



# SHOP TALK

A Twice-Monthly Newsletter for our Team.

May 1, 2023

The pessimist sees difficulty in every opportunity. The optimist sees opportunity in every difficulty.  
*Winston Churchill*

The road to success and the road to failure are almost exactly the same.  
*Colin R. Davis*

There are three ways to ultimate success: The first way is to be kind. The second way is to be kind. The third way is to be kind  
*Fred Rogers*

Don't let yesterday take up too much of today.  
*Will Rogers*

I'm a greater believer in luck, and I find the harder I work the more I have of it.  
*Thomas Jefferson*

## NATIONAL MENTAL HEALTH AWARENESS MONTH

National Mental Health Awareness Month in May focuses on bringing tools, resources, and education to the general public

Mental health is a hot topic. This is good news. It means the stigma for mental health issues is slowly going away. Mental health issues are finally getting the attention they deserve.

As a whole, we often misunderstand mental health because it is hard to define. Additionally, mental health includes several areas. These areas involve one's social, emotional, and psychological well-being. Mental health affects thoughts, feelings, and actions. When one has positive mental health, they are better equipped to handle stress, be more productive, and realize their full potential.

While we focus on our physical well-being, the food we eat, exercise, and getting regular check-ups for vision and dental care, we often forget to take stock of our emotional and spiritual needs. Everyday demands take their toll. If you or a loved one think you need some help, we have provided the links below for you to consider reaching out to someone.

MORE INFORMATION (CTRL+Click Links)

- [mentalhealth.org](https://www.mentalhealth.org)
- [National Institutes of Mental Health](https://www.nimh.nih.gov)
- [Substance Abuse and Mental Health Administration](https://www.samhsa.gov)
- [American Psychiatric Association](https://www.psychiatry.org)



## Rosemary Roasted Chicken & Veggies

A simple, tasty dinner. It's healthy too, with only 600 calories including the veggies. Serves 10.

10	each	leg quarters
2	lbs	smoked sausage, in ½" pieces
2 ½	lbs	potatoes, diced, skin on
2	lbs	baby carrots, thawed
1	Tbsp	balsamic vinegar (or red wine)
2	Tbsp	rosemary, finely chopped *
½	cup	olive oil

Preheat oven to 450 F

- Soak the rosemary in water for 15 minutes.
- In a skillet, brown the sausage in oil, then put on a sheet pan prepped with food spray.
- Brown the leg quarters on each side and lay on the sheet pan
- Add more oil to the pan and brown the potatoes lightly, then place on the sheet pan.
- Add the carrots and lightly salt pepper.
- Dry the rosemary and sprinkle on top
- Roast for about 15 minutes, until the chicken is cooked to an internal temp of 165F.
- Remove, transfer to a steamtable pan.
- Mix the oil and vinegar and drizzle over the top of the items in the pan.
- Serve.

Note: you can use fresh rosemary in place of dry if you prefer. Double the quantity.

## Slow Cooked Carnitas

This is a simple-to-cook recipe, with an authentic flavor. Moist and tender, it's a great alternative to plain old taco meat, or great stuffed into enchiladas or burritos too. About 20 servings

6	lbs	Boston butt, bone removed
1 ½	cups	chicken or pork stock
1	cup	orange juice (not a typo 😊)
4	Tbsp	garlic, minced
1	Tbsp	black pepper
2 ½	Tbsp	salt

- Cut the pork into large pieces.
- In a large saucepan, brown the pork on all sides.
- Add the remaining ingredients and bring to a boil.
- Reduce to a low simmer, cover and cook until the meat falls apart – a few hours.
- Remove meat from the pan and allow to rest until it can be handled.
- Shred the pork by hand or with a couple of forks until it's nicely shredded.
- Transfer to a shallow steamtable pan and serve with traditional taco condiments.





## CARAMELIZED SALMON

This meal is so tasty that they'll forget it's good for them! The best part? You can have it ready in 20 minutes. Serves 20

2 ½ cups granulated sugar  
¾ cup salt  
5 lbs salmon filets  
black pepper as needed  
Olive oil as needed

- Preheat your oven to 450 F. If it has a broiler setting, use it. You want a very hot oven.
- In a bowl, mix the salt, sugar, and pepper together. You'll need to taste to adjust the amount of pepper needed.
- Dredge the filets through the sugar mixture, coat well.
- In a skillet, heat some olive oil and place some filets in the pan – skin side down – and sauté about 5 minutes.
- Flip each filet and sprinkle more sugar on the filets. Cook the filets another 2 minutes.
- Place the pan in the oven, or if you are doing a large batch, transfer filets to a baking sheet and then into the oven.
- Broil 5-10 minutes; remove and allow the salmon to stand until the filets are just cool enough to remove the skin.
- Transfer to a steamtable pan (a shallow one) and serve.

