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This Season**
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HEAD of the TABLE

THE CITY'S CHEFS
PERSEVERE AMIDST
THE PANDEMIC



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WE'RE DOING THINGS DIFFERENTLY

As the health and well-being of our guests and dreamers remain a top priority for us, we're doing things a little bit differently at DreamBank. Our physical space may be closed, but we've been working hard and are excited to continue inviting and encouraging our community of dreamers to gather, learn, create, discover, grow and most importantly, dream—all online. Join us digitally for free events, inspiration and community. **We can't wait to connect with you!**



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NEXT STARTS HERE.

Our Vision at Park Bank is to live in a community that embraces diversity, equity, and inclusion. Wherever you are now, and wherever you want to go, everyone has a right to find their next. We are privileged to work with local nonprofits to help make a difference right here in Dane County. Because by giving back, we all move forward.

We are proud to announce our Community Partnership with MAYDM, a nonprofit organization right here in Madison dedicated to providing girls and youth of color in grades 6-12 with skill-based training for the technology sector. Together we are focused on creating a community where everyone has opportunities to achieve.



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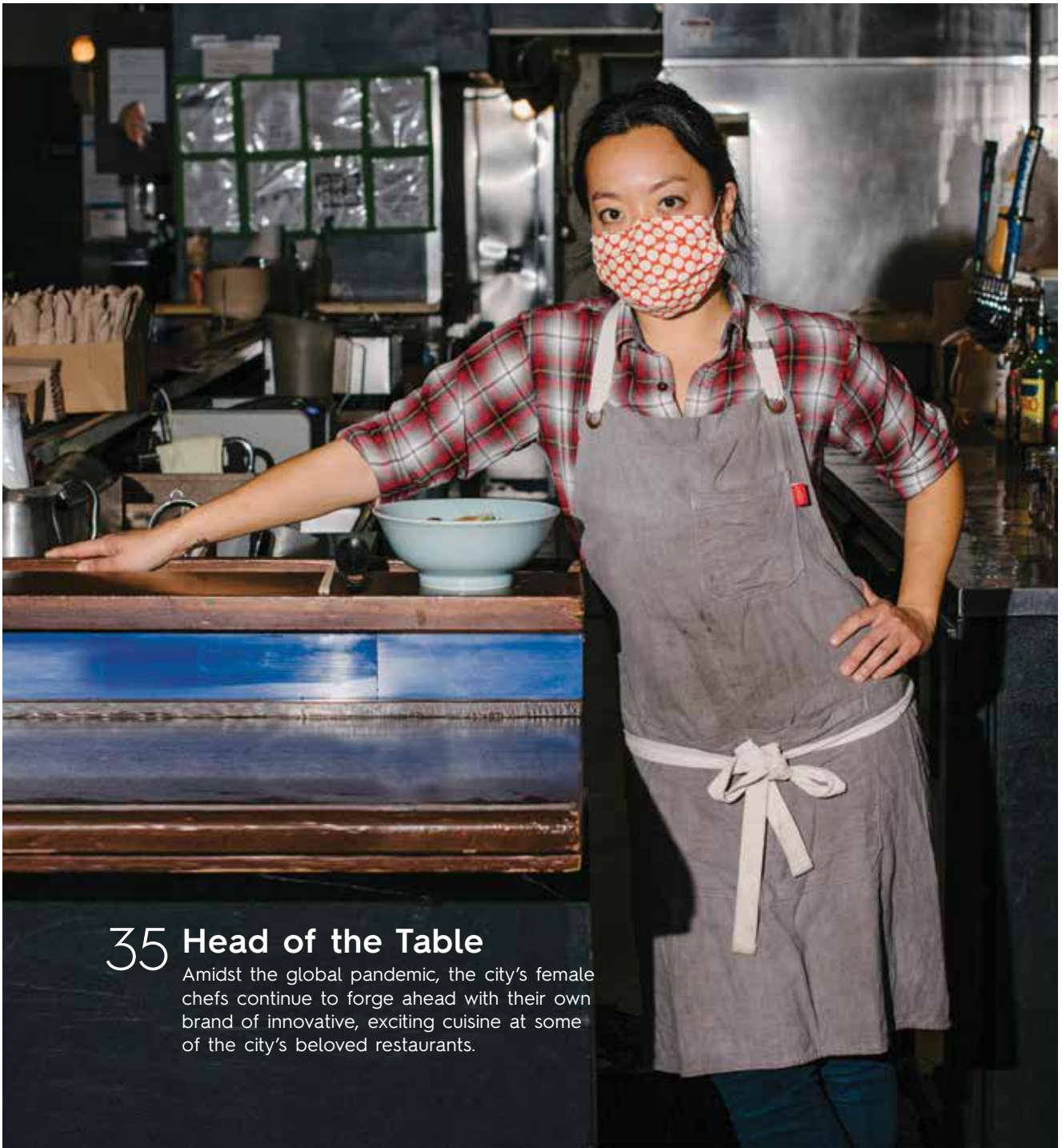


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HILLARY SCHAVE

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SHANNA WOLF

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KEEPING IT LOCAL

AT THE TAIL end of working on this issue in November, COVID-19 infection rates had reached the highest Dane County had seen over a seven-day period, which was nearly double the number of cases from the month prior, according to the City of Madison. I'm not trying to give you pandemic fatigue, but, here we are. It's part of our new normal — for now — until things get better.

That's what made selecting the cover image particularly challenging for this issue. Our city's small businesses are what make Madison and the surrounding areas vibrant, and two of our features, "Head of the Table" and "Great Gifts," both focus on sharing the stories and goods of our local restaurants and retailers — both of which desperately need our help right now. In the end, we chose to highlight local retail on the cover this month for the holidays. We wanted to give a shout-out to the small businesses who make us feel right at home when we walk through their doors and greet us with a smile. We hope this guide will inspire you, give you some great gift ideas, and, most importantly, give a boost to our local retailers. We used an astounding 13 shops and squeezed in 77 ideas for you in four pages — check it out on P. 49.

Like you, I miss eating out at a bustling, lively restaurant before capacity restrictions were a thing (it seems like so long ago!). However, we're still so lucky to have tasty options

highlighted in Candice Wagener's "Head of the Table" feature — like French delicacies from La Kitchenette, ramen specialties from Morris Ramen, fine dining dishes from Nook, Southern comfort food from Marie's, delicious tavern bites from Settle Down Tavern, Southeast Asian nibbles from Ahan, and seasonally-focused favorites from Harvest. Being a chef and restaurateur right now is *hard* — but our city's female chefs are working tirelessly to keep their businesses alive, and they'd love our help too. Read their stories starting on P. 35. If you're able to, consider ordering takeout from one of your local favorites or purchasing gift cards to give out as gifts to help them out.

We hope you'll enjoy the rest of the content throughout this issue, such as Shelby Rowe Moyer's poignant feature on diversity, equity and inclusion in the workplace, and how we can foster an environment of inclusiveness. Read that on P. 44. And the holidays — however you celebrate them — take center stage in several spots throughout the magazine, including in our "Holiday Fun" piece (P. 11), Dwell (P. 28 & 31) and in Eats + Drinks (P. 63).

I hope you can enjoy the holidays this month as we look forward to a brighter, more hopeful 2021.

Shirley Mae

AMANDALYNN JONES VIA MSO



MAKE MUSIC | Arts and culture is still so important right now to keep our spirits up and to support our local arts groups. Organizations have had to pivot to virtual events and performances to appeal to audiences. The **Madison Symphony Orchestra** is premiering "**A Virtual Madison Symphony Christmas**" on Dec. 16 at 7:30 p.m. featuring soloists Kyle Ketelson and Emily Secor, the Madison Symphony Orchestra Chorus, Madison Youth Choirs and the Mt. Zion Gospel Ensemble. You'll hear classic Christmas music plus enjoy their traditional sing-along, where you can sing your heart out at home. The hour-long concert is free upon registration and available for viewing until Dec. 31. madisonsymphony.org

MONEY SMARTS



MONEY SMARTS

BY KIM SPONEM

What are two money management books you'd recommend?

Interesting question! When it comes to managing money, there are so many articles (including this one), and so many helpful digital tools like Summit's Climbr® that can help you strategize and track your financial progress any time. Your question reminds me that all of these tips and tools are most helpful when combined with a base understanding of some of the keys to money management.

A book I'd recommend as a source for that base of understanding to get you started is *The Total Money Makeover* by Dave Ramsey. I think it is a great introduction into how to start with an emergency fund, how to stay out of escalating debt and, if you are in debt trouble, how to get out of it. It starts with the basics and works its way into more investing, savings, and ultimately giving. I like that the book is based in real life, common sense actions to help anyone put saving and investing principals into action.

My kids have all read the book. In my opinion, every high school and college student should read this book. I'd also recommend it to any adults who want to get on a better path, along with talking to Summit Credit Union for guidance in creating your own plan and support in sticking with it.

That brings me to my second money management book recommendation: *Red SHOES*®, the workbook created by and available through



Summit Credit Union. The workbook is the cornerstone of Summit's Red SHOES financial education program which also includes digital tools and coaching. We are financial educators at Summit Credit Union. By putting together insights from multiple

studies, books and years of experience with many thousands of credit union members, we created our Red SHOES program to give you well-defined steps, encouragement and support to make smart money decisions and achieve your financial goals – your million, whether that is a million dollars or something that makes you feel like a million dollars.

Red SHOES keeps you actively engaged in making your plan and following through on it.

The workbook is very hands on. It provides exercises, stories, examples, recommendations and a checklist of actions you can use for a step-by-step plan to help you make smart money decisions and achieve your financial goals. How you go through Red SHOES depends on you. You don't need to go cover to cover. It's organized for you to easily move around to apply what works for you at a given time. It does start with some exercises and questions for a deeper dive into:

- Where you'd like to be – from big picture to specific priorities
- Where you are now financially – current income and spending plus the difference between what you owe and what you own
- Where you want to go – what your million is and who can support you on the journey

And, there is guidance on taking next steps and a place to record your plan.

Pick the tool or approach that works with your lifestyle and personality. The key is to get started. It doesn't matter where you are starting from or if you've made financial decisions you wish you hadn't in the past. None of that matters. What matters is now. Start your journey, and it is a journey. There is no one secret formula nor is there one right answer, except the decision to get started. You'll be glad you did.

*Red SHOES workbook is part of Summit's Red SHOES® financial wellness program. Learn more at SummitCreditUnion.com/RedShoes.



SummitCreditUnion.com

Kim Sponem is CEO & President since 2002, of Summit Credit Union, a \$4.4 billion, member-owned financial cooperative with more than 207,000 members. Kim has a passion for empowering people to improve their financial well-being for a richer life.

Ask Kim your money questions at
MoneySmarts@SummitCreditUnion.com.

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Celebrate the joy of the season together with all of us when we present an hour-long virtual concert that is certain to lift our hearts and spirits. Enjoy classic Christmas music plus our traditional sing along where you can join us singing to a medley of favorites from your home! **This concert is offered for FREE** upon registration and will be available for viewing through December 31, 2020.

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*Greg Zelek is the Madison Symphony Orchestra's Principal Organist and the Elaine and Nicholas Mischler Curator -of the Overture Concert Organ.
John DeMain photo: Greg Anderson.
All other photos, Peter Rodgers.
Dates, artists, and programs subject to change.*

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EMMY BAWDEN

Emmy dispensed her nutrition expertise in this month's Wellbeing department. Emmy is a registered dietitian nutritionist and owner of the Madison-based nutrition therapy practice Real Good Nutrition. As a patient-turned-provider, Emmy is passionate about supporting her clients' health and relationship with food with personalized, evidence-based approaches. Emmy trained in clinical nutrition at the Cleveland Clinic and specializes in Medical Nutrition Therapy, Intuitive Eating and realistic wellness. She's a fan of gluten-free treats, cats and seeing how many plants she can fit in her home.

[@realgood_nutrition](https://www.instagram.com/realgood_nutrition)



SUNNY FRANTZ

Sunny is a food and product photographer based in Madison where she lives on the west side with her husband, their two kids and a tiny dog. She loves the opportunity photography gives her to connect with the many wonderful businesses and entrepreneurs in Madison.

[@sunny.frantz](https://www.instagram.com/sunny.frantz)



CANDICE WAGENER

Candice tapped into her deep food connections to the Madison area in our "Head of the Table" feature and "Beautiful Bakery" roundup. She is a regular contributor to BRAVA whose 14-year freelance career has spanned many topics — her favorites involving great food, unique places and inspiring people. A graduate of the UW J-school, she didn't plan to settle in Wisconsin when she first moved from the Chicago area, but she fell in love and can't think of a better place to raise her two boys.

[@candicewagener](https://www.instagram.com/candicewagener)



SHANNA WOLF

A longtime BRAVA contributor, Shanna employed her photography magic in "Work It" and "Set the Scene" in Dwell. Shanna is a freelance photographer with a background in advertising and communications, specializing in portrait, documentary and interior photography. Her style is bright and clean and she is drawn to simple aesthetics. She loves the storytelling of still photography and being a contributor to projects that are meaningful and positive.

[@shannawolfphotography](https://www.instagram.com/shannawolfphotography)

To read more about our contributors, visit bravamagazine.com.

17 Ways to Treasure the Holidays

COVID-19 is the party-crasher we didn't want this holiday season. Here are some excellent ways to spend family time at home, get creative and connect with family from afar.

BY SHAYNA MACE AND SHELBY ROWE MOYER



COURTESY PARABO PRESS

SEND SMILES

Can't be with family? Let them know you're thinking of them by sending a personalized photo gift from **Parabo Press** — upload your favorite family pics into a photo book, calendar, print set or wall art, and ship it right to your giftee. The best part? You're buying local with Parabo, a Madison-based, female-run company. parabo.press

Try 31 Days of Gratitude

Every year, season, month and day comes with its difficulties. This year, however, has been on a new level. But recognizing the good in life can help alter the way you feel about the world around you. Scientists have proven that those who consistently express gratitude feel more optimistic.

