



ABFSE 62nd Annual Meeting

Friday, April 12, 2024

Omni Parker House – Boston, MA

*****These minutes will be presented for approval at the 63rd Annual Meeting in Kansas City, MO*****

The meeting was called to order by President, Joseph Finocchiaro at 9:33 AM.

The Invocation and Prayer of Remembrance was given by Brian Mullins. The following were remembered in prayer: Larry Cleveland, Thomas Fleege, Daniel Hutcheson, Paul Landon, Todd Van Beck, and Roy Chalmer Weimert.

President, Joseph Finocchiaro said a representative from the Massachusetts Funeral Directors Association was unable to join us. He then introduced Mr. Jesse Gomes (Goodwin University) Executive Director of the Connecticut Funeral Directors Association who brought greetings from all New England associations.

Mark Evely (Wayne State University) was appointed parliamentarian.

Roll Call was called by Vice President, Cody Lopasky (Commonwealth Institute of Funeral Service).

Association Members

CANA (Cremation Association of North America)

NFDA (National Funeral Directors Association)

NFD & MA (National Funeral Directors & Morticians Association)

Institutions

American Academy McAllister Institute

Arapahoe Community College

Arkansas State University-Mountain Home

Cape Cod Community College

Chandler-Gilbert Community College

Cincinnati College of Mortuary Science

Columbus Technical College

Commonwealth Institute of Funeral Service

Community College of Baltimore County

Cypress College

Dallas Institute of Funeral Service

East Mississippi Community College

Fayetteville Technical Community College

FINE Mortuary College

Florida State College at Jacksonville
Goodwin University
Gupton-Jones College of Funeral Service
Hudson Valley Community College
Ivy Tech Community College
Jefferson State Community College
John A. Gupton College
Lake Washington Institute of Technology
Malcolm X College
Miami-Dade College
Mid-America College of Funeral Service
Milwaukee Area Technical College
Nassau Community College
Northampton Community College
Northeast Texas Community College
Northwest Mississippi Community College
North Shore Community College
Ogeechee Technical College
Piedmont Technical College
Pittsburgh Institute of Mortuary Science
Salt Lake Community College
San Antonio College
St. Petersburg College
State University of New York - Canton
Tidewater Community College
University of Arkansas Hope-Texarkana
University of Central Oklahoma
University of Minnesota
University of the District of Columbia
Vincennes University
Wayne State University
Worsham College
Staff: Robert C. Smith III, Michael Landon, Trudy Ellmore
ABFSE Team Chair: Melton Jones
COA Public Member: Harriette Scott
ABFSE Executive Committee: Joseph Finocchiaro, President; Jolena Grande, Past
President; Cody Lopasky, Vice-President; Tony Moore, Secretary/Treasurer
Guests: Anita Grant, Don Strickland

There were fifty-seven (57) remote attendees from twenty-five (25) states and two (2) foreign countries.

Forty-six (46) of fifty-eight (58) members and three (3) associations were present. A quorum was declared by Vice-President, Cody Lopasky.

Vice-President Lopasky gave a special thanks to our Gold Sponsor, Passare-Funeral Directors Life who hosted our reception the previous evening. Bronze Sponsors and Exhibitors were also thanked for their participation in our annual conference, especially to Mr. Bruce Likly and TribuCast for the livestream. Mr. Likly could not be with us, but Mr. Oscar Belmont was warmly welcomed and appreciated for running the livestream in Mr. Likly's absence.

Our Exhibitors included the following:

ABFSE & Weave	NFDA
Answering Service for Directors (ASD)	NBE Review Coach
CANA	Passare-Funeral Directors Life Ins. Co.
The Conference (ICFSEB)	PRECOA
Dodge Company	RynoFlip, LLC
Elsevier	Selected Educational Trust
Kelco Supply Co.	TribuCast

ADOPTION OF AGENDA

President, Joseph Finocchiaro asked for a motion to approve the Agenda as presented.

MOTION: David Penepent (SUNY Canton), (second) Venus Smith (Jefferson State Community College) to accept agenda as presented.

VOTE: Passed unanimously.

APPROVAL OF 2023 MINUTES

President, Joseph Finocchiaro called for approval of the April 14, 2023 61st Annual Meeting Minutes as presented which were emailed to the membership thirty (30) days prior to the meeting.

MOTION: Erin Wilson (Dallas Institute of Funeral Service), (second) Lisa Meehan (Lake Washington Institute of Technology) to approve the April 14, 2023 61st Annual Meeting minutes.

VOTE: Passed unanimously.

REPORT FROM THE PRESIDENT, JOSEPH FINOCCHIARO

It is my pleasure to report to you a summary of the activities that I have supervised or performed since my installation to office in Spring 2023.

