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Zingerman's® news

issue #316

may-june 2026

A wonderful
way to
cultivate
community

pages 2-3



I.A.N.

this tastemaker's
known for her
party tricks
page 1

soccer fans,
see you at
the pitch?
page 6

MEET OUR TASTEMAKERS!

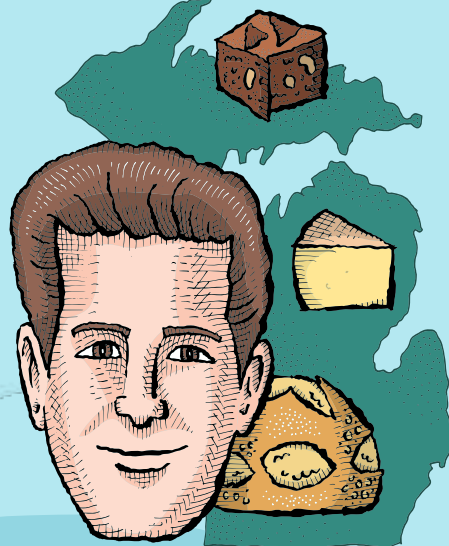


Launched last summer, our Tastemaker Series spotlights influential culinary voices through highly personal product collections that reflect how they cook, eat, and gather. Every few months, a new individual collaborates with us and curates their own special Zingerman's Mail Order gift box. If, like me, you love knowing what foods fellow foodies are into, these collaborations will be right up your alley. Past tastemakers have included Jon Kung (Ortiz tuna), Dan Pashman (Zingerman's Sea Salt Potato Chips), and the two we're spotlighting today—Matt Rodbard and Abra Berens (you'll have to read on to discover a couple of their faves).

MATT RODBARD: an award-winner with great taste

We're not just saying that because he called us his "favorite food store in the world," but yes, we are blushing. Especially when Matt followed that up with, "I cannot imagine a world without this highly curated Midwestern fine food store and good vibes factory." (Thanks, Matt!) Here at Zingerman's, we're always inspired by people who turn their love of food into a lifelong conversation. Matt Rodbard is one of those people. If by chance, you're not yet familiar, Matt is a writer, author, podcast host, and founding editor of the James Beard Award-winning digital food and culture magazine TASTE. He has more than two decades of experience working in television, magazines, book publishing, and online media, and has built his career around asking smart questions and telling delicious stories.

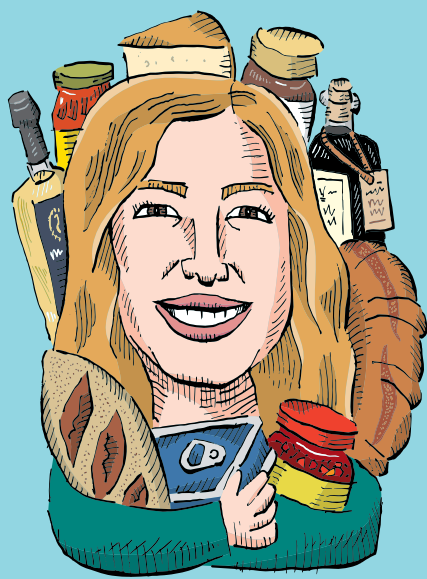
But *before* all of that, he was a Michigan kid learning about food from a certain deli in Ann Arbor. Matt grew up on the other side of the state, in Kalamazoo. (Fellow Michiganders, we see you unconsciously looking down at your hand as a visual reference.) He discovered Zingerman's on summer trips with his family, and then quickly learned that spotting our logo meant "a surprise was in store." Matt says that Zingerman's taught him to love quality and help inform his lifelong passion for outstanding food crafted with intention. Matt also shared that Zingerman's taught him to love quality food, especially pimento cheese. (Welcome to Team Pimento Cheese, Matt! Should we get matching t-shirts? We should, right?)



ABRA BERENS: a delicious accident led her to zingerman's

There's a saying that "life is what happens when you're busy making other plans," and that's exactly how Abra Berens found her way into the world of food. Back in 2002, she was a student in Ann Arbor, out for a long walk and thinking about her future, when hunger struck. She happened upon Zingerman's Deli, stepped inside, and quite literally stumbled into her life's work. Abra tripped over the door jamb in front of the Bread Box, and the person behind the counter immediately came around to help her up, offering a sample of Sour Cream Coffee Cake.

She ordered a sandwich, sat in the Next Door Café, and was inspired to apply for a job. Spoiler: She got it, and more than 20 years later, Zingerman's remains one of the defining influences in her life. It's where she learned how to taste, to lead, to think critically about food and where it comes from, and to dream big. Zingerman's Co-Founder Paul Saginaw even officiated her wedding—to another ZCoBber—and Rodger encouraged her to pursue culinary school at Ballymaloe in Ireland. Under the guidance of Founder Darina Allen, she deepened her understanding of the relationship between farms and restaurants, knowledge which continues to shape her work as an author and the culinary director of Granor Farm. Not bad for a stumble, a sample of Sour Cream Coffee Cake, and a sandwich that needed two hands to hold.



anna hezel x Zingerman's tastemaker box

Anna Hezel is a Buffalo-born, Brooklyn-based food and culture writer, and a big fan of fancy snacks that come together in no time, but make any meal feel special.