It's always a good time to practice this, but in light of the holidays, we want to challenge you to 31 Days of Gratitude. Write down a grateful thought or action for each day of December. To help you get started, here are a few ideas.

1. Think of one thing you are grateful for.
2. Donate food to a local food bank.
3. Phone a friend and tell them how much they mean to you.
4. Perform a random act of kindness.
5. Make a goal not to complain for the whole day.
6. Treat a loved one to a hot drink.
7. Spend 20 minutes doing something just for yourself.
8. Write a "Thank You" note to your mail carrier.
9. Spend quality time with family.
10. Purchase a small gift for someone who could use a boost



OH, CHRISTMAS TREE

If you celebrate Christmas, there's nothing like heading out to a local tree farm, crunching through the snow and scouting out your perfect fir, pine or spruce. These local farms offer pre-cut or cut-your-own trees; have guidelines in place for COVID-19; plus, many also have gift shops (wear your mask indoors!).

- **CaPaul's Christmas Tree Farm**, 5895 River Rd., Waunakee, capaulschristmastreefarm.com
- **Enchanted Valley Acres**, 5047 Enchanted Valley Rd., Cross Plains, enchantedvalleyacres.com
- **Hann's Christmas Tree Farm**, 848 Tipperary Rd., Oregon, hannschristmasfarm.com
- **Jensen Trees**, 7507 Valley View Rd., Verona, jensentrees.org
- **Summers Christmas Tree Farm**, 4610 Rocky Dell Rd., Middleton, summerschristmastreefarm.com



More Fun to Try: Make a gingerbread house • Create fun Secret Santa gifts for anonymous porch drop-offs • Go ice skating • Go snowshoeing • Watch Hallmark movies • Create a holiday playlist • Make homemade holiday cards • Design your own holiday theme masks • Have a virtual ugly sweater party



Snag A Local COCKTAIL KIT

Whoever came up with this idea is brilliant! Making cocktails at home can be kind of iffy — the proportions have to be just right and buying all the ingredients can be spendy. With these local kits, you get everything you need to make a batch of cocktails.

Mint Mark has six kits you can order online and pick up — including its Rosemary Rye Goldrush and Sangrita 375 milliliter kits. They range in price from \$28 to \$65. mintmarkmadison.com

Lucille has the hook up as well with kits to make its famous, sweet and citrusy Pink Chimneys (\$34) or a classic French 75 (\$55), to name a few. To pre-order their kits, order online and click Cocktail Kit in the “Choose a Menu” drop-down menu. lucillemadison.com

If wine is more your thing, **Grape Water** in Middleton has a Wine + Chocolate Tasting Kit for \$39. You can select four canned wine options and Grape Water will pair them with four truffles from Infusion Chocolates. Sounds like heaven. grapewater.wine

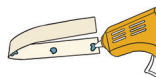
Get Crafty

Melanie Gehrke, owner of **The Mad Makery**, her newly-opened “creative making space” on Monroe Street, offers group and private art and craft lessons, plus take-home DIY kits. She shared this super-simple snowflake craft made with supplies you already have at home.



SUPPLIES

Hot glue • Thick paper cut into strips • Paint/glitter optional



STEP 1

Fold a strip of paper in half. Add three dots of glue, as shown. Press down to adhere. Repeat with five more strips of paper.



STEP 2

When the glue is dry, bend the paper into two oval shapes. Bend the ends to make a V shape. Repeat with other pieces.



STEP 3

Add glue to the V-shape tab. Attach all the tabs together to form a snowflake.

GET CREATIVE!

Try longer or shorter strips of paper to change the size of your snowflake. Bend the paper into diamond shapes instead of ovals. Paint your snowflakes or add glitter to make each one unique.



CRAFT IMAGES COURTESY THE MAD MAKERY • COURTESY REVEL

HOST A MICRO-PARTY

Limited Edition by Revel is offering a unique alternative to the large-scale gathering right now: A super-stylish, rentable space to host microparties of 10 people or less. (As of press time, gatherings should only be with immediate family members). Owner Sarah Van Dyke and her staff revamped Revel’s craft workshop into a cozy living room with a record player, Instax camera, puzzles, seating, craft add-on options and a bar (everyone’s first cocktail is included in the rental fee!). It’s available until Dec. 31. revelmadison.com



LOVELY LIGHTS

Outdoor holiday light displays are a linchpin of holiday fun. Take a walk around your own neighborhood to scout out the best spots. Or, hop in the car and head to Madison’s dazzling **Holiday Fantasy in Lights** at Olin Park, a drive-through display. The family can walk through the **Zoo Lights** at Henry Vilas Zoo, or, walk or drive through the **Waunakee Rotary Lights** at Village Park. If you’re itching to get out of the house for a longer drive, try Milwaukee’s **Holiday Lights Festival** or La Crosse’s unbeatable **Rotary Lights** (see pages 68 & 69 for more details!).

Frisch Sugar Cookies



Cookies Make Almost Everything Better

Whip up these sweet treats this winter. The recipe is provided by our own sales manager, Dena Frisch, who says these sugar cookies are a family favorite!

Ingredients

- 1 ½ cups butter
- 5 cups flour
- 2 cups white sugar
- 4 eggs
- 1 teaspoon vanilla extract
- 2 teaspoons baking powder
- 1 teaspoon salt

Directions

- Preheat oven to 400 degrees.
- In large bowl, cream together butter and sugar until smooth.
- Beat eggs and vanilla.
- Stir in the flour, baking powder and salt
- Cover and chill for at least one hour or overnight
- Roll out dough on floured surface ¼- to ½-inch thick
- Cut into shapes and place on cookie sheet
- Bake about 6-8 minutes and cool.

TURN TO TRADITION

BY SHAYNA MACE

IF THERE'S A WOMAN that gets retail, it's Jen Wuebben. After working the last several years for companies like Burberry, Lands' End and Kmart doing everything from fashion illustration to store management to clothing design to buying, it was only natural that eventually, she'd open her own shop. "It was a lifelong dream of mine," says Wuebben.

First came Tradition Children's Market in 2016, followed by Tradition Women's Market in 2019. The side-by-side shops in downtown Middleton are the manifestations of Wuebben's impeccable style. On the children's side, find squee-worthy clothes for kids — from newborn to size 14, shoes and a small selection of toys. Step over to the cozy, moody women's side and ogle over sweaters, cool loungewear, printed blouses, denim and timeless, chic accessories.

Wuebben's buying philosophy is simple: offer a tightly curated assortment of brands — and only carry the best of each brand. She loves Skylar Luna's kids' pajamas, Jellycat's stuffed animals and Sweet Wink's tulle skirts. She only carries one women's denim line, Principle Denim, for now. "I'm really picky about fabrication because of my design background," Wuebben explains. "I look for classics with a twist — and things we can wear in different ways, since we're all juggling so much right now." 🌸

1821 & 1823 Parmenter St., Middleton, tradition.market



SHANNA WOLF

SHOP THE LOOK



Looking to #treatyourself? Pick up this gorgeous Lamarque Azra Signature leather jacket that's a wardrobe staple. \$575



This luxe women's button-up by The Shirt has a no-gape front — and a fabulous print. \$98



Make her fairytale dreams come true in this Rockyourkid dress. \$68



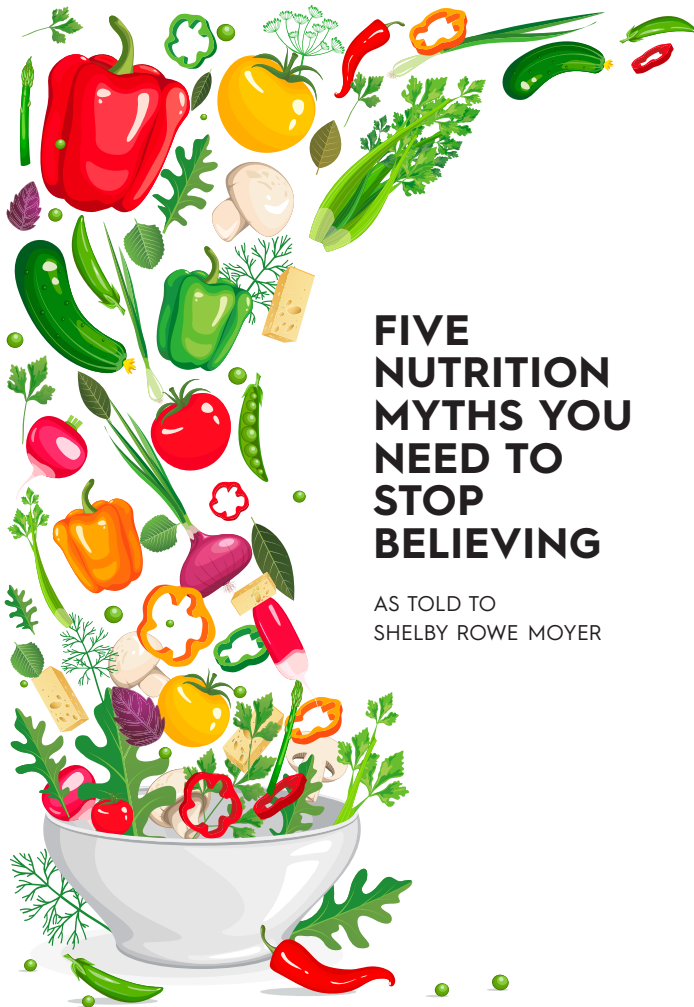
You can never go wrong with a classic pair of Hunter boots for a kiddo — and Tradition has them in several colors. \$55



Petitdoux's fair trade pima cotton jammies will outfit your cutie for the holidays. \$48



Hoonana's pants pull on easily, and are perfect (and durable) for active kids. \$48



FIVE NUTRITION MYTHS YOU NEED TO STOP BELIEVING

AS TOLD TO
SHELBY ROWE MOYER

Madison-based Emmy Bawden, a registered dietitian nutritionist and founder of Real Good Nutrition, has the answers to your burning nutrition questions — like, what is with all the different milk alternatives and which one should I buy? Bawden's own experience navigating a difficult relationship with food as well as celiac disease has led her to her current career serving others through wellness.

Nutrition can feel like a never-ending stream of information, so we asked her about some myths that could be undermining your health.

EVERYONE CAN BENEFIT FROM TAKING A PROBIOTIC SUPPLEMENT.

"Unfortunately, more evidence is needed to say that a generally healthy person can benefit from a probiotic supplement. On the other hand, evidence does suggest they can be effective for certain gastrointestinal disorders such as IBS and infectious diarrhea. However, they aren't without safety and quality concerns and are often expensive. Probiotics are not 'one-size-fits-all' and should be targeted to each individual's health concerns. Probiotic-rich foods — such as kefir — may be

more worthwhile, because you'll also consume their beneficial byproducts and nutrients, like protein and calcium."

WE SHOULD AVOID LECTIN-RICH FOODS LIKE BEANS AND GRAINS BECAUSE THEY CAN CAUSE INFLAMMATION AND OTHER HEALTH CONCERNS.

"Lectins are proteins found in all foods, and they function as natural insecticides in beans, legumes, grains, nuts and tomatoes. The concern is that they may impair our body's ability to absorb nutrients and they are referred to as 'antinutrients' for this reason. While they can be toxic in high amounts, they decrease to a negligible amount that is not likely to cause harm with cooking, sprouting and fermenting. In fact, beans and grains are the two foods that I regularly recommend eating more of! They offer important benefits such as soluble fiber, antioxidants and micronutrients and should be consumed without fear."

YOU CAN'T OVERDO IT ON FIBER.

"More isn't necessarily better when it comes to fiber, because too much can lead to gastrointestinal disturbances; impaired nutrient intake and absorption; and intestinal obstruction, in extreme cases. A good target for fiber is 25-38 grams per day, and instead of focusing on volume, consider how many different sources of fiber you're eating — our gut loves variety! Try adding oats to muffins, sunflower seeds and avocado on salads, hummus on sandwiches, dried edamame in trail mix and ground flax seed in meatball recipes (yes, really!)."

FOOD SENSITIVITY TESTS ARE AN ACCURATE DIAGNOSTIC TOOL.

"Food sensitivity tests have become a popular way to identify food sensitivities by measuring the Immunoglobulin G (IgG) antibody. Unfortunately, they are not fully scientifically valid, because the production of IgG antibodies does not necessarily indicate a problem. Instead, it's a normal reaction to repeated food exposures. These tests, which are not regulated by the FDA and have been known to provide false results, can result in unnecessary restrictions, nutrient deficiencies and a strained relationship with food. The gold standard for detecting food intolerances is to work with a health care provider, who can analyze your symptoms in relation to your food intake and make targeted recommendations."

CUTTING CARBS WILL HELP TO BOOST YOUR MOOD.

"Although low-carb diets promise mood-boosting outcomes, low carbohydrate intake has actually been linked to lower levels of serotonin (a brain chemical that contributes to feelings of happiness). Serotonin production relies on the amino acid tryptophan, which is made available with adequate carbohydrate intake. Include carbohydrates in your diet as well as nutrients that have been shown to support your mood, like zinc (pumpkin seeds), chromium (broccoli), magnesium (almonds), folate (spinach), vitamin D (trout) and omega-3s (salmon)."



BAWDEN'S MUST-HAVES

WHO DO YOU FOLLOW FOR INSPIRATION OR NUTRITION INFORMATION?

@foodheaven (my favorite Podcast, too!), @chr1styharrison, @flourishheights and @theguthealthdoctor – to name a few!

