® Baby fruit.

UGLI® fruit is an excellent source of vitamin C, an antioxidant that strengthens the immune system, reduces inflammation, and boosts collagen production within the skin. The fruits are also high in fiber to stimulate and cleanse the digestive tract and contain small amounts of calcium, potassium, and folate.

UGLI® fruits are easy-to-peel and have juicy, tender flesh, suitable for both fresh and cooked applications. The fruits can be sliced in half and eaten similarly to grapefruits, or they can be segmented and consumed straight, out-of-hand. UGLI® fruits can also be chopped and mixed into fruit bowls, citrus salads, and green salads, used as a fresh topping over yogurt and granola, or blended into smoothies. Beyond utilizing the flesh whole or in segments, the ample juice within the flesh can be extracted and combined into cocktails, sparkling fruit drinks, or other fresh beverages, or the juice can be used to flavor cheesecakes, bars, souffles, and ice creams. UGLI® fruits can also be combined into sauces to flavor savory main dishes, or the peel and juice can be cooked into marmalade. For a fresh dessert, the fruit can be sliced in half, coated in sugar and cinnamon, and broiled in the oven to develop a caramelized surface. UGLI® fruits pair well with meats such as pork, duck, and poultry, seafood such as mussels, shrimp, and fish, avocado, mushrooms, radicchio, chicory, sweet onions, fruits such as bananas, strawberries, and grapes, cinnamon, and herbs such as mint, cilantro, and parsley. Whole UGLI® fruits will keep up to 5 days at room temperature and up to 2 weeks when stored in the refrigerator.