That's actually the theme of her latest cookbook, *Party Tricks*, and of this special collaboration. Anna's packed a box with a plethora of party-ready nibbles and two of her recipes!

Ship yourself (or someone special) a shindig.
Get your box at zingermans.com.



tastemaker collaboration boxes

Each time we collaborate with a tastemaker, they get to hand-pick an armful of their favorite foods from our shelves—it needs to fit into a box so we can ship it to you after all. The lineup is always different, we all like different things after all, but they always reflect a shared passion for seriously flavorful food. Each Tastemaker Gift Box is around for a limited time (like our newest one with Anna Hezel!), so you'll want to make sure to catch each one while you can.

Lindsay-Jean Hard

Lindsay-Jean Hard
Content Creator
Zingerman's Creative Services



In Steven Spielberg's now-famous 1999 film *Any Given Sunday*, the coach, played by Al Pacino, gives an inspirational pre-game speech. The players have been struggling, and he knows that they need to get their act together to get out of the hole they have dug for themselves. There's no quick fix, but he assures them it can be done:

We're in hell right now, gentlemen, believe me. And, we can stay here ... or we can fight our way back into the light. We can climb outta hell one inch at a time.

Thirty years earlier, on New Year's Day 1970, Wendell Berry published a piece in *Orion* that strikes me as similar to Pacino's pep talk: State the difficult reality, offer the positive path forward, which, though it's hard to make happen, is nevertheless still possible. The *Orion* essay, focused on our estrangement from our land, opens with five words in all caps, in which Berry states, bluntly and boldly: "WE ARE DESTROYING OUR COUNTRY." He emphasizes that, as grim as things are getting, we retain the power to change course. The decision, like the one Pacino frames for his football team, Berry says clearly, is ours to make:

If we decide to continue the destruction, that will not be because we have no other choice. This destruction is not necessary. It is not inevitable, except that by our submissiveness we make it so.

Whether you're inspired by a fictional football coach, one of the most amazing American thinkers of the modern era, or both, the message is pretty much the same. Things around us may look grim on any given day, but we always have the freedom and power to choose what we're going to do about the situation going forward.

The following year, Wendell Berry released his third book, *The Unforeseen Wilderness*. (He's gone on to publish nearly 50 more!) The second chapter is entitled "The One-Inch Journey." In it, Berry suggests that one way to stop the destruction he's warning us about is to engage anew with "lessons in what to look for and how to see," lessons that help us regain "access of delight, vision, beauty, joy that entice us to keep alive and reward us for living." All of which, I'm reminded here, are regular subjects for anyone who becomes accustomed to what we've long called appreciations here in the Zingerman's Community of Businesses (ZCoB).

We've been using appreciations as an end-of-meeting ritual for over 30 years now. And quite simply, the more consistently we do appreciations, the more delight, vision, beauty, and joy we experience.

Multiplying Spiritual Possessions

Josef Albers, the artist who led Black Mountain College from 1933 (less than a year before Wendell Berry was born) until 1949, made so much magic through painting, writing, and teaching. He once penned a poem entitled "More or Less." In it is this lovely set of lines:

To distribute material possessions
is to divide them

to distribute spiritual possessions
is to multiply them

I'll leave the work of division to those who are currently leading the country and focus instead on what seems much more meaningful to me: multiplying our spiritual possessions. In this case, that multiplication happens without drama or difficulty or really any cost, through the practical practice of ending ZCoB meetings with a few minutes of appreciations.

In this case, it's about how a seemingly small, easily missed, and almost irrelevant-seeming (to the unknowing) organizational practice can change a company, a community, and maybe even a country. If I were to write a headline about cooperation here, it would be something like "Doing Appreciations Regularly Is Even More Important Than I'd Ever Imagined!"

To be clear, I've long known, and also written about, how great the practice of appreciations is. They are certainly not

new news to anyone who's been around the ZCoB. That said, I had two eye-opening, positive insights about appreciations that struck me as newsworthy:

1. Appreciations are an awesome, down-to-earth, easy-to-implement democratic practice. That's right: This simple end-of-the-meeting ritual every ZCoBber knows so well is a great way to make democracy come alive! Our practice of appreciations is many decades old, but the understanding of it as an implicitly effective democratic practice is far more recent.

2. Appreciations are one of the most effective ways to spread dignity and democracy through communities. When we do appreciations for five minutes at the end of a meeting, we multiply spiritual possessions. The appreciated, the appreciator, their colleagues, the organization, and the community at large all come out ahead.

What are Appreciations?

I learned about them oh so long ago—back in the early 1990s—from my good friend Lex Alexander. He's the one who taught me to call them appreciations, and we still use that name all these years later. Doing them couldn't be much simpler. Formal meetings will have "Appreciations" written on the agenda. More informal sessions will likely just have someone bring it up: "Appreciations?" Either way, we take at least a few minutes to let anyone present who feels inspired to appreciate anyone or anything they want. It may be work-related, it may not, it may be appreciating someone who's in the room or someone who isn't. It may be something that seems huge or someone who brought them coffee a couple of days earlier.

