



## Why your favorite restaurant could soon be doomed

*Excerpted, with permission, from the Stansberry Digest*

In June 2016, the Jordan native and former Google executive opened Tawla in the Mission District neighborhood of San Francisco. Hashem dreamed of building a full-service restaurant that served her own interpretations of Middle Eastern favorites. Going in, she knew it would be a challenge. But, as Hashem told local news website Mission Local just before Tawla opened: "I'm in it for the long haul."

Initially, the restaurant exceeded her expectations. It became an instant hit.

In August 2016, the **San Francisco Chronicle** dubbed Tawla "the Mediterranean restaurant that S.F. needed." And about seven weeks later, **Mission Local** raved that Hashem "had the foresight... to make sure her opening and the weeks that followed were flawless."

Running Tawla quickly turned into a nightmare. The restaurant soon experienced major staffing problems. As I (Bill McGilton) explained to my Stansberry's Big Trade subscribers back in July.

Hashem did her best to pay competitive wages. She subsidized employee meals and commuting costs. She even imposed a 20% service charge on Tawla patrons in lieu of tips. (By law, tips could only be paid to the waitstaff. The service charge could be paid out to the kitchen as well.) But Tawla's waitstaff – who averaged \$38 an hour, or the equivalent of \$70,000 to \$80,000 a year – saw the service charge as taking money out of their pockets.

Now, I know what you're probably thinking: \$80,000 a year for waiting tables seems like a lot. Keep in mind, though, we're talking about San Francisco – the monthly rent on a one-bedroom apartment in the city cost an average of nearly \$3,500 last year. That's \$42,000 a year for one of the most basic housing arrangements.

In other words, Tawla's employees needed to spend more than half of their income on rent. They had a "housing-cost burden" – when 30% or more of a person's income is spent on housing – at roughly twice the amount the U.S. government considers to be normal. At their income levels, most of Tawla's highest-paid waitstaff couldn't afford more than \$2,000 per month in rent. For example, a long-tenured line cook who averaged \$24 an hour (around \$50,000 per year) couldn't afford an apartment for his large family. Instead, he moved from place to place with his wife and four kids, sleeping on friends' couches.

Hashem eventually switched to a hybrid model for her staff. This new model included tipping and a reduced 6% service charge. The tips allowed Tawla's waitstaff to collect more income, while the smaller service charge still allowed the restaurant to supplement its kitchen staff. With the move, the servers' pay increased to around \$45 an hour (or roughly \$90,000 per year). Hashem

thought the change was a good compromise for everyone involved.

Tawla's staff was always hunting for better job opportunities. Turnover was high. Only three of the restaurant's original 25 staff members remained at the end of last year. Hashem told online magazine **The Bold Italic** in February that the massive turnover rate in the industry crushes many restaurants – particularly in San Francisco. As she wrote:

"The situation in this industry has created a mercenary frenzy whereby everyone is running around trying to maximize what they're able to make per hour. According to culinary hiring service Instawork, annual turnover in the restaurant business in San Francisco has reached as high as 90%, and operators pay about \$3,000 to rehire and train a new hourly employee. For context, the national restaurant industry turnover was a little over 70% during the last two years."

"From our experience, the associated cost of turnover for an employee who left came in at about \$2,600–\$3,200. This cost included sourcing a new employee, training them until they were able to be independent contributors and paying any overtime associated with another staff member covering the labor shortage. In total, our business saw a 10% increase in labor costs due to turnover alone."

Tawla served its final meal of puffy house pita bread and mezze Mediterranean snack platters last December. Hashem's culinary endeavor only survived two and a half years.

The thing is, this story isn't isolated to San Francisco...

The restaurant industry has always been a tough business to succeed in. It's a challenge to own and staff restaurants whether you're in New York City or Wichita, Kansas. And nowadays, these businesses face even harsher realities. With the unemployment rate near a record low, it's getting even harder for restaurants to find, train, and retain workers.

