



Rick Schmitt, CDM-CFPP

Association sets Goals for the year

President's Message



Hello fellow Dietary Managers! I hope everyone is handling the heat well. Some of you may have been shaken a little this year!! (earthquakes). We have all battled Covid-19, and have watched our world continue to change because of the challenges that it has brought. I applaud you all!

SC ANFP had a very successful spring conference at Westminster Towers in Rock Hill, South Carolina. Thank you to everyone that helped plan that event, and those that attended. The programming was extremely well rounded with both clinical and operations knowledge; our Vendor partners enjoyed the ability to see you face to face once again; and, Westminster Towers was very welcoming and accommodating thanks to Jim Thomason, CEO, and his group of professionals.

Your association has formulated its goals for this year, and they are ambitious. To summarize them:

SC ANFP will hold two state meetings: *two* one day seminars (the first was July 29th), and a spring conference; we will increase our operational funds to over \$20,000.00; and SC ANFP will partner with an allied association to share educational speakers.

We have recently partnered with the SC Activities Professional Association for this purpose with information *to be continued*. We will strive to maintain our state membership at current numbers, as well as increasing the number of issues of “Wren Notes” from two to four editions per year. SC ANFP is getting the Brand Ambassador (Robyn Willis-Cole, CDM, CFPP), and Education Committee Chair (Karen Swift, CDM, CFPP), out and about to educate organizations and colleges about who we are, and to find an institution that will teach the CDM, CFPP course in a classroom in South Carolina. Finally, we will increase the use of committees for tasks throughout the year that require very little time, but provide vital input (We need You! Ask the Board how you can help!).

SC ANFP is working hard to “position the CDM, CFPP as the expert in Foodservice Management and Food Safety.” Through our collaboration as food and nutrition professionals, we strengthen our mission daily for the benefit of those we serve. Thank you all for what you do as a Dietary Manager, in your communities, and for your families. You are a truly amazing group of people. See you at the Fall Conference, more information coming soon!

Spring Conference enjoys Cinco de Mayo



US Congressman Visits SC ANFP

May 5, 2022 was the first day of the Cinco de Mayo Spring Conference at Westminster Towers in Rock Hill, South Carolina. It was also the National Day of Prayer. Because of the special relationship that US Congressman Ralph Norman (5th District) has with the residents of Westminster Towers, he was there that day to give a Prayer to the residents and the state. Jim Thomason, CEO of the Towers, made it possible for the Congressman to address the SC ANFP members in attendance.

Congressman Norman thanked the Dietary Managers of South Carolina for the work that they have done through the pandemic, and the constant nutritional care that they provide to those that they serve daily. His words were heartfelt and uplifting, and a true appreciation for the work we have done.

(Pictured: Foreground – Audrey Thomas, Vice President SC ANFP; Top Left to Right – Rick Schmitt, President SC ANFP; US Congressman Ralph Norman; Jim Thomason, CEO Westminster Towers)



Membership Committee Chairman Jo LaBelle has puree molds with lids available to purchase for \$50. If interested, she may be contacted at 843-448-8731.



