In this Issue
President’s Message ........................................ 2
Executive Director’s Report .............................. 4
Clyde Lankford Award ........................................ 5
VP Introduction ................................................. 6
Snapshots from the Conference ......................... 16
IFDF Leadership Retreat .................................. 18
Registration Form ............................................. 19
In Memoriam ..................................................... 20
IFDF I-Trust ..................................................... 22
Classified Ads ................................................... 23
Calendar of Events ........................................... 24

Articles
An Introduction to Buy-Sell Agreements
........................................................................... 8

Defined Contribution Healthcare Strategy: Is it Right for Your Small Group?
........................................................................... 10

An Embalmer’s Evolution
........................................................................... 12

Above: President Doug Hasley and Family at the 2013 IFDF Conference
I want to begin by thanking you for allowing me the opportunity to serve as your president and I promise you that I will do everything I can to earn your confidence and trust. None of my predecessors achieved this honor without the support of a loving family, and I hope we never forget that our family takes this ride with us and are asked to make sacrifices they didn’t necessarily choose. For that and so much more I am eternally grateful to my wife Peggy for putting up with me and for supporting me throughout our 41 years of marriage. I also want to acknowledge those who make my life worthwhile: My daughter Mandy and her husband Ryan; my son Eric, who is now a licensed funeral director, and his wife Tina; and our precious granddaughters, Natalie and Emma Claire.

I realize that I follow in the footsteps of professionals I have admired my entire life who built successful family businesses while fighting for the integrity of the funeral profession and the rights of consumers. People like my uncle, Ivan E. Beyers, Jr. I believe in what IFDF stands for and I look forward to the next 10 months. I pledge to you my commitment to fight the good fight and continue with a constant eye on the principles that fostered the dream on which this organization was founded.

I believe our principals define us and should never change. We must realize, though, that the world is constantly changing and we need to be open to and embrace new practices and approaches to our business and we need to incorporate evolving technologies. I am committed to encouraging IFDF to continue to lead our profession with renewed vibrancy by exploring the best practices of our profession while developing a delivery system that reaches each and every one of you. Despite the increased demands all of us face in our daily lives, we need to meet. The collective knowledge of our members is our most valuable resource and the best way to share this is still through face to face contact. We need to know how to accomplish this so tell us what makes sense for you and we’ll make it happen. There is a unique benefit in being with professionals who enjoy each other’s company and share a similar value system.

The last several months have taught us how unexpectedly terror and tragedy can strike and bring a community to its knees. It reminds us that funeral professionals are expected to be on the front lines to help bring order out of chaos. We owe it to our community to be its best citizens and be the best prepared to handle “the horrible”. We have heard the stories of our professional brothers and sisters who have been the unsung heroes to communities on the eastern shore, the southwest and the Midwest. During these waves of change, we have seen oceans of opportunities to show the Strength of the American Spirit and the courage of ordinary citizens doing extraordinary acts of selflessness.

I promise to the best of my ability to bring honor to this organization I admire and love so much. I promise to the best of my ability to inspire courage in each of you, for you are the most amazing group of people I have ever had the pleasure of working with. I promise to walk with you as faithful colleagues and to roll up my sleeves with you when we work together; to weep with you when we hurt, to laugh with you when we celebrate the good that life has given us, and to drink with you almost anytime. Of the thanks I have given today, I must THANK GOD THE MOST! Without God, I would not have my family, my profession, my friends, any of you, my country, or a life worth living. So let us thank God for the challenge of an “Ocean of Opportunity” this year and let’s get started today.

God Bless You, God Bless the IFDF and God Bless America!

About the President: Douglas E. Hasley, funeral director and part owner of Beyers Funeral Home and Crematory in Umatilla was sworn in as President of the Independent Funeral Directors of Florida (IFDF) during the association’s 21st Annual Conference on June 7th in Orlando.

A lifelong resident of Lake County, Doug is married to Peggy Smith Hasley. They have two children, Amanda (Ryan) Strem and Eric (Tina) Hasley; and two beautiful granddaughters, Natalie and Emma Claire Strem. Doug has been involved and held numerous offices in many organizations including Umatilla Kiwanis Club, where he recently received the Legion of Honor for 35 years of service. He is a past mayor of the City of Umatilla and was chosen Mr. Umatilla for 1989-90. Beyers Funeral Home and Crematory founded by Ivan E. Beyers, Sr. in 1920 and has grown from one chapel in Umatilla to five locations in Lake and Sumter Counties. Doug manages both the Umatilla and Astor Chapels where he works with his son Eric, a licensed funeral director, and his wife Peggy who manages the office. This has always been a true family business.
Only 99¢ Absolutely no other charges. Really. Plus 15¢ each for shipping

The Judith Roth Studio Collection is not affiliated with any other publisher, distributor or salesperson. To receive these calendars, your signed order form must be sent directly to our company.

