

WFDA BOARD OF DIRECTORS

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SECRETARY / TREASURER

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LAKESHORE
Fawn Schaefer

MILWAUKEE / WAUKESHA COUNTY
Joseph Starosta

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SOUTHEASTERN
Eric Daniels

SOUTHWESTERN
Tiffany Kramer

WISCONSIN VALLEY
Nick Ficken

WESTERN
Jeff Schanhofer

Wednesday, November 9, 2022

Dear Fellow Funeral Directors,

I want to start off by thanking you for your support over the past year. I find myself wondering how another year has gone by so fast. It truly feels quicker with each passing day; before we know it, 2023 will be upon us. As I write this letter, I am also thankful that all the political ads and phone calls will come to a halt for a few months, prior to the next election cycle.

I am honored to invite you to renew your membership or join Wisconsin's largest trade association, the Wisconsin Funeral Directors Association. If you are not yet a member or haven't renewed in a few years, we invite you to join and see for yourself how we are improving, and how our members are benefiting from the positive changes we are making.

This year, we made some big changes. We started offering an Association Health Plan to members. We partnered with a new lobbying firm, Hamilton Consulting Group, and Rebecca Hogan. Our Education Committee has been working to offer not only more Continuing Education opportunities but to make them available for credits in surrounding states and, when possible, for Wisconsin insurance credits. Additionally, we added three Fall Forums in addition to our Fall Conference that were packed with additional education and networking opportunities. We are continuously working with our lobbyist, legal counsel, legislators, and government agencies to keep up with issues and advocate for the funeral service industry. As always, we aim to provide you with valuable member benefits and improve our programming and our presence in the state legislature. The WFDA is proud to offer all the member benefits you will find in this packet.

After carefully analyzing our expenses, the WFDA Board has determined that for the first time in over five years, we need to slightly increase our membership dues by 3.8%. The base charge for a funeral home is increasing from \$260 to \$270. The cost per branch location is increasing from \$130 to \$135 and the cost per death certificate filed is increasing from \$4.25 to \$4.35. It is always our goal to keep member dues at an appropriate and affordable rate while providing you with the most value and the best experience possible. We know that you will continue to see positive changes and improvements over the next year.

We welcome you to be part of our association for another successful year by renewing or joining today. We also ask that you consider giving to our PAC Fund and/or the WFDA Leadership Development Foundation. One hundred percent of PAC donations are used to support candidates who support public policy initiatives that directly benefit funeral service and small business. Donations collected for the WFDA Leadership Development Foundation will be used to support the continuing education and leadership development of member funeral directors who may not be able to financially participate in advancement programs otherwise.

To renew, sign up again, or become a new member please fill out the attached membership application form and return it to the WFDA office by January 31, 2023. You can also go online to www.wfda.info/join for an online application form. Please note that we are implementing our new district map for 2023. Be sure to look at the map enclosed to verify your current district.

Thank you again for your support.



Steven Lazarczyk
President



Caroline Bowers
Executive Director

WFDA

WISCONSIN FUNERAL
DIRECTORS ASSOCIATION

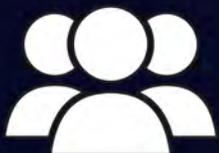
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MISSION

The Wisconsin Funeral Directors Association represents and supports funeral service professionals licensed in Wisconsin through continuing education, networking, advocacy, and promoting the high professional standards of its members in providing meaningful funeral services to the families they serve.

2022 | A YEAR IN REVIEW

MEMBERSHIP



720

Funeral Directors

304

Funeral Homes



CONTINUING EDUCATION



112

CEU Hours Offered

44

Total
Events

32

District
Meetings

17

OSHA
Courses

Funeral homes and their funeral directors, employees, and interns all receive membership and the following benefits when the funeral home joins.