Finances

Fiscal responsibility is a personal concern of mine. I will defer an at length review to our financial report but I'm happy to report that the American Board of Funeral Service Education continues to operate well into the black. I wish to acknowledge the hard work of our executive director in maintaining our investments so that our returns are maximized. The American Board is in a good financial place and all indications seem to show we will remain there.

Advocacy

This last year has seen a flurry of activity in national and state initiatives. From the EPA Review of Formaldehyde to licensing changes, your executive leadership and many ABFSE leaders have been on the front lines advocating for accredited instruction. As your President I have written and conversed with individuals regarding licensure changes in Indiana and Georgia. I have penned letters to the Department of Education and the Federal Trade Commission as well as attended relevant town halls and workshops regarding issues that affect both the funeral service and funeral service education industries. My sincerest thanks to National Funeral Directors Association for all that they do in informing, teaching, and advocating for both our industries.

I have also done interviews with podcasters and spoken about topics on my own social media to raise awareness of issues of importance. I'd like to specifically thank Dan Shea of Mortuary Madness and Gabe Schauf of A Brush With Death for allowing me time on their respective platforms.

I had the privilege to be invited to attend the Vision Study Group in March 2024 and was able to offer additional perspectives and clarify topics relating to testing and accreditation to those in attendance. I'm pleased to announce that I have been asked to present in the 2025 Vision Study Group to talk about the role of the American Board in pre-licensure education to further that conversation.

Communication

In conversation with your executive team will be using our existing technology to increase the ways we communicate as an organization. Going forward the American Board will utilize Microsoft Teams to coordinate the activities of its committees. It is believed that this will increase the effectiveness of coordinating the activities of the many committees as well as ensure follow through by the executive leadership team. Continuity on projects has been a topic of concern and conversation so it is felt that this will be a good first step in the right direction.

Mentoring

I had stated my emphasis on mentoring when I stood at the podium last year after being elected as your President. I'm pleased to announce the inaugural year of our formal mentoring program at the American Board of Funeral Service Education. Whether it be an individual becoming a program director for the first time or a faculty member needing help in an unfamiliar subject, the American Board will be able to pair experienced mentors with individuals needing help. I would like to thank Mrs. Lauren Budrow for her leadership in establishing this program. Surveys have already been distributed for both mentors and mentees and educators are already being paired. Please make sure to announce this new opportunity for professional growth at your home institutions.

Corporate Charter

Time waits for no one and our constitution and bylaws hail from decades past. Legal requirements have changed tremendously and the American Board had attorneys skilled in this area of law draft a new corporate charter and bylaws in order to bring us into compliance with the modern landscape. The proposed charter and bylaws were reviewed by your executive team and disseminated to the membership by way of a notice of motion. It is important that we bring ourselves into the modern era to protect ourselves from unnecessary complications due to outdated language.

Closing

In closing I'd like to echo words that can never be repeated enough: "If you didn't document it, it didn't happen". Now more than ever it seems education is under scrutiny at many levels. It is important that you know your institutional policies, enforce them, and document all relevant circumstances and forms to show you work your plan. We are encountering this even at the accreditor level. It is important that you engage with your local, state, and national legislators and stay abreast of the ever changing educational and industry landscape. Work with your state and national organizations, take the time to respond, and most importantly, do your best to provide quality education so that our graduates will be open and able to support the necessary and positive changes so our accredited programs and institutions excel.

I'd like to thank all the members of the American Board for their continued efforts in providing the best quality education they can. It is becoming increasingly difficult and stressful and having the opportunity to connect with your peers becomes all the more important as this happens so you understand you are not alone.

I'd like to thank all the vendors who supported us by their presence at this annual convention.

I'd like to thank the committee chairs and committee members for all they do, especially the Program Committee for putting together this wonderful experience.

Lastly, I'd like to thank the members of the executive team. In my time participating this organization has been blessed with dedicated individuals who truly care about the students we ultimately serve. The number of activities that all the elected officers participate in demonstrate this and no single report could list all those endeavors succinctly.

I would not be as effective as I am without Cody, Tony, Jolena, Leili, Robb, Trudy, and Mike. I am not afraid to admit I could not do it without my team and for my team I am extremely grateful. I think I speak for all of them when I say that we do what WE do because all of YOU inspire US.

REPORT FROM THE EXECUTIVE DIRECTOR, ROBERT C. SMITH III

It has been ten (10) years as the Executive Director. I've had the opportunity to work with amazing people. The continuity and effectiveness of officers is a great support. The COA are very dedicated individuals. Without all of you, the work of the ABFSE would not be accomplished.

Our work on the corporate charter was significant and important. The corporate charter statement and mission is what drives the ABFSE. The ABFSE is: fifty-eight (58) member schools and three (3) associations in thirty-three (33) states and the District of Columbia. Forty-eight (48) are public and ten (10) are private single purpose institutions.

Highlights from the 2023 Annual Report: new enrollees: 3072 - highest level since 1996; graduates: 1910 - largest since 1995. There were delays in the Administrative Annual Reports but they are forthcoming.

