

# ANFP Texas News

## SPECIAL POINTS OF INTEREST:

- President's Message
- Workshop Oct 11-13, 2023
- Disaster Preparedness
- Leadership-Who's In Charge
- CMS Requirements

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## “Strategies for Retaining and Hiring Quality Staff in a Competitive Job Market”

### Introduction

In today's competitive job market, finding responsible and committed employees can be a daunting task. However, retaining and hiring top-quality staff is crucial for the success and growth of any organization. In this article, we will explore effective strategies to attract, retain, and hire quality employees in an environment where such individuals are scarce.

Here's what you will find in this article:

1. Clear Expectations and Positive Culture
2. Competitive Compensation and Development
3. Efficient Hiring and Strong Employer Brand

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“Lead from the Front! Not from behind!”  
(People can be motivated forward easier than they can be pushed)



# President's Message

**Debbie McDonald, CDM, CFPP**  
**TXANFP President**



TXANFP members, it is my pleasure to serve as the President of TXANFP. This Wonderful organization and its members make me proud to say, I am an active member of TXANFP. I am looking forward to work with each TXANFP member this coming year. We have an awesome group of members here in Texas, we continue to grow. ANFP has a rich history of 50 plus years as a professional organization that leads the way with our commitment and service to our membership. I need each of you to help support TXANFP goals for FY 23-24. The goals will be listed in this newsletter.

I encourage each member to send in articles for our newsletter to Mr. Fred Mahaffey, [frederickmahaffey@gmail.com](mailto:frederickmahaffey@gmail.com), newsletter editor. He does an excellent job on the newsletter, but he needs your assistance. (yes I do! I need more ideas and pictures!)

**Please welcome our new board members.**

**PRESIDENT, DEBBIE MCDONALD, CDM, CFPP**

**PRESIDENT-ELECT, SHAYLEI JOHNSON, CDM, CFPP**

**IMMEDIATE-PAST PRESIDENT, KIM KYLE, CDM, CFPP**

**SECRETARY/TREASURE, MICHAEL L.C. POLMANTEER BS, NDTR, CDM, CFPP, TSAC-F**

**TREASURE, DONNA YNOSTROSA, CDM, CFPP**

**NEWSLETTER EDITOR, FREDRICK MAHAFFEY, CDM, CFPP**

Our board members and committee members will diligently work to give our membership the best educational tools possible. Our pledge is to continue to strive towards excellence in professionalism and education. Our organization has a lot to offer our members and it is important that we continue to educate our administrators, food service workers, legislature representatives and all others that you encounter. I want to wish you all a happy end of the summer and I look forward to seeing you in the fall.

## Note from the Editor

Editor: Fred Mahaffey CDM, CFPP

In order to best serve you there are a few things that I need from you. This is your newsletter. I need your stories, pictures, district events, ideas on what you would like to see in your newsletter. What are the issues you face in your day to day operations that you need help with? In order to make this a useful and purposeful newsletter you must contribute to the content. I want to encourage you to attend as many of our Texas ANFP functions as possible. By learning and growing we become better; and this helps us to better take care of those we serve. Remember your staff are your customers too! Take care of them so they will in turn take care of others. Your attitude translates directly to the quality of service and attitudes in your employees.

**“A Leader is  
one who—  
Knows the  
Way, Goes the  
Way, and  
Shows the  
Way”**

**- John C. Maxwell**

## Why be Active in the Texas ANFP

### **\*\*VALUE\*\***

Networking with other professionals dealing with and solving challenges in the Food Service Industry.

Learn new skills and improve old ones.

CEU's for required certification maintenance and renewal.

Opportunity to travel to see other areas in the state.

Opportunity to talk with vendors.

Opportunity to learn from experts in their field of practice.

Stay updated on current regulations and trends.

Improve your marketability.

Increase your performance and value in your current position.