- **WFDA Association Health Plan** WFDA members are now eligible for a wide variety of plan options to fit your unique needs
- **Continuing Education** Satisfy your biennial licensing requirements - OSHA, All Funeral Credits and OCI at a discounted rate
- **Legislative Advocacy** Amplify your voice in Madison
- **Complimentary Legal Counsel** Funeral Service legal questions answered by our General Counsel
- **Career Center Access** Find your next career or next great employee through our career center
- **Networking** Connect with other members throughout the state
- **Discounted Convention Rate** Attend the Annual WFDA Convention and Fall Conference at a discounted rate
- **Spotlight Express** Receive the WFDA bi-weekly e-newsletter to stay up to date on association and industry news
- **Membership Directory** Be listed in and receive a printed copy of the WFDA Membership Directory and Resource Guide

WFDA HIRES NEW LOBBYING FIRM



The
Hamilton Consulting Group, LLC

Experience | Insight | Expertise



Since your last membership renewal, WFDA hired a new lobbying team. As you may have already noticed in our Spotlight, Rebecca Hogan and her colleagues at The Hamilton Consulting Group, are off to a great start working on our behalf.

The Hamilton team will provide a wide range of services for us, recognizing that each of our issues poses distinctive problems and potential solutions. In addition to lobbying Hamilton will provide information services and WFDA specific updates for our association.

The Hamilton Consulting Group government relations professionals have broad government, corporate, and contract lobbying experience.

The team has worked in the legislative, administrative, and executive branches of Wisconsin government, as well as in-house with leading state business associations. They have degrees in law, government and international relations, public policy, and political science that are matched with years of how-to experience.

In June, the team at Hamilton immediately went to work for us. In addition to reading Rebecca's regular article in Spotlight, you may have interacted with one of our new lobby team members at the annual convention, fall conference, fall forums, or a district meeting. Hamilton took these opportunities to meet with you to better understand WFDA policy issues, and has already worked on, amongst others, the following:

- Join WFDA Executive Board members in a meeting with leadership at the Department of Safety and Professional Service to discuss licensure backlogs.
- Join WFDA leadership to meet with the Wisconsin Hospital Association to share WFDA member frustrations with doctors not utilizing electronic filing in the State Vital Records Information System.
- Organize WFDA testimony to be presented to the Legislative Council Study Committee on Uniform Death Reporting Standards.
- Establish the first WFDA Legislative Committee. This committee will help Hamilton review legislation that may impact WFDA and its members. The committee will then make recommendations on support or opposition to the bills.
- Meet with interested policymakers on potential statutory recommendations to better enforce the winter burial statute in Wisconsin.
- Meet regularly with WFCAP representatives to discuss best practices for compliance with the new manual released in spring of 2022.

We look forward to our first legislative session with Rebecca and the team at Hamilton Consulting working on our behalf in front of policymakers in the legislature and the administration.



Association Health Plan

We are proud to announce a new and exciting member benefit, the Wisconsin Funeral Directors Association Health Plan! The Funeral Directors Association Health Plan is another option for you to consider as you review your health care coverage. The Association Health Plan allows groups to be underwritten outside of “community rating.” This means rather than being rated as an entire pool, health underwriting allows your company to be rated accordingly, unlike ACA plans which do not allow this type of underwriting.



- The owner must be a current WFDA member to set up their group plan with the WFDA Association Health Plan. Membership will be verified.
- Health insurance must be offered to all eligible employees. Eligible employees are those who work 26 hours or more per week.
- Employer contribution is recommended, but not required.

If this is the best option for your business, you’ll set up your plan based on the design options below.

Four co-pay and coinsurance plans available. Deductible and coinsurance options are:	
\$750 individual/\$1,500 family deductible with 20% coinsurance	\$2,750 individual/\$5,500 family out of pocket
\$1,500 individual/\$3,000 family deductible with 20% coinsurance	\$4,500 individual/\$9,000 family out of pocket
\$2,500 individual/\$5,000 family deductible with 20% coinsurance	\$5,500 individual/\$11,000 family out of pocket
\$5,000 individual/\$10,000 family deductible with 20% coinsurance	\$6,000 individual/\$12,000 family out of pocket

Five High Deductible Health Savings Account qualified health plans. Deductible and coinsurance options are:	
\$2,500 individual/\$5,000 family deductible with 0% coinsurance	\$2,000 individual/\$5,000 family out of pocket*
\$2,500 individual/\$5,000 family deductible with 20% coinsurance	\$5,500 individual/\$11,000 family out of pocket*
\$5,000 individual/\$10,000 family deductible with 0% coinsurance	\$5,000 individual/\$10,000 family out of pocket
\$6,500 individual/\$13,100 family deductible with 00% coinsurance	\$6,500 individual/\$13,100 family out of pocket
\$7,500 individual/\$15,000 family deductible with 0% coinsurance	\$7,500 individual/\$15,000 family out of pocket

*Non-embedded deductible. If an employee has family coverage, the family deductible must be met before the plan will pay benefits.