Magnificent Promotional Calendars

Sold exclusively to funeral homes and cemeteries

Nobody Does Calendars Like We Do.

Your personalized imprint displayed at the center of the calendar where it will not be cut off

Only 99¢ Plus 15¢ each for shipping

Absolutely no other charges. Really.

Please call us for samples and more information.

800•413•4455
www.jrcal.com

The Judith Roth Studio Collection is not affiliated with any other publisher, distributor or salesperson. To receive these calendars, your signed order form must be sent directly to our company.
The 2013 IFDF Conference is history and the planning for the 2014 event has already started. We’re still looking for suggestions on what we can do to attract more of our members. This program provides the best opportunity we have to bring you first class training and education combined with the opportunity for you to discover the latest innovations and advances in the funeral business and to meet and network with people just like you facing the same challenges with the same opportunities. In 2014 we’re going back to the new Embassy Suites Lake Buena Vista South Kissimmee. There were rave reviews on the facility and it was without a doubt the best deal in town. We’ve locked in the same rates for next year so please mark your calendar and consider taking advantage of this tremendous opportunity – June 4 thru 7. I hope to see you there.

The next event planned is our annual Leadership Retreat scheduled for September 11 – 13 at the Plantation at Crystal River. Any member of IFDF is invited to attend and encouraged to participate. The retreat is our annual planning meeting where we review our programs and priorities for the coming year. There is no better opportunity for you to get involved and affect the things IFDF does for you. During this meeting we’ll review legislative issues that may be introduced during the next session and we’ll consider positions that IFDF expects to take while also looking at specific legislation we may want to propose. If you’re concerned that you are on the outside looking in while things are happening around you – this is your best opportunity to get in to the mix.

We’re also going to talk about the conference and other programs scheduled for the year. In addition to deciding what the programing will include for the next conference, we’ll also discuss possible venues for future conferences. If you have a preference, share it with us or, better yet, join us in Crystal River and participate in the discussion.

One little side note on the conference. This year we featured an overview of Celebrant Training at the conference and the attendees thoroughly enjoyed it. Many approached us after the presentation to see if we would consider sponsoring a training session for our members. The class to become a certified Celebrant is a 3 day program that usually costs a few thousand dollars when you add in registration, travel, lodging and food and then the two extra days you have to add in to get to and from the training. We can do this in Florida for a fraction of the cost but only if enough people step forward. If you have ever considered becoming a certified Celebrant, this may be your best opportunity to achieve your goal and discover a way to enhance and grow your businesses. Please let me know if you have an interest and I’ll try to set up a program.

One last note: If you’re wondering why you haven’t received your dues notice yet it’s because the renewal date has changed. In order to move the renewal date away from the end of the fiscal year and to avoid the conflict of the annual conference going on at the same time, the IFDF Board decided to move the renewal date forward. The dues year is now September 1 thru August 31. In effect, everyone got a 3 month extension on their existing membership. Dues notices will be going out in the next few weeks.

Once again, thanks for giving me this opportunity to work with you and on your behalf.
For those of you who haven’t attended the annual IFDF awards ceremony, you missed a special one this year. The presentation of the Clyde Lankford Distinguished Service Award, reserved for individuals who have provided exceptional leadership and service to the association and who also exemplify the essence of Independent funeral service, is always the highlight of our annual awards ceremony. The honoree is always one of our best kept secrets and the presentation is such that we try to maintain that mystery until the very end. Watching Steve Futch scan the room trying to unravel the mystery and pick out the recipient was priceless.

Steve Futch is a past president of IFDF and has been an active contributor to the association since its founding and has served IFDF in every conceivable capacity. This year he was honored, not for his lifelong service, but for his special contributions. Our close observers remember the challenges this association faced a few years ago and they more fondly remember the role Steve Futch played to step in and guide us through the transition.

As current IFDF Executive Director, Mark O’Connell put it:

“Steve served in every leadership position within our association but that doesn’t come close to measuring his contributions to us and to his community. Steve led the association during a time that many describe as our most challenging and one that required extraordinary skills and an unwavering commitment. Steve’s unique skills guided us through our tough times and today we are better and stronger because of his efforts.”