The pay across the industry is typically low. And of course, simply paying higher wages would drive up costs... which would drive up menu prices... which would drive out patrons.

Most restaurants have no choice but to try to adapt to the changing times in the country. They must figure out how to cut costs – while keeping the same level of quality – in order to remain attractive to American consumers.

If they can't do that, they're doomed to suffer the same fate as Tawla. Whether we're talking about the smallest hole-in-the-wall joints in your area or the biggest national chains, one thing is clear...things will soon get much worse for the restaurant industry.

*read more at StansberryResearch.com*

# Bluebird Grain Farms

*Certified Organic,  
Washington Grown and Milled  
Farro & Wheat*

Winthrop, WA - This spring, when the bluebirds show back up from their southern winter migration, Bluebird Grain Farms will start its seventeenth year of production by planting their own saved, certified organic, seed into Methow Valley fields. By fall, that crop will be showing up on store shelves as a variety of milled flours and whole grain, USDA certified organic, bagged products. Grain production is not new to the Methow River region by any account as the isolated valley is in a good grain-growing climate – growing organically has a much shorter history.

Bluebird's operations, owned by Sam and Brooke Lucy, are located off Rendezvous Road which includes their first granary – a four compartment wooden structure designed by Sam and local architect, Doug Potter, around several large, recycled beams that were acquired just for the granary. They have since added five metal granaries at the main headquarters and one in the Twin Lakes area. About 200 acres of leased fields produce about 45 bushels per acre of their Einkorn® wheat (einkorn) and 60 to 70 bushels per acre of Emmer, both also commonly called farro.

Bluebird's two signature grains, emmer farro (the original hard wheat) and einkorn farro (the original soft wheat), are the earliest documented wheat cultivated long ago by humans in the Fertile Crescent. They are both high in protein and a digestible gluten, and both are chock full of trace minerals and vitamins. Emmer has a robust nutty flavor and rugged texture, and einkorn has a mild nutty flavor, softer texture, and a quicker cooking time. In addition to sourdough breads, both emmer and einkorn shine in soups, pilafs, risottos, and grain salads. Bluebird mills both grains into fresh whole grain flour right at the granary. The Lucys also mill Pasayten Hard White and Methow Hard Red wheat and Heritage Dark Northern Rye.

From around the end of August until the middle of October Bluebird Grain Farms harvests their wheat that is stored in the granaries for the year. "It's milled freshly on a weekly basis, according to whatever orders come in," said Sam. "We do everything pretty much to order."

One of the many things that makes Bluebird Grains unique is their curing and storing process. During most of the long human-wheat history, grain has been stored in wooden granaries where, no matter how tightly constructed, some airflow and breathability allows the grain to cure without becoming damp or moldy. 'Just-in-time,' mill-to-order operations keeps Bluebird's grain moving throughout the granaries and Sam is convinced that the time in the wooden granaries helps to stabilize the wheat prior to milling "Of course, there is no substitute for harvesting at precisely the right moisture level," he explains, "but, I'm sure the wooden granaries have a positive effect on

the end product." In today's giant airtight metal granaries, where huge amounts of grain are stored for long periods, the moisture in the grain is contained, and so fumigant 'bombs' are utilized to treat the wheat. Some speculate that the recent proliferation of gluten sensitivities may for some sufferers have to do with these toxic fumigants, rather than wheat itself. There is no place for these types of fumigants in an USDA-certified organic operation, nor ever used at Bluebird Grain Farms.

Sam and Brooke Lucy have literally built Bluebird Grain Farms "from the ground up." Sam, originally from New Hampshire, grew up in the shadow of Mount Washington, the east coast's tallest peak at 6,288 feet. Having grown up on a New England beef, lumber and maple sugar farm, the youngest of seven children, and after a stint at the University of Vermont, Sam headed to the west coast to find his calling. He has worked as a dairyman, commercial salmon fisherman, builder, author and ski instructor. However,

marketable einkorn crop after about five seasons.