Newcomers or meeting attendees who are in a hurry, I've found over the years, may well suggest skipping appreciations. When that happens, someone who knows better will nearly always remind them that, though they're welcome to head out, it's important for us to devote at least a couple of minutes to appreciations. The process is remarkably simple, but it's hugely powerful. To an untrained outsider, it may seem as if there's really no overtly big action involved, but almost everything feels different after we do them. The whole energy of the room can shift in what we might think of as only a metaphorical emotional inch.

The value of doing appreciations is not just anecdotal, and it's not only an organizational flight of fancy. There are reams of data in neuroscience and psychology that speak to the enormous benefits of gratitude practices. In "The Neuroscience of Gratitude and Its Effects on the Brain," a *PositivePsychology.com* piece published last fall, psychologist Melissa Madson writes extensively about the impact of regular application of gratitude practices like appreciations. The studies Madson points to in her article have found associations between gratitude and lower cortisol levels, better cardiac function, more emotional resilience, higher levels of happiness and well-being, increased levels of gray matter in the brain, better immune system functioning, higher levels of creativity, and more.

The point, then, is simply that by inserting appreciations into your meetings and sticking with the ritual of it for a few years, you can have all of these benefits accrue in your organization. And you don't need me to calculate what all of those things could mean: fewer sick calls, lower turnover, increased interest in the organization's work, not to mention long-term lowering of health care costs. All for a few minutes of "work" at the end of the meeting. I'd take that deal in a heartbeat. Oh yeah, I already did, 30 years ago!

Gratitude as an Act of Positive Resistance

What's more, I realized in recent months, appreciations are a meaningfully effective, very grassroots democratic practice. I can put the two together to remind myself, and maybe you, that we don't have to despair when faced with autocratic cruelty and indignity. As folksinger and artist Carrie

Newcomer writes:

Living well with gratitude and joy is an act of resistance, a claiming and affirmation of all that is still good and still true.

I don't have any tattoos, but if I were gonna get a couple right now, they could well be the two phrases that have been serving as my mantras in recent months.

The first line, which you've likely heard me say many times by now, is from the theologian Richard Rohr: "The best criticism of the bad is the practice of the better." Rohr's words remind me that simply doing the work that we do here in the ZCoB, in the dignity-focused, caring, gentle, and honest way that we try to do it every day, is in itself a meaningful act of resistance against the imposition of autocracy. Kind of like ending meetings with appreciations.

The other words are from the above-mentioned Mr. Berry, a godlike figure in the world of those who are trying to improve the health of our communities, planet, the people we work with, and ourselves. Berry reminds me that, although I, like many others, want the people in charge of the country to get their collective act together, that's not how real democracy is likely to work. Rather, as Berry puts it, "The leaders will have to be led."

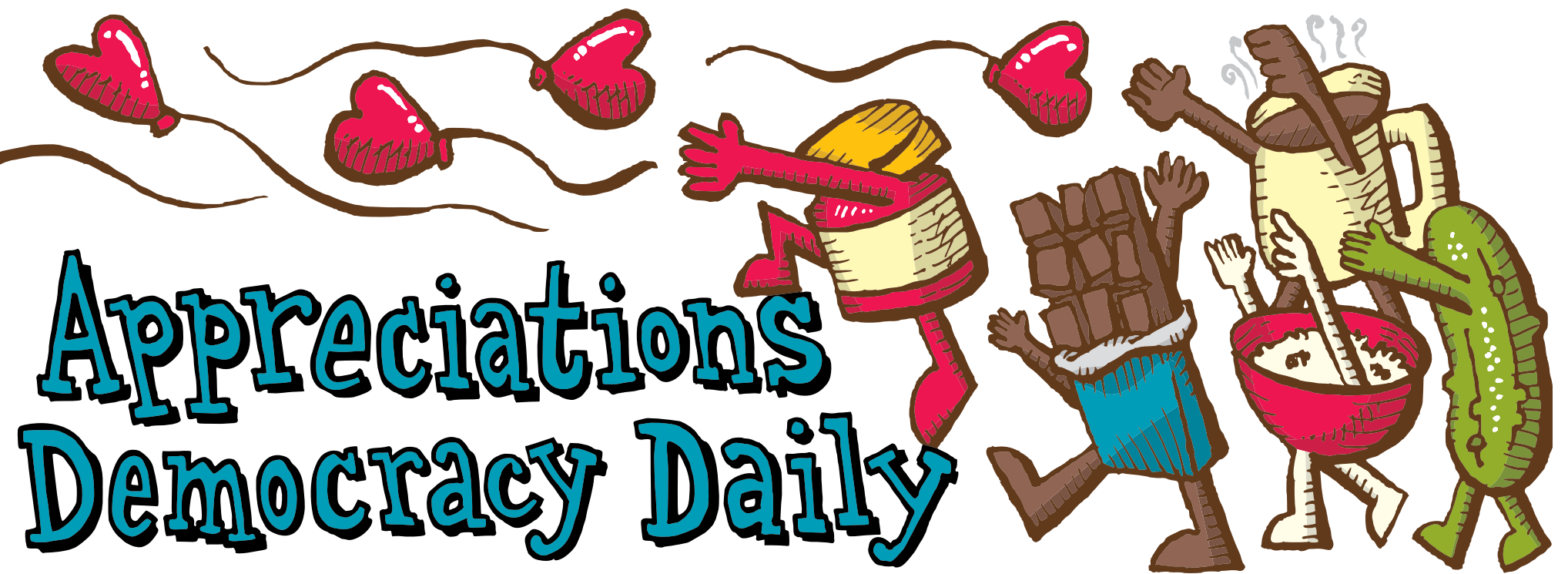
Berry's line comes from a terrific talk that he gave to the Kentuckians for the Commonwealth back in the summer of 2013. For context, that means he was already aware of and addressing this issue long before the ascent of autocracy that is now so readily apparent:

