



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

Happy Thanksgiving everyone! This time of year, is special and Thanksgiving is truly a universal holiday here in the US and one that is celebrated throughout. I continue to be thankful for all our IFSEA members but so much for Ed Manley. Dave Kinney, Alysha Brooks, and Matt Trupiano also deserve a great positive shout out of thanks by me, but Ed is the reason we are still sustaining as IFSEA. So, my sincere best to everyone for a wonderful Thanksgiving later this month.

Our annual IFSEA meeting was held the end of October and we will have a full update with the minutes from the annual meeting in the December newsletter.

As I have been sharing some of the industry blogs from my company National Restaurant Consultants over the past few months, I thought I would provide excerpts from a blog that was published in early October relating to wages and labor retention remaining at the forefront of conversation in our industry. As an industry we want to remind ourselves to continue to stay focused on our culture even greater than wages for your staff. We believe that culture—is most important and that’s even more true in the wake of a post-pandemic labor

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November 2022

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SOMETHING TO THINK ABOUT

The purpose of life is a life of purpose.



Life on the Weil Side!

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

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crisis. Team building and work incentives are key to creating a working community that workers want to remain in.

However, the knee-jerk reaction in the past and currently in losing employees is to offer more money. The appeal of increased wages may bring in more workers initially, but rarely are wage increases enough for employee retention. [A recent Nation's Restaurant News article](#) confirms as much: the article quotes Victor Fernandez, vice president of Black Box Intelligence, who served on a panel about the topic during the CREATE Live Learning Series. Fernandez said, "Starting wage attracts them but once they're there and they encounter a team culture that's not a right fit, that's when they leave really quickly. Culture is how you make that transition from 'I just want to get paid' to 'I want a career in the industry.'"

Katie Bach agreed and said that when she joined the &pizza team in Dec. 2021, they were struggling with turnover rate, so they had to change their approach to improving staff culture to encourage longevity, says the NRN article. Bach added, "Pay matters, but you want meaning and a sense of belonging...Even if you're paid well, if you have enough days in a row where you're disrespected and set up to fail, you're going to leave your job."

More money matters little to an unhappy employee. The number one killers of good company work culture, the things people leave jobs over, are bad management, a difficult on-boarding process, unpredictable scheduling, no growth trajectory, and employees feeling unheard.

By adjusting company culture to promote team building, reliable communications, consistent schedules, and an environment where everyone's opinion matters, employers and operators will see their employee retention rise.

Positive culture will support any food service and hospitality industry operator to reduce turnover as well as labor costs through effective and proven key strategic management process and more importantly, verifiable, and proven action plans. "Don't do nothing", is not acceptable. Simply put, there are dozens of solutions that can be customized for almost any operation. It starts with training and curating your restaurant business's company culture, in building successful, happy teams.

Have a great holiday and thank you for being an IFSEA member.

LOOKING AHEAD WITH MANLEY

Ed Manley, MCFBD, MCFE, CHP President Emeritus



Certification and Stuff

Happy Thanksgiving everyone and I am so thankful for all our members and the thousands of people I have come to know and mostly love and send regards to everyone for a great family time later this month.

This past October 2022 I was able to attend a 2-day meeting with nationwide Career Technical Education (CTE) leaders who decide what education will be taught in high schools and vocational-tech schools. Besides bringing revenue to IFSEA, more importantly we can have a positive impact on the industry by providing motivated and better trained workers which the industry so badly is in need of. We have had success in Florida in the past with our Certified Food Associate (CFA) program, but had some go forward budgeting roadblocks, that was in the past. So, during this conference in October, I was able to meet with the CTE Florida representative who is very student focused and while the budget will be a consideration, we are hoping IFSEA, and our certification once again become approved as the school Principals and students truly benefited from the CFA program.

IFSEA is also making a difference with Nursing Homes. One day recently a respective state inspector was in a nursing home and fixing to levy a costly fine because their food manager was not certified. So, very recently on a football Saturday this fall while I was attending a Notre Dame football game, I got the call, looked up at “Touchdown Jesus” and decided to be their savior, so was able to facilitate this nursing home’s manager and provided this gentlemen his respective test code. While he did fail as he had not had a chance to look at the study materials, and he applied himself quickly to study the materials, studied fast and at 3 a.m. re-took the test and passed. We teach customer service in one of our certification programs and I would tell you, you can’t get that service from the National Restaurant Association, or the American Culinary Federation (ACF), but you can with little ole’ IFSEA. Yep, patting myself and IFSEA on the back, and why not?