- Based on your group size, you may select up to four plan design options.
- WPS uses the Statewide Network. This is the broadest, most inclusive network available in Wisconsin.

In addition to health insurance, let our knowledgeable staff help you put together an insurance package tailored to meet your specific needs.



We are proud to be a partner of the WFDA.

Contact our Benefits Team today to learn more!

800-637-4676 | info@profinsprog.com
www.insuranceformembers.com



Save the Dates

**2nd Annual Professional Women's
Conference**

April 18-19, 2023

Osthoff Resort, Elkhart Lake

142nd Annual WFDA Convention

June 12-14, 2023

Kalahari Resort, Wisconsin Dells

143rd Annual WFDA Convention

June 10-13, 2024

Hilton Appleton Paper Valley, Appleton

wfda.info/events

WFDA
WISCONSIN FUNERAL
DIRECTORS ASSOCIATION **1881**



DONATION FORM

Full Name _____

Organization: _____

Email Address: _____

Mailing Address: _____

Donation Amount: \$ _____

Personal Donation Corporate Donation

Make checks out to

"Wisconsin Funeral Directors Association"

and mail to:

WFDA PAC

1502 W Broadway, Suite 102

Madison, WI 53713

or

Pay by credit card:

Name on Credit Card: _____

Billing Address: _____

CC #: _____

EXP: ____ / ____ CVC: _____

email to office@wfda.info or fax to (608) 646-7631

100% of PAC funds are used to support candidates who support public policy initiatives that directly benefit funeral services and small businesses.

**SCAN THE QR CODE
TO DONATE ONLINE**



DONATION FORM



Full Name _____

Organization: _____

Email Address: _____

Mailing Address: _____

Donation Amount: \$ _____

Personal Donation Corporate Donation

Make checks out to

"WFDA Leadership Development Foundation"

and mail to:

WFDA Leadership Development Foundation

1502 W Broadway, Suite 102

Madison, WI 53713

or

Pay by credit card:

Name on Credit Card: _____

Billing Address: _____

CC #: _____

EXP: ____ / ____ CVC: _____

email to office@wfda.info or fax to (608) 646-7631

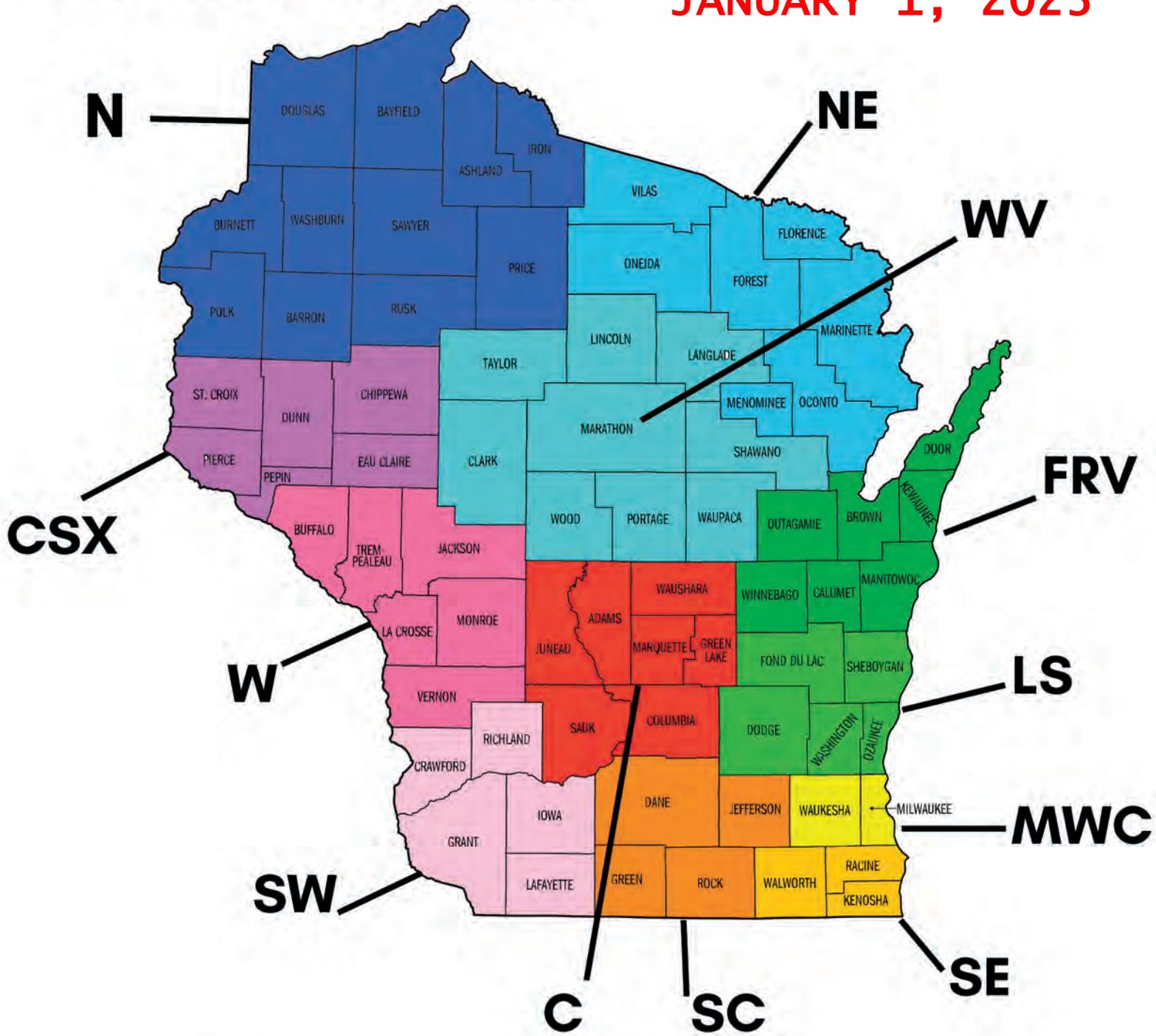
This WFDA Leadership Development Foundation was established in 2021 to advance the profession of funeral service. Donations collected will be used to support the continuing education and leadership development of member funeral directors who may not be able to financially participate in advancement programs otherwise.

**SCAN THE QR CODE
TO DONATE ONLINE**



WFDA DISTRICT MAP

***NEW* EFFECTIVE
JANUARY 1, 2023**



- | | |
|--|--|
|  Northern |  Southeast |
|  Chippewa St. Croix |  Milwaukee Waukesha Co. |
|  Western |  Lakeshore |
|  Southwest |  Fox River Valley |
|  Central |  Wisconsin Valley |
|  South Central |  Northeast |

2023 WFDA Membership Application

THE PROCESS:

1. Fill out these forms with all your membership information
2. Include check or credit card information with these forms
3. Submit by mail or email.

This form includes membership dues for the Wisconsin Funeral Directors Association (WFDA) and geographic district associations.

- Be sure to include the funeral home license number of your principal establishment and all your branch establishments if applicable. *
- Be sure to include the names, unique email addresses and license numbers of all funeral directors employed by your firm.
- It is very important that each funeral director has a unique email address for continuing education tracking purposes and all WFDA updates.
- List all the branch establishments operating under the principal funeral home location. You must pay dues for all branch establishments in addition to your principal funeral home.
- As a member funeral home all funeral directors, apprentices and employees are granted membership to the WFDA.
- Mobile phone number is not required. If none is listed the primary location number will be their default contact by phone.
- Pay by check or with credit card. Include check or completed credit card slip with completed form.

DISTRICTS

- **You are required to pay district dues for all your locations.**
- You must belong to the geographic district where your funeral home is located. You have the option of joining additional districts simply by paying the appropriate dues.

Tax Deductibility of WFDA Dues

The Federal Budget Revenue Reconciliation Act (the Act) of 1993 stipulates that dues revenue utilized by a professional or trade association for lobbying purposes cannot be deducted by the member paying dues.

In accordance with the Act, the WFDA is hereby notifying their membership that we estimate 75% of the 2023 dues will be deductible as ordinary business expenses for Federal Tax purposes. The estimates above are to be utilized by members in determining what portion of their 2023 WFDA dues are deductible. Please provide a copy of this notice to your accountant or tax preparer.