SOUTH CAROLINA



AUGUST 2022

Association of Nutrition & Foodservice Professionals

SC ANFP Financial Statement Budget FISCAL 2022				
REVENUE	2021	2022		
REGISTRATION	\$20,074.00	\$9,000.00		
VENDORS	\$6,000.00	\$4,000.00		
REBATES	\$2,200.00	\$2,200.00		
MERCHANDISE/FUNDRAISER	\$0.00	\$0.00		
ACCOUNT INTEREST	\$4.00	\$4.00		
FUND RAISERS	\$0.00	\$0.00		
TOTAL REVENUE	\$28,278.00	\$15,204.00		
EXPENSES				
EXPENSES	2021 Budget	2022 Budget		
WORKSHOP EXPENSE	\$21,000.00	\$10,000.00		
HOTEL ROOMS FOR BOARD	\$2,000.00	\$3,000.00		
TRADE SHOW PARTICIPATION	\$0.00	\$800.00		
ADMINISTRATOR CEU	\$100.00	\$100.00		
REFUNDS	\$0.00	\$150.00		
NATIONAL CONFERENCE	\$2,500.00	\$4,000.00		
BONDING	\$100.00	\$100.00		
TREASURER AUDIT	\$0.00	\$500.00		
OFFICE SUPPLIES	\$300.00	\$400.00		
ELECTRONICS & UPDATES	\$1,500.00	\$500.00		
NEWSLETTER / POSTAGE	\$50.00	\$100.00		
GIFTS (SPEAKERS)	\$0.00	\$400.00		
LEGISLATIVE SPOKESPERSON	\$0.00	\$0.00		
HUNGER WEEK	\$0.00	\$0.00		
FUND RAISERS	\$0.00	\$0.00		
DONATIONS	\$0.00	\$250.00		
MEMBERSHIP	\$250.00	\$500.00		
TOTAL EXPENSES	\$27,800.00	\$20,800.00		
TOTAL PROFIT / LOSS	\$478.00			
OUTSTANDING AMTS OWED	\$0.00	\$0.00		
CHECKING ACCT BALANCE	\$6,106.50			
SAVINGS ACCT BALANCE	\$3,411.27			
BOB SLOAN ACCT BALANCE	\$891.01			
CDM FUND	\$644.34			
TOTAL FUNDS	\$11,053.12			



Food Retailers Are Facing Challenging Times

BY Gina Acosta

Food retailers and suppliers are facing a multitude of challenges when it comes to the future of work in the new normal, and they are shifting priorities as a result of those challenges.

According to the first of a series reports from Deloitte and FMI (The Food Industry Association) called "Future of Work: The State of the Food Industry," food retailers report that talent availability (44%) is the foremost challenge, followed by talent retention (40%) and retraining and reskilling employees for new technologies (39%).

For product suppliers, talent retention and driving company culture are both top concerns (45%), followed by attracting emerging, high-demand skillsets (36%).

Most executives (59%) agree that offering flexibility and hybrid work options, where possible, will be the key to attracting and retaining talent.

In addition, the industry recognizes the need for a greater workforce use of technology. Food retailers say they are aiming to achieve this through retraining and reskilling employees, while product suppliers are more likely to hire in those high-demand skills. Further, three in five food industry executives say they are aggressively seeking to automate work where possible. Some anticipate automating 50% or more as companies look to fulfill manual labor roles in new ways.

"During the pandemic, it was all-hands-on-deck to meet consumer demand," said Barb Renner, vice chairman, Deloitte LLP, and U.S. consumer products leader. "Now the food industry is looking to drive performance and business outcomes through future of work initiatives. However, the food industry is a complex system and no single company is going to be able to get their fully realized vision of the future of work on their own, and will require collaboration with their suppliers, partners and other industry participants. Grocers and product suppliers should lay the ground work for the future together, and the companies that invest in a people-centric approach by prioritizing the work, workforce and workplace will be better positioned to adapt to shifting consumer preferences and long-term growth."

Pandemic-influenced behaviors continue to impact the food industry, as food retailers cite online shopping as the biggest change driver (48%) for the future of work. Consequently, the effects are trickling down to product suppliers who are tasked with changing to meet evolving demands from retailers (49%).

Nearly all food retailers and product suppliers (over 90%) are investing in the future of work, although fewer than one in five are allocating significant investments due to competing priorities. Growing market share is the No. 1 goal for future of work initiatives across the food industry, and 41% of companies say they will create their own future of work by building an organizational culture that celebrates growth, adaptability and resilience. Despite varying job roles across the industry, talent availability and talent retention are the greatest workforce challenges for both food retailers and product suppliers.

The report is based on a survey conducted between April and May 2021 of more than 150 U.S.-based executives at consumer packaged goods, food manufacturing and processing companies, as well as grocers and other food retailers, in addition to interviews with industry leaders.

The past year revealed fundamental shifts in the nature of work required for the food industry to meet consumer demand. For retailers, this means managing online shopping and delivery of groceries curbside versus more traditional in-store support, while suppliers focus on staying resilient to adapt to dramatic shifts in consumer preferences. To build this new future of work, food retailers and suppliers are taking a fresh look at the type of work people are doing, where it takes place, and the need for new skills and technology. Most senior leaders across functional areas are already engaged in future of work efforts, underscoring the importance of implementing change in all parts of the organization.

sales and market share (their No. 1 goal).