We must reject the idea—promoted by politicians, commentators, and various experts—that the ultimate reality is political, and therefore that the ultimate solutions are political. If our project is to save the land and the people, the real work will have to be done locally. Obviously we could use political help, if we had it. Mostly, we don't have it. There is, even so, a lot that can be done without waiting on the politicians. It seems likely that politics will improve after the people have improved, not before. The "leaders" will have to be led.

Leading with appreciation instead of antipathy and anger is a wonderful way to do that. Spiritual possessions really do multiply, almost magically so. Or, one could bring the worlds of profit and magic together and say that, when we do them regularly, *Appreciations appreciate*.

Going back to the two stories that got me into this appreciative rabbit hole in the first place. This first serves, for me, as a bit of evidence of said appreciations. It drives home just how much cultural impact we can have through these sorts of small, undramatic, dignity-centered actions. The first happened earlier this year, when a group of us came together at the public library for what was something like our 100th construction meeting for the Roadhouse over the course of the last couple of years. The sessions brought together a series of Roadhouse leaders, plus our builders, our architect, our finance crew, my business partner Paul Saginaw, and Paul's talented wife, Lori Saginaw, who's doing the design work in the dining room. Because our meetings are open, various ZCoB folks will show up on occasion.

Even though 1/3 to 1/2 of the folks in attendance are not formally part of the ZCoB, we continue to run the renovation meetings the way we run all of our other meetings. The Roadhouse's Felipe Diaz did a fantastic job with facilitation. We end these meetings, as we do all our other gatherings, with a chance for people to share announcements, and then, last but not least, appreciations. In a seriously magical moment recently, I noted that, of the 15 or so folks at the meeting, the first person to offer an appreciation was Mark Hiser, owner of Phoenix Construction. He shared a beautiful and powerful appreciation for the crew, both the Roadhouse team and everyone working on the construction end of things. It was awesome, all the more so coming from someone who's not really part of the ZCoB. Before anyone else could say anything, Louie Marr, our longtime construction manager and liaison, chimed in with another appreciation.



Appreciations Democracy Daily

With magic on my mind, I smiled inside. Seriously, if you'd have told me 30 years ago that a construction crew would be leading the way with appreciations at the end of a meeting, I don't know that I'd have believed you!

The second story is about how, after many months of work, the next pamphlet in the Zingerman's Guide to Good Leading Series is here. The title is "Why Democracy Matters: A Deep Understanding of Democracy in Our Everyday Lives." As is always the case, I have learned an enormous amount in the process of writing. The great writer Joan Didion once noted what I also have experienced many times over: "I don't know what I think until I write it down." Writing opens intellectual and emotional doors to new understandings of the world. It's helped me see how much of a difference down-to-earth and democratic practices can make in the world, how big a part they have played in making the ZCoB what it has become, and how we can use them to make those tattoo-worthy lines I mentioned earlier a reality. The new pamphlet, at its core, is all about committing to *the practice of the better*, no matter what else is going on around us. And it's all about moving ahead, without waiting for higher-ups in the social hierarchy to start the process for us. All of which means that people like you and I, and maybe your great aunt in Arizona, can start to *lead the leaders* in far more positive directions!

Another one of the beauties of writing, for me, is that a book or pamphlet coming back from the printer means that I will get to teach from it soon thereafter. The learning experience, with a generous dose of magic, comes next. In my head, I've been working to clarify the main messages about my new beliefs about democracy. Sure enough, after doing them regularly for over 30 years, I suddenly saw appreciations in a whole new way. For the first time in my life, I realized that appreciations are one of the quiet but effective ways we make democratic practice a gentle daily reality in our lives here at Zingerman's.

Appreciations are, I see now with surprising clarity, an awesome example of down-to-earth democracy in action. They involve everyone—no one is excluded, all are welcome. At the same time, *no one has to say anything*. Some people appreciate just one other person; others mention 10 or 15. Some people appreciate folks they know at work, but others will appreciate their family, friends, suppliers, etc. Others still, their dogs. It's all free choice, it's all collaborative, it's all about the collective.

Appreciations as a Democratic Practice

In the new pamphlet, I write extensively about how integral the practice of day-to-day dignity is to making democracy happen. And when I check the appreciation process against the six elements of dignity, this gratitude practice seems to answer the call quite beautifully:

1. Appreciations are all about honoring the humanity of both the appreciated and the appreciator.
2. Appreciations are very authentic. People often tear up, even when they're smiling as they speak. Folks take this sharing very seriously.
3. Everyone gets a voice since anyone who feels moved can speak.
4. Appreciations are all about positive beliefs!
5. Appreciations support people's efforts to get to greatness. The more appreciations we share, the more other people's positive beliefs about themselves improve, the more confidence increases, and the higher the odds they will get to greatness.
6. We do appreciations in a way that actualizes equity. People don't share in order of rank or anything to do with an org chart—rather, they share only in the order that moves them or the order that the facilitator calls on them.