Steve Futch is a graduate of Gupton-Jones Mortuary College in Atlanta and has been affiliated with Jones-Gallagher Funeral Home since 1970. Steve and Cindy eventually bought the funeral home and, in 2007, they sold it to Joe Gallagher. He is also a licensed emergency medical technician part time with the Bradford County Emergency Medical Services. Steve and his wife Cindy reside in Starke.

For additional information: Mark O’Connell, Executive Director, Mark@ifdf.org
Lawrence (Lance) Pauli, owner of the Harden/Pauli Funeral Home in Eustis since 1985 was sworn in as Vice President of the Independent Funeral Directors of Florida (IFDF) during the association’s 21st Annual Conference on June 7th in Orlando. Lance and his wife Betty have three sons and five grandchildren. His son, Jonathon Paige, joined the firm in 2012.

Lance is a member of the Family Bible Church in Eustis, is currently Treasurer of the Eustis Kiwanis Club and co-sponsor of the Builders Club of the Eustis Middle School and a past-president of the Eustis Chamber of Commerce. While speaking at the Chamber’s annual meeting, Lance described his business this way: “The Harden/Pauli staff accepts the belief that good

induction

Lance Pauli Becomes Vice President of IFDF

is in fact the enemy of great. We serve our citizens with a belief of significantly impacting people’s lives with love and patience.” Harden/Pauli was the Eustis Area Small Business of the Year in 2008 and the Lake County Small Business of the Year in 2009.

Lance is a charter member of IFDF and has been an active participant for over 20 years. IFDF Executive Director Mark O’Connell says this of Mr. Pauli:

“Lance is one of those rare individuals who can make anyone feel like they’ve known him forever and his compassion is infectious. He consistently reminds us during policy discussions that our focus should always be on the families we serve.”
Want Increased Sales and Profit In Cremation?

Choose the industry leading cremation program that leverages a Service-First approach.

I’ll Remember You℠ is a comprehensive cremation program that offers:

• Customizable marketing materials and turnkey merchandising solutions
• Flexible package and service bundles, as well as á la carte product offerings
• Robust Funeral Director training

The end result? Improved family satisfaction with an average sale increase of 25% †

†Based on actual customer results.

For more information, call 800.223.4964 or email IllRememberYou@matw.com.
Privately owned funeral home owners face many challenges in today’s ever changing death care industry. All too often we unfortunately hear a story of one of our members whom has either passed away or was suddenly disabled and has left the surviving owner without any formal agreement in place to transfer their business interest. Failure to properly “fund” a Buy-Sell agreement can be just as disastrous.

A Buy-Sell agreement, also known as a “buyout” agreement, is a legally binding agreement between co-owners of a business that dictates the situation if a co-owner dies, is disabled, or is otherwise forced to leave the business. Business partners enter into a written, binding agreement spelling out the dollar amount of their interest and the specified terms to buy out each deceased or disabled partners shares.

A properly drafted Buy-Sell agreement will promote an equitable and orderly transfer of the deceased or disabled owner’s wealth. The agreement can guarantee the owners heirs a buyer for an asset they may have no interest or experience in managing. It can guarantee the price or the formula for determining the price up front. And the agreement can even provide heirs with cash to pay estate debts, expenses and taxes.

For employees or other shareholders of the business these arrangements can allow the employees to buy company shares they may not have been able to afford otherwise. The Buy-Sell agreement can also assure that the remaining owners the deceased’s or disabled partners share of the business will not pass to someone unsuitable. It also maintains continuity for customers and creditors.

There are two forms of buy/sell agreements. The Cross Purchase agreement provides for the sale of the business interest at death or disability of an owner by transferring ownership to surviving co-owners. Each partner owns and is the beneficiary of a life and/or disability policy on each other. In an Entity Redemption agreement the sale of business interest at death or disability of an owner occurs when the business purchases the deceased shareholder’s ownership interest. The Corporation owns and is the beneficiary of a life and/or disability policy on each of the owners.

Business owners have 2 choices when “funding” a Buy-Sell agreement. They can self-fund which requires disciplined investing and involves market risk, including the possible loss of principal. Or transfer the risk to an insurance company through a low cost term life insurance policy and/or a disability plan.