Deadline

WFDA Bylaws state dues are due by January 31, 2023**

Questions

Contact the WFDA office at (608) 256-1757 or office@wfda.info

You can also renew or join online at wfda.info!

* Our firm understands that by providing our mailing address, email address, telephone number and fax number, we consent to receive communication sent by or on behalf of the Wisconsin Funeral Directors Association.

** Per Bylaws, membership shall be forfeited if annual dues are not paid by March 1.

STEP 2: Branch Establishments - Please list branch locations and the licensed funeral directors employed at those locations. Attach additional copies of this page if you need more room.

Branch Establishment

Name of Branch	Street Address and/or PO Box		FH License #
City	State	Zip Code	
()	()		
Telephone	Fax	Geographic District	
Primary Contact	Personal Email		FD License #
	()		
Name	Email	Phone	FD License #
		()	
Name	Email	Phone	FD License #

Branch Establishment

Name of Branch	Street Address and/or PO Box		FH License #
City	State	Zip Code	
()	()		
Telephone	Fax	Geographic District	
Primary Contact	Personal Email		FD License #
	()		
Name	Email	Phone	FD License #
		()	
Name	Email	Phone	FD License #

Branch Establishment

Name of Branch	Street Address and/or PO Box		FH License #
City	State	Zip Code	
()	()		
Telephone	Fax	Geographic District	
Primary Contact	Personal Email		FD License #
	()		
Name	Email	Phone	FD License #
		()	
Name	Email	Phone	FD License #

STEP 3: Calculate Dues

WFDA Dues

Base charge for Wisconsin principal location \$270 (out of state see below)

WI Base Charge (\$270) \$ _____

Charge for each branch establishment listed on previous pages @ \$135 each

_____ x \$135 = \$ _____

Number of 2021 death certificates filed by your firm @ \$4.35 each

_____ x \$4.35 = \$ _____

In-State WFDA Subtotal \$ _____

WFDA Dues Out-Of-State

Base charge for Out-of-State membership is \$135.

Base Charge for Out-of-State (\$135) \$ _____

WFDA District Dues

(You are required to pay dues for the geographic district of each of your locations. You may join additional district associations by paying the appropriate dues listed below. Out of State members are able to join districts but are not required.)

PLEASE REFER TO THE NEW DISTRICT MAP TO CONFIRM YOUR DISTRICT

Central	\$50	No. Locations _____ x \$50 = \$ _____
Chippewa/St. Croix	\$50	No. Locations _____ x \$50 = \$ _____
Fox River Valley	\$50 Principal Location \$25 per Branch	[No. Locations _____ x \$50 = \$ _____ No. Locations _____ x \$25 = \$ _____
Lakeshore	\$30	No. Locations _____ x \$30 = \$ _____
Milwaukee/Waukesha County	\$100 Principal Location \$30 per Branch	[No. Locations _____ x \$100 = \$ _____ No. Locations _____ x \$30 = \$ _____
Northern	\$30	No. Locations _____ x \$30 = \$ _____
Northeastern	\$35	No. Locations _____ x \$35 = \$ _____
South Central	\$35 Principal Location \$15 per Branch	[No. Locations _____ x \$35 = \$ _____ No. Locations _____ x \$15 = \$ _____
Southeastern	\$50	No. Locations _____ x \$50 = \$ _____
Southwestern	\$25	No. Locations _____ x \$25 = \$ _____
Western	\$25	No. Locations _____ x \$25 = \$ _____
Wisconsin Valley	\$35	No. Locations _____ x \$35 = \$ _____

District Dues Subtotal \$ _____

OPTIONAL: PAC/ Corporate Political Contribution \$ _____

Leadership Development Foundation Contribution \$ _____

Grand Total Due \$ _____

Add all Dues from each of the Subtotal lines above and any contributions



Step 4: Include check, payable to WFDA or complete the credit card form below

Mail to:

Wisconsin Funeral Directors Association

1502 W Broadway, Suite 102

Monona, WI 53713

\$_____ Total Due

Name on Credit Card: _____

Billing Address: _____

CC #: _____

EXP: ____/____ CVC: _____



You can also renew or join, and pay online at wfdainfo.com!