This seems very much aligned with some of what I've learned about democracy. What matters most isn't who gets the headlines, but rather how you and I behave every day. Democracy, in the context I have focused on in the new pamphlet, is not

about politics; it's about people and ethics and everyday activity. It doesn't give answers; it opens doors to conversation, to caring, and to connection. Appreciations are one of the most awesome examples around. In that sense, they are hugely powerful, but they aren't what gets in the headlines. Few people were there to notice Mark Hiser's appreciation at that meeting and its deeply democratic, humble nature, yet it is a big part of what is making the project go as well as it is.

With both of those insights in mind, I see that, per David Graeber's observation, *democracy breaks out somewhere in the ZCoB every day!* More power to voting on election day, but why wait for that infrequent opportunity to actualize democracy when we could just be democratic this afternoon?

Appreciations are a great way to practice. While headlines are swirling, we can get centered. Appreciations, I know, are not enough to singlehandedly right the course of the national ship. But they are a start, a bigger one by far than I'd understood up until last week. When you use them regularly, it's hard to imagine not wanting to do appreciations forever. They move us forward just an inch or at a time, but those inches, over time, absolutely add up.

An Easy, Inexpensive & Effective Way to Improve Community

The point of the "Why Democracy Matters" pamphlet really is my own shift to understand that democracy is mostly not about voting (but please do vote). It's about what you and I do every day. It's about making democratic practice part of our daily routines. It's about building democratically oriented organizations, organizations in which people are encouraged to think for themselves, to participate, to push for what they believe in, to engage in conversation even when there is conflict. To care. To come with compassion. To make cooperation a big part of the daily news. It's also that:

- We can start where we are and make democracy the lived experience of more and more people rather than waiting for the right leader to take charge.
- While the loss and darkness do exist, and, as Sy Hersh has said, absolutely need to be dealt with, they do not have to dominate our days.
- Appreciation and joy and dignity are acts of healthy resistance, and we can use them to model that the best criticism of the bad is indeed the practice of the better.

- By modeling things like appreciations at the end of meetings, we can help lead the leaders. Though 18 appreciations at the end of a Zingerman's huddle will not, on their own, make the state of the country do a 180, they're a step in the right direction.

While I know that appreciations are exceptionally effective here in the ZCoB, I do, on occasion, like to imagine what would happen in other settings. If the leaders are going to be led, what would it be like if every congressional session concluded with appreciations? If congresspeople who were full of bravado 15 minutes earlier would suddenly show vulnerability and appreciate their mothers for all they've done, or someone on the other side of the aisle for showing compassion as their child deals with cancer? If tears could be shed, voices could quaver, joy could become normal, not at the expense of someone else, but in honest, heartfelt appreciation for how others have been of help? It can't hurt to hope, right?

The fact that two years of study, writing, and reflection about democracy has brought me back to a practice we've used every day for decades does make me chuckle. It took all of this to get me to appreciate this long-standing organizational ritual in a whole new way. It all makes me appreciate Appreciations even more than I already did. And it gets smiling over this other insightful observation from Wendell Berry's *The Unforeseen Wilderness*:

And the world cannot be discovered by a journey of miles, no matter how long, but only by a spiritual journey, a journey of one inch, very arduous and humbling and joyful, by which we arrive at the ground at our own feet, and learn to be at home.

Appreciations are, in fact, a practical democratic practice, a positive way to model what we do. It's a future I look forward to inching my way into and being appreciatively part of for many years to come.

Don't forget, we're all in this together! I appreciate you!

Ari 
Ari Weinzweig
Co-founding Partner
Zingerman's Community of Businesses

"Why Democracy Matters: A Deep Understanding of Democracy in Our Everyday Lives"

By Zingerman's co-founder Ari Weinzweig

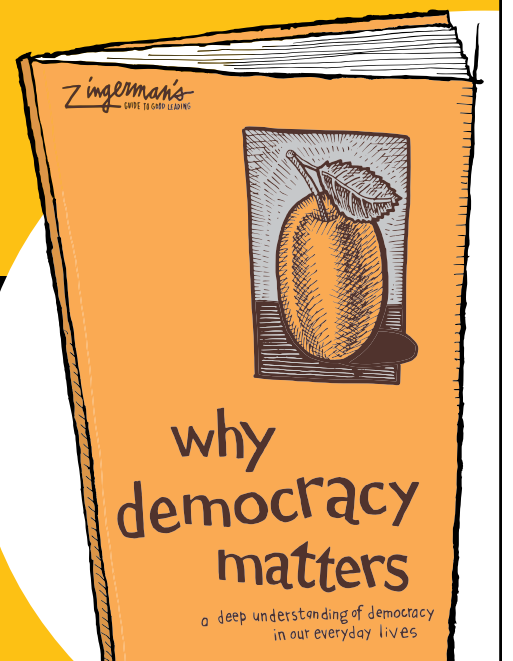
Drawing on decades of experience building the Zingerman's Community of Businesses, Ari argues that democracy isn't just something practiced in government—it's something we can bring to life every day in our workplaces, organizations, and communities by honoring dignity, transparency, participation, and shared responsibility.