There are some variables to consider such as the life and/or disability insurance may not be available to uninsurable individuals. Disparity in age may make funding costs prohibitive.
Receiving Remains for Arlington National Cemetery
Casketed- $595 • Cremains - $55

TOLL FREE 1-800-527-7774 • FAX (703) 971-8143

24 Hour Service
• SHIP-OUTS • SHIP-INS • CREMATIONS

Washington Area’s FIRST Shipping Service Not Affiliated With a Public Funeral Home

Steven Wooddell, President
5517 Vine Street, Alexandria, VA 22310
Today’s healthcare costs are rising at a rapid pace, and the trend is not expected to reverse anytime soon. Small business owners have begun to look for alternative healthcare benefit options. With its flexibility and cost savings, a Health Reimbursement Arrangement (HRA) is proving to be the better business decision. Similar to the retirement plan shift that occurred in the 1980’s and 1990’s from defined benefit pension plans to defined contribution 401(k), the transformation from group health (defined benefit) to HRAs (defined contribution) is the next advancement in employee benefits.

Historically, group health insurance has been issued without medical underwriting or other evidence of individual insurability. Insurance carriers were able turn a profit covering all employees by balancing a few individuals with poor health against the majority of those in good health. However, the landscape has changed. With today’s healthcare costs, the impact of employees with poor health is far greater, and insurance carriers are transferring these costs onto employer group premiums to ensure their profits.

Starting in 2014, switching to an HRA eliminates the need for a group health insurance plan. Instead the employer gives each employee a fixed amount of money monthly or annually through an HRA for them to purchase individual health insurance via a public or private health exchange. Since individuals cannot be declined for pre-existing conditions under ACA starting January 1st, 2014 and many will qualify for subsidies on the individual exchange, this arrangement may also be beneficial to the employee. The decision to keep the existing group health insurance will depend heavily on pricing differentials between community rated individual plans and community rated small group plans.

Is this a solution for 2013?

Currently, many employers have not moved in this direction opting to keep their small group plan for a number of good reasons. Many are hesitant to drop group coverage in favor of offering individual policies because they are concerned that employees would not be able to secure coverage in the individual market due to pre-existing conditions. Others continue to offer coverage because of the tax-free nature of the benefit and because it was a benefit valued by workers and need to retain good employees. Many also viewed group plans as effective tools to promote improved worker health and productivity.

For these reasons, IFDF Insurance Services is not recommending any existing group health insurance plans dissolve and switch to an HRA. However, we do feel that starting in October 2013 when the individual marketplace (public exchange) starts taking enrollment for a January 1st effective date, that small groups should weigh their options. For some groups migrating to HRA will be the best option for employer and employee.

However, there are many employers who are not currently providing group health insurance to their office, either because it is cost prohibitive or because they don’t meet participation guidelines. For these employers, a HRA is a great tax-free benefit to offer your employees some type of assistance, today. Especially if the employer is currently subsidizing their employees income instead of providing insurance, which does not have a tax advantage.

Is it right for your small group?

This is a general overview of the healthcare reform law as it relates to the small business dental practice market. It does NOT attempt to cover the law’s provisions and should not be used as legal advice for implementation activities.

Is it right for your small group?

DEFINEd CONTRIBUTION
HEALTHCARE STRATEGY

by Carrie Millar, MBA

continue on following page
Benefits of a HRA

**Predictable Costs**: Employers can determine their own maximum liability and how much money will be allocated to their employees’ health plan. Since HRAs are notional arrangements, no funds are expensed until reimbursements are paid.

**Flexible Options**: Employers can set up distinct benefits and reimbursement levels for different employee classifications, as long as employees in the same class are treated equally. HRA contributions can be available in an annual lump sum or in increments throughout the year.

**No Minimum Enrollment Requirements**: Unlike small group plans that have minimum contribution levels and high participation requirements, HRAs have no minimum enrollment requirements.

**Tax Advantage**: Reimbursements are tax-deductible for your company and tax-free for employees. “Business Owners” are permitted to deduct the cost of their health insurance as an employer business expense under IRS Code section 162.

**Employee Satisfaction**: Employees gain the freedom to select an individual health insurance policy that meets their or their families’ specific needs, as opposed to a “one size fits all” company plan. Individual health policies are portable, so employees can keep them even if they leave the company.

**Member Discount**

There are a few different companies out there that administer HRAs. They set up the plans, file all plan documents, and process all employee claims, with little administrative work for the employer. The fees to administer these plans usually consist of an initial set up/enrollment fee between $500-$1500 and a per employee administrative fee (some paid monthly others annually) that averages between $125-$250, depending on the provider.

IFDF Insurance Services has researched several different HRA administrators and have set up a special member only arrangement with goHRA. The initial set up fee is only $300, no matter the size of your practice and the per employee annual administration fee is $120 ($10 per month). Besides the 70% discount that goHRA will be giving to our members, unlike most other administrators, they include the section 105 HRA administration and the section 125 POP administration in one administration fee. This allows employees to pay the unfunded portion of their individual policy premium with pre-tax dollars.