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State President Wears Many Hats

As the president of SC ANFP, I have several responsibilities. I oversee the work of committees and officers to make sure that all are following By Laws and policies and procedures of the organization. I ensure that all documents and reports are submitted to ANFP per their guidelines. I assist board members with planning conferences - gaining sponsorship for the chapter, acquiring speakers and venues. I represent the state chapter at ANFP functions. But, most importantly, I make sure that SC ANFP is supporting the mission and vision of the ANFP.

The mission of the ANFP is to “position the CDM, CFPP as the expert in Foodservice Management and Food Safety.” The vision is that “the Certified Dietary Manager is the cornerstone of the collaborative food and nutrition profession.” So, all decisions that I make as your president weigh on By Laws, P&Ps, Mission, and Vision.

For many years I have been exploring an idea of a partnership between Foodservice Professionals and Life Enrichment Professionals that would be mutually beneficial. Foodservice and Activities work so closely in our communities that it only makes sense that we could benefit from shared continuing education presenters – a network outside of our own association so to speak. CDM, CFPPs teaching Activities Professionals on food safety, nutrition, and fun cooking demonstrations. Activities Professionals teaching CDM, CFPPs on event planning, how to deal with residents with dementia, how to relieve stress. The possibilities are endless.

Before the pandemic changed our lives, I was speaking with national leaders of both the ANFP and NAAP (National Association of Activities Professionals) about this very idea. This peaked their interest, and they were receptive to what I had to say. To make this happen, however, there needs to be a grassroots approach – state level in my mind.

With in-person conferences returning, and the need for fulfilling our mission, I have contacted the president of SC APA (South Carolina Activities Professionals Association) and have offered such a partnership. The idea has intrigued this association as well. I will be attending a SC APA board meeting in August in hopes of solidifying this partnership. How better to place the CDM, CFPP as an expert in Foodservice Management and Food Safety than to share the knowledge we have with folks that we work with in the field every day?



The “Secret Sauce” to a Winning Hospitality Culture

By Chef Rick Schmitt, CDM, CFPP

Attendees of the SC ANFP one day seminar had a great opportunity to get a peek into the successful practices of the iconic “Chick-fil-A” restaurant chain. The “secret sauce” that has made them well known for excellence in customer service and satisfaction is culture, and the leadership that perpetuates the company’s values.

Bill Tyler, a Chick-fil-A Owner/Operator, says that there is really no magic to their success. It all begins with hiring the right people for the job. They use the CCC approach to hiring – Character, Culture, Competency.

Character is the first key quality they look at in potential employees. Are they presentable and pleasant to be around? If so, do they fit your Culture or the culture you are striving to achieve? And finally, are they competent? Do they possess the ability to fulfill the position?

Applicants can expect multiple interviews; one with a human resource manager as part of initial screening, another with onsite managers, again with a peer team, and possibly a fourth. A warm body is not a good fit for success of any business, let alone Chick-fil-A.

Once hired, new employees have a mentorship period with fellow crew mates. They are paired with a person already proficient at the task they will be expected to perform. If an employee changes positions or is promoted, the same type of mentorship begins again. Employees are simultaneously brought into the Chick-fil-A culture and held to the standards expected of the company.

Leaders of the company believe that the key to retention is how you treat your employees. You have to treat behind the line well if you expect it to come across the line. Employee satisfaction is one of Chick-fil-A’s highest priorities, and it is paying off daily.

Take these tips and use them for yourself. Create the culture that you want in your own operation. Do not settle for a future problem to deal with when hiring a new employee – be picky.

You owe it to yourself and your organization.



U.S. News & World Report Lists Best Diets For Healthy Lifestyle

The [Mediterranean diet](#) ranks at the very top yet again this year—the fifth year in a row, in fact. The eating [pattern](#) has long been considered the gold standard for nutrition, disease prevention, wellness, and longevity. The diet is rich in vegetables, fruits, whole grains, nuts, pulses (ie, beans, lentils, peas, chickpeas), and olive oil. It also calls for fish at least a few times per week and allows for poultry, eggs, and dairy in moderation. It severely limits processed foods, added sugar, and red meat and naturally provides a wide range of anti-inflammatory [antioxidants](#), including those from moderate amounts of [red wine](#). (Note: Wine is not a requirement of the diet, but one 5-ounce glass per day for women and two for men is typical for those who follow the diet.)