And, with strong support from IFSEA and the Kae de Brent Hodges fund, we are finalizing details for the 2022 Enlisted Aide of the Year Award at the Pentagon, January 17, 2023, with Chef Robert Irvine and the former President of USO Metro-DC Chapter, Elaine Rogers. I will be there along with Richard Weil representing our then 122-year-old grand dame IFSEA.

So that’s students, military, and food service managers we’re supporting. Why don’t you bring your talents to us – Dave, Richard and I are looking to replace ourselves and Alysha will most assuredly enjoy the company– maybe with YOU?



Stocks & Broths

CRYSTAL CLARITY



SAVE PREP TIME AND SAVE COSTS!

R.L. SCHREIBER'S stocks and broths are perfect for any of your culinary creations and provide flavor just as delicious as your homemade clarified stocks! Using the basic principles of protein coagulation, we turn basic broths into crystal-clear, rich flavors! Each of our stocks and broths are ready for adding rice, noodles, veggies, spices or any ingredient your creative mind and culinary heart desires!



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Gluten Free • Fat Free Quart Bottle • High Yield Concentrates

- 1615 AU JUS Prep
- 1009 BEEF Flavored Stock
- 1238 BEEF Flavored Stock (No MSG added)
- 1025 CHICKEN Flavored Stock
- 1239 CHICKEN Flavored Stock (No MSG added)
- 1365 CLAM Broth with other natural flavors (No MSG added)
- 1381 LOBSTER Stock (No MSG added)
- 1241 TURKEY Stock with other natural flavors (No MSG added)
- 1605 VEGETABLE Stock with other natural flavors (No MSG added)

From the Mind of a Millennial

Alysha Brooks, MCFBD, MCFE, CHP
Director of Development



Editor's Note: This article from Alysha Brooks we are publishing in hopes that it not only raises awareness but also our support of Alysha as a person, and strong member of IFSEA. Thank you, Alysha, for having the courage to publish and write this. We hope your pain and suffering becomes a past issue for you and your family.

Happy start to the holiday season everyone. Every month I begin to write this article and every month I delete what I wrote and start over. It's a topic that makes so many people feel uncomfortable, but I believe that sometimes we must be uncomfortable to see change – powerful change. So here we go...

I am 9 months of recovering from anorexia nervosa, an eating disorder that includes an individual who has a fear of weight gain, poor view of their body image, and someone who restricts food to be as thin as possible.

This isn't new, I've struggled with this since I was 12 years old and have learned that my fixation on the foodservice industry was from my subconscious telling me I was hungry. Then once I found myself in the industry, I saw how I could use it to cover up these problems so nobody would know my secret.

I remember the first time the comment was said. A middle-aged woman was paying for her dinner, and she looked me up and down and said, "wow, if I worked here, I'd be 500 lbs." Sounds like a compliment to most, right? To me that was a sign, because I worked in a restaurant, people would think I was eating the food, because why not? At that time, I weighed 100 lbs. These comments were said to me constantly along with, "you are so pretty, look how skinny you are!" "Oh man, no wonder your skinny, look at all the running around your doing!"

As I am eating my plain dinner roll for dinner, "Girl, tell me your secrets? You work in a restaurant and look this good?"

I don't blame anyone for this, it's not anyone else's responsibility to not trigger me or my mental health struggles. They were compliments and things they probably wish people had said to them, but to me they validated my thoughts on self-image and my plan to keep it a secret from the world. This story isn't just about me – but about all the people who go to work in foodservice every day smiling like everything is okay, hiding their secrets and starving their bodies because of negative self-image.

I worked somewhere with a lady that we all loved that worked salad prep. Every day for lunch she ate either soup, ice cream, cottage cheese or yogurt. She never sat to eat, and after she walked around eating, she would disappear for 5 to 10 minutes to the downstairs bathroom. I remember saying to her – you eat like I ate in high school – I never caught on until the day before she was let go for stealing, that she was sneaking to the bathroom to get rid of the food she just ate. She was in her 60s... we forget that eating disorders effect everyone not just teen girls.