"If you want an advanced degree in business, philosophy, and liberation, you can spend engaged and learning, but expensive years in a university. Or read this pamphlet. Sign me up." —Peter Block

Includes 10 essays on practicing democratic principles where we live and work

Designed in-house and printed locally (like all Zingerman's Press publications!)

Available at Zingerman's locations, zingtrain.com, and zingermanspress.com



NON-PROFIT

SPOTLIGHT



MAY: MARUPO ACTS

Marupo ACTS is a Michigan-based nonprofit whose mission is to empower immigrant and Asian minority-owned businesses to supply diverse cuisines and traditional arts expression, and to educate the Michigan community by spreading awareness of different types of global cuisines and art forms. Executive director Bennett Lai elaborates on Marupo ACTS' community connections and need for support:

Since its incorporation in 2024, Marupo ACTS has earned municipal, state, and federal recognition and has an ongoing collaboration with the Ann Arbor District Library for public panel events and an upcoming podcast series showcasing local Asian businesses. Marupo ACTS has deep roots in the University of Michigan (U of M) community; our long-established performing branch, Dreams Come Chuu, grew out of Con Ja Nai, U of M's annual convention, and a majority of Marupo ACTS' board of directors are themselves U of M alumni.

The overwhelming turnout for our flagship Ann Arbor Asian Night Market in June 2025 (this year's is on Friday, June 12, at Kerrytown!) and the Lights After Dark Night Market in October 2025 demonstrates that our community is hungry for these opportunities to discover AAPI businesses and engage with our rich and diverse cultures. Our events have reached over 5,000 attendees and generated over \$33,000 for small businesses operated by and providing for AAPI community members. To continue scaling events and experiences to match this demand, we need additional and sustained capital to expand our community offerings and grow our volunteer base.

Visit marupo.org to learn about volunteer opportunities or donate directly.

JUNE: THE SUNBUNDLE

The SunBundle is an Ann Arbor-based nonprofit organization founded by two former University of Michigan track and field athletes. Co-founder Clare McNamara shares more about SunBundle's origins and impact:

As part of a well-supported athletic program, we had abundant athletic equipment at our fingertips, and after many years on the team, we had more than we could ever need. Instead of letting perfectly good shoes, spikes, and clothing sit at the bottom of our lockers, we wanted to find a way to directly give back to young athletes in our communities. The SunBundle collects, organizes, and redistributes athletic equipment alongside programming with Division I collegiate athletes, and we have expanded our collection to high schools, community members, and retail stores. Our goal is to remove financial barriers to sports, unite community members, and establish health and wellness habits at a young age.

Since 2025, The SunBundle has successfully redistributed over \$120,000 worth of shoes alongside over \$10,000 worth of clothing and athletic equipment. As we move forward, we aim to expand our reach and help as many high schoolers in Southeast Michigan as possible. This summer we are hoping to host our first round of SunBundle Summer Camps—a free camp for high schoolers, coached by current collegiate athletes. We are excited to develop our summer programs and continue redistributing gear to youth in need!

Visit thesunbundle.com to get involved or donate directly.

visit page 6 for another way to support sunbundle!



COMMUNITY PARTNER SPOTLIGHT

the community kitchen at the robert j. delonis center

Delonis Center opened in 1982, the same year as Zingerman's Delicatessen! It's the home base for the Shelter Association of Washtenaw County (SAWC), which offers support and housing solutions to those facing homelessness through a diverse range of programs. One of those forms of support is the Community Kitchen at the Delonis Center—started in 2003 by Food Gatherers*, a nonprofit food bank and food rescue program. The Community Kitchen provides meals to Delonis guests nearly every day of the year; to date, staff and volunteers have served more than 1.5 million meals. The Deli is honored to assist with a weekly donation, and our own Nancy Eubanks, Director of Catering at Zingerman's Catering and Events (and a regular volunteer at the Community Kitchen over the years herself), told us all about it:

How long has the Deli been involved with the Community Kitchen?

A long time! We sent meals at Thanksgiving and other times throughout the year. But when the COVID pandemic began, we saw a real need to help out more regularly, so we started sending weekly meals about six years ago.

How many meals do we send to Delonis?

We aim to deliver 65 hot meals to the Community Kitchen at 12:30 pm every Sunday. When we have extra food during the week, we also take it over to Delonis.

What types of things do we serve?