WHAT'S A SPICE YOU LOVE?

Smoked paprika. I put it on fish, in homemade bean dips, baba ganoush, roasted veggies, egg dishes, stews, dry rubs for meat ... everything!

IS THERE A SUPPLEMENT YOU SWEAR BY?

Fish oil. I find that most people I work with (myself included) don't meet the recommended omega-3 intake from their diet alone. Fish oil is rich in omega-3 fatty acids, which play an important role in managing inflammation and promoting the health of our heart, skin, eyes and brain, to name a few benefits.

I THINK PEOPLE SHOULD BRANCH OUT AND TRY...

KEFIR! It's a fermented, drinkable yogurt, and it's super high in probiotics (including many of the most well-studied strains for digestive concerns). It also offers a great source of calcium, vitamin D and protein. 🌸

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THERE ARE (SO MANY) APPS FOR THAT

Want to budget, save or monitor investments? Grab your phone — you're a click away.

BY KATY MACEK

THERE ARE A LOT of financial apps out there to help you manage your money, but it can be overwhelming to decide which one to use — and even more so if you're trying to use multiple. The trick is figuring out your financial goals (budgeting, saving, investing) and which app can help you accomplish them. Here, we break down some of the top-rated money apps based on web reviews.



MINT

Best for: Budgeting and bills.

Cost: Free.

Pros: Syncs all of your accounts (think: checking and savings accounts, credit cards, loans, even utilities), so you have a full picture of your expenses as well as net worth. You can easily track savings goals and set up bill reminders. It also offers a free credit score based on your Equifax report, and it translates well across devices.

Cons: Ads can make the interface feel cluttered and overwhelming to navigate. Mint breaks down your spending into categories, but these aren't always accurate (i.e. childcare might get categorized in the rent category).

YOU NEED A BUDGET (YNAB)

Best for: Budgeting and paying off debt.

Cost: \$11.99/month or \$84 annually.

Pros: YNAB takes your monthly income and helps you allocate every dollar to a specific category, so you know exactly where it's going and don't spend outside your means. It's a great app for handling debt and nixing unnecessary spending. It's easy to sync accounts and translates across devices. The first 34 days are free.

Cons: It's pricey for an app, and it requires a time commitment to set up your budget.

ACORNS

Best for: Investing and growing your finances.

Cost: \$1-\$5/month.

Pros: Great for new, low-risk investors. By syncing your checking account with Acorns, the app invests spare change from your everyday purchases. There are no investing minimums or trade fees. Plus, it offers resources and money how-tos, so you gain financial knowledge.

Cons: Spare change might not add up to much, so the fees could end up being higher than the reward. Investing is limited to basic index funds. If you're versed in investing and/or have a significant amount to invest, this might not be the best app for you.

ELLEVEST

Best for: Women-centered and goal-oriented investing.

Cost: \$1-\$9/month.

Pros: This app is tailored to women's lifestyle choices, considering everything from the gender pay gap to our longer lifespan. It's great for goal-specific investing. You can choose from three tiers of service, and members get discounts on professional services and free resources.

Cons: The more personalized help you need, the higher the fees. Investment choices are limited and advice is automated.

PERSONAL CAPITAL

Best for: Investments and money management

Cost: Free.

Pros: The app has great visuals for tracking investment performance and managing your portfolio. Get the best of both worlds with robo-advisors and human advisors. You can connect other financial accounts to see a holistic view of your financial picture, including net worth. Translates across all devices.

Cons: If you choose to add them on, the wealth management services fees are high and also require a minimum of \$100,000. The budgeting function is more basic than other apps geared toward that goal. 🌸

Katy Macek is a copywriter and freelance journalist who enjoys learning about her community through the stories she gets to tell.

PROMOTION

SPOTLIGHT ON ATTORNEYS



JENNIFER MIRUS, ATTORNEY, BOARDMAN CLARK

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As an employment law attorney at Boardman Clark, Jennifer Mirus works with organizations to solve workplace challenges. Jennifer provides a full spate of employment law services to her clients, from advising them through complex workplace issues, to drafting critical HR documents, to representing organizations in employment litigation. A key aspect of her practice is helping employers maintain high-performing workforces by applying a measured, forward-thinking approach.

"I focus on being practical and proactive with my clients," she explains. "Employee issues can be very challenging and can negatively affect the entire business. With the right education, training, and a healthy dose of emotional intelligence, it is possible to avoid many of the problems we see."

Jennifer currently serves as Co-Chairperson of Boardman Clark's Employment Law Group and is a member of the firm's governing Executive Committee. She has been with the firm for 25 years.

"The best part of working at Boardman Clark is the people," she says. "We get to practice law at a very high level while enjoying a truly team-oriented environment."

Outside of work, Jennifer has navigated through the pandemic by enjoying time with her husband and three daughters. She also loves football, cooking and being a "swim mom."

FROM BURGERS TO BIG DREAMS

BY SHAYNA MACE

PHOTOGRAPHY BY HILLARY SCHAVE



WHEN LEA CULVER co-founded Culver's in Sauk City in 1984 with Craig and his parents (and her in-laws), George and Ruth, she already had a two-year-old daughter. It was a busy time for Lea, both personally and professionally, and the fledgling restaurant fought for recognition being close to a Hardee's, Dairy Queen and a pizza place.

"[Customers] knew the Culver name because the family had grown up in the area. So when we put 'Culver's frozen custard and butterburgers' on the sign, nobody really knew what it was. In the first couple of weeks we were swamped, because everybody was curious about it," she reflects.

But after those first hectic weeks, business was spotty. Lea says especially in their first year of business, there would be days when the parking lot was empty, and it was difficult.

"Since we were small, we got to know the guests and what they liked to eat. And, word of mouth traveled, and we did the best we could and listened to our guests. We tried hard to make them feel like they were in our home. Over time, like in the second and third years, we were doing much better."

Fast-forward 36 years, and Culver Franchising Systems operates close to 800 restaurants in 26 states. Culver's was ranked No. 9 in Entrepreneur magazine's 2020 Franchise 500 rankings, which evaluates franchises on growth, training opportunities, brand strength and more.

From the beginning, Lea has been involved in every facet of

the business. She's worked every role in the front and back of the house. She assisted with the company's payroll for a while. Eventually, she taught hospitality classes to franchisees. During those early years, Lea says juggling being a mom of three girls and owning a restaurant was intense.

"I remember there were a lot of wonderful things about working as a family and the girls knowing where their mom and dad and grandma and grandpa were most of the time and living in the same community we worked in," she says. "The hard thing was having to be [at the restaurant] a good chunk of the day. There'd be times I'd get the kids off to school, then go and work the lunch hour, pick them up after school, feed them, and get a babysitter so I could go back and work the supper hour. On weekends, sometimes I'd work 11 a.m. to 8 p.m. shifts, so I'd be gone almost the whole day."

Looking back at that crazy-busy time Lea admits, "honestly, I don't know how I did it. I see other young women with young families working in our restaurants today, and they're managing it."

In 1993, Lea became the executive director of Culver's Foundation, the company's charitable arm. In 2020, the company awarded just over \$500,000 of scholarships to Culver's employees. Lea has steered the foundation to give to programs that take care of children and families, and educational needs.

SHOP LOCAL

Lea's passion for philanthropy led her to co-found her own nonprofit, Big Dreamers United, with friend John Urban in 2018. Big Dreamers assists nonprofits typically with one-off projects, like shooting a video, designing promotional materials and social media needs — all for free.

"...Philanthropy and giving is not always about writing a check. I used to think when people talked about philanthropy it was someone who gave a big amount of money to make a big difference. But it's really about helping anyone out of a tough situation. I call it 'living philanthropy.' There are a lot of ways to be a philanthropist."

Big Dreamers' goal is to help two nonprofits every month. In their first year and each year since, they've worked with roughly 30 nonprofits per year, such as Porchlight, DAIS and Hope House, exceeding that benchmark. In its first year, Lea self-funded the entirety of Big Dreamers' \$120,000 budget. Starting in 2021 she hopes to work with companies to bring in donations to help fund Big Dreamers' creative services.

"Our goal is to eventually not just have the two of us — it's to contract out more projects [to freelancers]. If we can raise more money every year, we can take on more opportunities and projects and get them done quicker," she explains. Their services would remain free for the nonprofits.

"We call ourselves Big Dreamers, because we're unstoppable. We're going to keep doing our thing and making the world a better place. I like to think everyone does really great things. The more you work with nonprofits, the more you realize the little things that make a difference, and it makes a difference in your own life." bigdreamersunited.org 🌸



QUICK QS

HER MUST-ORDER FROM

CULVER'S: A Wisconsin Swiss Melt with fried onions and ketchup. And, vanilla custard is my favorite.

WHY CULVER'S LOGO IS OVAL:

"When we owned an A&W, the sign was oval. We couldn't afford to do a whole new sign, so we took the glass out and redesigned the Culver's logo based on that. It has worked out quite well."

IT'S HOT IN HERE: "[Big Dreamers] worked on the 2021 Madison Firefighters Charity Calendar — John shot the images. The goal is to raise \$30,000, and they'll split it between Gio's Garden and the Dane County Humane Society." Find it at madisonfirecalendar.com.

WHAT SHE'S DOING WHEN SHE'S NOT WORKING:

"I like to paint — art is in me. I took some art classes in college, and it's become a passion of mine."

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Sherwin-Williams' 2021 Color of the Year!



WORK IT

Madison interior designer Angie Schwab of Angie Schwab Interiors and her team created this mood board based off of a recent e-design project for a client's home office. Her curated mix of materials including metal, wood and leather — layered with warm and cool tones — really pops.

STYLING BY ANGIE SCHWAB AND PHOTOGRAPHY BY SHANNA WOLF

Clockwise from top left: Glazed porcelain wall tiles, **H&R Carpets and Flooring**; Shaw engineered white oak flooring, **H&R Carpets and Flooring**; vintage Ponderosa pinecone ornaments, \$9.99, **Red Barn Company Store**; Sherwin-Williams Urbane Bronze SW 7048 and High Reflective White SW 7757 paint swatches; Surya Pune rug swatch, **H&R Carpets and Flooring**; Zulu 18" pillow covers (also shown at left), \$39.95 for four, **wovenook.com**; Sherwin-Williams Seaworthy SW 7620 paint swatch; Pottery Barn vintage leather caramel leather swatch; Hearth & Hand small wire storage basket, \$8.99, **target.com**; and Mission Oak red oak countertop sample and Amerock knob and pull, all from **Brunsell Lumber and Millwork**.

CREATE THE LOOK

Like the mood board Angie Schwab designed? Here are her favorite things.



Add some graphic appeal with a fun throw pillow. Zulu 18" pillow covers, \$39.95 for four, **wovenook.com**.



Corral office supplies easily and stylishly. Wood and bone chevron desk organizer, \$34.99, **World Market**.



A cute print is perfect to punch up a space. Domino Effect 5 x 7 art print, \$24, **minted.com**.



This eye-pleasing tile is giving us luxe vibes. Glazed porcelain wall tile, **H&R Carpets and Flooring**.



Soften the room with these vegan leather planters. PAKecowood planters, \$20.34 and up, **etsy.com**.



This jute rug has a pattern for an extra kick. Jaipur Living Subra 5 x 8 jute area rug, \$695, **Angie Schwab Interiors**.



Create a calming space with some candles. Antique pewter tealight holders, \$9.99 & \$19.99, **World Market**.



Need some task lighting? This sconce adds function and style. Crystorama matte black sconce, \$298, **Madison Lighting**.



This is perfect for a bookshelf display or side table accent. Geo decorative metal ball, \$59.95, **Crate & Barrel**.



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SET THE SCENE

Whether it's socially-distanced via Zoom or a cozy family dinner, embrace the season and celebrate the holidays with a stellarly-styled table.

STYLING AND PHOTOGRAPHY BY SHANNA WOLF



ORGANICALLY STYLISH

Education Without Borders table runner, \$25, **Orange Tree Imports**; white beaded bark garland, \$27, **Red Barn Company**; Hasami black ceramic dinner plate, \$36, salad plate, \$24, mug, \$24, and Aztec by Stelton five-piece flatware set, \$110, all from **The Century House**.



WHIMSICALLY ELEGANT

Cotton gingham placemat, \$6, **Orange Tree Imports**; Bava five-piece dining set, \$45, Eric & Eloise dinner plate (set of 5), \$50, Christmas Princess appetizer plate, \$11, and rabbit hide placemat, \$20, all from **Fontaine Home**.



PREPPY CHIC

Cotton plaid placemat, \$6, and cotton napkin, \$5, **Orange Tree Imports**; Artik by Iittala five-piece flatware set, \$95, Iittala black Teema dinner plate, \$25, Iittala Taika printed salad plate, \$37, Iittala Teema soup bowl, \$20, all from **The Century House**; and acorn ornament, \$5, **Red Barn Company Store**.

Cont. on P. 30

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DWELL

Cont from P. 28



WARM AND WOODSY

Floral fan napkin, \$8, **World Market**; plaid charger, \$10; **Red Barn Company Store**; Eric & Eloise Forest Animals appetizer plate, (set of five), \$50, and decorative antlers, \$23 each, all from **Fontaine Home**; Gold Wave three-piece flatware set, \$15, **World Market**; India table runner, \$37, **Orange Tree Imports**. ❀

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HOLIDAY HOW-TOS

On Nov. 17, Public Health Madison and Dane County issued Emergency Order No. 10, which prohibited indoor gatherings until Dec. 16. With Thanksgiving recently passed and Christmas on the horizon, celebrating with family is likely on your mind. Currently, it's still recommended to stay at home with family members from your immediate household, so here are some tips to connect with others safely.