IFDF Insurance Services’ experienced staff is ready to get to work for you. If you need a review of your current insurance policies – call IFDF Insurance Services at 800.877.7597 or e-mail insurance@ifdf.org.

New plans are coming OCT. 1, but find out NOW how to get your health plan.

HEALTHCARE REFORM AND SUBSIDY INFORMATION AVAILABLE

Contact us! We’ll help you understand your options.

800.877-7597 – toll free www.ifdf.org • insurance@ifdf.org

All insurance services are provided by FDA Services Inc., a Florida insurance agency that focuses on providing insurance solutions for small-business needs.
As a professional embalmer and educator, I have always been fascinated with learning any new or progressive embalming procedure that could provide me with superior and long-lasting embalming results. For years, I have enjoyed talking and listening to many embalmers around the United States explain, to me, how they mix their primary dilutions for that special case. Moreover, it has also been interesting to discuss those specialized embalming techniques that these true professionals have developed and applied throughout their careers.

It has always been my belief that embalmers’ skills evolve over time due to the experiences that they are confronted with. I have always believed that to be a great embalmer, one must continually strive to learn something new and to perhaps, sometimes, get out of your “comfort zone”, and try something new.

Staying within one’s boundaries is always the safe bet—right? However, do we limit ourselves by staying with the same old embalming techniques? Do we grow professionally or do we under utilize our skills and/or potential by taking the safe route? After all, to get the good fruit one must get out on the limb—right? Well, I do not know all of the answers to the preceding questions! However, I can let you all know that I recently crawled out further, on this so-called “limb”, to pick the fruit of knowledge and parlay up my embalming and funeral directing skills.

Yes, you have heard it right! In English, I resigned from a perfectly great job that I performed for 25 years and 7 months, but who is counting. I recently left teaching the embalming curriculum and managing the Student Embalming Program at Gupton-Jones College to pursue a dream that I have always had. That dream was to manage a medical school’s body donor program. As of late April 2013, I am now the Anatomical Coordinator for the Georgia Campus of the Philadelphia College of Osteopathic Medicine in Suwanee, Georgia. Yes, many people have said to me, “Are you crazy or why do you want to do that?”

Well, in short, I have always enjoyed embalming and funeral directing. In my new position, I am able to communicate with funeral directors (many whom I have taught), families, hospice, doctors, coroners and nursing professionals on a daily basis. It is wonderful to take what I have learned, the last 25 years or so, and apply it. To me, this is the ultimate Abraham Maslow “Self-Actualization” step for me in a journey toward growth and knowledge. Perhaps, I am not so hung-up on the destination, but am more willing to travel what I call—“The Professional Journey.” After all, one does not leave a position that they loved unless they are certifiable crazy or in search of more.

Well, assuming I am not crazy, I have definitely found more to quench my thirst in this current world of anatomical study. The medical students are very much inquisitive about the preparation of the cadavers. The doctors are excellent educators, and my anatomy lab will accommodate 30 cadavers on stainless steel tables before too long. There are at least 10 huge LCD projectors hanging from the ceiling strategically angled so every student can watch one of our doctors perform various demonstrative surgical techniques. I can tell the momentum, for the anatomy class, is beginning to build. The excitement and wonder of assisting the students in their quest to learn more about medical science pushes me to sharpen and further refine my embalming and surgical skills. What an energy or vibe that is taking place!

Most of all, I think about the families and donors who have bequeathed their bodies to our College’s body donor program. They have given the ultimate gift to help future doctors understand the various systems of the body as well as help advance their knowledge in medicine. I can personally tell you that the donors and their families are very special people. I recently conducted my first annual memorial service at our college on a Saturday morning in the middle of this past May. Although I had not personally known any of the families, many of them came up to me and told me how grateful they were to be invited to, and also participate in, the service. The conversations and wonderful feedback, from the donor families, took me back to my days in funeral service. What a great feeling to know that you have helped someone and those to whom you help thank-you and give you accolades for what you are doing. Yes, this new position is not just a job, but merely a continuation of service that I have delivered throughout my career as a mortuary college educator and funeral director.
In discussing the type of embalming I am currently practicing, I am thoroughly enjoying the experimentation and application of various primary dilutions! Throughout the years, I have had the opportunity to prepare many normal as well as challenging cases. For some of these cases, the time period between death and embalming was up to two (2) months long or beyond. In these situations, my chemical dilutions were more hypertonica created and adjusted appropriately with water conditioner as well as sorbitol. If the past is an indicator of how one’s embalming success will be, I must confess, today, I am applying what I know and better yet—what I know works! Truly, As an Anatomical Coordinator for one of the most respected medical colleges in the United States, I have found another home that permits me to apply all of my professional skills and still remain in an allied field of funeral service and education. The synergy between what I currently do and what I did, in the past, is so eerily similar that it sometimes makes me pause and respond—Déjà vu! It really is a personal and professional evolution of applied experience!