Numerous studies have shown that people who live in countries that border the Mediterranean Sea—and continue to eat the region's traditional diet—live longer and have lower rates of chronic diseases, including cancer and heart disease, the latter of which remains the top killer of US adults, according to the [Centers for Disease Control and Prevention](#).

Proponents often cite a 2018 Italian [study](#) when discussing the diet's benefits. The study found that following a Mediterranean diet was associated with lower levels of weight gain and less of an increase in waist circumference over a 12-year period. And research supports the diet's ability to improve outcomes for [type 2 diabetes](#), heart disease, obesity, and metabolic syndrome. Also on the pros list: the diet is nutritionally sound and balanced and provides a diverse array of filling, satiating foods and flavors.

However, there really isn't one single Mediterranean diet. For example, people in Greece eat differently from those in Italy and Spain. While the traditional diets in this region share many of the same principles, the Mediterranean diet is an eating style and way of life, not a rules-oriented diet. As such, there are no guidelines for specific portions, calorie targets, or meal configurations, which can be frustrating for some.

That said, you may lose weight simply by shifting your intake away from processed foods and toward more fiber- and nutrient-rich produce and whole foods. The diet also encourages at least two and a half hours per week of moderate intensity activity, along with a few days of [muscle-strengthening exercises](#), though these can include recreational activities like walking and gardening.



Diets Tied for second place are: (tie) **DASH diet**

Slotting in at number two once again on the list is the DASH diet. DASH is an acronym for Dietary Approaches to Stop Hypertension, but it's not just for people with high blood pressure. DASH is promoted by the National Heart, Lung, and Blood Institute, which is part of the National Institutes of Health. This plan borrows elements of the Mediterranean diet, but it is a very specific eating pattern. In addition to being effective for reducing blood pressure, the highly researched DASH diet has been shown—including by a 2021 study—to promote weight loss, protect heart health, and lower the risk of type 2 diabetes and stroke.

DASH recommends specific portions from various food groups, depending on a person's daily calorie needs. For example, a 1600-calorie DASH diet (a typical calorie level for a woman over 40) includes the following:

6 servings of grains daily, with emphasis on whole grains

3-4 servings of vegetables daily

4 servings of fruit daily

2-3 servings of low-fat dairy daily

3-4 ounces or less of lean meat, poultry, or fish daily

3-4 servings of nuts, seeds, and legumes per week

2 servings of fats and oils daily

3 or fewer servings per week of sweets

A maximum of 2,300 mg per day of sodium

(tie) Flexitarian diet

"Food blogs were aflutter this year over 'flexitarian,' the latest word in gastronomic circles," the New York Times reported back in 2004. Nearly two decades later, the diet is still going strong, tying at second for another year.

In a nutshell, a flexitarian diet is primarily a vegetarian diet, with the occasional inclusion of animal protein. Since the term began buzzing, numerous studies, including a 2016 research review, have shown that the shift toward a mostly plant-based diet is tied to lower body weight and a reduced incidence of chronic diseases, including improved markers of metabolic health, blood pressure, and reduced risk of type 2 diabetes.

However, there is no one way to follow a flexitarian diet—there is no one universal guideline on the number of times per week animal products are consumed or on what the overall makeup of a day's worth of meals should be in regards to servings of produce, whole grains, etc. A study from 2021 found that young adults don't view flexitarianism as an all or nothing approach—"one does not have to be a full vegetarian or a meat eater, but can instead be something in between," the researchers wrote about the participant's outlook on the diet. There has been movement to better define and categorize different approaches to the diet for those who want a more concrete label, though. A 2021 study in the journal *Appetite* segmented flexitarian diets into three types: climatarian (limit beef and lamb consumption); one step for animals (eliminate chicken consumption); and reducetarian (reduce all meat consumption).