I worked with another woman around my age that was in a toxic relationship and wasn't happy, she would tell me how she hadn't eaten all day, only soup. At that time, I was in the middle of a full-blown eating disorder that I didn't even recognize the signs. A year later I found out she was working on fighting the same problems.

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From the Mind of a Millennial

Alysha Brooks, MCFBD, MCFE, CHP
Director of Development



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As I began recovery, I learned things about the human body and what happens when you don't give your body nourishment. I knew that not eating was like an addiction, but I didn't understand how. Did you know that when you starve your body, it must choose which organs it should send energy to? It can't send energy it doesn't have everywhere. Do you know the first body part that the body chooses to shut down and not send nutrition to? I thought the liver... but it's the brain.

Your brain then must decide which parts it needs and which it doesn't. Those painful memories? Gone. Numbed. This is when the addiction begins. As soon as you begin to give your body the nourishment it needs, the body begins to send energy to that spot again and all those painful memories that were numbed all the feelings that went along with them... come back, full force. And the cycle begins again. This is when you learn to handle those memories, using healthy coping skills or you fall back to numbing the discomfort and pain with food restrictions.

It's very important that when handling eating disorders, you work with a professional because it looks like a physical health problem, but it begins with the individual's mental health.

As leaders, we can look for signs to help both men and woman get the nourishment they need. We can watch our language and the messages we are spreading to our employees about weight and food.

Here's a few signs:

Alterations in Weight

Preoccupation With Body Image

Disruptions in Eating Patterns

Preoccupation With Nutritional Content

Changes in Exercise Patterns

Mood Fluctuations

Use of Laxatives, Diuretics, or Diet Pills

You can read more in depth about these signs by visiting the article - <https://www.meadowsranch.com/about-us/eating-disorder-warning-signs/>

I wrote this as part of my own issues and the hopes that by reading this not only helps everyone who reads, but me as well. Happy Thanksgiving everyone and thank you for allowing me to publish this and hoping this is helpful for anyone and everyone.

? Did ? You ? Know ?

P u m p k i n

A pumpkin is really a squash. It is a member of the Cucurbita family which includes squash and cucumbers. Pumpkins are grown all over the world on six of the seven continents, with Antarctica being the sole exception. They are even grown in Alaska. The self proclaimed "Pumpkin Capital of the World" is Morton, Illinois where Libby has it's pumpkin industry and plant. Here are but a few of the over 40 varieties of pumpkins.

Jarrahdale: This blue pumpkin has a golden-orange flesh that is fine-textured and sweet. Good in pies, it is also versatile in soups and stews.



Peanut: This pink-skinned pumpkin, named for the peanut-shell exterior, is lighter in density than most other pumpkins and is mild and fluffy when baked. It is good for soups and stews and baked with a pot roast.



Lakota: It's a pear-shaped pumpkin with crimson-orange flesh that is delicious when raw — grated in salads or slaw — but also good in chili.



Cow: One of the creamiest pumpkins, with excellent flavor, this large variety works well in pies, pudding and soup.



Sugar: Sweetness, texture and flavor make this small pumpkin great for pies.



Caribbean: Its firm yellowish-orange flesh is mild and sweet. Heisler likes to saute it with scallops in a white wine sauce and serve over buttered noodles.



PUMPKIN NUTRITION FACTS

(1 cup cooked, boiled, drained, without salt)

Calories 49, Protein 2 grams, Carbohydrate 12 grams, Dietary Fiber 3 grams,
Calcium 37 mg, Iron 1.4 mg, Magnesium 22 mg, Potassium 564 mg, Zinc 1 mg,
Selenium .50 mg, Vitamin C 12 mg, Niacin 1 mg, Folate 21 mcg, Vitamin A 2650 IU,
Vitamin E 3 mg

Recipe Box

Sweet Potato Casserole

Servings: 12



4 cups sweet potato, cubed
1/2 cup white sugar
2 eggs, beaten
1/2 teaspoon salt
4 tablespoons butter, softened
1/2 cup milk
1/2 teaspoon vanilla extract
1/2 cup packed brown sugar
1/3 cup all-purpose flour
3 tablespoons butter, softened
1/2 cup chopped pecans

Preheat oven to 325 degrees F. Put sweet potatoes in a medium saucepan with water to cover. Cook over medium high heat until tender; drain and mash.