ABFSE activity in 2023/2024 included:

- Completed review of Corporate Charter and Bylaws.
- Completed the five (5) year Review of Standards.
- Faculty database initiated.
- Ongoing curriculum review.
- Initiated U. S. Department of Education re-recognition process.
- Established Mentor Program.
- Continued Professional Development.

Quarterly meetings with Executive Committee officers accomplish the work of the board. Friday officer conversations makes us more efficient.

In 2023, the COA met three (3) times. Two (2) meetings no longer suffice to accomplish all that needs to be done.

Larry Cleveland gifted the ABFSE copyrights to six (6) textbooks. ABFSE has established a postgraduate scholarship in his name.

REPORT FROM THE PAST PRESIDENT, JOLENA GRANDE

We focus on mission, accountability and fiscal responsibility. We continually strive for professional development and program improvement. Review of Standards is evidence in that regard. We value innovation, evidence of which is the livestream of the annual meeting. This helps us continue the integrity of our institutions. We have heeded our president's message and are exceeding the values of the ABFSE.

FINANCIAL REPORT - TONY MOORE, SECRETARY/TREASURER & ROBERT SMITH III, ABFSE

The ABFSE is in a solid position due to the diligence and fiscal responsibility of the Executive Director.

We are required to do an annual audit. The draft was presented to the Executive Committee and will be finalized in two (2) weeks. All financial reports are available to the members.

Question: What was the financial implication of missing last year's filing deadline?

Answer: There was none. We received a slap on the wrist.

COMMITTEE AND ORGANIZATION REPORTS:

Scholarship Committee, Eboné Dukes, Chair (Northwest Mississippi Community College)

April 5, 2024

American Board of Funeral Service Education
Robert C. Smith III, Executive Director
992 Mantua Pike, Suite 108
Woodbury Heights, NJ 08097

Dear Mr. Smith,

The scholarship committee met via Zoom video conference on the afternoon of April 4, 2024, to finalize the evaluation of the scholarship applications submitted for March 2024. Twenty-two undergraduate applications were evaluated by the committee. There were no postgraduate applications submitted during this round of scholarships. The committee awarded six scholarships as follows:

Applicant	Institution	Scholarship Donor	Score	Amount Awarded
<i>Akin, Baili</i>	Mid-America College	NFDA (\$2,500)	23.00	\$2,500.00
<i>Alexander, Samantha</i>	Miami Dade College	The Champion Companies (\$1,500)	22.00	\$1,500.00
<i>Barnes, Jessica</i>	Tidewater Community College	UMSEA (\$1,000) Descendants of Fossers (\$500)	22.00	\$1,500.00
<i>Brown, Eldrick</i>	Commonwealth Institute	NOMIS (\$2,500)	23.00	\$2,500.00
<i>Davis, Eunique</i>	Mercer County Community College	UMSEA (\$1,000)	22.00	\$1,000.00
<i>Nipper, David</i>	Commonwealth Institute	UMSEA	21.50	\$1,000.00
Total Awarded				\$10,000.00

As my second term as scholarship chair concludes, I would like to thank you for this opportunity to serve. The committee has selected Sara Moss to serve as the incoming scholarship chair.

Respectfully,

Eboné T. Dukes

Eboné T. Dukes, CFSP
ABFSE Scholarship Committee Chairperson

Curriculum Committee, Cody Lopasky, Chair (Commonwealth Institute of Funeral Service)

- Committee met in Boston on Wednesday 4/10/2024 at 1:00 PM.
- 10 members and 4 guests were in attendance
- Committee discussed material concerning “Donation Law” given to ABFSE by Donate Life America. The discussion noted that another party’s material should not be incorporated into our curriculum en masse. Instead, it was decided that the module/presentation should be used (if necessary) as a resource by the group reviewing FS Law. It can also be used by individual programs if they desire.
- Committee re-explained the merging of FTC into FS Law. This was voted on at the Fall 2023 meeting. However, it discussed as contingent on the ABFSE approving standards that moved the FTC outline from Business/Management/Professional to Legal and Regulatory. We cleared this up by saying the COA will make that determination – not the ABFSE.
- The chair and vice-chair rolled off, so an election was held. The new chair is Dr. Jzyk Ennis, and the vice-chair is Mr. Brian Mullins.
- In executive session, the committee selected the group participants for the summer workshop in Cypress, CA. They are below (* denotes group leader).
 - o Microbiology
 - 1 Cody Lopasky* - CIFS
 - 2 Dominick Astorino – Worsham
 - 3 Stephanie Kelly – Salt Lake CC
 - 4 Dan Shea – Cape Cod CC
 - 5 Cody Walker – Mid-America
 - o Small Bus. Management
 - 1 Jonathan Acosta* - Worsham
 - 2 Brittany Carrington – Northeast TX CC
 - 3 Kaylee Chavez – Mt. Hood
 - 4 Jzyk Ennis – Jeff State
 - 5 Scott Mindrum – SUNY Canton
 - o FS Law
 - 1 Mark Evely* - Wayne State
 - 2 Janet McGee – University Minn.
 - 3 Leili McMurrough – Worsham
 - 4 Shivon Ozinga – Cypress
 - 5 Ren Scherling - Arapahoe

Committee on Accreditation, Leili McMurrough, Chair (Worsham College of Funeral Service)

The Committee on Accreditation met in Boston on April 9th and 10th.