During those early years, a chance meeting while exercising their dogs brought Brooke and Sam together. Brooke grew up in Wenatchee and was a frequent visitor to the Methow. The two married, became business partners, and began raising their two daughters in their house next to the granary – a true family business.

Each year, as cash-laden, urban speculators bought up farm properties in the Methow valley, more opportunities for leased reclamation acreage developed. This allowed Sam and Brooke to grow their leased holdings into the sizeable operation that it is today – yet miniscule in comparison to the sprawling producers of soft white wheat in the Southeast part of the state. The majority of that wheat is exported throughout the Pacific Rim to become Asian noodles and pastries. Nevertheless, Bluebird is now one of the preeminent producers and processors of organic ancient grains in the United States, preferred



*The Lucy's custom-built granary and mill at Bluebird Grain Farms*

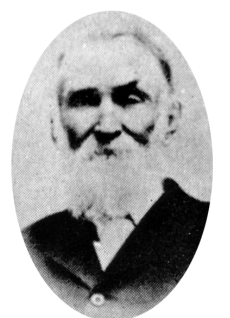
it was one of his sisters that introduced him to the Methow River valley where he would eventually stake his claim and meet his wife, Brooke.

"In 1992", according to Sam, "the Methow had quite a different feel than it does today". Sparsely populated with mostly Vietnam-era veterans and hippies, most of the farms were no longer producing anything but weeds. Sam hitched his wagon to one of the more colorful personalities in the area, bought a tractor that he still operates today, and began contract reclamation of the area's farmlands bringing them back to fertility. One of the 'old-timer' farmers, Tree Beard, is credited with getting Sam started in the grain growing reclamation business. Tree had been growing and milling organic grains for many years and was looking to pass on his knowledge and operations.

Looking back, it was one of the reclamation contracts that introduced Sam to growing emmer that sparked his interest in ancient grains. The emmer grew beautifully in the Methow valley and was easily hulled and milled. With seed stock support from Montana State University, in Moccasin, Montana, Sam was soon filling his granary with a cash crop from the leased parcels that he was cultivating. Sam's interest in farro grew and he investigated the other softer farro, einkorn, next. Gathering seed stock from Canada and Europe, Sam eventually was able to high grade a

by artisan bakers throughout.

Order any of their freshly milled-to-order products on their website, **bluebirdgrainfarms.com**, or sign up for the Bluebird CSA program, a box filled with grains, freshly milled flours, cereals and even complimentary recipes.



**Ambrose F. Grow**

Ambrose Grow and his wife, Amanda, and their family came to Eagle Harbor in 1881. He was a Civil War veteran and came because of the descriptive letters he had read in the New York and Kansas papers telling of the virtues of Bainbridge Island. Selling his large farm in Manhattan, Kansas, he homesteaded 160 acres here along the waterfront. In addition to being a charter member of the Eagle Harbor Congregational Church and the Madrone Schools, he was a prolific correspondent to the happenings in Eagle Harbor and environs.



**The Grow Family Homestead**  
Still stands today as home to Harbour Public House



Would you, or someone you know, like relief from trauma-related symptoms? Are you Active Duty Military, Veteran, or First Responder? The Bridge Back Project (BBP) is currently enrolling those who are experiencing trauma-related symptoms. BBP is using Counterstrain manual therapy to help "re-set" the overactive fight or flight response, to "wake up" the vagus nerve, and treat blood flow into and out of critical structures in the

brain that relate to traumatic stress. Research participants will receive free evaluation, treatment and follow-up from local providers. For the initial screening questionnaire and more information visit:

<https://bridgeback.org>

Opportunities to donate to this worthwhile program may also be found on the website.

find more info about counterstrain <http://element7wellness.com>



# BAINBRIDGE'S NEIGHBOURHOOD PUB

231 parfitt way sw, on the waterfront, 206.842.0969

SINCE 1991



## MAKE SURE TO CHECK OUT OUR CHALKBOARDS FOR TODAY'S SPECIALS

**Our entire staff truly enjoys serving you!**

To ensure our mostly hidden, but equally deserving kitchen staff share in your thanks and generosity, a pre-tax 5% service charge will be automatically added to your check. The entire charge is distributed to the kitchen team. The customary tip line will be left for your discretion and is designated for just your server(s).