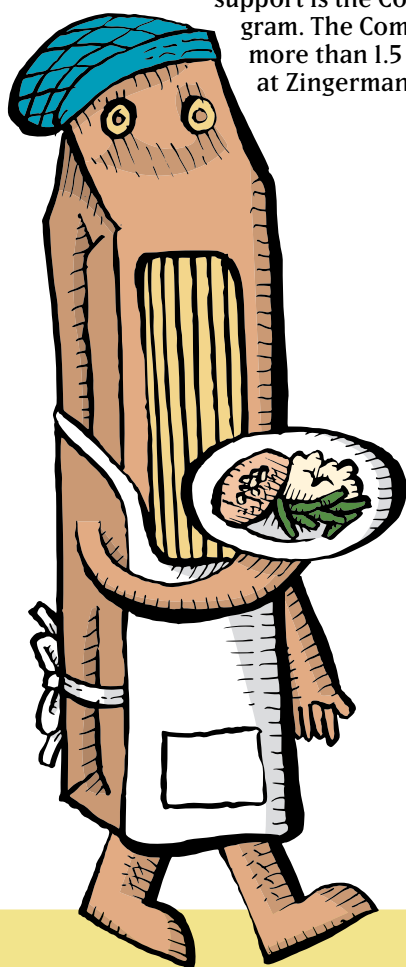
Our Lemon Thyme Chicken and butter rice is always a big hit. Our sandwiches, brownies, and cookies are always popular, too.

Who preps and delivers the food?

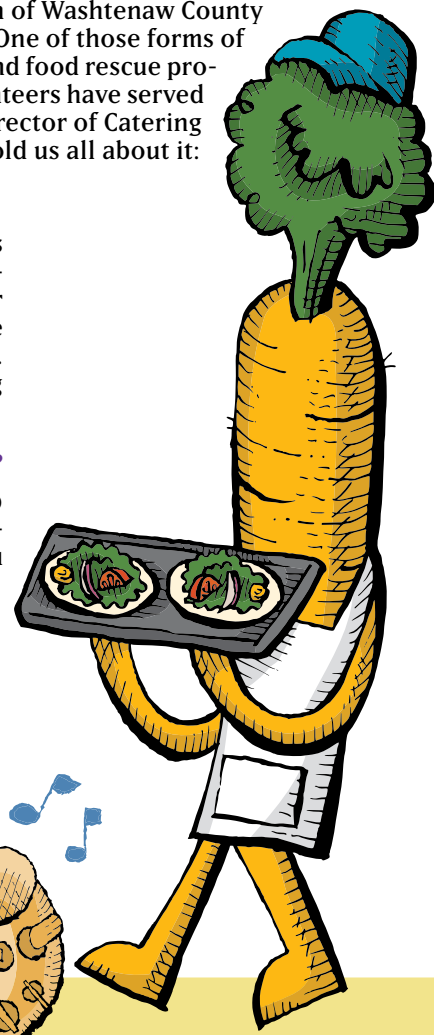
For the most part, the Deli kitchen staff prepares the food and the Catering staff makes the delivery. Some of what we send is food prepared for our Catering Events. If we have more than we need for an event, we send it over to Delonis. Our service staff is trained to keep everything food-safe so that we can donate extras.

What does this donation mean to the Deli?

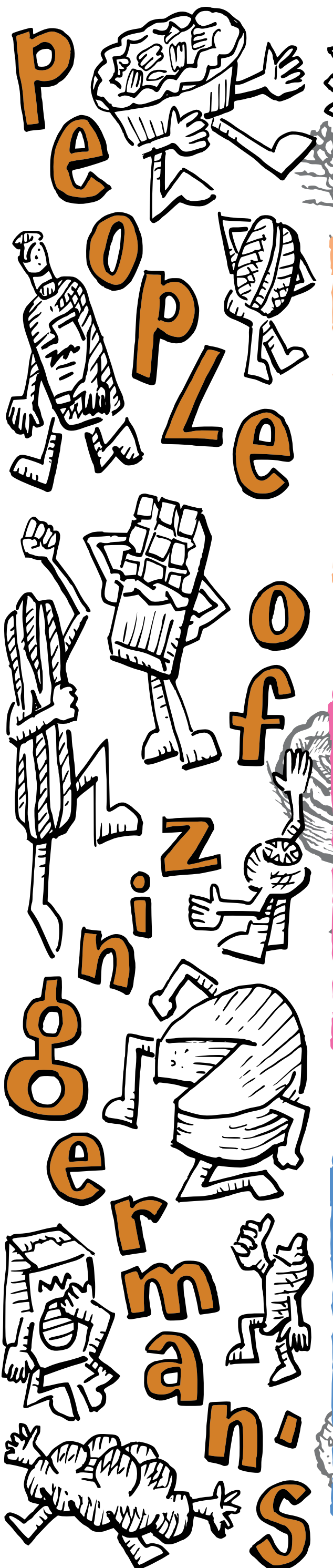
It feels good for all of us to be able to help folks who are struggling to find a meal. Working in the Community Kitchen at Delonis, you become aware of all the different people needing this help. We hear back from time to time how much they enjoy the food. It is great that Zingerman's is so willing to help.



"The crowd loved the chicken! Thank you so much for the delicious food, amazing support, and the big heart of the Zingerman's family!"
—Scott Roubeck, Community Kitchen Manager



*Today, Food Gatherers is an independent nonprofit organization. But did you know that it was established in 1988 by Zingerman's Deli? That made Food Gatherers Michigan's first food rescue program and the first one in the country to be founded by a for-profit business!



OUR TEAM MEMBERS ARE KEY INGREDIENTS IN OUR RECIPE FOR SUCCESS!