The Committee

- reviewed and accepted 6 program assessment plans
- removed academic probation from 1 program
- continued probation on 1 program
- moved one program to show cause
- accepted a mid-cycle review for 1 program

- accepted a sub change for 1 program to offer a new degree
- reviewed and accepted follow-up reports for 6 programs
- reaccredited one program for 3 years
- reaccredited 2 programs for 7 years
- denied one sub change application to offer distance education
- accepted an application to offer distance education and moved to focus visit
- put 1 program on probation
- rejected 1 application for candidacy
- issued a warning to 1 program

The Review of Standards was completed and approved by the Committee on Accreditation. The revised Standards will go into effect January 1, 2025. The requirement of 2 full-time faculty will go into effect January 1, 2027.

The Committee selected two new members to replace outgoing members.

- Jonathan Acosta (Worsham College) was selected to represent the private institutions.
- Mark Evely (Wayne State) was selected to represent the public institutions.

This completes the report of the Committee on Accreditation.

College & University Council, Jolena Grande, Chair (Cypress College)

The meeting was held March 8, 2024.

Committee Reports

- ABFSE Executive Committee – Deferred until assembled in April as a full body.
- COA Liaison Committee- No questions were received. Committee meeting will be held at a later time.
- COA- Meeting was held on February 20, 2024 to complete final review of comments/questions on review of standards. Will provide a full report in April at the annual meeting.
- Constitution and By-Laws- Meeting was held February 23, 2024. The committee reviewed the language and revised Article 7 Section C.1 to clarify qualifications for Board Committee memberships.
- Curriculum- Committee provided updates on Embalming, Funeral Service Psychology and Counseling, and Chemistry. Curriculum workshop will be hosted by Cypress College this June. Selections for Curriculum teams will be presented at the April meeting.
- Finance Committee- Deferred until assembled in April as a full body.
- Program Committee- Agenda for this years ABFSE annual meeting was being discussed and next year Kansas City was selected as a site for the annual meeting.
- Scholarship Committee- meeting in April
- NBE Liaison Committee- no representation

Report on ABFSE participation in the 2024 ICFSEB annual meeting

Cody reported that about a dozen school were in attendance at the meeting. The educator luncheon with Daylene was shared with the CUC. Highlights included discussion on funeral director only programs, how the task analysis survey is worded, reducing the amount of time that the NBE application is valid for, and the possibility of reserving test sites for students. He

emphasized the need for programs to support the application timeline and how this may encourage students to take the exams in a timely manner. Robb shared that the conference is willing to communicate information directly with students and is working toward short trainings i.e. to submit question comments on the exam.

Notices of Motion

- a. Updates to Chemistry, Embalming, and Funeral Service Psychology and Counseling curriculum were made. Revisions as presented by Cody Lopasky, Chair of Curriculum Committee.
- b. 5 Year Review of Accreditation Standards were completed.

Kevin Davis inquired as to why this is a Notice of Motion, as it is informational. Robb clarified it was presented to have it acknowledged by the American Board body. Kevin mentioned we should keep it as informational and Leili McMurrough agreed. The COA wants to ensure schools are aware the revisions are in effect as of January 1, 2025. Mark Evely suggested that the COA present the Review of Standards as being completed as part of their report at the ABFSE Annual Meeting.

CUC took action to withdraw the motion.

Articles of Incorporation and By-Laws

The ABFSE completed and update on their Articles of Incorporation.

COA Educator Nominations

Jolena shared there is a need for 1 Private School Member and 1 Public School Member for the COA. 1 Private School (Jonathan Acosta) and 3 Public School Nominations (Ebony Dukes, Brad Shepherd, and Mark Evely) were received. Dan Shea motioned to forward names to the COA, seconded by Cody Lopasky.

Jzyk Ennis asked the Chair for discussion and was permitted to do so. He stated our by-laws state that 3 nominations must be presented to the COA. This was confirmed. During the discussion it was indicated that in the past volunteers could submit their names and refuse the appointment if selected. The Chair shared the CUC must nominate 3 qualified individuals to present to the COA. Mark Evely asked Robb for clarification on qualifications. Qualifications were shared with the body present. Cody Lopasky offered himself as a nomination, but it would present a conflict of interest as an ABFSE committee member.

Additional Private school nominations were made. Joe Finocchiaro nominated Erin Wilson and Leili McMurrough nominated Steve Spann.