*Tippling on the 5% service charge (or sales tax) is not expected.*

VISA, MASTERCARD, DISCOVER, AMERICAN EXPRESS & COLD HARD CASH ALWAYS ACCEPTED, NO PERSONAL CHECKS For parties of 8 or more 18% service charge automatically included.

### PUB FAVOURITE SALAD small side \$7 lg \$10

Fresh Butler Green Farms® organic greens & vegetables with your choice of dressing See Additions below

#### SALAD ADDITIONS (price added to price of salad)

Grilled boneless, skinless Free-Range Chicken Breast	\$9
Peppered Cod or Smoked Pacific Wild Salmon	\$9
Grilled Pacific Sockeye Salmon Filet	\$9
Pulled BBQ Pork	\$6
Grilled & Smoked Portabella Mushroom	\$6
Bob's Vegetarian Pecan® Patty	\$7
Two Pane D'Amore® bread rolls & butter	\$2

### PUB CAESAR SALAD small side \$8 lg \$14

Fresh organic romaine lettuce tossed with our own anchovy Caesar dressing, parmesan cheese & pub-made croutons See Salad Additions to above to add to your plate

### PUB CHOPPED SALAD \$16

Fresh organic romaine lettuce tossed with chopped Montana bacon, fried organic green garbanzos, cherry tomatoes, cucumber, avocado & Mt. Townsend Creamery® cheese curd

### SMOKED SALMON TARTINE \$18

Pub-smoked, Pacific wild salmon, goat cheese, capers & red onion served on fingers of grilled organic whole wheat sourdough bread On a bed of Butler Green® organic salad greens

### ASIAN SALMON BOWL \$22

Char-broiled Alaskan Sockeye salmon filet Served over organic spinach & brown rice with our ginger vinaigrette & warm Asian slaw

### AVOCADO FARRO BOWL \$16

Bluebird Grain Farms organic Einkorn® & Lentils with cherry tomatoes, sliced avocado, sauteed peppers & onions All served over organic spinach Topped with goat cheese & one fried egg

## A few our talented partners, growers & suppliers:



Utilizing a state-of-the-art new fishing vessel, Blue North is focused on quality, as opposed to quantity, and each fish is individually hooked and handled. Freezer longliners are also specifically designed to avoid bycatch and have the unique ability to carefully release any unwanted catch back into the sea with minimum damage. This sensitive, sensible and sustainable process helps bring the world's best frozen-at-sea Alaska cod to market. Mike Burns, founder, and his family live on Bainbridge Island.



Pane d'Amore bakes because they love good bread, hard work and our community. Having bakeries in Port Townsend & Bainbridge Island, they provide people the very best product they can make using the very best ingredients they can find at home, in the state and around the world. At the pub's request, Pane d'Amore has developed a burger bun using 100% Einkorn flour. Einkorn flour (farro) is an ancient grain, never been hybridized, nutrient-packed, & easily digested—but still tastes great!

The Pub has been buying Becky & Mark Weed's Harlow Cattle Co. beef on-the-hoof since January of 2010. It is one hundred percent grass-fed, antibiotic-free and humanely treated beef ranch on the Western side of our state. Their Spanaway ranch is in its second generation of management spanning over 70 years. We feel honored to partner with Harlow Cattle Co. to deliver healthy, flavorful beef. You can really taste the difference!