ROOM FOR ZOOM

Sure, it's not new, but set up a Zoom call and invite relatives to say hello and share holiday memories. Be sure to reach out to family members who are living alone or in an assisted living facility. If they can't participate in a group call, set up a separate time to reach out to say you love them and are thinking of them.

BRIGHTEN SOMEONE'S DAY

Since preparing meals or desserts for people outside of your household isn't recommended, drop off a another kind of sweet surprise at a friend or family member's doorstep. Our gift guide starting on P. 49 has wallet-friendly ideas starting at \$3. Or, buy a prepackaged cookie or baked good and leave it with a note. If your kiddos love crafts, have them make something cute to leave.

MERRY MAIL

If a loved one is in a facility, do a greeting card "shower," which is mailing a card every day or every other day leading up to the holidays. Mail is a highlight for many adults who are unable to see family in person.

MEET FOR A STROLL

These days, it's more imperative than ever to get out of the house for a change of scenery, so take a walk. If you meet one relative or friend, stay six feet apart and wear a mask. Or, bundle the family up and go on a neighborhood stroll.

For the most up-to-date COVID-19 guidelines, visit cityofmadison.com and cdc.gov.



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We're Doing Things Differently: Join Us Online

The health and well-being of our guests and dreamers remain a top priority for us. As we continue to navigate the COVID-19 pandemic we're doing things a little bit differently at DreamBank. While our physical space remains closed, we've been working hard to continue inviting and encouraging our community of dreamers to gather, learn, create, discover, grow and most importantly, dream — all online. Join us digitally for events, inspiration and community. We can't wait to connect with you!

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HEAD *of the* TABLE

Amidst the global pandemic, the city's female chefs continue to forge ahead with their own brand of innovative, exciting cuisine at some of the city's beloved restaurants — and they remain hopeful for the future.

By Candice Wagener
Photographed by Hillary Schave

Those of us who've read Anthony Bourdain's 2000 tome "Kitchen Confidential" will never forget his debaucherous tales of the male-dominated, New York City restaurant scene he worked in during the '80s and '90s. Although Bourdain's experiences were entertaining and cringe-worthy, his book did spotlight something that's still true today: Restaurants are still run mostly by men. According to 2018 data collected by the U.S. Census Bureau, only about 23% of head chefs were women.

At the risk of stating the obvious, the restaurant industry is a work in progress when it comes to having diversity within leadership roles. While the industry as a whole employs a very diverse group of people, women and minorities are often

relegated to lower-wage positions with little or no authority on how the restaurant functions. Owner and executive chef roles are still traditionally filled by white men, which contributes to another great irony: Women have traditionally been the backbone of home kitchens and family farms, but somehow, they're not running the kitchens at some of our favorite restaurants.

While Madison's restaurant scene is no exception, trailblazers like Odessa Piper (founder of L'Etoile) and Tami Lax (owner of Harvest) paved the way for a new cohort of women who are focused on making change and taking their place in the industry. These seven industry leaders are proving that women belong at the head of the table.

Jamie Hoang

Working in the kitchens at Estrellon, Sujeo and L'Etoile, Jamie Hoang has managed to stay under the radar behind bigger personalities like Tory Miller. But she's got her own gig now called Ahan, which she opened with partner Chuckie Brown this past August in the front space at the Bur Oak event venue.

AHAN is Hoang's opportunity to show off some of her favorite Southeast Asian foods. Dishes are based on things she learned to cook growing up with her mom. Items like Fried Chicken Tom Yum and Khao Tod (crispy fried rice balls) will satisfy any craving you have.

Opening months into the pandemic was a now-or-never decision for Hoang and Brown. Employing a takeout-only model and taking on most of the work themselves has definitely helped keep costs down. "We are just taking it day by day. We are just trying to figure out what dishes are best for carryout and how we can make certain dishes better for a carryout setting," explains Hoang.

Hoang considers being a restaurateur both challenging and rewarding. Unpredictability — especially right now — coupled with the many expectations and opinions of customers and staff have definitely been hurdles during her tenure. "You have to remind yourself to stick to what you want to do and believe in," says Hoang. "I love being able to provide my staff with a great environment to work and learn in."



FAVORITE RESTAURANT:

"I have so many, but some of my favorites are Morris Ramen, Nattspil and L'Etoile."





Julie Przybylski

“There isn’t a dull moment and you make something different every day,” says Julie Przybylski, of catching the restaurant bug during her first job at age 14, slinging pizzas in her hometown of Solon, Ohio. Przybylski and her husband Noah opened Nook on the near east side in November 2018.

NOOK’S offering is unique to Madison diners — a 13-course tasting menu served in an intimate setting akin to being at an exquisite dinner party. It’s a perfect spot for that special occasion or romantic date night. The Przybylskis achieved this lifelong dream of restaurant ownership after years of very intentional planning. “I have been a chef for other establishments all of my life, and to be able to work hard and save enough money to make something of my own is priceless,” says Przybylski. “It gives me a sense of confidence that you can’t find anywhere else.”

Because of their small-scale operation, managing pandemic precautions is fairly easy and Przybylski believes “big-box” restaurants may become a thing of the past. She and Noah have also had ample time to forage ingredients, fueling more creativity into their menu.

The couple met at Chicago fine-dining icon Everest, where Przybylski credits Noah for enhancing her culinary skills and, more importantly, looking past gender lines. “He knew that everyone had to work together for the greater goal of making the food the best that it can be,” she says. “We understand each other, work well together, and have mutual respect for one another for our strengths and weaknesses with work and personal life. We cannot do this without each other, and we constantly remind each other of that.”



FAVORITE RESTAURANT:

“Off Broadway Drafthouse is one of my favorites. The wings and tres carnes sliders are a must every time we visit.”

“To be able to make something of my own is priceless.”

- • • • Nook’s “Duck, Roots” dish has
- poached duck breast
- with duck liver pâté
- and duck skin granola
- with pureed turnip,
- beet, radish, carrot
- and parsnip.





Joslyn Mink

Opening amidst a pandemic is not for the faint of heart, but that's exactly what Joslyn Mink and her team at **SETTLE DOWN TAVERN** took on. Despite the odds, their old-fashioned tavern vibe and modest menu featuring an impressive selection of bar snacks and sandwiches has helped them gain a following within the First Settlement District.

No stranger to the food industry, Mink worked her way through different facets of the Underground Food Collective for six years, starting in pastry at Forequarter and ultimately managing the (now closed) Underground Butcher. From there, she did pop-ups with her partner Charlie Denno under the name Bastard Dining. Now she's using her experience to run the kitchen at Settle Down.

She's invested in using her authority to bring about a more equitable and positive environment within her kitchen, doing away with the alpha-male dominant trends of the past. "I feel proud to be a part of the wonderful community of women working in the food industry in this town," says Mink. "And I hope to be a part of making changes within the industry. Having more women in positions of power within our restaurants alone is not enough — it also means women changing those positions to become more inclusive and balanced."

"I feel proud to be a part of the wonderful community of women working in the food industry."

Since Settle Down opened in May, all they've known are COVID-19 guidelines. But Mink looks forward to the

possibilities on the flipside. "Once we are all operating at full capacity, we will be a place for folks to gather and enjoy a meal with friends and family, with an added layer of gratitude for being able to do so on both sides of the pass."

FAVORITE RESTAURANT:

"So many to choose from, but definitely Osteria Papavero, Ahan, Morris Ramen, Harvest, La Taguara, Himul Chuli and Kingdom."



SHE KNOWS A THING or Two



TAMI LAX is truly the matriarch of females working within Madison's restaurant industry. Lax owns Harvest and co-owns The Old Fashioned — both dining institutions familiar to natives and visitors alike.

However, nothing could prepare even a veteran like Lax for the events of 2020. Both restaurants have seen significant drops in revenue and are struggling to cover costs. "We've always

offered good pay and insurance. Now it's come back to haunt us," says Lax. "This has taken the wind out of my sails ... none of us are bulletproof. Our society needs a restart."

The Old Fashioned went from 108 employees to less than 25, and Harvest has scaled down from 23 to six employees. She's working 60 hours per week in the kitchen because "I can't afford to pay anyone to do anything," she says.

It's hard for her to envision the other side of the pandemic; she and her staff are in survival mode. But she is incredibly grateful for supportive customers and vendors. "I've been overwhelmed and pushed to tears almost on a daily basis by the kindness of our local community," says Lax. "That's what keeps me coming to work every day. I keep my eye on that ball and just keep pushing."

Virginie Ok

In the heart of the Midwest, it's always a treat to nibble on overseas specialties. Want to try Parisian delicacies like crepes and Croque Madame? Look no further than **LA KITCHENETTE**, a charming, cozy little cafe on Williamson Street.

When owner Virginie Ok — whose prior career experience was in the cosmetics industry — found herself relocating from Paris to Madison for her husband's job, she decided to kick-start her dream of opening a small cafe earlier than originally planned. "Because, why not? Madison just appeared as a good starting point and opportunity to start this new enterprise," she says.

Ok has no formal training but regularly hosted friends and family at home, trying out new recipes on them. She also attributes her culinary savvy to growing up in France, raised by Cambodian parents. "So my mouth and nose were used to various flavors and smells and did influence my curiosity and taste about food," says Ok.

Because of its small size, La Kitchenette hasn't been open for indoor dining since March. But the bright side is, she's gotten her website updated for takeout orders. Customers can still order their favorites, along with specials like the Tuesday Date Night Deal, a meal for two, including a main dish, side, dessert and a bottle of French wine.

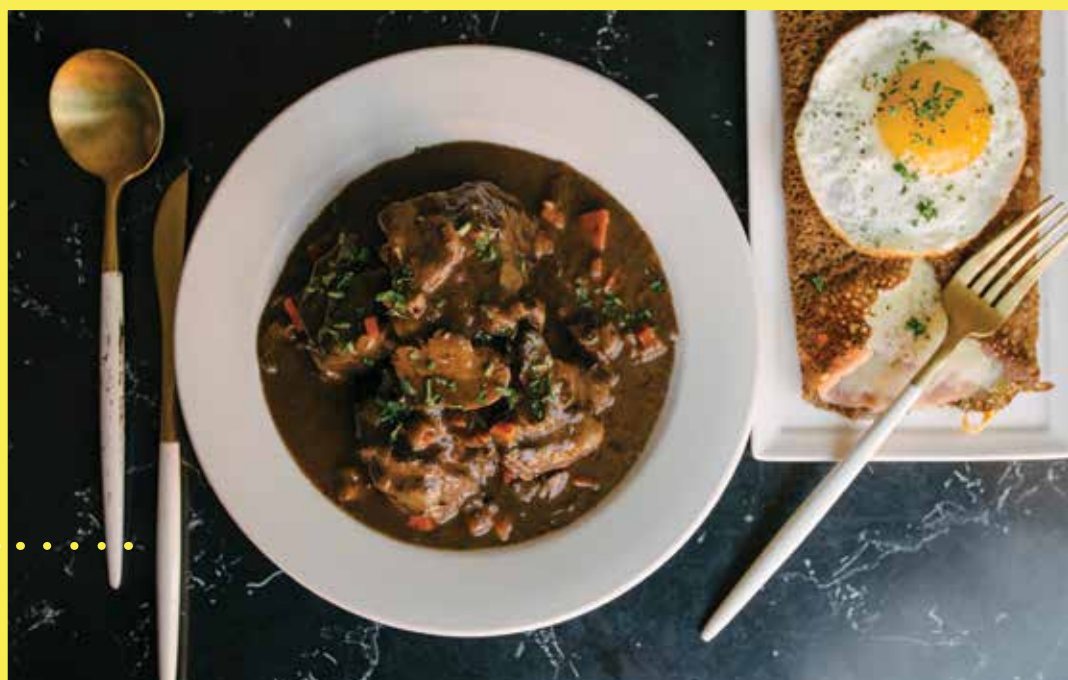
Ok finds the culinary atmosphere in Madison inspiring and refuses to see her gender as a hurdle. "What is great is to see a nice and growing community of female chefs in town, who are supporting each other," she says. "I have never told myself that it would be more complicated because I am a woman. It is a mindset that you have to keep in the long run: being strong and confident."



FAVORITE RESTAURANT:

"I really enjoy dinner from Fairchild! I am glad this new restaurant opened."

..... La Kitchenette's
Beef Bourguignon
and Crêpe Complète.
.....



*"It's a lot of work;
yet very humbling,
and I learn something
new every day."*

Marissa Holmes

As the soul food movement slowly but surely takes off in Madison, you'll find some of Madison's best on Monroe Street, just a stone's throw from Camp Randall. Marissa Holmes and her family opened up **MARIE'S** in July 2019 and they've been thriving ever since.

Her comfort food definitely fits the bill: Fried chicken that is juicy, yet crisp, and collard greens that taste like they came straight out of the South. Holmes learned most of her cooking skills at home, though she does have a few fast-food gigs under her belt from earlier in her career. Holmes says being a female restaurateur is "very interesting ... it's a lot of work; yet very humbling, and I learn something new every day."

Because Marie's has only offered takeout since the beginning, Holmes hasn't made many changes to how she runs the show. Her biggest challenge has been handling the constant influx of phone orders, since the



restaurant does not have an online ordering system set up. She's appreciative for her customers' patience and the fact that business has actually been booming since the pandemic started. "I'm blessed and grateful for that! The community has been extremely supportive and they appreciate that we're being cautious," says Holmes.

While this time has not been without its pain points, Holmes has kept herself going through prayer. "And thinking of what I want and how I want things to go, versus giving energy to my fears."



FAVORITE RESTAURANT:

"I love Chili's and Portillo's. I'm not hard to please when it comes to food, but I'm an extremely picky eater. I hardly try new things. I plan on getting better with that. I just got wind of Finca Coffee's tacos, so that's my obsession at the moment."