The best way to follow the overarching flexitarian plan for weight management and overall health is to maximize your intake of whole, plant foods and minimize highly processed foods, even if they are fully plant-based. In other words, opt for dishes like a grain bowl made with leafy greens, veggies, quinoa, lentils, and tahini over a vegan cheeseburger with fries.



Association of Nutrition & Foodservice Professionals

Food Retailers Face Challenges

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For 70% of companies, talent and human resources (HR) executives are part of the team driving future of work initiatives, while 44% say their CEO is a future of work project champion. More than a quarter also are championed by their information technology, operations and/or line of business leadership.

In food, the future of work is about driving tangible business outcomes. For 41% of companies, their top action is to build an organizational culture that celebrates growth, adaptability and resilience as a means to grow.

Through work transformation efforts, the food industry also aims to improve the customer experience (27% overall and 39% among food retailers). Increasing innovation, building capacity and reducing cost are the top goals for a minority of companies at 7% each.

Efforts to prepare for the future of work are widespread. Nearly half (46%) of executives say their companies are ready or very ready for work in the new normal. Further, nine in 10 companies are investing in future of work-related initiatives such as retraining employees to use new technologies. However, only two in 10 food retailers and one in 10 product suppliers classify their investments as significant. Competing priorities are constraining progress for half (48%) of the companies surveyed; only 8% cited limited financial capital as a reason for restricting investment in the future of work.

"At a time when many industries suffered devastating job losses, the grocery industry has served as a source for occupations for hundreds of thousands of Americans," said Mark Baum, SVP, industry relations, chief collaboration officer at FMI. **"Yet FMI's operations data suggest that turnover in food retail was 40% before the pandemic; 46% said COVID-19 made it harder to recruit and retain people. Retailers told us they addressed this tension by focusing on a range of benefits for associates, including higher compensation; bonuses; flextime; training and skills development; employee wellness programs; education programs; and hiring and retention incentives. As we witness in this new study with Deloitte on the future of our workforce, the food industry can and should continue to rally around the strategies and investments it employed during the pandemic to keep customers and their essential workforce safe and America fed."**



Food retailers and distributors are facing challenges in the workforce since the Covid outbreak. Hiring and training employees has become extremely important in all areas. As shown from top to bottom employees are needed in distribution, preparing and serving everyone from the local restaurants to the senior living communities. Nursing Homes and Community Hospitals are included in keeping "America Fed."



TAKE TIME OUT AND ENJOY COOKING OUTDOORS!!!



Grilling out in your backyard is one of the best ways to switch up your dinner routine and get a break from dish duty. A classic summer cookout is always the perfect way to eat outside as a family.

With a little bit of prep work in the kitchen and the grill fired up, you can cook this classic summer cookout menu from start to finish in just two hours.

Guide to an Easy Summer Cookout

This backyard cookout menu has a bunch of classic recipes (think: burgers and dogs, potato chips, and corn on the cob). Some of the dishes are make-ahead so that you can enjoy the contrast of hot burgers and cold salads, but so that you can also limit your time sweltering over the grill

hand dipping chip into a bowl of caramelized onion dip

You can't have a cookout without at least one bag of ruffled potato chips, so why not up the ante a little with a creamy dip that can be made ahead (and even slathered on the burgers if you like!)? This caramelized onion dip has all the nostalgia of those packet-based dips but with tons of fresh flavor. Make this dip ahead and put it out as you preheat the grill.

3 pounds yellow onions, 1 bunch fresh parsley, 1 (32-ounce) box vegetable or chicken broth, 2 tablespoons granulated sugar, optional, 1 (16-ounce) container sour cream (about 2 cups). Thinly slice 2 pounds yellow onions and place in a wide, shallow pot. Tie up 1 bunch parsley with kitchen string and add the parsley and 1 box broth to the onions. Cook on high heat, stirring occasionally, until the broth is nearly evaporated, 15 to 20 minutes. Remove and discard the parsley. Add 2 tablespoons granulated sugar to the onions and continue to cook over high heat until golden-brown, 5 to 10 minutes. Transfer to a bowl. Add 16 ounces sour cream and stir to combine.

