

The Buckeye Director

A publication of the Ohio Funeral Directors Association

Spring 2012



132nd OFDA Annual
Convention and Exhibition

April 24-26, 2012
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OFDA Pursues Busy
Legislative Agenda

page 20

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The Buckeye Director

Volume 4 • Issue 1

The Ohio Funeral Directors Association

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OFDA Mission Statement

To represent and support our membership by promoting professional standards and excellence in funeral service.



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Did You Know?

OFDA accepts articles written by our membership for possible publication in *The Buckeye Director*.

The deadline for future issues is as follows:

- May 14 for the July issue
- July 13 for the September issue
- October 12 for the December issue

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A Dream Come True

Today, I write my last article as president of the Ohio Funeral Directors Association. What an honor it has been serving our member funeral homes in Ohio. Only 25 years ago, I couldn't wait for my first day on the job in a funeral home, anticipating what the profession was really like. After enrolling in mortuary college, I realized I had a long way to go to get licensed, maintain a successful career and eventually manage and then own a funeral home. Is this not a dream come true for me? Absolutely yes, although, in my life, I have found whenever I climb a mountain-top, I always see another to be climbed. I have reached the "pinnacle" in my lifetime! To attain the honor of serving the largest state funeral directors association as an officer and as current president is a God-given privilege. Without heart, courage and passion for serving the living and the dead, I would have never successfully climbed the first mountain. Very few people in the United States can last longer than five years in funeral service, and for those who make it to 10 years ... well, we are in it for life! It is necessary to continue to cultivate those chosen few funeral directors and embalmers who will enjoy funeral service as much as your Executive Committee and regional directors. I really mean this, because how many colleagues do you know who will work 24/7 in their community and willingly drive a few hours to OFDA headquarters for a meeting? It is nice to answer the question that all members of the Board of Directors make the commitment and keep in contact with their business by cell phones and text messages.

The association is not about private ownership, publicly traded companies or competition among others; it is about important issues that face our profession. As a young apprentice and funeral director, I remember waiting for the next monthly trade magazine in the mail. I really enjoyed reading what was happening in the world of funeral service. Today, as your president, I can proudly say that I am among a handful of people in our profession making the news that others enjoy reading. In only the next few months, your small-town and large funeral homes will see new apprenticeship rules; introduction to a new mode of disposition, alkaline hydrolysis, in Ohio; state courtesy-card opportunities for bordering states with Ohio; and continued relationships with elected state officials, the Ohio Department of Health and the Board of Embalmers and Funeral Directors.

I am also reminded of the continued efforts for the electronic death certificate to be sent from the funeral home to doctors' offices and county health departments all via e-mail and the Internet for signature. Be assured that your OFDA staff members and officers are continuing their committee meetings with ODH. I realize that we may take a little longer to get things done in Ohio, but they are never forgotten. When Ohio finally changes and adapts new procedures, most all of the other states take note, and the National Funeral Directors Association is not far behind in congratulating Ohio in its efforts.

I am proud not only to work and live in Ohio but also to serve one of the finest state associations in the world. We travel about three weeks a year to represent Ohio at all NFDA events, and 10 past NFDA presidents were from Ohio. This year, the Board of Directors and I unanimously voted to move our 2013 convention east of Columbus to the Easton Hilton. Imagine — funeral-director families and exhibitors taking over 80 percent of a fine hotel, handicap-accessible, no daily parking fees, and more than 20 restaurants and a high-end shopping experience within walking distance of the hotel for your family. OFDA follows closely behind other state associations in changing up its convention format, but Ohio's convention is one of the largest and most well-respected. As your president, I believe we need to continue to keep the exhibitors' fees fair and allow for more startup businesses to venture into our convention with additional tabletop displays. The convention committee will adapt to member requests for a format change in speakers, topics, milestone awards and officer installation. OFDA is always seeking volunteers for its various committees and self-nominations are requested to be submitted soon after convention for next year.

Ohio is a leader in funeral service and will continue more than 132 years of serving its members. Thank you for electing me in the year of 2011-2012. As a small-town funeral director, I feel honored to have served as the second president and some 70 years since 1941, when John N. Orebaugh of Norwalk also served. I look forward to the future reading trade magazines and articles by other great leaders in OFDA who passionately care for their families and their profession!