In a large bowl, mix together the sweet potatoes, white sugar, eggs, salt, butter, milk and vanilla extract. Mix until smooth. Transfer to a 9x13 inch baking dish.

In medium bowl, mix the brown sugar and flour. Cut in the butter until the mixture is coarse. Stir in the pecans. Sprinkle the mixture over the sweet potato mixture.

Carmelized Brussels Sprouts with Pistachios

Servings: 8



4 pounds Brussels sprouts
1/2 cup unsalted butter
4 small red onions, cut into strips
1/4 cup red wine vinegar
2 tablespoons white sugar
salt and pepper to taste
1/2 cup coarsely chopped pistachios

Place Brussels sprouts in a steamer basket over boiling water.

Cover saucepan and steam 8-10 minutes or until Brussels sprouts are tender yet crisp. Melt the butter in a deep skillet, add the onions and 3 tablespoons vinegar; cook until onions brown.

Add the Brussels sprouts, sugar and remaining vinegar.

Saute over medium heat until the Brussels sprouts are lightly caramelized.

Season with salt and pepper to taste and garnish with pistachios.

Recipe Box

Feta Cheese Foldovers

Servings: 12



- 8 ounces feta cheese, crumbled
- 3 tablespoons finely chopped green onions
- 1 egg, beaten
- 1 (17.5 ounce) package frozen puff pastry, thawed
- 1 egg yolk, beaten with 1 teaspoon water

Preheat oven to 375 degrees F.

In a small bowl, blend feta cheese, green onions, and egg. Cut pastry into 12 (3 inch) squares. Place a mounded tablespoon of feta mixture in the center of each square. Moisten edges with water, and fold pastry over filling to form a triangle. Press edges together firmly with a fork to seal. Lightly brush pastries with the egg yolk mixture.

Bake for 20 minutes in the preheated oven, or until golden brown. Serve warm or at room temperature.

Hot Spinach Red Pepper Dip

Servings: 8



- 1 cup water
- 1 cup diced red bell pepper
- 1/2 cup thawed frozen chopped spinach
- 1 (8 ounce) package cream cheese
- 2 tablespoons milk
- 1/2 cup grated Parmesan cheese
- 1/2 teaspoon crushed red pepper flakes
- 1/4 teaspoon salt
- 1 pinch freshly ground black pepper
- 1 tablespoon finely diced red bell pepper
- 1 loaf rustic bread, scooped out

Bring the cup of water to a boil in a small saucepan over high heat and add the 1 cup of diced red pepper and the chopped spinach. Bring the water back to a boil, turn the heat down to medium and simmer until the pepper is very soft, about 10 minutes. Drain the spinach and red pepper in a colander, pressing out as much liquid as possible.

Combine the cream cheese and milk in the saucepan and cook over medium heat until hot and softened. Stir in the cooked spinach and red peppers, Parmesan cheese, crushed red pepper flakes, salt, and ground black pepper. Continue to stir until well combined and heated through.

Spoon hot dip into bread and serve with the tablespoon of finely diced red bell pepper sprinkled on top for garnish. Serve scooped out bread on the side.



From the Vine

Z i n f a n d e l

[Zinfandel](#) is America's sweetheart. It's the ideal turkey pairing wine because its lower tannin helps moisten even the driest turkey. Also, Zinfandel's secondary flavors of cinnamon, clove and vanilla will put you in the mood for fall.

The True Origin of Zin

Zinfandel is the same grape as Croatian variety Crljenak Kaštelanski. Its heritage dates as far back as the Roman Empire in 32 BC.

Primitivo is actually a clonal relative – very similar to Zinfandel.

Grapes were carried by the '49ers to California in the 1850's. Fledgling wineries, such as Buena Vista Winery and Oak Knoll Ranch, planted Zinfandel making it the most widespread grape in California. Unfortunately, other varieties like Alicante Boushet (a teinturier grape) became more popular because they held up better when shipped East. To make matters worse, Phylloxera was discovered at Buena Vista Winery in the 1860's – the same louse would kill over 2/3 of the world's population of wine grapes in the 1890's.

Falling on Hard Times

When prohibition came, the wine business took heavy casualties. Vineyards survived by growing grapes for sacramental use but many of the Zinfandel vines were ripped out.

White Zinfandel Takeover!