Current motion amended to include Erin Wilson, Steve Spann, and Jonathan Acosta as private school nominations.

Further discussion was made about the COA already having a member from Dallas Institute of Funeral Service. It was determined that multiple members from the same institution is not prohibited.

Robb Smith offered further clarification to newer members that the Department of Ed and CHEA require the COA be separate and independent of the ABFSE committees. Therefore, Mr. Lopasky is not able to be nominated since he is an Executive Board Committee member, not due to not being qualified.

Lauren Budrow shared information about the new mentoring program being offered. The new mentoring program will have a formal design and help mentor new and future program directors. A defined timeline with goals and quarterly meetings will be provided. There will also be a stipend presented to the mentor at the conclusion of the program.

Requests to the Conference will be brought forward under New Business.

Program Committee, Rebecca Gardner, Chair (Northeast Texas Community College)

The committee met multiple times over the last year. The committee discussed types of professional development they would like to see over virtual professional development meetings and at the 2024 ABFSE Annual Meeting.

Such professional development opportunities discussed include:

Education relevant training	Self-care
Curriculum Development	Work/life balance
Time Management	Diversity in the classroom
Online Learning	

Regarding the Annual Conference, entertainment ideas were discussed. The committee decided a survey would be appropriate to determine what the attendees would like to do. The ABFSE Office distributed surveys for the programs to review. The categories were sporting events, ghost tours, pub crawls, freedom trail, and food tours. The outcome for this year was a Red Sox game and a Ghost & Cemetery Tour were offered. Approximately 60% (61 out of just over 100 attendees) of conference attendees decided to participate. Viewed as a successful offering, we hope to incorporate this type of after-hours entertainment opportunity at future conferences.

Lastly, future sites for the annual meeting were discussed.

Next year's Annual Conference will be April 7-11 at the Crowne Plaza Kansas City Downtown in Kansas City, Mo.

For 2026 and 2027, the following cities have been discussed: Denver, CO; and Louisville, KY. The committee will host a debriefing meeting later this month to discuss the current ABFSE conference.

Recommendation to the Executive Committee: For future annual meetings, the committee recommends that all committee meetings be held electronically before the annual meeting to allow for space cost savings and free up more time. These meetings should take place at least two weeks prior to the annual meeting for submission of meeting notes to be reviewed at the conference. This recommendation would allow the ABFSE to reduce some costs associated with meeting rooms (spaces) and allow attendees to attend the professional development that runs concurrently with committee meetings.

Constitution & By Laws Committee, Audrina Dollar, Chair (Mid-America College of FS)

The committee met February 23, 2024 and discussed the previous meeting that was held to review language defining the term “educator” for the purpose of membership to committees. The language agreed upon was as follows:

For purposes of committee membership, an “educator” is defined as an individual employed by an American Board of Funeral Service Education accredited program/institution or has been employed by an American Board of Funeral Service Education accredited program/institution full-time for a minimum of 5 years and is now serving that institution in a non-program position; whose primary duties are or were to provide direct instruction as a qualified faculty member and/or program administrator to funeral service education/mortuary science students enrolled in that accredited program/institution. Program administration is meant to include executive level functions in the administration of an ABFSE accredited program/institution and not minor clerical duties. ABFSE Accreditation Standard 6.1 describes the qualifications for qualified faculty members.

Reviewed the Bylaws.

Robb Smith, Executive Director, made the following adjustments to align with the “educator” language above:

Article VII originally B.1, now B.2 - changed standing committee to advisory committee

Article VII added language copied from the Chat to create a new C.1 Qualifications Re-numbered existing components of Article VII to now reflect 1-9 (from original 1-8) Removed from the Executive Committee following ...requests for review in the Bylaws committee description.

After finalizing the language above, the meeting was adjourned.

Accreditation Liaison Committee, Michael LuBrant, Chair (University of Minnesota)

The major project was the survey regarding the Review of Standards which were presented in random order to get a robust response. We received extensive feedback. All information received was presented to COA.

April 2, 2024 an additional survey was distributed and called for comments and questions to present to the COA. Some people did respond and that information was given to the COA.

NFDA Report, Randall Anderson, CFSP, CCO, Past President

Arranger Training for Students

Following the February 8th Arranger Training at Salt Lake Community College, one student noted, “[The presenter] was absolutely wonderful. He was very engaging, fun to listen to, and he taught the materials very well.” 100% of the respondents rated the overall quality of the training experience as “excellent” or “very good.”

Because we know that this is a useful, impactful program, the Funeral Service Foundation fully funds the Arranger Training at several ABFSE schools each year. Schools submitted their applications April 3 and the award recipients will be notified by April 15.

Any ABFSE accredited schools may host the 4-hour Arranger Training for their students at a cost of just \$99 per student. Training can be conducted in person or virtually.