Dr. Joth Davis and his wife Karen, who resided on Bainbridge Island, founded Baywater in 1990 with a simple idea: maintain the environmental integrity of Thorndyke Bay, Hood Canal, while providing shellfish of the highest quality. As Baywater continues to develop, with their son, Caleb, they have maintained their original commitment of stewardship to Thorndyke Bay by operating without electricity, warehouses, or running water.



Postmates

## We deliver with Postmates.

Need food, but need your couch more? Postmate it. Skip the line, the traffic, and the pants.

We've developed a special menu just for delivery. See it on the Postmate App.



Butler Green Farms has grown organic fruits, vegetables, eggs, and meat in Kitsap County since 1979. Brian MacWhorter and Amy Kuhl started farming professionally over 40 years ago near Eugene, Oregon before moving the farm and family to Bainbridge Island in the mid 80s. Brian has helped our community create a thriving market for organic produce with his involvement in local farmer's markets, grocery stores, restaurants, and farm-based education programs. Known for his ability to extend the growing season, Brian operates many greenhouses and several low tunnels to produce high quality greens and root vegetables and thousands of heirloom tomatoes.

We deep fry exclusively in trans-fat free, heart-healthy Rice Bran oil. The waste fryer oil is recycled into biofuel and other products.

## Skip the Line, No more waiting around

### How It Works

1. Discover us on Yelp  
Search "waitlist" to find our wait times before leaving the house
2. Join the List  
Add yourself to the waitlist with a single tap right from your phone
3. Come On In  
We'll notify you with a text as soon as your table is ready

The wheat gluten free designation means the menu item includes no wheat in its regular preparation. However, wheat flour is still used in our kitchen. For an extra \$2 you may substitute an Udi's® Gluten-Free Burger Bun for a wheatless bread option.

### OYSTER SHOOTER \$3

A single locally-farmed Pacific in a shot glass with cocktail sauce  
The Health Department warns that consuming raw meats may increase your risk of foodborne illness.

### PAUL'S ALBACORE TUNA SLIDERS \$14

Seared medallions of sashimi-grade tuna (hand-caught aboard an historic sailboat by our neighbor Paul Svornich) on a Pane d'Amore® mini-bun with ginger aioli & pub-made kimchi — Plate of two —  
Each Additional Slider \$6

### FLASH FRIED CALAMARI \$17

Rings & tentacles dusted with gluten-free flour, deep-fried & served with our pesto aioli

### NATURE GREEN® HUMMUS \$8

Green chickpeas, tahini & roasted garlic Served with fresh veggies & grilled naan bread

### PUB-CUT FRIES small side \$2 plate \$4

Hand-cut russet or yam Double-fried in trans-fat free canola oil

### PUB NACHOS \$8

Tortilla chips, cheddar, tomatoes, olives, green onions & Pub-made pico de gallo with sour cream

Add 1/2 Avocado	\$3
Add pulled chicken or Natural® pork or black beans	\$6
	\$3

### LITTLE BEN'S FISH TACOS \$18

Mexican food truck style — Organic corn tortillas with beer batter deep-fried, line caught Alaskan Cod, chipotle mayo, shredded cabbage, pepperjack cheese black bean aioli — Plate of two —  
Each additional \$7

### STEAMED MUSSELS IN BEER \$18

Washington Coast mussels steaming hot With Pub-cut fries & a side of mayo

### LINE CAUGHT ALASKAN COD FISH AND CHIPS \$18

Pub-made beer-batter dipped, humanely caught Alaskan cod Served with traditional Pub-cut fries fried in trans-fat free canola oil, Cole Slaw, lemon & our own tartar sauce — Extra fish piece \$5

### STEAMED CLAMS \$18

Steamed Baywater® Salish Blue clams in white wine & lots of garlic Served with Pane D'Amore® bread rolls