Topics frequently discussed:

Improve Food Cost

Improve Labor Costs

Improve Survey results

Self Improvement

Leadership Skills

Management Skills

Nutrition Standards

HR Skills

# SAVE THE DATE: OCTOBER 2023

## Fall Workshop

**October 2023  
In the DFW Area**

**Watch your email for details!!!**

### Texas ANFP Fall Meeting What to Expect

**Oct 11-13, 2023 at Fort Worth, Texas**

You do not want to miss out on some excellent presentations and information. The theme is “Taking Steps To A Successful Journey” Everyone will have the opportunity to take away something from the experience. From the topics on Leadership, Ethics (you need your ethics CEU!), Sanitation,

Employee Retention and Appreciation, Team Building, Etc. An excellent opportunity to network with others in the same field and working through the same challenges as you.

**“Taking  
Steps-One  
Foot in  
Front of the  
Other”**

## Leadership - Who Runs Your Department?

### Who's in Charge?

Sometimes we make assumptions and the outcomes are not very favorable. The question today is what is your Leadership Style and who is running your department? Are you the type of leader that says “It's my way or the highway! And you micro manage your staff?

Or is your style more “They are all adults they know what to do so no need to follow-up and check on them” I'm just going to sit in the office and try to look busy? There are a lot of different descriptive words to describe the different types of personalities. And your personality sometimes has an impact

on your leadership style and your level of success. Your Leadership Style is affected by your Personality Style. **Make sure you attend the Fall Workshop to find out more on how you can raise your leadership to the next level.**

(follow-up article next edition)

# Fall Workshop 2023

## First Timers

**We want to see Your  
Name & Picture here!!**

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**We look forward to  
Seeing you at the Fall  
Workshop!!**

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## **“Strategies for Retaining and Hiring Quality Staff in a Competitive Job Market”**

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(Contd. From pg 1)

### **Define Clear Job Roles and Expectations**

To attract and retain quality staff, it's essential to provide clear job descriptions and expectations. Potential employees should know exactly what their responsibilities are and what is expected of them. Well-defined roles lead to better employee satisfaction and performance. Additionally, it helps filter out applicants who may not be genuinely interested in the position.

### **Competitive Compensation and Benefits**

In a competitive job market, offering competitive compensation and benefits is vital. Research industry standards and adjust your salary packages to be competitive with other organizations in your field. Benefits such as health insurance, retirement plans, flexible work arrangements, and professional development opportunities can significantly enhance your attractiveness as an employer.

### **Create a Positive Work Environment**

Quality employees seek a positive work environment where they feel valued and appreciated. Foster a company culture that encourages open communication, teamwork, and employee recognition. When employees feel supported and engaged, they are more likely to stay with the organization.

### **Invest in Training and Development**

Investing in the professional development of your employees not only helps retain them but also attracts candidates looking for growth opportunities. Offering training, workshops, and mentorship programs can make your organization more appealing to top talent.

### **Streamline the Hiring Process**

In a competitive job market, it's essential to streamline your hiring process to secure top talent quickly. Minimize delays, communicate efficiently with candidates, and ensure a smooth onboarding process. A lengthy and convoluted hiring process can deter quality candidates from joining your organization.

### **Employee Referral Programs**

Leverage your existing staff by implementing an employee referral program. Encourage your current employees to refer qualified candidates, offering incentives as a reward for successful hires. This strategy can help you tap into an extended network of potential hires. Positive word of mouth is one of the best recruitment tools.

**“Happy Employees aren’t just Productive; they’re the secret sauce that makes the workplace a recipe for success!”**



## Strategies for Retaining and Hiring Quality Staff in a Competitive Job Market”

(Contd. )

### Showcase Your Employer Brand

Develop a strong employer brand that reflects your organization's values, culture, and commitment to employee well-being. Promote this brand through various channels, such as your website, social media, and industry events. A compelling employer brand can attract quality candidates who align with your company's mission and values. Community reputation can help you or hinder your efforts to find the right people.

### Flexibility and Work-Life Balance

In today's workforce, work-life balance is highly valued. Offering flexible work arrangements, such as remote work options or flexible hours, can be a significant draw for quality employees. It demonstrates your organization's commitment to accommodating employees' personal needs and priorities.