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Francesca Hong

No one deserves the title of most badass female chef more than Francesca Hong. A Madison native, she has worked her way around both the front and back of the house at numerous mainstays around town: La Brioche, Osteria Papavero, Restaurant Magnus, Graze, Brasserie V (just to name a few). In 2016, she and husband Matt Morris embarked on the adventure of a lifetime, opening **MORRIS RAMEN** at the same time they welcomed their first son into the world.

“The fact that we were able to take care of more people that year was a blessing,” says Hong, who is a firm believer in “taking care of yourself while taking care of your team.” Hong says she’s challenged with trying to figure out how much of her professional identity is about being a woman.

“A hustle that I think a lot of women face in many industries is the balance of trying to prove ourselves to our male counterparts while really just proving ourselves to ourselves.”

Morris Ramen has been takeout-only since the pandemic restricted indoor dining, which Hong says has put a real strain on business. Despite being in constant survival mode, the team is channeling their energy by producing 300 meals each week for Cook It Forward, an initiative Hong founded to tackle food insecurity in Madison.

Tacking on even more community and civic involvement, Hong also ran for public office and won this past November. She beat out her Republican opponent to become a representative for the 76th Assembly District.

Hong hopes that people can view independent, locally-owned restaurants as pieces of community art, something to appreciate over corporate copycats. “I think we should all fight that because we all deserve to have a little bit of art. Independent, locally-owned restaurants have beating hearts. The ones that you truly love, you love them for a reason.” 🌸



FAVORITE

RESTAURANT:

“New restaurant: Ahan. All-time favorites: Himal Chuli and Osteria Papavero.”



BRAUD POWER FINISH LINE

By Joanna G. Burish

As the year comes to an end and the holiday cheer seems to start before Halloween these days, people often think that planning can take a break and we can get back to it when doing our New Year's resolutions, right?

Ladies let me tell you, "Big mistake. BIG!" The truth is, NOW is the time to plan for the best decisions you'll make all year and set yourself up for #winning next year. Some common mistakes people make when it comes to year end planning are as basic as failure or procrastination to plan, chasing the market, assuming everything will be fine, putting off estate planning, and worse yet ... doing it themselves. To avoid these pitfalls, collaborate on these six topics with your trifecta dream team, being your financial advisor, your accountant, and an attorney (specifically an Estate and Trust expert), as you head towards the finish line of 2020.

BONUS: Do you need or want to find tax deductions? Now come on, anyone who knows me knows this final item has to make this finish line list! Give a tax-deductible charitable contribution to a nonprofit that means something to you. For me this year it's Alex's Lemonade Stand, Affordable Dental Care and Clean Lakes Alliance.

Ladies, it's true that finances can be difficult and/or emotional for many of us. The best way to gain your Braud Power is to educate yourself with your options, develop a holistic plan, implement it, and measure your success — at least once at year end. Using this list will help you gain knowledge to leap into 2021 like the winner that you are! If you'd like a more holistic list, email me at joanna.burish@nm.com as I'm happy to send you a more comprehensive list to Braud Power your holistic planning forward!



Contact Joanna directly at 608-658-3482 or joannaburish.nm.com

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6 MUST-HAVE TOPICS FOR PLANNING GOALS WITH YOUR TEAM

1. Consider tax gain/loss harvesting and portfolio rebalancing – these could be the biggest tax saving strategies for many. If you'd like to know your own investment profile, email me and I'll send you the profile questionnaire.
2. Know year-end deadlines. One example is the 2020 contribution limit for employees who participate in a 401(k) plan. You will need to make all your contributions by December 31. The advantage is reducing your taxable income and at the same time, helping you to save.
3. Did you leave your job? If you had a 401(k) make sure you don't leave that behind! Get an understanding of the difference between a Traditional and a Roth IRA, and your year-end options when you talk with your financial advisor.
4. Life changes need to be integrated into your planning! Did you have a baby, buy a home, get married or divorced? Now is the time to adjust or update your will and estate plan, or who you listed as your beneficiary on your life insurance policy. When life changes, your plan needs to change with you, for you.
5. Make sure your family is well protected if something happens to you by developing a plan B. Avoiding this conversation because you're young and healthy now will absolutely cost you so much more than just money. Planning for these risks with a "one and done strategy" will not serve you holistically. Talk with your advisor as to the best options to protecting your family's lifestyle.
6. Have you talked with your parents about their own planning, estate, or wills? Believe me, talking with my mom on this is not an easy conversation, but because I love her so much, I want to make sure she, and our family, are ready for anything. This can be a good time to gently review their plan for long-term care coverage. If you don't have a plan, it can cost you your life's savings. Considering the average cost of long-term care today is between \$5,000- \$9,000 monthly...you do the math. It won't take long to deplete those savings meant for big dreams.



DOING THE WORK

Think about workplace diversity,
equity and inclusion as a journey
instead of a destination.

By Shelby Rowe Moyer

Stairs at the entrance of an office building.

A workplace policy that dictates professional hairstyles.

How salaries are decided for each employee.

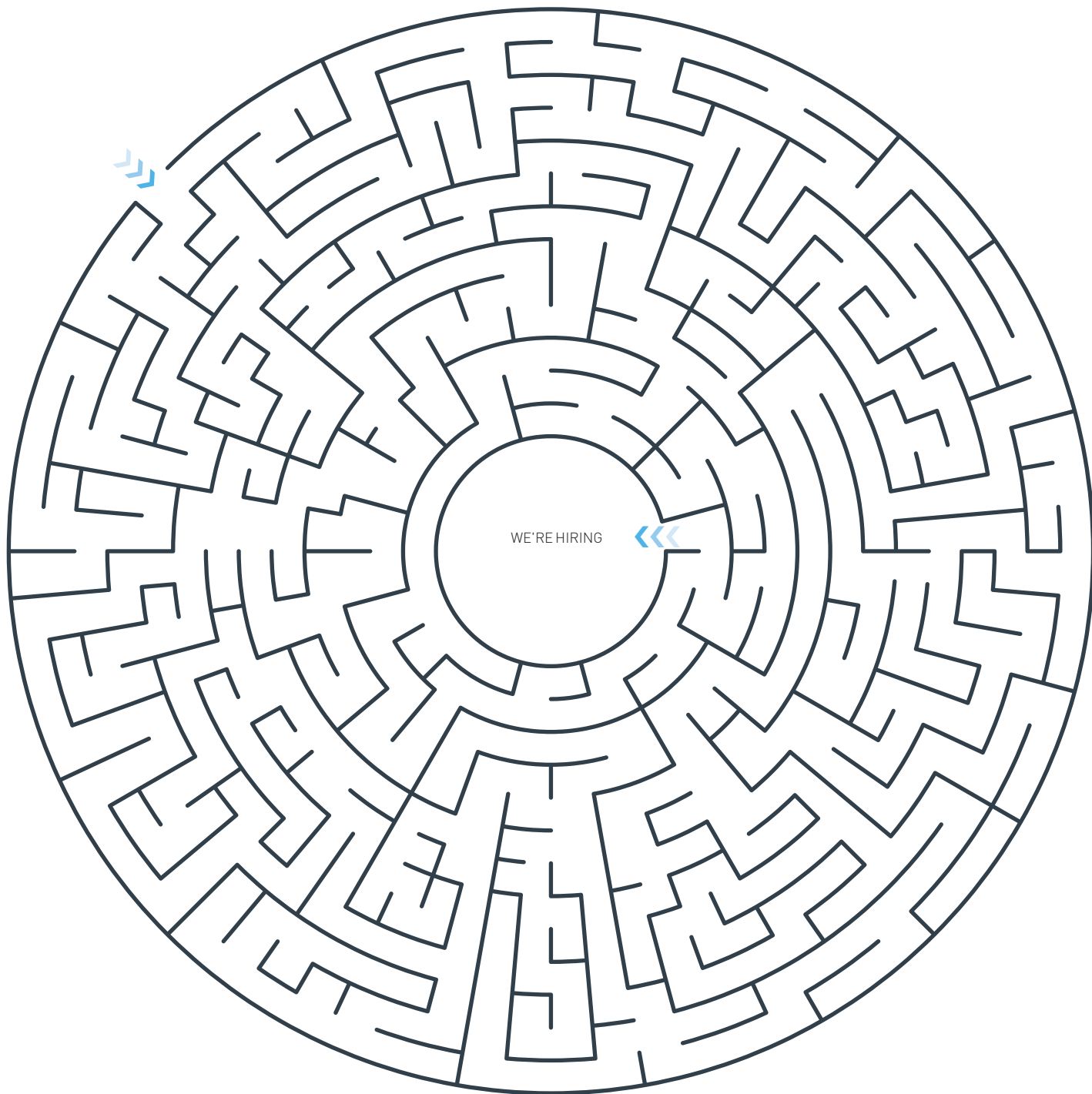
These obstacles — some seemingly benign and others glaringly obvious — are just a few examples of how employers should be cognizant of diversity, equity and inclusion and how societal norms might be impacting that progress.

When we talk about diversity, equity and inclusion (DEI), we're talking about — for example — people with mental and/or physical disabilities, racial/ethnic groups and people with multicultural backgrounds, and people who identify as LGBTQ+ and women.

Society wasn't really designed with these people in mind. Stairs are an illustrative example of this, says **Annette Miller**, CEO of **Equity of Design**. We've been socialized to see stairs as a way to get to a destination, as opposed to a roadblock, she says.

"It's so subtle that you don't even realize it's wrong," she says. "And that's socialization. We're immune to calling it out (as exclusionary) because of how we've been socialized."

For the last 3½ years, Miller and her team at Equity by Design in Madison have been helping government entities, nonprofits and corporations create organizational change by identifying how their workplace culture and



processes are sabotaging their efforts to be inclusive.

Diversity is representation, Miller says, and inclusion is bringing those voices into the center of the conversation and decision-making process. Equity is where systemic change happens. But Miller says that just because someone has a seat at the table does not mean there's equity.



"You could be at the table and still not have pay equity. You could be at the table and people don't listen to your ideas, but then someone else has the same ideas and they're [acknowledged]. You could have a seat at the table and somebody could say the way you dress or the way you do your hair or the way you speak or don't speak could all be things that hold you back," says Miller.

Pervasive, societal "norms" and biases bleed into the workplace and unconsciously — or consciously — lead us to decide who gets an opportunity and who doesn't, she says. Or it could keep someone from even seeing or applying for a job in the first place.

Workplace diversity and inclusion is often discussed in terms of its impact on individual employees, but DEI efforts are good for a company's bottom line as well, says **Sonji Young**, an inclusive excellence advisor in **American Family Insurance's** Diversity Recruiting division, which has received longstanding honors for

its workplace diversity and inclusivity achievements.

A 2018 study from the Boston Consulting Group analyzed 1,700 companies from eight countries and found that those with diverse management teams pulled in 19% more revenue.

"There have been some really dynamic studies that have demonstrated that diverse teams outperform teams who are not," says Young. "Diverse teams bring a level of innovation that typically differentiates companies that are more diverse versus companies that are not. So therein lies the real value."

So, how can organizations become more diverse, equitable and inclusive? We tapped Miller and several other local professionals to teach us some of the best hiring and recruitment methods, and how we can create an environment that encourages employees to stick around.

>>> LET'S BEGIN WITH HIRING AND RECRUITING.



Young says American Family isn't exclusively expecting people to seek them out. Instead, the company has created community partnerships, including with the local OutReach LGBTQ+ Community Center, to meet people where they are.

"We're trying to get more folks from our LGBTQ+ community, so let's connect and

partner with them to not only understand the needs of the community but to share that there are a plethora of opportunities in American Family for them to consider," Young says.

Dawn Crim — the secretary of the **Wisconsin Department of Safety and Professional Services**, who was successful at building a diverse leadership team to serve the state's 72 counties — echoes Young's advice.

Get out there and talk about what you do, Crim says. Exposure is huge. Step one could simply be expanding and diversifying your network, Crim says. Word of mouth factors into who applies for an opportunity.

But one of the most important factors is where a job is advertised, she says. You'll reach a wider audience if you post a job listing in several diverse publications or host a table at association meetings.

When crafting the job description, take a closer look at the skills and requirements listed on the job description. Recently, Crim says one of her staffers noticed a job listing included a requirement that only current or former state workers would have, which inadvertently narrows the applicant pool.

The same can be said for education, Miller says. Are you requiring a Ph.D. because it's essential for the performance of the job, or did you raise the bar because Madison is a college town?

"If you're trying to be inclusive, ask yourself, 'Is that the only qualifier?'" Miller says. "Or are there some different ways in which you can talk about the different skills and abilities a person could bring to the table."

And that brings us to transferrable

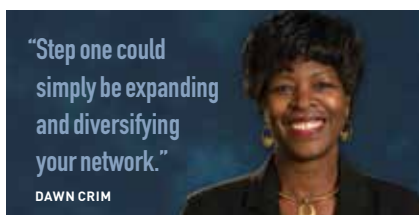
>>> **Want to learn more about how biased systems manifest in daily life? You may have heard of some of these already, but they're great educational tools about systematic racism, implicit bias and ableism.**

"13TH:"

A documentary about how the 13th Amendment created a loophole that has ultimately restricted the rights and freedoms of Black Americans.

"How to be an Anti-Racist" by Ibram X. Kendi:

A deep dive into racial inequality and its ripple effect on society — and even how Black people have been socialized to see themselves.



skills. Once you get to the interview process, broadening your questions — and the hiring team — will allow you to better gauge how a candidate's past experience relates to the job you're hiring for.

Crim says if you focus too sharply on the specific functions or responsibilities of a job, then fewer people might apply or seem qualified for the role.

>>> NOW, HOW DO YOU KEEP THE PEOPLE YOU HIRED?