KEY INGREDIENTS:

- B.A. in Human and Organizational Development and a Master's in Human Resource Development
- Katie's leadership skills, passion for team building, and love of baking all came together at Bread and Company, Nashville's premier bakery, where she was a general manager.
- Her first role at Zingerman's was as the manager of the Bakeshop (that's what we call Zingerman's Bakehouse's retail store!).

MEASURABLE MOMENTS:

- When Katie was 11, she wanted to own her own business and work with people!
- Sports gave Katie opportunities to lead from the 5th grade on. She was a 3-year captain on the Vanderbilt Women's basketball team.
- Katie was inspired to pursue her master's degree after taking a class with Dr. Jeanne Plas in her junior year. As she explains, "Dr. Plas' book *The Human Touch* makes the case for how person-centered leadership has far-reaching positive effects, which made me want to learn how to create training programs through a person-centered lens."

KATIE FRANK

zingtrain managing Partner



KEY INGREDIENTS:

- Joanie has an extensive Zingerman's resume! She held multiple different positions at Zingerman's Roadhouse; was the Zingerman's Camp Bacon® director for four years, a (now retired) multi-day, bacon-centric event; and has been a tour guide for Zingerman's Food Tours.
- Her lengthy experience working at Zingerman's has given her a unique view of our organization, putting the business philosophies and best practices she teaches into day-to-day practice.

MEASURABLE MOMENTS:

- In 2007, she was honored with the first annual Zingerman's Hall of Fame Award for Customer Service!
- Initially, Joanie thought she didn't like public speaking, but quickly realized that when she was talking about Zingerman's, she loved sharing what we do and helping people have "a-ha!" moments, get excited, and make changes.

JOANIE HALES

zingtrain managing Partner



KEY INGREDIENTS:

- Raised by an airline pilot and a farmer, Kristie's unique upbringing shaped her curiosity about cultures, food systems, and the stories behind what we eat and drink.
- Kristie is passionate about creating journeys that invite people to step beyond their comfort zones.
- Beyond travel, Kristie is a creative at heart: a potter, photographer, music enthusiast, and natural host known for bringing people together through memorable meals and experiences.

MEASURABLE MOMENTS:

- Kristie's journey has taken her from Arizona to Colorado to Michigan's Upper Peninsula before settling in Ann Arbor, where she joined Zingerman's in 2004.
- Over the years, she has contributed across multiple Zingerman's businesses, which helped her develop a strong foundation in hospitality, leadership, and experiential design.
- A lifelong learner, Kristie continually seeks new challenges and skills, from earning her scuba certification to obtaining her private pilot's license.

KRISTIE BRABLEC

zingerman's food tours
managing Partner



AROUND AZ

MAY

Commuter Challenge
5/1 - 5/31

Mother's Day
5/10

Memorial Day
5/25

Dexter-Ann Arbor Run
5/31

Taste of Ann Arbor
5/31

JUNE

African American Downtown Festival
6/6

Ann Arbor Summer Festival
6/12-6/18

Juneteenth
6/19

Father's Day
6/21

A Juneteenth Dinner Honoring Ann Arbor's Ella E. Hall with *Zingerman's Roadhouse*

More than a date, Juneteenth is a celebration of freedom, remembrance, and the vibrant traditions that grew from it—including foodways. Join us on June 16 for a deeply meaningful tribute that connects national history to Ann Arbor's very own rich past.

Ella E. Hall—a Black cook and landlord in early 20th-century Ann Arbor—compiled her treasured recipes between 1920 and 1939. Her journal is far more than a cookbook; it's a vivid snapshot of everyday life, filled with handwritten recipes, clippings, and advertisements. Inside, you'll find over 50 dishes, from sour milk griddle cakes and Lady Baltimore cake to pepper hash, green tomato pickles, and even homemade root beer and ginger ale.

Event highlights:

The University of Michigan Library will present the first published edition of the Ella E. Hall Recipe Book (Copies available for purchase!)

A multi-course menu that brings these historic flavors to life, alongside dishes that celebrate Black food traditions throughout history

Two special guests:

Dr. Jessica Kenyatta Walker, Assistant Professor of Afroamerican and African Studies, and Assistant Professor of American Culture at University of Michigan

Elizabeth Hinton, acclaimed author, Yale professor, former Roadhouse employee, and Ann Arbor native

THE Ella E. Hall Recipe Book
Foreword by Jessica Kenyatta Walker

Tuesday, June 16 @ 6:30 pm
Get your tickets: zingermansroadhouse.com/events

A portion of the proceeds will be donated to the University of Michigan Library

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radical wisdom:
the natural
Laws of business
& a meaningful Life

May 24-28
Santa Fe, New Mexico
meawisdom.com/enroll

Zingerman's IN THE WILD

Share your photos with us!

Did you enjoy some fried chicken at the Roadhouse? Catch a sunbeam on the Southside after a BAKE! class? Tuck a Zzang!® Bar into your lunch box? We want to see!!

Either tag @zingermanscommunity on social media or send pictures to photos@zingermans.com. Each issue, we'll be sharing a handful of our favorites, and you might see yourself pop up on our social media channels, too!

Fine print: By submitting your photo, you're permitting us to reshare your fabulous self on our platforms.



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