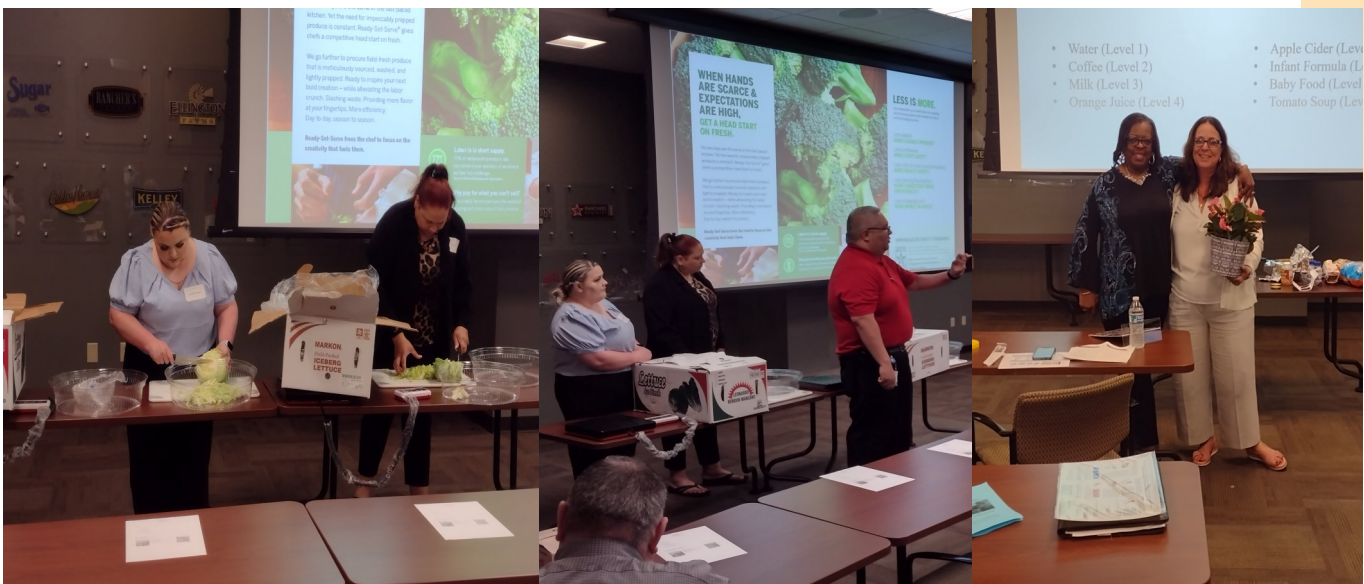
Summary:

**Clear Expectations and Positive Culture:** To attract and retain quality staff, define clear job roles and create a positive work environment where employees feel valued and appreciated.

**Competitive Compensation and Development:** Offer competitive compensation and benefits while investing in training and development opportunities to attract top talent seeking growth.

**Efficient Hiring and Strong Employer Brand:** Streamline the hiring process, leverage employee referrals, and showcase a compelling employer brand to stand out in a competitive job market and secure responsible and committed employees. Remember – your positive reputation in the community is the best recruitment tool.

## Part of what you missed if you were not at the Spring Workshop - May, 2023



## National Pretzel Day at Kingwood Pines Hospital



### Trivia-

A pretzel, from German pronunciation, standard German: Breze(l) ( is a type of baked pastry made from dough that is commonly shaped into a knot. The traditional pretzel shape is a distinctive symmetrical form, with the ends of a long strip of dough intertwined and then twisted back onto itself in a particular way. Today, pretzels come in a wide range of shapes.

## National Pretzel Day

There are a few different accounts of the origin of the pretzel. Most people agree that it does have a Christian background, and they were developed by the monks. According to *The History of Science and Technology*, in 610 AD, “an Italian monk invents pretzels as a reward to children who learn their prayers. He calls the strips of baked dough, folded to resemble arms crossing the chest, *pretiola* (little rewards).”