Miller says it's all about building and cultivating a culture that's inclusive and providing opportunities for employees to grow. An inclusive culture can be as mundane as the conversations people have around the office, she says. If one topic seems to dominate the conversation — or if you notice someone always seems left out — be intentional about changing gears and bringing them into the fold.

And again, when decisions and judgments are made about employees, ask yourself how you arrived at that decision. If you don't think that person will be a strong leader or a personable sales associate, ask yourself why you think that and check for personal biases by conferencing with other managers.

Yasir Kamal, the vice president of Inclusive Excellence at **American Family**, says they've been able to bolster an inclusive culture by building it into the structure of the organization.

American Family has nine Business Resource Groups, including LGBTQA, Multicultural, Southeast/East Asian and Veterans and Military. The resource groups weigh in on company decision-making processes, like evaluating the inclusiveness of health care policies, marketing materials and conversations with customers. They're also groups managers look to for development opportunities and promotions. The groups foster a sense of belonging, he says, and it allows people to show up to work as their authentic selves.

"Because we're able to build on and unleash the capabilities of our employees, we're able to create those life-changing solutions for our customers and communities," he says. "That's what diversity, equity and inclusion is really about."

If you're a small business, Young says, managers can help employees grow and develop simply by allowing and encouraging them to attend conferences and trainings and ensuring they're being mentored and lifted up. Inclusive efforts have to start at the top.

>>> DIVERSITY, EQUITY AND INCLUSION HAVE BEEN "TRENDING" TOPICS, BUT IT'S A PROVEN STRATEGY FOR A SUSTAINABLE AND SUCCESSFUL BUSINESS.

"Customers and employees alike want to do business with and work for companies that support DEI, and they're taking their business and talent elsewhere if they feel businesses do not align with their values," Kamal says.

Crim agrees. If her team was homogenous, she says the staff would have to

really "stretch themselves" in order to meet the needs of everyone in the state. Her department affects one in three people in Wisconsin, so it's in her best interest to have a staff that represents the interests and backgrounds of people in all 72 counties.

For employers who are at the beginning stages of expanding their diversity, hiring that first person is probably the hardest part, Crim says. But, "like attracts like." If you can recruit one, then you can recruit two and then three.



"A critical mass really helps with authenticity," Crim says. "If you only have one and then you lose your one, it's very challenging to reset and start over. And that's also something people should be mindful of. It's not a 'one and done.' The more people you have, the more you're building a culture. You're building connective tissue."

It's also important to understand that there is no beginning, middle and end when it comes to diversity, equity and inclusion, Miller says. "It's a journey, not a destination." This is an individual and collective journey. Everyone has to be part of the solution.

"I think Madison recognizes that, as a community and as a society, we have work to do and they're starting to understand it," Miller says. "They're uncomfortable with it, but they understand it and it's getting people ready to do active work. I think that's a change." ✨

"So You Want to Talk About Race" by Ijeoma Oluo:

Oluo offers a really informative primer on race and the harmful effects of implicit bias.

"What Can a Body Do?" by Sara Hendren:

An exploratory look at the things that make up our world — furniture, homes, offices, streets — and how they could be creatively designed to assist bodies of all capabilities.

"Call Your Girlfriend - Demystifying Disability:"

This podcast episode of Call Your Girlfriend gives the floor to two women with disabilities who share how they navigate the world and how able-bodied people can be better friends and allies.

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(Clockwise from top left) Wildflower Art Studio Watercolor kit, \$64, **Little Luxuries**; Bula Royal beanie, \$25, **Fontana Sports**; Magnetic Me sleep 'n play, \$36, **Tradition Children's Market**; Tiger Tribe bath crayons, \$7, **The Soap Opera**; mouse ornament, \$15, **Hazel General Store**; Girl Wonderful T-shirt, \$25, **Tradition Children's Market**; octopus T-shirt, \$22, **Hazel General Store**; Eeboo woman suffrage flash cards, \$14, **Little Luxuries**; Copernicus Toys water experiment kit, \$21, **Hazel General Store**; Acorn slippers, \$26, **Fontana Sports**; Professor Puzzle STEM puzzle set, \$22, **Little Luxuries**; Heaven in Earth mini wooden utensil set, \$28, **Good Day Shop**; and Zubels stuffed kitty, \$26, **Little Luxuries**.



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A Touch of Glamour

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(Clockwise from top left) Danica Studio pouch, \$26, **Little Luxuries**; ELIXIR Rejuvenating Facial Oil, \$16, **Bungalow 608**; Molly Bracken blouse, \$56, and sweater, \$60, **The Purple Goose**; floral scarf, \$46, **Bungalow 608**; Nickichicki cashmere hat, \$98, **Good Day Shop**; Little Seed Farm rose quartz facial roller, \$35, **Good Day Shop**; Token Jewelry Designs 14K 13" gold fill choker, \$48, Ink + Alloy earrings, \$30, and triangle dish, \$36, all from **Bungalow 608**; Wild Bloom Studio Willow earrings, \$34, and Wild Bloom Studio Bloom gray earrings, \$34, both from **Hatch Art House**; bee dish, \$20, **Hazel General Store**; Gemelli floral mask, \$15, **Little Luxuries**; Revival Homestead Supply lip balm kit, \$28, and Cavallini & Co wildflower vintage tea towel, \$16, both from **Hazel General Store**; Chaos Morningstar earmuffs, \$29.99, **Fontana Sports**; Feeling Smitten You Glow Girl Cotton Candy sparkle mask, \$14, **The Soap Opera**; The Wine Game, \$37, **Hazel General Store**; herbal facial steam (in bowl), \$3, **The Soap Opera**; mini round bowl, \$14, and Among the Flowers oils, \$23 each, all from **Good Day Shop**; flower dish, \$12, **Hazel General Store**.



Just for Fun

Color and whimsy await.

(Clockwise from top left) Kavu fanny pack, \$25, **Fontana Sports**; 608 red baseball hat, \$35, **Madison Shoe Repair**; Cotopaxi Tsara 16L backpack, \$85, **Fontana Sports**; llama ornament, \$10, **Hazel General Store**; Smith & Sinclair Eat Your Drink gummies, \$25, Cavallini & Co Mineralogy 1,000-piece vintage puzzle, \$22, and Embroidery & Sage DIY embroidery kit, \$29, all from **Little Luxuries**; 30 Day Challenge Go Green, \$12.95, **Wildewood**; Echo New York tropical face mask, \$15, **Little Luxuries**; rainbow soap, \$5, **The Soap Opera**; Delusions of Grandeur earrings, \$40, and Magic Unicorn Sea Salt, \$10, both from **Good Day Shop**; Rifle Paper Co x Corkcicle floral tumbler, \$39, **Little Luxuries**; Woven Pear cloud and yoga socks, \$10 each, **Hazel General Store**; hedgehog soft bristle brush, \$20, **Good Day Shop**; Danica Studio dish towels (set of 2), \$16.50, and unicorn sidewalk chalk, \$19.95, both from **Little Luxuries**.



Curated for Comfort

Show someone you care with a thoughtful pick.

(Clockwise from top left) Journal, \$20, **Good Day Shop**; Slow North migraine mask, \$36, **Bungalow 608**; W&P Design Craft Cocktail set, \$35, **Journeyman Co.**; Perfect Imperfections chocolate lip balm, \$5, and lavender goat milk soap bar, \$5, **perfectimperfactions608.org**; "Decorating With Plants," book, \$24.95, **Wildewood**; French Lavender calming body oil, \$30, **Bungalow 608**; Perfect Imperfections lemon & sage whipped body butter, \$20, **perfectimperfactions608.org**; Mast coffee chocolate bar, \$7, **Wildewood**; Golde Matcha Turmeric superfood blend, \$29, **Wildewood**; Human Crafted acrylic tree, \$8 and Lisa B merino wool/cashmere socks, \$28, both from **Good Day Shop**; Perfect Imperfections lotion bar, \$10, **perfectimperfactions608.org**; American Provenance Firepits & Flannels gift set, \$24.99, **Madison Shoe Repair**; Karité Shea Butter Hydration Body Cream, \$48, **Good Day Shop**; American Trench merino activity socks, \$19, **Journeyman Co.**; Mistral salted gin luxury soap, \$12, **The Soap Opera**; Kari Traa Molster Knit sweater, \$95, **Fontana Sports**; striped mug, \$37, and Covet & Ginger speckled mug, \$36, both from **Good Day Shop**. 🌸

Looking at Levels of Care for Your Senior Loved Ones



The options — at-home care, assisted living, memory care, etc. — can feel overwhelming, but these experts help make narrowing the decision a bit easier.

By Sue Sveum

No one likes to think about the time when a loved one can no longer live alone without help. The good news is that there are many options and levels of senior care out there — from in-home care and senior apartments to assisted living.

And if a change becomes necessary, it's easy to add more in-home services or move to assisted living or memory care. To better understand the options, we spoke with four local experts, and they mentioned that the holidays are a great time to check in with elderly friends and family.

Tracy Teske, owner and director of Visiting Angels home care agency, says the holidays are often the perfect opportunity to observe how loved ones are doing.

"Grown children that haven't seen their aging parents for awhile really should plan a visit," says Teske.

Sue White, president and owner of Sienna Crest Assisted Living, agrees that visiting is wonderful for keeping a connection with your loved one, "even if that means

quarantining, wearing masks and keeping your distance," she says. But if you can't do it safely, FaceTime and Zoom are good substitutes to check in on the wellbeing of your family member.

"The first thing you may notice is a change in physical appearance, especially weight loss or lack of personal hygiene," says Teske. "Also watch for potentially dangerous changes like increased forgetfulness or unsteadiness."

"If there's imminent danger, an intervention may be needed," adds White, "but lesser concerns can be addressed later. There's a big difference between someone wearing the same clothes compared to not taking their meds or eating rotten foods."

IN-HOME HELP

Teske says if the family's concerned about parents forgetting medications or not eating enough, an in-home caregiver is a great way to get a little extra peace of mind, especially when family members aren't able to stop in themselves. "The biggest

advantage is that the person can stay in their own home, where many would like to be," she adds. "We'll do safety checks and provide feedback to family members."

If there's resistance? Start small. "They may begin with simple wellness checks and light housekeeping and advance to more complex needs, such as transfers or even bedbound care," says Teske. "Our variety of services allow us to change what care we provide as the client's needs change."

When a health condition occurs or changes, additional skilled medical care is also available in your own home, says Janet Bollig, business development consultant for SSM Health at Home. While many patients prefer to remain at home, those living in assisted living or care facilities may still receive skilled home care. SSM Health at Home has partnerships with many other facilities in the area and can treat the person wherever they call home.

"We supplement other care — to help people who experience a change in medical conditions, such as those resulting from

surgery, new medications, new diagnoses, frailty or chronic conditions that have worsened,” says Bollig. “Our goal is to manage and stabilize these critical needs to get the patient back to the level where they can be treated as an outpatient.”

SSM Health at Home can provide skilled nursing care and physical, occupational and speech therapies in the home — as well as wound care and chronic disease management programs. Medical equipment can also be provided to help patients safely maintain their independence at home. For patients with a life-limiting illness, hospice is available.

No matter the kind of care, never feel guilty about asking for help caring for your loved one, says Teske, adding, “Sometimes, family just needs to spend time being family.”

SENIOR COMMUNITIES

When a loved one’s health or other circumstances point to a senior living community being the best choice, White says some things to consider when deciding between a small community and larger one include their age and mobility. “Larger communities with a lot of amenities are great for younger, more active seniors,” she says, “but those that are older, less mobile or in need of more nurturing, might be better suited to a smaller community.”

She suggests adult children ask themselves these questions: What are your parents’ health issues? What are their likes and dislikes? Where would they feel most comfortable? Then together, parents and children can choose the place that best fits.

Oak Park Place, a larger “continuum of care” community, offers several levels of care all on one campus.

- Independent Living
- Assisted Living
- Memory Care
- Skilled Nursing and Rehabilitation Services

Prospective residents and families continue to have an opportunity to safely visit and tour the community,” says Jen Klug, regional director of customer relations of Oak Park Place. “Virtual visits have always been an option, but have become much more

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popular during the pandemic.”

Klug says anyone who inquires about living at Oak Park Place speaks directly with a sales professional who learns more about the individual or couple and their unique preferences, needs and interests. And it’s not uncommon for a resident to move from one living situation to another over time.

“Many residents and families comment on the comfort they have in knowing there are different levels of care — all within one community,” Klug adds. In partnership with the resident and their family, Oak Park Place staff help ensure each step of a transition — from one part of the community to another — is smooth, if it is ever needed.

One advantage to a multi-level community according to Klug, is that the transition within levels of care is done with ease.

COVID CONCERNS

Helping residents feel “at home” has become even more important since the pandemic — when typical routines had to be adjusted and infection protocols put in place for the safety of both residents and staff.



“Prospective families and residents have expressed concern about being isolated if they move into a senior living community — but what they’ve found is quite the opposite!” says Klug. “Following infection control guidelines and wearing PPE, care staff are there with a helping hand and assistance when needed, giving residents and families peace of mind and connection.” And activities haven’t stopped. They’ve just been adjusted to accommodate safety protocols, while continuing to provide engagement and purpose to each day. For example at Oak Park Place, happy hour has moved from

in-person gatherings each week to a mobile happy hour with cart deliveries of hors d’oeuvres, drinks and desserts. Calendars remain full with anything from balcony and door way exercise to virtual paint and sips to musical performances streamed to every apartment.

“We are so thankful for the support of Oak Park Place families who have embraced creative, safe ways to remain connected with their loved ones in our community,” Klug says.

The overall health and safety of residents remains a top priority, Klug says. Families have been “visiting” with their loved ones at Oak Park Place through a variety of safe and socially distanced virtual and in-person options.