## KEEP IT CLEAN...

Here's a repeat from last year...More tips on keeping that kitchen clean and sanitary.

**Clean the can opener.** It's amazing how much bacteria builds up on that blade or wheel. It's in contact with the food in every can we open, so it makes sense to keep it sanitary.

Just put it in the sink, scrub it, rinse, and when dry, spray with Sani-Tyze. Do this at the end of every shift.

**Don't allow dirt to begin with.** Keep the counters clean; if you're using a cooking spoon or tongs, use a tool rest. You can make one from foil or use a plastic drink tumbler.

**Declutter those counters too!** Only keep what you MUST on the counter. Everything else should have a place. It will help you to be more organized, and there will be fewer targets for germs and stray dishwater.

Oh, and it will give you more working area, a special help in small spaces.

**Clean the sink several times a day.** If you think about it, NOT doing so just passes germs on to the next batch of dishes. Clean – and sanitize - the sink before each washing cycle.

And remember: CLEAN AS YOU GO!



## Sesame Noodles ●

You can make this as a side dish, or as an entrée by adding cooked chicken or beef and some steamed broccoli. Serves about 12

- 2 packs fettuccine noodles, cooked
- 1/4 cup garlic, minced
- 1/2 cup granulated sugar
- 1/2 cup cooking oil
- 1/2 cup cider vinegar
- 1/2 cup soy sauce
- 1/3 cup sesame oil
- 1/4 cup chili sauce (Sriracha or Thai is okay)
- 6 each green onions, sliced
- 1 each red bell pepper, julienne slice thin

- In a saucepan over medium high heat, combine everything but onions, bell pepper and fettuccine.
- Bring to a boil and cook – stirring constantly – until the liquid boils.
- Add in the bell pepper and cook for just a minute or two. You want them to still be crispy.
- Remove from heat, add the fettuccine, stir gently but thoroughly, then add in the green onions.
- Transfer to a serving pan.

## Slow Cooked Sesame Chicken ●

Here's another easy and tasty chicken dish. About 20 servings.

- 1 cup chicken broth
- 1/4 cup cider vinegar
- 1 cup low sodium soy sauce
- 1 cup sesame oil
- 1/4 cup brown sugar
- 6 lbs. shredded, cooked chicken
- 1/2 cup minced garlic
- 3 inch ginger, sliced thin
- 1/2 cup sliced green onions

- In a bowl, combine liquids and the brown sugar. Blend well
- Toss chicken in the mixture; put in a deep pan or roaster.
- Pour on the remaining liquid, garlic and ginger
- Bake until the chicken is hot and some of the liquid has been absorbed
- Remove and allow to cool a bit
- Toss the chicken in the liquid again and remove.
- Transfer to a steamtable pan.

Serve with steamed rice and broccoli or with the Sesame Noodles at left.



# Servant Leadership: A Better Way



*“Servant leadership is a philosophy and set of practices that enriches the lives of individuals, builds better organizations, and creates a more just and caring world.”*

Wouldn't it be great to work for someone who really cared about you and your success? Someone you knew had your back and that you could count on when you needed help?

And... wouldn't it be great to be that kind of leader; to know that you had the trust of your team? To be able to look at yourself in the mirror every day and know that you did all that you could for your team? And knew that they felt the same way?

Welcome to Servant Leadership. While servant leadership is a timeless concept, the phrase “servant leadership” was coined by Robert K. Greenleaf in “*The Servant as Leader*”, an essay that he first published in 1970. In that essay, Greenleaf said:

“The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead...The leader-first and the servant-first are two extreme types. Between them there are shadings and blends that are part of the infinite variety of human nature.

“The difference manifests itself in the care taken by the servant-first to make sure that other people's highest priority needs are being served. The best test, and difficult to administer, is: Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?