## Recipes

### Cuban Pork Carnitas

Submitted by: Ken Owens, Kingwood Pines Hospital

### Cuban Pork Carnitas

approximant 60 - 6oz servings

#### Ingredients

35 pounds of diced trimmed pork butt

#### Marinade

- 1 Cup Minced Garlic
- 1 Cup Dried Oregano
- 1 Cup Cumin
- 3 Ounces Salt
- 3 Ounces Black Pepper
- 32 Ounces Line Juice
- 64 Ounces Orange juice
- 32 Ounces Orange Sauce (orange juice thickened w/corn starch)
- 6 Bunches Cilantro diced
- 16 Each Green Onions diced

#### Preparation:

Trim most fat from pork and dice into 1" or 1 ½" pieces a large storage container. Mix marinade and pour on diced pork mixing it together. Cover (label and date), place in walk-in for at least 12 hours (24-48 is better)

#### Cook:

Place marinated pork in large pan and cook over medium heat for about 1-1 ½ hours or until pork is tender. Stir in orange juice and continue to cook for another 45 minutes.

Stir in cilantro and green onions and serve with yellow rice, charro black beans and corn tortillas or tortilla chips.

# Food Safety

**What is the cause of a majority of illness?**

**“Not washing your hands properly!”**

**Make sure to monitor your staff and yourself daily. Follow the proper procedures for proper handwashing! This should be a permanent part of your department culture.**



## ANFP Core Values

**Ethics and Core Values are essential to Quality Leadership and Personal Development**

**Professionalism:** ANFP members are leaders who demonstrate the highest standards of their profession, adhere to a code of ethics, and pursue lifelong learning.

**Integrity:** ANFP members demonstrate pride in their work and are respected members of the leadership team.

**Advocacy:** ANFP members are advocates for those they serve and demonstrate that they care about their health and quality of life.

**Best Practices:** ANFP members implement nutrition and foodservice best practices and impart that knowledge to those they serve and lead.

*“What is your  
WHY?”*

*“It is a proven  
fact that those  
who are the  
most  
successful,  
have a “WHY”*

*(What motivates you  
to do your best.)*



## Disaster Preparedness for Foodservice Professionals: “A Brief Guide”

You need to be prepared all year long. It's that time of year when seasonal storms such as Hurricanes, Snow & Ice storms can have a direct impact on your foodservice operation. Disasters, whether natural or man-made, can strike at any time, disrupting daily life and posing significant challenges to foodservice professionals. Whether you work in a restaurant, catering service, or any food-related industry, being prepared for disasters is crucial to ensure the safety of your customers, staff, and the continuity of your operations. Disaster preparedness involves four essential components: mitigation, preparedness, response, and recovery/evaluation. In this brief article, we will explore each of these components and their significance in the context of foodservice professionals. **Remember, you need to follow your facility plan and in-service ALL your staff on the procedures outlined in your P&P.**

### Mitigation

Mitigation is the proactive step that aims to reduce the impact of potential disasters before they occur. Foodservice professionals can take several measures to minimize vulnerabilities:

- a. Risk Assessment: Identify potential risks that could affect your business, such as floods, fires, power outages, or supply chain disruptions.
- b. Business Continuity Planning: Develop a comprehensive business continuity plan that outlines how your foodservice operation will continue to function during and after a disaster. This plan should include backup power sources, alternative suppliers, and communication strategies.
- c. Staff Training: Ensure that your staff is trained in emergency procedures and know how to respond in various disaster scenarios.
- d. Infrastructure Improvements: Invest in infrastructure improvements such as fire-resistant materials, flood barriers, and backup refrigeration to safeguard your food and facility.