“We are lucky to have such strong family support,” Klug says.

Bollig says COVID has presented a challenge for at-home visits as well, but they’ve deployed additional safety measures to continue serving their clients.

“We want to keep everyone safe, and we have to think about not only the patient but anyone else in the house as well.”

She adds that visits could depend on a person’s situation. A lot can be done over the phone, and they’ve also seen more requests for Meals on Wheels.

Meals, of course, are a great way to bring people together in normal times — so communities are finding new ways to make them fun. “We’ve been ordering take-out meals once or twice a month,” says White. “It’s fun for the residents, who have input into what we order — and it’s a great way to support our local restaurants.”

While mealtime may have changed, White has found some new ways of providing a quality, enjoyable experience for residents. “I think we can all agree, regardless of age, that we need socialization,” she says. “It’s a part of our health that’s just as important as the food we eat and the exercise we get.

“What we really need is each other,” she adds. “When it’s safe, I have a feeling there’ll be a large sigh of relief that we can finally hug our loved ones again.” No matter where they live — or what level of care they’re getting.

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21 QUESTIONS TO ASK A SENIOR CARE PROVIDER

Looking for the right senior care can be overwhelming. You may not know what you need until after you've made your choice — and find out the service provider doesn't offer a must-have on your list. The answer? Prioritize, prepare and ask questions before you decide. Here are some our experts suggest to get you started.

IN-HOME CARE

- What services do you offer?
- What are advantages to staying at home?
- Is the caregiving team always the same?
- What qualifications and experience do your caregivers have?
- Does Medicare cover this?
- Do you provide medical help? Custodial?
- What is the monthly cost?
- What precautions are you taking during the pandemic?
- What can't you handle at home?

SENIOR LIVING

- How many residents live here?
- Is it easy to get around?
- What is the average age?
- Are rooms furnished?
- Is there a nurse on staff?
- What are the activities? Outings?
- Tell me about meals.
- What supplies are included?
- Discuss safety and security.
- What is the monthly cost?
- Can family visit during the pandemic?
- What can't you handle here?

Remember — not everyone values the same things, so it's important to make the choice that's right for you. And the more you know in advance, the better that fit will be.

— Sue Sveum

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Expert Solutions to Achy Joints

By Maura Keller



As we age, proper back and joint care is paramount to maintaining healthy joints and mobility. In addition to a good diet, nutrition and exercise, working with back and joint professionals to maintain joint health can enhance your overall quality of life. To learn more, we tapped some local experts.

SSM HEALTH ON KNEE AND HIP REPLACEMENTS

Joint pain often resides in the knees and hips. As Dr. Rajit Chakravarty, orthopedic surgeon at SSM Health explains, the decision to undergo either a hip or knee replacement is an important one.

There are several factors that are weighed and considered prior to doing a full joint replacement, including the patient's history, previous treatments, radiographic imaging and their pain level.

"On exam, we often find a reduced range of motion of their arthritic joint, and sometimes this is accompanied by deformity of the joint as well," Chakravarty says. "Finally, radiographically, their joints show signs of moderate to severe arthritis. Patients who consider total joint replacement surgery are patients who can no longer take the pain, limitation of function and the effect on their quality of life despite conservative treatment."

After making the decision to proceed with a total joint replacement, multiple steps are taken at SSM Health to maximize the patient's outcome and recovery.

This involves optimizing the patient's health with the help of their primary care provider, vitamin supplements to boost their immune system and providing proper education on what to expect after surgery.

"Full recovery can take six months to a year," Chakravarty says. "However, most patients feel that by six to eight weeks they are able to return to much of their daily activities."

According to the Agency of Healthcare Research and Quality, there are approximately 450,000 total hip replacements and 800,000 total knee replacements performed each year in the U.S. Current research is showing that implants are sustaining people for 15-20 years — with potential to last even longer as technology in manufacturing continues to improve.

Researchers are testing different, less invasive or musclesparing (meaning the muscle isn't cut, therefore making the surgery faster to recover from), ways to perform joint replacements. For example, Chakravarty says there are patient-specific instruments — disposable cutting block guides that are generated to custom-fit

the specific patient's knee — and robotic-assisted knee replacements.

"Robotic-assisted surgery allows our orthopedic team to treat your specific knee or hip condition with individualized accuracy and precision, and it enables more accurate alignment and placement of implants," Chakravarty says.

Robotic-assisted knee replacements also allow the surgeon to create a virtual view of the bone surface to determine the best approach to surgery based on a CT scan.

"Using the robotic-arm technology to guide the bone preparation and implant positioning to match the pre-surgical plan allows surgeons to precisely execute the procedure, which results in more consistent outcomes for our patients," Chakravarty says.

"We are in the early stages in this endeavor, but I believe that in the future, this will become standard of care in joint replacement surgery," Chakravarty says. "Today's replacements are different than previous generations. Simply put, they are better. We have much more knowledge about the implant properties, metallurgy and how the implants interact with the body. Today's implants are manufactured better, behave better in our bodies and last longer."

Of course, with any type of surgery, it is imperative that patients adhere closely to the post-operative care instructions, especially for joint replacement

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surgery. “Patients should understand the importance of post-operative instructions. These instructions are meant to keep the patient safe during the early recovery period and help them achieve the best possible outcome,” Chakravarty says. “Physical therapy exercises are also important, especially after a total knee replacement. Safe motion of the joint and strengthening of the muscle plays an important role in the patient’s recovery and return to their prior level of activity.”

So how has COVID-19 impacted hip and knee replacements at SSM Health? During the early spring of 2020, many hospitals and surgery centers were forced to cancel many non-essential surgeries due to the pandemic, including the majority of total hip and knee replacements.

“Over several months we have been working through the cancelled cases while also finding extra time to provide care for our new patients,” Chakravarty says. “As this pandemic continues, our COVID-19 task force is working very hard and is diligently monitoring the situation. They are providing us with

valuable guidelines regarding scheduling cases. As we continue with elective total joint replacement surgeries currently, we are also prepared to adapt to changing circumstances if need be.”

STOUGHTON HEALTH ON SHOULDER PAIN

Try doing a basic task without using your shoulders. Seems impossible, right? We often don’t realize how much we rely on our shoulders for movement until they hurt.

As Dr. Ashish Rawal, orthopedic surgeon at Stoughton Health’s OrthoTeam Clinic explains, if shoulder pain is limiting your daily activity, a variety of interventions — surgical and non-surgical — are available. With over 15 years of clinic practice, Dr. Rawal’s expertise allows him to help treat a broad range of shoulder problems. He is one of only a handful of Wisconsin surgeons who are part of the prestigious American Shoulder and Elbow Surgeon Society.

Overuse is a common source of shoulder pain in all age groups, Rawal says. As we age, rotator cuff tears and arthritis are the

main shoulder issues. In these patients, rotator cuff issues tend to be degenerative in nature and can be treated conservatively with physical therapy in many cases. Ultimately, however, many patients require surgery for their torn rotator cuff or shoulder arthritis. Younger patients may suffer from an unstable shoulder due to a shoulder dislocation or tear of their labrum, which is a ring of cartilage that serves as a gasket around the ball and socket joint. Both younger and older patient can suffer injuries from acute events, such as a fall or lifting a heavy object.

Avoiding overuse is key. For young athletes, especially pitchers, playing multiple sports rather than specializing in one can give their bodies a chance to rest and avoid an overuse injury.

Just as with other orthopedic maladies, shoulder problems can often be diagnosed with a simple physical exam and understanding the patient’s symptoms. A complete shoulder exam, and comparing one side to the other, provides further information. If needed, advanced imaging — MRI or CT scan — can help pin down the final diagnosis.

The first remedy for shoulder pain is to modify or completely stop doing the activities that are causing the pain. Anti-inflammatories (such as Advil or Aleve), ice and physical therapy are also simple, first-line measures to consider before diving into further testing or surgery.

For most patients, shoulder surgery is elective. It can be done on their own timeline after working with their physician to weigh benefits versus risks.

“Once we have a diagnosis and we can safely say we’ve exhausted, in a reasonable way, all the conservative treatment options, that’s the point where surgery is the next advisable step,” says Rawal.

Shoulder surgery advances have allowed for less pain and rapid recovery for most patients. Many problems can be addressed using arthroscopic surgery, using smaller, less invasive incisions.

More invasive surgeries, such as shoulder replacements have made advances, such as stemless shoulder replacement, custom 3D surgical planning, and augmented reality



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"We have significantly more options for patients now than we did just five years ago," says Dr. Rawal.

Shoulder pain and treatment can be an ongoing issue for some, and that's why prevention techniques are paramount for pain-free, healthy shoulders.

"As you get older, one of the most important steps you can take is to properly stretch and warm up before performing recreational activities," advises Rawal. "And exercise programs should be balanced among all muscle groups to avoid potential injury."

LSM CHIROPRACTIC ON SPINE HEALTH

Chiropractic adjustments can help with much more than back problems — it can contribute to your overall health and wellbeing.

Dr. Julie Qualle, associate doctor at LSM Chiropractic, stresses the importance of maintaining and developing a daily habit of many movements, including walking, biking, weightlifting and yoga.

"Regular adjustments and massages help keep the joints as agile as possible," Qualle says. "This is different for each individual, but many people benefit from being adjusted and massaged at least once per month."

In addition, stay hydrated, eat well and get quality rest each day. And be sure that your work setup is ergonomic to maximize spinal mobility and ensure your neck and back are properly aligned.

"When you're using a computer, make sure that your eyes are looking at the top third of the monitor," Qualle says. "This allows for neutral head and neck positioning, decreasing achiness. And if you're typing, have your keyboard slightly below the level of your relaxed elbows, so that your wrists can be in a neutral position slightly below the elbows. Standing desks are a great option to help your spine find a different position. When sitting, make sure that your chair supports your spine's natural curvature with either built-in lumbar support or a cushion. This doesn't need to be anything fancy — a rolled up towel or throw pillow can do the job."

Don't Let Pain Stop You Shoulders • Hips • Knees



Ashish M. Rawal, M.D.
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ASK THE EXPERT



UNDERSTANDING FEMALE HAIR LOSS

ASK DR. SHAMILA RAWAL

Hair provides a framework for the face and gives information regarding one's age and health. People often define their individuality and personality by their hairstyle. It is such an integral part of their identity, that it can be devastating when they notice thinning, shedding or loss of hair. Shamila Gupta Rawal, MD, a board-certified head and neck surgeon at The Rawal Institute for Hair Restoration and Aesthetic Medicine, fully understands the effects of hair loss in women and men. She works closely with each patient to determine the cause of their hair loss, then creates a customized plan using medical and surgical modalities to restore their beauty and self-confidence.

Q I'm so embarrassed by my hair loss! Isn't balding a "guy thing"?

Not at all! Hair loss occurs in approximately 40% of females, so you are definitely not alone. Unfortunately, it just doesn't receive as much attention as for males, so many females feel their only options are to drastically change their hairstyle or resort to fibers or wigs. That is certainly not the case, and together we can find the most appropriate solution for you, whether that be medications, regenerative medicine procedures, scalp micropigmentation or even hair transplant.

Q Is it just stress?

While stress can make hair loss worse, hair changes can often be the first sign of a hormone deficiency or autoimmune disease, so having a medical evaluation is important. Additionally, there are rare skin conditions that can lead to permanent hair loss, so it is important to be seen early.

During your visit, I conduct a comprehensive examination, including a microscopic exam of your hair follicles, to best understand the cause of your hair loss and determine what options we have for treatment. I may ask you to obtain laboratory tests to further investigate how your hair loss fits into the bigger picture of your health.

Q My hair sheds so much! Could I be shampooing too frequently?

We normally recycle about 20% of our hairs daily, which translates to shedding about 50-100 hairs. Usually, this amount goes unnoticed or can be appreciated after manipulation of our scalp by shampoo or brushing. The frequency of shampooing should not affect that amount. Losing more than 100 hairs daily for several weeks, however, can be a sign of Telogen Effluvium, a temporary and usually self-limited condition that can follow an illness, infection, mental stressor, pregnancy or even positive lifestyle changes several months later, which is why it seems to appear suddenly out of nowhere. Prolonged shedding of more than 100 hairs daily warrants an evaluation to rule out other causes of hair loss.

Q I've heard about PRP injections and low-level laser treatments. What are those?

PRP, or platelet-rich plasma, is a regenerative medicine technology. Throughout your life, your body stays healthy by continuously regenerating new cells to replace old tissues, heal disease, and restore injuries. Regenerative medicine taps into this natural ability, extracting the cells responsible for regeneration, concentrating them, and then injecting them back into your body, where they stimulate new cellular growth and healing. Because the cells are taken from your own body, issues like infection and rejection are almost non-existent, making the technology very safe and very effective where indicated.

Low-level laser light therapy (LLLT) activates cells in your hair follicles, stimulating biochemical processes which lead to an increase in energy production, blood circulation, nutrient and oxygen delivery, and accelerated removal of harmful hormones like DHT. LLLT also reduces inflammation in the follicle. The overall result is that LLLT activates cell growth and regeneration, heals the follicle, and leads to renewed hair growth.

I am pleased to offer these and other state-of-the-art hair restoration and skin rejuvenation treatments at my practice. Because hair loss has a variety of causes, my approach is to identify YOUR root issue and create a personalized treatment plan to correct it. You...refreshed.

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BEST BAKERY

Sweet and savory eats await.

BY CANDICE WAGENER

HOLIDAYS ARE A TIME for treats, and what better way to pamper yourself than to buy local from the best bakers in town? Read on to find the most indulgent goodies nearby.