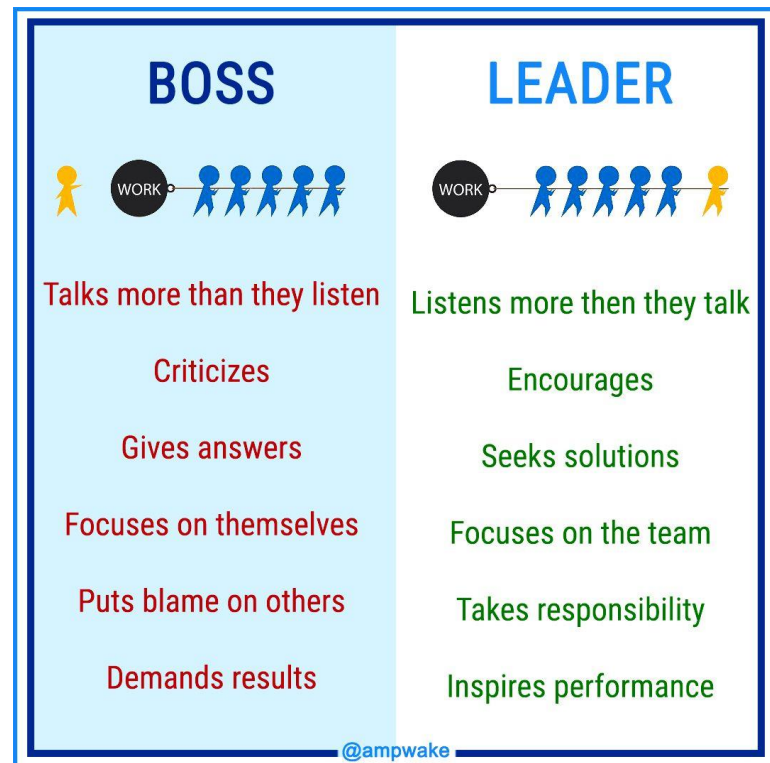
And what is the effect on the least privileged in society? Will they benefit or at least not be further deprived? “

A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. While traditional leadership generally involves the accumulation and exercise of power by one at the “top of the pyramid,” servant leadership is different.

The servant-leader shares power, puts the needs of others first, and helps people develop and perform as highly as possible.

## Why servant leadership is important in the workplace

Servant leadership is important in business because it creates a work environment in which employees at all levels of your organization feel respected, appreciated, and valued. Businesses who follow a servant leadership philosophy tend to have stronger work cultures with high employee morale and engagement.



## Great servant leaders display a variety of traits including:

**Motivates their team:** Creating a work environment where employees feel empowered to contribute and are motivated to engage is critical to being an effective servant leader.

**Has excellent communication skills:** Transparency, active listening, and empathy are all important to servant leaders. These traits help you understand the views and opinions of your team and to lead them in a way that shows their opinions are important. Providing your team members with the same information you have also shows them you trust and respect them

**Cares about their team on a personal level:** Servant leaders can see their team members as more than employees and understand that when their team feels happy and fulfilled in their personal lives that it contributes to their success in their work life. Servant leaders make it a priority to show team members they care about them personally and try to help them with personal issues if they can.

**Committed to helping their team develop professionally.** Servant leaders are great at helping their team members also become leaders. They do this through leading by example and providing their team with opportunities to grow and develop.

**Encourages collaboration and engagement.** Servant leaders value the opinions of everyone on their team and encourage them to share those opinions and to actively contribute to the team regularly.

## How to become a servant leader:

### Lead by example.

A servant leader leads by example. As a servant leader, you should be willing to do anything you ask your team to do. When your team members see you are willing to put in the same amount of work and effort they do, it helps motivate them to engage in their work and the organization.

### Show people why their job is important.

When employees feel that what they do is important, they feel more empowered and are willing to work harder to help the company succeed. Servant leaders make sure their team members know why their work is important and how their work affects the overall success of their team.

### Encourage collaboration and employee engagement.

Servant leaders are also great at making their teams feel their voices and opinions matter. When you encourage your team to work together and suggest new ideas to help improve the organization, it shows them you care about what they have to say and appreciate their contributions. This can motivate your team to put forth their best effort.

### Help your team grow and develop.

Servant leaders don't only focus on being great leaders themselves, they are also interested in helping their team members become great leaders. Encourage your team members to participate in skills education development programs to help them grow. You can also encourage the team to take an active leadership role during group projects. Team members who know you are committed to their professional growth are more likely to listen to suggestions you make to help improve their work.

### Show your care for team members

Servant leaders show their team members that they care about them on a personal level. Being empathetic may help create a more positive work-life balance for your teammates. When they feel that they matter, they are more likely to be happy at work and to do better quality work.

### Ask for feedback.

Finally, servant leaders always look for how they can improve their own leadership and contribute to the team. You can do this by encouraging your team to provide feedback when they have an idea on how you can improve your work – or how the company can improve overall. Make your team members feel empowered to come to you with suggestions any time and ask for feedback.