Cremation Certification Program (CCP)

6,000 and counting! Data assessment shows that NFDA has certified over 6000 individuals through the CCP and we're not slowing down!

The program is already scheduled at 10 accredited schools for 2024, with additional presentations being added to the calendar. Student Members of NFDA pay just \$160 for the comprehensive training and manual, the certification exam, and certificate.

The extensive CCP handbook was updated for 2024 and is now available.

Student Membership | Mortuary School Membership

NFDA currently has 1,174 student members. The \$35 membership includes a hard copy of Director Magazine, access to Members-Only web content, and SupportLine assistance program (featuring a number of emotional well-being and work-life balance resources). Students may also join as Digital Members with digital access to Director Magazine at no cost.

Currently, 26 mortuary schools are members (all their licensed instructors are members as well as the school itself). Schools only pay the base fee of Tier 1 which is \$471.

NFDA provides orientation presentations on member benefits to MATC (in person) and Minnesota (virtually). We would love to do more of these presentations with other schools as part of their orientation process to introduce students to the benefits of membership in NFDA early in their professional journey. To schedule an orientation for your school, please contact Director of Education Laura Sear: lsear@nfda.org.

Every year NFDA also mails each school information about student membership and benefits and provides discounted rates for students at all NFDA events.

The Director.edu

This is NFDA's quarterly electronic publication created exclusively for funeral service students. Please forward this publication to your students and remember that past issues are also available online here.

Professional Development for Early Career Funeral Directors

NFDA knows that learning doesn't end when the NBE is passed. The annual Meet the Mentors Program and the National Emerging Leaders Program both assure that funeral directors in their first years of service continue to receive focused, relevant professional development and the opportunity to network, connect and engage with leaders in our profession. The Emerging Leaders program will see a new format launched in 2025.

NFDA Funeral Career Center

NFDA's career center is a hub for employers and job seekers to post jobs, find resources, engage with funeral directors, and ultimately find qualified employees or placement that works for both sides.

Of particular interest to students and recent grads is the Job Seeker Database that provides:

- Unlimited access to a dashboard to upload your resume and cover letter for free.
- Career resources such as resume writing help, professional development, and tips for interviewing.
- Job alerts to inform you of available jobs in your area.
- Analyzer tool to evaluate a job offer and see if it is competitive.

Please share this career resource with your students. funeralcareers.nfda.org/

Free Webinars

NFDA's Level Up Learning Webinars are free to members (including student members). The 2024 virtual series includes 10 programs on topics important to students and seasoned professionals alike. Upcoming on April 17 is "The Gravity of Cavity Embalming," followed by "Human Resources 101: Core Essentials to Protect Your Funeral Home" in May.

ABFSE | The Conference & NFDA Collaboration

At the 2024 Leadership Conference July 29 – August 1, in Ponte Vedra, FL, leaders from NFDA, ABFSE and The Conference will again meet to discuss and plan future collaborations. This work is integral to NFDA's strategic plan. Stay tuned!

2024 Convention & Expo

NFDA is busy planning for the 2024 International Convention and Expo which will be held in New Orleans October 20 – 23. More than 30 educational sessions will be offered in addition to full-day preconference trainings, keynote speakers and opportunities to interact with colleagues and affiliated businesses from around the world.

Take 5 Microlearning Series on Self-care

Take 5 Self-care Series is a free resource developed by NFDA to help funeral professionals and students identify and address the stress in their lives.

Available online 24/7, Take 5 offers 5-minute activities designed to give you information and practices to better care for yourself, your client families and your loved ones.

Please share this resource with your students! Visit nfda.org/take5

Funeral Service Foundation Scholarships:

- Two academic scholarships are available specifically for veterans, each awarded twice annually, along with the Foundation's usual offering of dozens of academic scholarships (valued at \$2,500 and \$5,000)

- The Foundation’s academic scholarships applications are accepted two times per year: February 15 – April 1 and September 15 – November 1. Visit funeralservicefoundation.org to apply.
- Scholarships are also provided to ABSFE students attending the Professional Women’s Conference (April 28-30) in Savannah, GA. Scholarship recipients will be recognized at the event.

NFD & MA Report, George Durham, Jr. President

2023 NFD&MA, Inc. NATIONAL CONVENTION

Convention Registration Numbers:

Licensed Professionals- 419

Students- 55

Apprentices- 138

Guests- 79

Individual Exhibitor Badges- 437

Youth- 15

NAYE- 15

Total Registered- 1156

As of October 6, 2023, the membership numbers are as follows:

95 Students

81 Apprentices

803 Licensed Professionals

22 International

1001-Total Membership

2024 NFDMA Upcoming Meeting Dates and locations:

40&Under Leadership and Enrichment Summit- February 17-20, 2024 (Doubletree by Hilton, Houston-Greenway Plaza)

House of Representatives Meeting-April 20-23, 2024 (Location: Tentatively Kentucky)

Annual Convention and Exposition – August 3-7, 2024 (Gaylord Hotel- National Har-bor, MD) 100 Year Celebration!!!!