Main Attraction: The Juiciest Grilled Burgers

While grilled burgers are exactly what you'd expect from a backyard cookout (why skip a classic?), these patties have an unexpected ingredient that makes them ultra juicy: grated butter! These burgers are the tastiest, juiciest burgers you'll ever grill and require minimal prep. Use cold butter and grate it. The most important part about adding butter to your burgers is making sure it's a similar shape and temperature to the ground beef. For example, cubed and sliced butter left deep pockets in the beef as it cooked out, but cold, grated butter makes a great buttery flavor and texture. Be gentle when mixing and shaping. Using cold butter and beef will make handling the beef a little bit easier, but you'll still want to avoid over-mixing. Salt the burgers after shaping. Instead of incorporating the salt into the burger patties, which can draw out moisture, season the outside before grilling.

Make-Ahead Side: Classic Potato Salad

Served family-style at the patio table, potato salad is the cool contrast to hot grilled burgers and buttery corn that you plate needs. Everyone has their own version. This classic version is better-tasting when you make it in advance and give it time to sit and chill in the fridge. The number one concern when making potato salad is picking and cooking the potatoes. This is potato salad after all! Waxy potatoes are really the best choice here — they hold their shape after cooking and have a soft, creamy texture. Red-skinned potatoes like Red Bliss are great for this.

Grilled Side: The Best Grilled Corn

Take advantage of your hot grill and cook at least one other side on it. Grilled corn is a classic, hence why it's included, and it requires almost zero prep before hitting the grill. Make sure you've got plenty of butter and salt at the table too.

A Sweet Send-Off: Classic Ice Cream Sandwiches

After the burgers are devoured and the grill is cooled, finishing off the evening with something sweet makes a summer cookout feel special. You can grab a few boxes of Popsicles and ice cream cones, or go the extra mile and make ice cream sandwiches, with 2 pans of cookie dough and ice cream.

Cookout Timeline

In the kitchen (a few hours in advance): Make the potato salad and give it at least an hour to chill. Assemble the ice cream sandwiches. Make the caramelized onion dip. Prepare the burger patties and any toppings like lettuce, tomatoes, and red onion. Trim the corn for the grill.

Before heating the grill: Serve up the chips and bring condiments and potato salad to the table.

At the grill: Start the corn on the cob first and move it over indirect heat to finish cooking while you grill the burgers. Everything else will be ready and waiting at the table while the burgers are hot.

After dinner: Slice the ice cream sandwiches and serve with plenty of napkins to catch all the cool drips.

Finally, add anything else you want. After all, it's your party!!!



Volunteering Gives You A Special Feeling

How do you give back? I know, it is a loaded question these days with all the stress and demand of our normal everyday jobs. Who in their right minds would even ask us to give more of ourselves than we already do? But trivial things can make an enormous difference, whether it is something for your community, or even sitting on a committee or board seat for the SC ANFP...How do you give back? If you can manage to find something that is near and dear to your heart, then it will not seem like work as much. I for one, volunteer every couple of months to cook a meal at my church for homeless LGBT+ kids. Last August my church started a monthly out-reach program called Safe Space Dinners to allow homeless LGBT+ kids between the ages of 14 and 23 to come in for a hot meal, daily essentials, and just have a place to be for a couple of hours, hang out and play some games. I was fortunate enough to be the first to volunteer to provide a meal last August and was so excited to be able to do something to give back to my community.

Unfortunately, being the first dinner, there was not much time to promote it, so NO ONE showed up and I had cooked enough to feed a small army. (Don't worry, the food was not wasted, it was donated). However, almost a year in, the attendance has grown. I was lucky enough to be invited back to provide the July meal and I was more than happy to accept the invitation. Taking a few hours out of my day (okay, let's be honest, I did take the entire day off work for this) to be able to do something good for someone else felt great and gave me a sense of higher purpose. I'm happy to say, the turn out this time was much better than the first time, AND no food was left over! Even with my small role on the board as the SC ANFP Past President, it feels good to be able to give something back to my community.



No matter how large or how small, how do you give back? Share your stories with the SC ANFP and others will be inspired to do something for their community.

(Sorry, for obvious reasons, no pictures of the kids were taken)

Brandy Layne, CFM, CFPP, CFT

Immediate Past-President