# HEALTH

## NOTES

Here are a few tips to help our customers eat better, without major lifestyle changes...

**Offer Baked Potatoes** alongside French fries. Baked potatoes have about 100 calories per serving, compared to fries, at over 320 for the same serving.

Even better, serve Baked Sweet Potatoes too. They're high in beta carotene and have 50% more fiber. Higher in sugar, with about the same calories as a baked potato.

**Creamy sauces** like those in fettuccine alfredo are loaded with butter, heavy cream, and cheese. Ditch heavy cream and make velvety sauces with low-fat milk that's thickened with flour. To make your own cream substitute: Combine 1 cup low-fat milk with 4 teaspoons all-purpose flour; whisk over medium heat until bubbling and thick. Cup for cup, thickened low-fat milk saves more than 680 calories and 53 grams saturated fat vs. heavy cream!

**Swap good fats for bad.** Tablespoon for tablespoon, butter has seven times more saturated fat than oil. We love the taste of butter and know it can't always be replaced completely, especially in baked goods, but to keep saturated fat in check, use veg oil or olive oil as much as possible.

**Add grains or vegetables to meaty dishes.** To keep ground meat dishes like meatloaf or burgers satisfying without tipping the calorie scale, add whole grains (like oatmeal, brown rice or even bran flakes) or diced vegetables to the meat to

bulk up portion size. It's also a great way to get more grains and vegetables into our customers' diet – foods we typically don't get enough of. Try adding 3/4 cup grains or vegetables for each pound of meat.



When a savory dish needs a little oomph, try a squeeze of lemon instead of salt. A hit of citrus can make the whole recipe come to life.

Use small amounts of oils such as canola and olive in recipes and for sautéing. And use them in place of butter whenever you can. Also, get the most bang for your buck. Don't use butter where it won't be noticed.

**Serve fish regularly.** Try different ways of cooking such as baking, broiling, grilling, and poaching to add variety.

**Serve more fruit and vegetables.** Only 14% of adults eat the recommended amount of vegetables, and only 18% eat enough fruit. We should eat 2 cups of fruit and 3 cups veggies daily.

**Keep Portions Reasonable.** Although our meals are self-serve, you can help control by sizing portions before placing the dish on the line. For example, portion that full pan of lasagna by cutting it into 24 servings. When you serve a pot roast, portion it into 3-ounce pieces and lay roast carrots, celery and potatoes throughout the pan so they're easy to grab (and they add eye appeal.) Most will be satisfied with a smaller portion and those that aren't can always grab two portions.



## Chicken Primavera

Serves about 12.

- 1 cup flour
- 2 Tbsp dried parsley
- 2 tsp dried basil leaves
- 3 lbs chicken, boneless, cut into strips
- 1/2 cup olive oil
- 3 Tbsp garlic, minced
- 4 – 5 cups chicken stock
- 2 cups frozen mixed vegetables
- 1 pint grape tomatoes, halved
- 3 each zucchini, quartered and cut on a bias
- 1 tsp dried basil leaves
- Salt and pepper to taste as needed

- Make a breading with flour, parsley and basil.
- Dredge chicken through the flour and deep fry a couple of minutes until just brown. Drain well.
- In a large sauté pan, sauté vegetables in the olive oil until heated through – several minutes.
- Add the chicken to the pan and toss to coat well.
- Add olive oil as needed to moisten the ingredients, and season with salt and pepper.
- Remove and transfer to a steamtable pan.
- Serve with angel hair or spaghetti noodles, but any pasta will work with the dish.
- Garnish with some fresh chopped parsley and a sprinkling of Parmesan cheese.

## COMIC RELIEF...

I hope when I inevitably choke to death on gummy bears people just say I was killed by bears and leave it at that.

Entered what I ate today into my new fitness app, and it just sent an ambulance to my house.

I ordered a chicken and an egg from Amazon. I'll let you know.

The dinner I was cooking for my family was going to be a surprise, but the fire trucks ruined it.

I eat my tacos over a Tortilla. That way when stuff falls out, BOOM, another taco.

Pavlov walks into a bar. The phone rings, and he says, "Damn, I forgot to feed the dog."

"No, thanks. I'm a vegetarian." is a fun thing to say when someone hands you their baby.

Subway is definitely the healthiest fast food available because they make you get out of the car.

Just asked my wife what she's "burning up for dinner" and it turned out to be all of my personal belongings.



Sontheimer Offshore/catering Co.