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## Disaster Preparedness for Foodservice Professionals:

### Preparedness

Preparedness involves creating a well-structured plan and assembling the necessary resources and supplies to respond effectively when disaster strikes:

- a. Emergency Kits: Stock emergency kits with essential supplies, including food, water, first-aid supplies, flashlights, and batteries.
- b. Communication Plan: Establish a clear communication plan for employees, suppliers, and customers during emergencies. Ensure that everyone knows how to reach each other and receive updates.
- c. Evacuation Procedures: Develop evacuation plans and conduct regular drills to ensure that your staff knows how to safely evacuate the premises.
- d. Documentation: Maintain up-to-date documentation of your inventory, equipment, and important contacts. This will be invaluable during the recovery phase.

### Response

When a disaster occurs, the response phase involves taking immediate action to protect lives and property: **(Stay Calm- Know Your Plan!)**

- a. Safety First: Prioritize the safety of your staff and customers. Evacuate if necessary, and provide first aid to those in need.
- b. Inventory Management: Assess your food inventory for spoilage or contamination, and make decisions on what can be salvaged or disposed of safely.
- c. Communication: Keep all employees informed about the situation and any changes in operations, such as temporary closures or adjusted hours.

## Disaster Preparedness for Foodservice Professionals:

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### Recovery/Evaluation

After the immediate response, the focus shifts to recovery and evaluation:

- a. Business Continuity: Implement your business continuity plan to resume operations as soon as it's safe to do so. This may involve repairs, restocking inventory, and bringing staff back. Communicate with your leadership work together.
- b. Financial Assessment: Evaluate the financial impact of the disaster on your department. Track and record all losses due to incident.
- c. Review and Adapt: Conduct a thorough review of your disaster response efforts. Identify areas for improvement and update your disaster preparedness plan accordingly. The best time to review your Disaster Plan is after the incident is over and still fresh on your mind. Teams should meet and discuss what worked and what didn't work then plan solutions to improve plan.

### Conclusion

Disaster preparedness is a vital aspect of running a foodservice operation, ensuring the safety of your staff and customers while maintaining business continuity. By actively engaging in mitigation, preparedness, response, and recovery/evaluation, foodservice professionals can effectively navigate the challenges posed by disasters. Being proactive and having a well-thought-out plan in place will help you weather the storm, stay calm and emerge stronger on the other side.

**“Know Your Plan Before You Need It”**

**“Train Everyone On Your Disaster Plan”**

**“Breathe and Stay Calm!”**



## Pictures from Facilities Around the State

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Send in articles for our newsletter to Fred Mahaffey,  
[frederickmahaffey@gmail.com](mailto:frederickmahaffey@gmail.com)

**Where are your photos from your  
facility activities??**

**You and your team work hard!**

**Let us recognize them  
for their efforts!!**

**Your Pictures Here!**

**Your Pictures Here!**

**“TEAMWORK”  
Is not a  
“SOLO ACTIVITY!!”**

**Your Pictures Here!**

**Your Pictures Here!**

**Your Pictures Here!**



Association of Nutrition & Foodservice Professionals

**Each ANFP chapter is registered as a tax-exempt nonprofit organization with the IRS. Some chapters are divided into smaller areas called districts. Chapters and districts are volunteer driven. Officers and committees promote the benefits of being active locally, such as growing a professional network and developing leadership skills. Chapter leaders are essential to the success and growth of ANFP.**

## Vision

The Certified Dietary Manager is the cornerstone of the collaborative Dietetics profession.

## Mission

Position the Certified Dietary Manager as the expert in the foodservice management and food safety.

For more information about ANFP please contact Association of Nutrition & Foodservice Professionals by telephone at 800-323-1908 or 630-587-6336.



## Texas ANFP Board

### President

Debbie McDonald CDM, CFPP

### President– Elect

Shaylei Johnson CDM, CFPP

### Immediate-Past President

Kim Kyle CDM, CFPP

### Secretary/Treasurer

Michael L.C. Polmanteer BS, NDTR, CDM, CFPP, TSAC-F

### Treasurer

Donna Ynostrosa, CDM, CFPP

### Newsletter Editor

Fred Mahaffey, CDM, CFPP

## Committees and Committee Members



We are looking for volunteers. If interested please contact one of the Texas ANFP Board Members and we will gladly pass on your information.