THE BAKED LAB

Want a show-stopper for your next special occasion? The Baked Lab is your go-to. Owner Shawn Bolduc (left) launched his online business a little over a year ago and has been producing Instagrammable specialties in the form of one-tiered to multi-tiered cakes, cheesecakes, cream puffs and macarons. He also recently launched a signature line of celebration cakes that can be ordered online and picked up five days later. We bet you'll swoon over their chocolate with bourbon buttercream and salted caramel cakes, and tangy orange dream macarons. "We are flavor-forward and love creating special cakes and custom desserts for our clients," says Bolduc. thebakedlab.com

MONONA BAKERY

Vicente Sacramento started baking at age 16, and has been learning ever since. He and wife Claudia Santos, along with



Level 5 Donuts

their two daughters, opened Monona Bakery in February 2017, featuring Mexican specialties like tres leches cake and flan, plus unique holiday treats pan de muerto for Day of the Dead and roscas de reyes for Epiphany. Indulgences available year-round include eclairs, scones and savory croissants stuffed with chorizo and cheese or spinach and feta.

Claudia says staff and customers are like extended family: “Especially during these trying times the support and love we have received from our community has helped us center ourselves and strive to keep doing what we do.” mononabakeryeatery.com

THE LOOKING GLASS BAKERY

If cheesecakes are your jam, check out Stephanie Waggett’s creations. Popular flavors are lemon lavender and brandy old fashioned — but self-taught Waggett loves taking special requests. And she’s not limited to cheesecake. Cakes (like raspberry champagne), pies, tarts and cookies are all possibilities. Look for specialty decorated sugar cookies and take-home cookie kits, ginger spice cake plus cheesecakes in flavors like pumpkin and peppermint bark this holiday season.

Waggett is also willing to make custom creations for those with certain food allergies and dietary requests: “It’s a shared kitchen but we treat each request with extra special care.” Order all of her treats online. thelookingglassbakery.com

BLOOM BAKE SHOP

The gold standard in Madison, Bloom has been making delectable treats since 2010. Owner Annemarie Maitri took inspiration from her parents. “I have always had a keen interest in the seasonality of ingredients and the history behind food. I feel lucky that I get to call the kitchen my work place.”

Those familiar with Bloom know about their fantastic biscuit sandwiches, scratch-made pastries and layer cakes. Recent menu changes incorporate more fresh breads and French-style pastries. One thing everlasting is their commitment to using local ingredients and offering tasty vegan and gluten-free options. bloombakeshop.com

LEVEL 5 DONUTS

Level 5 is doing justice to the vegan baked goods scene. “Going vegan is better for the planet, better for your health, and better for the animals,” says Caitlin Rockey, who owns Level 5 with husband Aaron Mooney. Rockey earned her chops at The French Pastry School, and Mooney at The Culinary Institute of America.

Their tasty sourdough donuts are popping up all around town in flavors like churro and chai. In November, they focused on pie flavors with glazes mimicking traditional fillings and bits of toasted crust on top. This month it’s candy canes and hot chocolate. level5donuts.com



CLASEN'S BAKERY

This Middleton-based bakery has stood the test of time. Owner Michelle Clasen acquired the business from her father, Ralph, and mother, Brigitte, who opened up shop in 1959 after immigrating from Cologne, Germany. Their warehouse-sized space is filled with traditional European baked goods, including 40 varieties of handcrafted breads and rolls and over 70 varieties of confections and treats ranging from cakes and quiches to pastries and chocolates, made using generations-old recipes.

Every holiday season they produce around 10,000 pounds of cookies, including 12 types of German gingerbread. Plus, they’ll have DIY gingerbread house kits available and their famous yule log roll cake. clasensbakery.com 🍷

Candice Wagener loves writing about great food, unique places and inspiring people. A graduate of the UW-Madison School of Journalism and Mass Communications, she came to Wisconsin from the Chicago area.

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TASTY TO-GO

BY SHAYNA MACE

RESTAURANTS ARE KICKING up the inventiveness right now to stay alive during the pandemic. Several spots have spun off separate curbside and/or delivery-only concepts — right out of their kitchens. **Midcoast Wings** (midcoastwings.com) operates out of **The Great Dane Pub & Brewing Company's** four Madison locations (downtown, east side, Hilldale and Fitchburg). Get your wings fix with boneless and bone-in varieties, as well as chicken sandwiches and sides. Baste your choice in one of 12 delicious, small-batch-made sauces and rubs.

With a tagline “nachos are our palette, our pride and our passion”, **The Art of the Nacho** (artofthenacho.com) out of **Lucille** makes five delicious nacho platters plus a “be your own artist” option to build your own. Lucille also runs taco concept **Mad Taco** (mad-taco.com); slice-slinger **Slice Queen** (slice-queen.com); and **Duck Lips Fried Chicken** (ducklipsfriedchix.com). **Acme Soup & Sandwich** (available on eatstreet.com) out of **Nattspil** makes good ol’ standbys for lunch and dinner,



ART OF THE NACHO



like the Mustache Pete, with Capicola, salami, prosciutto, sweet onion, provolone, mozzarella, giardiniera, lettuce and tomato on a grinder bun. **Harvest**, long known for its fine dining and seasonally-focused menu, has **Harvest Go** (harvest-go.com), a curbside pickup or delivery (within a five-mile radius) service. **L'Etoile** (letoile-restaurant.com) has been going strong with its family meals for pickup for two or five people — simply pre-order from a new, seasonal menu that changes every week. 🌸

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FIVE WONDERFUL (IN-STATE) WINTER GETAWAYS

Experience your own snowy getaway during the holidays and beyond in these destinations.

BY SHELBY DEERING

EVEN THOUGH COVID-19 has definitely slowed life down, our state is still brimming with safe and fun activities and in-state getaways this winter. All of these frosty locales are within a day's drive, taking plenty of pandemic-related precautions or allowing for abundant social distancing — just check before you go to confirm they're open and their hours of operation.



LA CROSSE

Where to Stay: With Northwoods-inspired, rustic touches in all the guest rooms, Stoney Creek Hotel & Conference Center provides warm ambiance with a side of family fun experienced at the indoor pool.

What to Do: La Crosse's beloved Rotary Lights are still on for the holidays. You can drive through the sparkling, three million lights or walk through them to see the displays up close. Bring along your masks, as they are required this year.

Where to Eat: Dine in or pick up curbside Irish fare from Dublin Square. The adults will love the Guinness drinks and the kiddos will enjoy their own tasty dishes from the "Wee Ones" menu.



WAUSAU

Where to Stay: Stewart Inn is a central-Wisconsin mainstay. Originally built in 1906, this downtown boutique hotel is known for luxury, with its steam showers, sumptuous linens, gourmet breakfasts and beautiful historic décor.

What to Do: Outfitted with the tallest hill in Wisconsin, you and your little daredevils will love skiing at Granite Peak. For slower-paced winter fun, head to nearby Rib Mountain State Park for 1,528 acres of trails and stunning views.

Where to Eat: Open Wednesday through Saturday and providing takeout and curbside pick-up, Thrive Foodery is a favorite for its modern American, locally-sourced cuisine. Don't miss the spicy Hot Jamn Burger or the Loaded Mac.

MILWAUKEE

Where to Stay: Who knew that the original Pabst Blue Ribbon brewery could make for such a stylish hotel? The Brewhouse Inn & Suites (right) showcases many of the building's original features, including copper brewing kettles.

What to Do: Ice Skating at Red Arrow Park is a storied Milwaukee wintertime tradition complete with Starbucks coffee in the warming house. Also, the Milwaukee Holiday Lights Festival is set for the season, where you'll view over 500,000 lights downtown.

Where to Eat: Café Benelux offers Belgian comfort food via curb-side pick-up and carryout. They famously set up their Lux Domes on the roof for winter, too — check the website for 2020-2021 dates.



LAKE GENEVA

Where to Stay: If you're looking for skiing, wood-burning fireplaces, delicious eats, an indoor waterpark and restorative spa treatments all in one place, look no further than Grand Geneva Resort & Spa (above), readied with its CleanCare Pledge to keep your family safe.

What to Do: At Winterfest (Feb. 3-7, 2021), home to the United States National Snow Sculpting Championship, your jaw will drop as you marvel at what can be fashioned out of large chunks of ice. The cross-country skiers in your family will revel in the trails at Big Foot Beach State Park.

Where to Eat: You haven't really had breakfast until you savor the omelets, pancakes and benedicts at Egg Harbor Café.



COZY UP IN A NORTHWOODS CABIN

Renting a cabin Up North during winter is about as hygge as it comes. Luckily, there are lots of websites where you can sift through available cabins in areas like Manitowish Waters, Tomahawk and Minocqua, and book one where you and your family can hunker down — and feel safe. For example, all the cabins affiliated with North Country Vacation Rentals are being cleaned according to the Bayfield County Health Department recommendations. Get out the snowmobiles or hit up the cross-country ski trails for a wintry trip away. Start by searching these handy online destinations.

- northcountryvacationrentals.net
- rentwisconsinincabins.com
- travelwisconsin.com
- tripadvisor.com
- vacasa.com/usa/northern-wisconsin
- vrbo.com/vacation-rentals/usa/northern-wisconsin

WISCONSIN DELLS

Where to Stay: Wisconsin Dells never has a shortage of indoor diversions during winter, making Chula Vista Resort, Great Wolf Lodge and Kalahari Resort the perfect places to stay. These resorts, from the indoor waterparks to the arcades, all have good safety measures in place.

What to Do: Hit the slopes at Christmas Mountain Village, or to truly experience wintertime in all its snowy glory, go for an enchanted hike in Devil's Lake State Park along pine tree-lined trails.

Where to Eat: There's something for the whole family at Moosejaw Pizza & Dells Brewing Co. Sip a seasonal microbrew or gobble up thick-crust pizza, which can also be delivered right to your hotel room. ❄️

Shelby Deering is a Madison-based writer who contributes travel content to regional and national publications, including Country Living, USA Today and At The Lake.



THERE'S PLENTY TO SEE AND EXPERIENCE THIS MONTH

BY SHELBY ROWE MOYER



COURTESY CTM

SEE A SHOW WITH CHILDREN'S THEATER OF MADISON

Don't Worry, "A Christmas Carol" is Still On!

For the last 50 or so years, CTM has been putting on "A Christmas Carol." But with COVID-19 looming, there were questions as to whether this annual tradition would live on in 2020.

The good news is that you will be able to watch it — just not from a theater seat. CTM will be featuring video clips from more than 80 actors and celebrated community members with a virtual read-aloud of the Dickens classic. Music and photos from past productions will accompany the narration. You can stream it for free from Dec. 18-31. ctmtheater.org

Kid-Friendly Plays on Race in America

From Dec. 10-17, CTM will stream four free, family-friendly plays by award-winning playwright and changemaker Idris Goodwin — all of which take on themes about race. The plays, "The Water Gun Song," "Nothing Rhymes with Juneteenth," "#MATTER" and "Black Flag" will be available at ctmtheater.org. Educational content will be available with each play.

THREE CONVERSATION-STIRRING ART EXHIBITS

Craving some thought-provoking art? The Arts + Literature Laboratory (ALL) on Livingston Street is currently showcasing a series of paintings, multimedia and collaborative text and image galleries that are on view for only a short time.

One of the three — "Tierra de Mujer" by Lelia Byron — spotlights a group of women coffee bean farmers in Colombia. The layered paintings exemplify "the actual interconnectedness of people across the globe," according to ALL. Learn more about the exhibits at artlittlab.org. All three exhibits will be on view until Dec. 19.



BINGE-ABLE PODCASTS

We cannot get enough of these locally made podcasts that indulge us with stories about healing from trauma, racial justice, motherhood and more. Search for all of them in your preferred podcast app.

"Black Oxygen"

In partnership with Madison365, host Angela Russell sits down with Black community leaders, professionals, artists and more to discuss topics like, "what does it take to live into your freedom as a Black woman in Madison" and, the active work of "creating a more just society."

When her podcast launched in July, she told Madison365, "... we literally see very limited spaces where Black folks can have a sense of sanctuary and breathe right now. I want to be able to offer that space of refuge for folks to be able to just have a few moments of restoration."



"Defending Black Girlhood"

You're in luck, because season two recently released and there's already a handful of conversations with Black women about healing after struggles and tragedies.

In season one, host Lilada Gee — Madison artist, author and nonprofit founder — confronts the life and death of 15-year-old Erika Hill. The details of Hill's death are chilling, and Gee searches for answers and accountability for the Madison-area girl. Both seasons are gripping, emotional and insightful.

"HERself"

Madison-based moms Amy Kiefer and Abby Green get honest about friendships, motherhood and parenting in this engaging podcast. Navigating the mental load of motherhood, sex, divorce, race issues, anxiety, body confidence and mom guilt — the ladies put it all out there, as well as talk to experts about these topics for takeaways on how we can all deal. We love them for their realness and willingness to make all women feel empowered. 🌸

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HILLARY SCHAVE



LAST LOOK | We had a cache of photos from our “Head of the Table” feature, so we wanted to share a few more. **Top:** Marissa Holmes of Marie’s has a petite carryout space on Monroe Street, and since the pandemic began, business has been booming. “I’m blessed and grateful for that!” she says. **Far Right:** A drool-worthy Crêpe Complète from Virgine Ok’s La Kitchenette is comprised of a buckwheat crêpe filled with ham, Swiss cheese and topped with a sunny side-up egg. **Middle:** Hungry? Order a spicy ramen bowl from Morris Ramen, with chicken, bok choy and a soy-cured egg. **Bottom:** Settle Down Tavern’s Good Idea burger is chock-full of Wisco goodness, with griddled onions, two patties that are smashed and seared, house-made pickles, Cedar Grove Creamery Butterkäse cheese and the tavern’s Settle Sauce. Fries are sprinkled in a ghost pepper seasoning blend and served with bleu cheese dip. 🌸





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