Board of Directors/Administrative & Finance Meeting- October 19-22, 2024 (Atlanta Airport Hilton)

CANA Report, Jennifer Werthman, Ed. Dir.

CANA Membership

Accredited programs of the American Board of Funeral Service Education are personally invited to join CANA and extend the benefits of membership to their faculty and students for standard membership dues rate of \$495. This new expansion included the existing school members who gained new benefits of CANA Membership.

With CANA membership, each school:

- Receives one print copy of *The Cremationist* and other publications and access to digital archived issues on our website.

- Students, faculty, and staff receive access to CANA member benefits via *cremationassociation.org*.
- Students, faculty, and staff receive student rate for COCP of \$195 – in person or online. Students, faculty, and staff will also receive the member rate on any CANA Education Online courses.
 - Schools may negotiate with CANA to host a COCP at a lower rate.
 - Schools may negotiate with CANA to enroll groups in CANA Education Online at a lower rate.
- Support your research and the work of students with the most accurate collection of disposition data in the industry.
 - Access includes archived data and reports.
 - Exclusively for schools, CANA can provide raw data on request for use by researchers.
- CANA membership gives opportunities to meet and talk with the best working in the industry. Expand professional network with CANA’s leadership community.

Current School Members:

1. Chandler-Gilbert Community College Mortuary Science Program – Mesa, Arizona
2. Cincinnati College of Mortuary Science – Cincinnati, Ohio
3. Commonwealth Institute of Funeral Service – Houston, Texas
4. Cypress College – Cypress, California
5. FINE Mortuary College LLC – Norwood, Massachusetts
6. Goodwin University – East Hartford, Connecticut
7. Hudson Valley Community College – Troy, New York
8. Kansas City Kansas Community College – Kansas City, Kansas
9. Lake Washington Institute of Technology – Kirkland, Washington
10. Northeast Texas Community College – Mt. Pleasant, Texas
11. Pittsburgh Institute of Mortuary Science – Pittsburgh, Pennsylvania
12. Southern Illinois University – Carbondale, Illinois
13. University Of Minnesota Program of Mortuary Science – Minneapolis, Minnesota
14. Worsham College of Mortuary Science – Wheeling, Illinois

CANA also offers Student Memberships at the annual dues rate of \$35 for a maximum of two years. Students can be part- or full-time and must be enrolled in a recognized program and can be held for a maximum of two years. Student members receive all of the benefits of membership but are not listed in the CANA Membership roster or website, cannot vote on association business or hold an office in the association, and are not permitted to use the CANA logo on business cards or any promotional material.

Typically, students inquire if their school is a member and whether they are therefore applicable to receive a complimentary membership. Students of school members who join receive the additional benefit of a printed copy of *The Cremationist*.

Current Student Members: 38, from the following schools

- | | |
|---|--|
| • American Academy McAllister Institute of Funeral Services | • Dallas Institute of Funeral Service |
| • American River College | • Fayetteville Technical Community College |
| • Arapahoe Community College | • Kansas City Kansas Community College |
| • Commonwealth Institute of Funeral Service | • Miami Dade College |
| • Cypress College | • Mid-America College of Funeral Service |
| | • Mount Royal University |

- Mt. Hood Community College
- North Shore Community College
- Piedmont Technical College
- Pittsburgh Institute of Mortuary Science
- Worsham College of Mortuary Science

CANA staff have been invited to participate in the orientation events for University of Minnesota, Goodwin University, Cincinnati College of Mortuary Science, and Worsham College to introduce incoming students to the profession and share the resources available to them during their studies and throughout their career. Please contact Brie Bingham, Membership & Marketing Manager, Brie@CremationAssociation.org, if you are interested in having CANA speak to your students.

CANA Publications

Published quarterly, CANA's widely-read magazine, *The Cremationist*, delivers business-oriented information including timely articles, regular columns and news from CANA Headquarters. As part of their member package, the publication is sent to all CANA members — print copies to more than 3,700 cemeterians, funeral directors, and cremationists and digital copies to over 700 more.

Launched in July 2017, *The Cremation Logs* blog is a publicly-available resource for anyone in the profession to benefit from shared expertise, resources, and current trends. Over the last year, CANA's blog had more than 55,000 site visits.

Please contact Brie Bingham, Membership & Marketing Manager, Brie@CremationAssociation.org, for more information on submitting content for the blog or magazine.

CANA Education

Online

Approved by twenty of the twenty-one states that require certification, CANA's Online Crematory Operations Certification Program has been widely used by independent students and schools across the country. Eight schools have integrated the online course into their program, with two more making the commitment for 2024, and it is now required for all students. Several other schools encourage students to complete the certification during a designated class of their curriculum, often the cremation course if offered.