About the Author
Jeff Seiple is the Anatomical Coordinator for the Georgia Campus of the Philadelphia College of Osteopathic Medicine located in Suwanee, Georgia. He was previously associated with Gupton-Jones College of Funeral Service where he worked for over 25 years. In his previous role, at the College, he taught the Embalming Curriculum and managed the College’s Embalming Clinical Program. Jeff is a licensed Funeral Director and Embalmer in Georgia and Florida. He can be reached at the Georgia Campus of the Philadelphia College of Osteopathic Medicine by email at: jeffreyse@pcom.edu.
Balancing Price, Quality and Service

Shepherd Bronze
20 Gauge Steel Gasketed
Rosetan Embossed Crepe
Also Available in Almond

Unity All White
20 Gauge Steel Non-Gasketed
Oyster Flat Crepe
Also Available in Black Metallic

Full Warranty · Adjustable Bed (Head and Foot)
Memorial Record Tube

Astral Industries, Inc.
7375 South U.S. 27
P.O. Box 638
Lynn, Indiana 47355-0638
Phone: (800) 278-7252
Fax: (765) 874-2373
sales@astralindustries.com
www.astralindustries.com
Lose your high rates!

Another benefit to your IFDF membership is the opportunity to have credit card processing services provided through Florida Bankcard Solutions. With more and more customers choosing to use their credit or debit cards in your business, lowering your bankcard transaction charges is an easy way to gain profits.

Whether your customers are purchasing services or merchandise, you will increase the average transaction by encouraging your customers to use a credit card.

Benefits of processing with FBS:

- Low monthly statement fee
- No minimum processing fees
- Exceptionally competitive discount rates
- Local sales representatives who provide personalized service

Let us increase your cash flow and strengthen your bottom line. Call 877.327.8308 today for more details.

www.FloridaBankcardSolutions.com

* Program administered by Florida Bankcard Solutions, a division of MRS, Inc., an authorized ISO of CBT, Columbus, GA.
EVERYONE ENJOYED THE BODACIOUS BEACH BASH!

(left) Jim Breaux, Rich Fisher and Charley Davis network

(right) The McLeans enjoy their beautiful family

(left) Steve and Cindy Futch celebrate Steve’s recognition

(right) Scott and Edna Whitehead relax in their best beach attire

(left) Mike and Kathy Lewis sport some wonderfully festive shirts

(right) Corrine and Juhan Mixon pose for a perfect father-daughter shot

SEE YOU NEXT JUNE FOR THE 2014 IFDF CONFERENCE & TRADESHOW
at the Embassy Suites Orlando-Lake Buena Vista South
CONFEREnCE & TRADESHOw

WE RECOGNIZED IFDF AND INDUSTRY LEADERS

(left) President Hasley is surrounded by his family on this important day

(right) Doug Hasley assumes presidency of IFDF

The Beyers Family accepts 20 Year Award

AND ENJOYED ANOTHER GREAT GOLF TOURNAMENT

(left) Roger and friends take golf quite seriously

(right) Jim Justice and Cheryl Lankford catch up as old friends
IFDF is happy to report that you don't have to be a golfer to have a good time at the Annual Leadership Retreat. Our Executive Director doesn't necessarily agree but is willing to consider the possibility. Keeping with tradition, we have arranged a golf outing to kick off the retreat. This year we will be at The Plantation Golf Club in Crystal River where our golfer members can enjoy an afternoon filled with good company and light competition. We considered naming this event the “Annual Let’s See If We Can Beat Eric McKenna Golf Adventure” but we were concerned it would put too much pressure on Eric. He’s still recovering from his rain-shortened disappointment at the Annual Conference. Even though we haven’t renamed this event, our goal is still the same – we need a new name on the trophy. Join us on September 11th in Crystal River.