### PUB FAMOUS CHOWDER \$20

A New England Classic using the best of the local NW ingredients! Bowl of organic potatoes, onion, bacon, white wine & cream sautéed to order Garnished with a traditional pat of butter With your choice of:

- In the shell Baywater® Salish Blue Clams,
- Hood Canal Mussels,
- Pub-smoked Pacific Salmon, or
- Locally farmed Pacific Oysters

### RIBOLLITA \$16

A hearty Tuscan bread soup made of tomatoes, garlic, mushrooms, zucchini, spinach, white beans & vegetable broth Ladled over a thick slice of grilled rustic organic bread Seasoned with parmesan cheese

### CLASSIC MONTRÉAL POUTINE \$12

The Canadian classic prep of a plate of our fries topped with Mt Townsend Creamery® Cheese Curd smothered in Pub-made, gluten-free beef gravy

## Sandwiches served à la carte (may we suggest fries or poutine for the table!)

### THE PUB ORIGINAL BURGER \$17

7oz of pub-ground, Harlow Cattle Co.® Grass-fed Beef, flame-grilled, with lettuce, grilled onion, pub-made pickle relish & mayo & served on a Pane D'Amore® Einkorn bun

#### MAKE IT YOURS ADD-ONS:

Beecher's Flagship® Cheese	\$3	Fried Organic Egg	\$2
Mt Townsend® Cheese Curd	\$2	Sautéed Mkt Veggies	\$2
Artisan Blue Cheese	\$3	Sautéed Mushrooms	\$2
Artisan Goat Cheese	\$2	Two Bacon Slices	\$3
Pepperjack Cheese	\$2	Caramelized Onions	\$2

All grass-fed beef burgers cooked to medium-rare. If you don't like the pink, then ask and it will come well-done. The Health Department warns that consuming raw or undercooked meats may increase your risk of foodborne illness. You're welcome to Substitute a free-range, skinless, boneless Chicken Breast; or a Port Townsend-made Bob's Pecan® Veggie Burger Patty; or a pub-smoked whole Portabella

### SOUTHERN FRIED CHICKEN SANDWICH \$16

Organic, free-range, boneless, skinless chicken breast soaked in buttermilk, dredged in seasoned flour & deep-fried Served on a Pane d'Amore® Einkorn bun with pub-made sausage gravy, Cole Slaw & Bread and Butter pickles

### BUBBA'S BBQ PORK SANDWICH \$15

Shredded, pub-smoked Carlton Farm's pork with N. Carolina BBQ sauce Served on a Pane D'Amore® Einkorn bun with shredded cheddar, bread & butter pickles, shaved red onion & Cole Slaw — Option: Serve as 3 sliders

### PUB BBB.L.T. \$15

Six strips (yes six!) of smokey Montana bacon on toasted Pane d'Amore® organic whole wheat bread With lettuce, tomato & mayo  
You can Substitute Fresh Sliced Avocado for the Bacon

### PUB-BAKED RUSSET POTATO \$4

One large WA baker with butter & sour cream  
Add Sautéed Market Vegetables \$2

### SOUP OF THE DAY bowl \$7 cup \$6



By age 13, Paul Svornich knew he wanted to make a career out of fishing — but, he insisted on doing it in a way that is low-impact, produces a high-quality product, and is independent of the fishing corporations that dominate the industry. So, Paul built his own 38 foot fishing boat, *Ocean*, in his backyard from 1984 to 1987, just a few blocks from the pub. Every fish is caught, processed & frozen in no more than two hours.



Most ketchup today is genetically modified, sprayed with pesticides, and laced with high fructose corn syrup. Portlandia Foods partner with local distributors, who partners with farmers, who in turn partner with ladybugs and honeybees to produce condiments the way nature intended... no monocultures, no pesticides, no corn syrup. Gluten and MSG free too! Our other condiments are locally inspired as well. The pub makes all of its own tartar sauce, salad dressings, relishes, sauces, gravies and kimchi.