In 2022, the CANA Crematory Operations Certification Program™ (CANA COCP™) was updated to feature best practices in all forms of cremation, including alkaline hydrolysis. Popular activities such as the *Plan Your Day* exercise have been newly revised, there is an all-new animation to demonstrate the cremation process and the COCP Manual has been updated, keeping CANA's curriculum at the cutting edge of crematory operation best practices.

In-person

CANA is holding five live, in-person Crematory Operators Certification Programs for 2024 and students are welcome at all courses.

CANA will host the 106th Cremation Innovation Convention at the Fairmont Chicago Millennium Park in Chicago, IL on September 11-13, 2024.

Then, the association will welcome the profession to the 2025 Cremation Symposium at Paris Las Vegas on February 26- 28, 2025.

CANA certified over 700 students between August 1, 2022 and July 31, 2023 through both online and in-person courses.

Faculty

Additionally, CANA has created a resource section on our website specifically for faculty of the schools to supplement their cremation curriculum. Items available include cremation statistics, video animations, and a list of teaching activities that could be incorporated to help teach cremation in the curriculum.

Contact Jennifer, Education Director, Jennifer@cremationassociation.org, for more information on teaching tools and education.

CANA Scholarships

CANA selected the Funeral Service Foundation to administer the CANA/Jack Springer Memorial Scholarship of \$2,500 twice each year to current mortuary science or funeral service students. In 2023, the winners were:

Fall 2023: Kayla J. Carpenter, Dallas Institute of Funeral Service

Spring 2023: Elizabeth Maycock, Pittsburgh Institute of Mortuary Science

The Funeral Service Foundation selected CANA's 105th Cremation Innovation Convention to offer five scholarships for free registration, hotel room and up to \$500 in travel reimbursement. The winners were:

Suzie Baumann

Sam Waltermyer

Ashley Johnson

Allyse Worland

Rachel Mackey

CANA is proud to announce that the Funeral Service Foundation will provide five scholarships to CANA's 106th Cremation Innovation Convention at the Fairmont Chicago this September 11-13, 2024.

Joseph Finocchiaro, President called for a motion to take a 10 minute break.

MOTION: Ben Schmidt (Northeast Texas Community College), (second) Randy Anderson (NFDA) so moved.

VOTE: Passed unanimousl

Joseph Finocchiaro, President reconvened the meeting at 11:26 AM.

UNFINISHED BUSINESS - JOSEPH FINOCCHIARO, PRESIDENT

- The Notice of Motion which was tabled from April 2023 regarding the DEI statement is moot. The statement is now included in all curriculum outlines.

- The Notice of Motion which was tabled from April 2023 regarding Committee Membership is moot. The language is contained in the new corporate charter and bylaws.

NEW BUSINESS - JOSEPH FINOCCHIARO, PRESIDENT

Chemistry, Embalming and Funeral Service Psychology & Counseling

MOTION: David Penepent (State University of New York-Canton), (second) Dan Shea (Cape Cod Community College) that the Chemistry, Embalming and Funeral Service Psychology & Counseling outlines and glossaries, with revisions shown and any subsequent technical corrections be approved for use in the classroom by the ABFSE

VOTE: Passed unanimously.

Articles of Incorporation & Bylaws

MOTION: Matthew Buel (Arkansas State University-Mountain Home), (second) Cody Lopasky (Commonwealth Institute of Funeral Service) to accept the Articles of Incorporation and Bylaws.

VOTE: Passed unanimously

The College and University brought forward the following motions to the International Conference of Funeral Service Examining Boards:

- The College and University Council respectfully requests that the American Board of Funeral Service Education request the International Conference of Funeral Service Examining Boards to change the expiration date for National Board Examination applications from 12 months to 6 months.
- The College and University Council respectfully requests that the American Board of Funeral Service Education request the International Conference of Funeral Service Examining Boards provide information regarding the feasibility and process for reserving PearsonVUE testing centers for students taking the National Board Examination.
- The College and University Council respectfully requests that the American Board of Funeral Service Education request the International Conference of Funeral Service Examining Boards to provide schools with the percentage of students (when more than 3 candidates incorrectly answer the items for which the task is aligned) and include this data on the annual report provided to the institution by the ICFSEB.

MOTION: Mark Evely (Wayne State University), (second) Kevin Davis (St. Petersburg College) move all three (3) motions minus the ninety (90) day language.

VOTE: Passed unanimously

CLOSING COMMENTS - JOSEPH FINOCCHIARO, PRESIDENT

Thank you all for your hard work this past year. Thank you to NFD&MA for your convention which was attended by a great number of Dallas students. Thank you to Mr. Anderson and Mr. Spann for all your work with NFDA.

ADJOURN

MOTION: Kevin Davis (St. Petersburg College), (second) David Penepent (SUNY-Canton) to adjourn.

VOTE: Passed unanimously

Meeting adjourned at 11:30 AM (ET).