OK – for those of you who believe you can still enjoy yourselves NOT playing golf – we’ve arranged an option for you. This year we’re going to have the “First Annual IFDF Fishing Derby”. The local marina has agreed to hold a few boats for us but have asked us to commit as early as we can in case they need to make other arrangements. Each boat can take up to 4 fishermen. This is going to take place the same time as the golf – Wednesday, September 11th from Noon to 5. The cost will be $125 per person and will include a boxed lunch. Our Executive Director has admitted that fishing might be ALMOST as much fun as golf. Whether you golf or fish, there will still be a level of competition involved – You can't beat Eric McKenna if you're fishing but you can beat Doug Hasley. That has to be worth the price of admission.

Help us make these plans. Because we need to commit and secure the boats well before the retreat, we need you to register now.

Go to IFDF.org and click on the Leadership Retreat button to view the agenda and to register, or fill out the enclosed registration form and return to the IFDF Office. See you in Crystal River!
REGISTRATION FORM:
THE 2013 IFDF LEADERSHIP RETREAT
The Plantation on Crystal River
9301 W. Fort Island Trail, Crystal River, FL
September 11 - 13, 2013

Fees:
Member - $125  Spouse/Guest - $75

Participant Information:

Name ________________________________________________________________
Spouse/Guest Name __________________________________________________
Firm _________________________________________________________________
Address ______________________________________________________________
City/State/Zip _________________________________________________________
Phone _______________________________ Fax ______________________________
Email Address _________________________________________________________
Special Needs _________________________________________________________

Payment Information:

Credit Card Number ________________________________ Exp. __________________
Name on Credit Card ________________________________ CVV Code ______________

_______ # in party _________ Arrival Date _________ Departure Date

Wednesday, September 11 Events
(12:00 pm for fishing trip / 12:30 pm for golf)
Golf Outing $75 per person (add to registration payment)
Fishing Derby $125 per person (add to registration payment)

Golfer / Fisherman's name(s) ____________________________________________

Please complete this form and fax or mail to the IFDF office:
119 E. Park Ave, Tallahassee, FL 32301
Fax 850-425-5268

For additional information call Mark or Michele at 850-222-0198
IN MEMORIAM

SARA F. DOBIES
August 3, 2013
Mother of IFDF Member Thomas Dobies
Dobies Funeral Homes

DAVID JAMES PAUL
December 27, 1944 - May 18, 2013
Father of Nikki McQueen
Father-In-Law of John McQueen, Owner
Anderson-McQueen Funeral Homes

ELIZABETH “LIZ” GREENWOOD
January 27, 1924 - April 24, 2013
Mother of IFDF Member Kelly Greenwood
Cardinal Casket Company

DORIS ANN TRAMONTE
June 1, 2013
Mother of IFDF Member Jim Tramonte
Quality Vaults

JON THOMAS
January 22-1939 - June 12, 2013
Owner of Forest Meadows Funeral Home & Cemeteries
IN MEMORIAM

John Stanley Buggs
Brother of IFDF Member Bruce Buggs, Owner of
Buggs Funeral Home
Melbourne, FL

Howard R. “Dick” Beckham, Sr.
August 29, 1926 - December 10, 2012
Father of IFDF Board Member, Howard Beckham, LFD
Craig Funeral Home
St. Augustine, FL

Jerrold “Jerry” R. Nixon
July 2, 2013
Nixon Funeral Home
Fort Lauderdale

Tommy Holcom
August 3, 2013
Brother of IFDF Member Jim Holcom
Matthews Casket Company

Luther Charles Davis
May 17, 1937 - April 20, 2013
Akin-Davis Funeral Home
Clewiston, FL

Dale Kenneth “Ken” Griffis
August 2, 2013
Father of IFDF Member Kathie Lewis
Lewis Funeral Home, Milton
Advantages of a Master Trust

- Trusts exceed insurance policy growth over the long term.
- Trust programs have no commission fees (unless you choose to pay them).
- You control your trust investments on a per contract basis.
- The I-Trust is the only Preneed Master Trust owned and operated by independent funeral homes.

- Profits from the I-Trust go back to the Independent Association to provide needed services to you, our members.
- Lowest administrative fees. No other trust provides a complete “turn key” program for less.

For additional information on the I-Trust and other valuable benefits provided by the Independent Funeral Directors of Florida, call toll free:
1-800-386-8778
### Positions Available

**PART TIME FUNERAL DIRECTOR**

Local family owned funeral home looking for part time licensed funeral director to work a minimum of 20-25 hours a week, primarily weekends. Duties include making arrangements, leading funerals and assisting families, and work in preparation areas. Prefer bilingual. Compensation based on experience. Hollywood, Florida.