By 1975 white wine was more popular than red. Responding to the need, Bob Trinchero of Trinchero and Sutter Home attempted to create a dry white wine fermenting zinfandel juice pressed off of the skins (since the skin is what adds color to red wine). The attempt was a disaster because of a stuck fermentation where not all the sugar fermented. It was pink and sweet. He released it anyway and wine drinkers loved it.

Nowadays White Zinfandel accounts for 85% of Zinfandel produced.

FLASH BACK

Anaheim Conference 2001



Bob Balance and Minnie



Karla and Colin Sendall



Vince Paris, Ed Manley,
Jeannie Brown and Richard Baer



Bob Mathews and Captain and
Food service director of the Navy



Colin Sendall and Brian Kunihiro

2022 IFSEA OFFICERS AND DIRECTORS

Board	Position	Email
Richard Weil	Chairman	richard@nrcadvice.com
Ed Manley	President Emeritus	ed@ehmanley.com
David Kinney	Treasurer	daveearlkinney@gmail.com
Alysha Brooks	Chair Elect	albrooks.491@gmail.com
Brian Kunihiro	Director	brianifsea@gmail.com
CSC (Chief) David Zander	Director	dazsr66@gmail.com
Dave Orosz	Director	dave@orosz.us
Donna Foster	Director	drfhealth2@gmail.com
Dr. Ernest Boger	Director	epboger@umes.edu
Grant Thompson	Director	attgrant@rogers.com
Jack Kleckner	Director	jack.kleckner@ecolab.com
Jayne Ricci	Director	jpeter@rlsinc.com
Jesus Guillen	Director	jrguillen01@yahoo.com
John Chapman	Director	puravida94@msn.com
Julius Harrison	Director	jlshrrsn@aol.com
Larry Brown	Director	larry.brown@affinitysales.com
Laurel Schutter	Director	laurelschutter@yahoo.com
Matt Trupiano	Director	mattifsea@gmail.com
Michelle Hackman	Director	michelle@its-go-time.com
MSG Anica Long	Director	anicalong900@gmail.com
Richard "Dick" Hynes	Director	dickhynes.dbassociates@gmail.com
Robert Mathews	Director	robertifsea@gmail.com
MSG Curtis Ladue	Director	Curt.LaDue@gmail.com
SFC Kathleen Willis	Director	chefbigkat22@gmail.com
Shawn McGregor	Director	smcgregor1@cfl.rr.com
Stan Gibson	Director	scgibson32@gmail.com

RANdom STuff

So I was in a shoe shop this morning trying on a shoe, I said to the assistant "It's too tight".

She said "Try it with the tongue out"

I said "It'th nho ghooood, it'th thtill thoo thight".

Making Half a Recipe

Instead of:

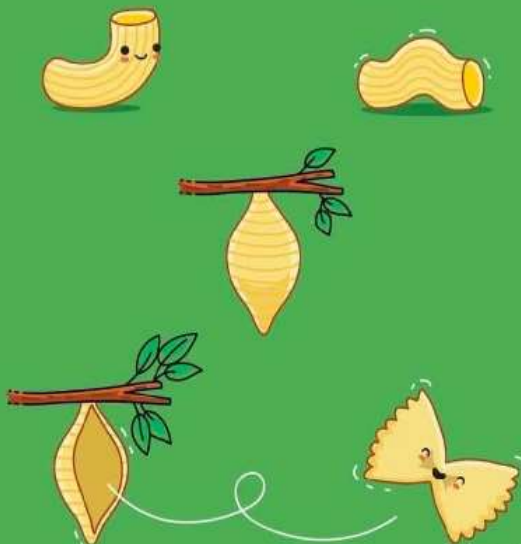
1/4 cup
1/3 cup
1/2 cup
2/3 cup
3/4 cup
1 Tbs.
1 tsp.
1/2 tsp.

Use:

2 Tbs.
2 Tbs. & 2 tsp.
1/4 cup
1/3 cup
6 Tbs.
1 1/2 tsp.
1/2 tsp.
1/4 tsp.



LIFE CYCLE OF PASTA



@wawawacomics



A GUY WATCHING AN AUSTRALIAN BAKING SHOW WAS SURPRISED TO SEE THE AUDIENCE APPLAUD AS THE CHEF MADE MERINGUE.

AUSTRALIANS USUALLY BOO MERINGUE.

@bryan7737