Please email resumes to reply@bpfamilycare.com

### Positions Wanted

**FLORIDA LFD/EMBALMER SEEKING POSITION**

I have worked in Funeral Service since 1996. Willing to relocate. Please contact Roger at 850-496-7058.

**MICHAEL E. HYPE, BAGPIPER FOR ALL OCCASIONS**

Professional, licensed, full-time bagpiper. Available seven days a week, any time of day or evening. Full formal attire. All the tunes of glory played on either the Great Highland Pipe or the Shuttle Pipe (suitable for chapel setting). Attention Veterans: Michael is available to pipe at the National Cemetery in Bushnell and the South Florida National Cemetery in Lake Worth. Affiliate member of IFDF.

Please visit my website at www.MichaelHydeBagpiper.com to see Michael and hear sample tunes. Email: MichaelEHyde@bellsouth.net or call (772) 696-3568.

**1969 CADILLAC LIMOUSINE**


**SELECTION ROOM DISPLAY FROM BATESVILLE**

For Sale, 20 ft of wall, some shelving, 12 Batesville casket corners with interior drawers in perfect condition. We completed new construction and do not need. Located in Green Cove Springs, FL, call for pictures. 904-284-7720 (Jeff).

---

The Independent Reporter is an official publication of the Independent Funeral Directors of Florida. Published four times per year by the executive office of IFDF, this newsletter seeks to provide valuable information to IFDF members and others in the funeral industry. If you have any questions, comments or suggestions regarding The Independent Reporter, please do not hesitate to contact our office at (850) 222-0198.

Editor: Michele A. Hood mhood@ifdf.org
Layout and Design: Lauren Keen

---

FREE ADS

*The Independent Reporter*

**Classified Ads Are Free!**

There is no cost to place ads for funeral home or supplier job openings, or for those who are seeking employment. To place an ad, send your ad copy to mhood@ifdf.org or call (850) 222-0198.
CALANDAR OF EVENTS

September
5  497 Board Meeting, Conference Call
11-13 IFDF Leadership Retreat, The Plantation at Crystal River

October
3  497 Board Meeting, Tampa

November
7  497 Board Meeting, Teleconference

December
5  497 Board Meeting, Tallahassee

March, 2014
4-5 IFDF Legislative Days, Tallahassee

June, 2014
4-7 IFDF Annual Conference, Kissimmee
Embassy Suites Lake Buena Vista South

BOARDS OF DIRECTORS

President, Doug Hasley
Beyers Funeral Home, Umatilla
(352) 669-2146

President Elect, Howard Beckham
Craig Funeral Home, St. Augustine
(904) 824-1672

Vice President, Lance Pauli
Harden-Pauli Funeral Home, Eustis
(352) 357-4126

Secretary, Stacy Adams
Serenity Meadows Memorial Park,
Funeral Home & Crematory, Riverview
(813) 677-9494

Treasurer, Rick Williams
Williams-Thomas Funeral Home, Gainesville
(352) 376-7556

Immediate Past President, J. Barrett Nelson
Marion-Nelson Funeral Home, Lake Wales
Phone: (863) 676-2541

Legislative Consultant
M. Juhan Mixon, Ed.D.
juhan@mixonandassociates.com
Pat C. Mixon

Executive Director
Mark O’Connell
mark@ifdf.org

Vice President of Trust Services
Michele A. Hood
mhood@ifdf.org

Region 1 Director, Mike Arwood
Faith Chapel Funeral Home South, Pensacola
(850) 432-6146

Region 2 Director, Jill Peeples Knowles
Peeples Family Funeral Home, Jacksonville
(904) 764-2542

Region 3 Director, Ashley Milam
Milam Funeral Gainesville, FL 32601
(352) 376-5361

Region 4 Director, Vern Dorsey
Osceola Memorial Gardens, Kissimmee
(407) 931-4811

Region 5 Director, Bradford P. Zahn
Tillman Funeral Home, West Palm Beach
(561) 965-4412

Region 6 Director, Bill Schichtel
Heath Funeral Chapel, Lakeland
(863) 682-0111

At Large Director, Scott Whitehead
Faith Funeral Home, Havana
(850) 539-4300

At Large Director, Deloris Lewis Ray
Lewis Ray Mortuary, Titusville
(321) 269-5811

At Large Director, Tony Zipperer
Zipperer’s Funeral Home, Ruskin
(813) 645-6130

At Large Director, Daniel Enea
D.J. Enea Family Funeral & Cremation,
Winter Garden
(407) 614-8350

Find a complete list of our 2013-2014 Board and Committees members on our website.