John W. Evans



Stephen J. Gehlert

The Importance of Self-Improvement

As we start the second quarter of the year, many of our New Year's resolutions may have taken a hit as the daily pressure of work and family obligations keep us busy.

This is a good time to renew your desire to improve yourselves ... after all, we still have nine months of the year ahead of us.

If your New Year's resolution this year was to make improvements to your overall health, I commend you, and I would also recommend you recognize that, as important as our physical health is, a total health plan would also include ways to improve ourselves mentally, emotionally and spiritually.

We all know the answer to improving our physical health. Exercising daily and eating more healthy foods go a long way to giving us the physical energy we need to meet the demands the world throws at us each day. Simple measures such as taking steps instead of the elevator and walking before and after work can do a lot to help our physical resolutions.

How about improving our mental, emotional and spiritual health? Here are some recommendations from www.vibrantlife.com to keep these parts of our existence healthy.

- **Be a River, Not a Swamp** — Rivers are constantly renewing themselves; a lake with no outlet quickly becomes a swamp. Read, take classes, and learn a new skill; we are never too old to learn something new.
- **Identify Blessings in Your Life** — They are all around; your family, your job, your neighbors, your friends.
- **Speak Words of Blessing** — Be an encourager to everyone you meet.
- **Cultivate Alone Time** — Turn off phones, TVs, computers, etc., for a few minutes, and take time to reflect on the positive aspects in your life.
- **Use the Power of Choice Wisely**
 - Choose joy over despair
 - Choose love over hate



- Choose forgiveness over revenge
- Choose growth over stagnation
- **Maintain a Spirit of Goodwill** — Think the very best of people, and see the best in everyone you meet.
- **Be a Person of Integrity** — Do the right thing every time! If you do, you will be in a position to restore faith in many people.
- **Seek Out Beauty Daily** — Look for the created beauty that exists all around us. A sunrise, a sunset, a full moon or a snowy wood can lift any spirit.
- **Follow Your Calling** — Be the best funeral director and service provider your community will ever know. It will be a credit to you, your family and this great profession.

Remember, we still have three-fourths of this year to make changes that will improve ourselves in every aspect of our life. Continue to grow and prosper every day this year physically, mentally, emotionally and spiritually. It will be a year you'll never forget!

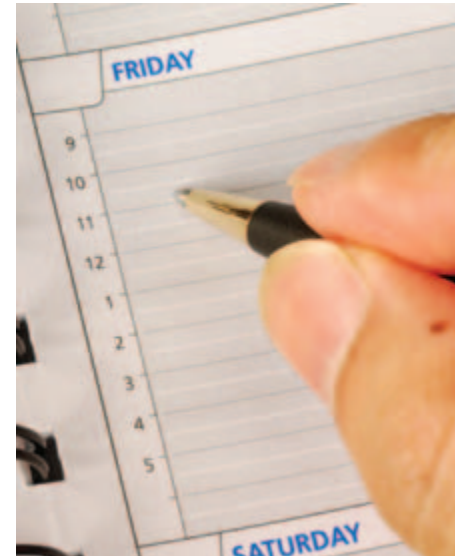


MARCH

- 7-9 NFDA Advocacy Summit, Washington, D.C.
- 15 Apprentice Seminar, OFDA Headquarters
- 20 Master Trust Committee Meeting, OFDA Headquarters
- 20 Executive Committee Meeting, OFDA Headquarters
- 20 OFDA Legislative Reception, Vern Riffe Building, Capitol Lobby
- 21 Member Services Committee Meeting, OFDA Headquarters

APRIL

- 17 Master Trust Committee Meeting, OFDA Headquarters
- 23 Insurance Seminar, Hyatt Regency, Downtown Columbus
- 23 Master Training Seminar, Hyatt Regency, Downtown Columbus
- 23 Executive Committee Meeting, Hyatt Regency, Downtown Columbus
- 24 Board of Directors Meeting, Hyatt Regency, Downtown Columbus
- 24 Past Presidents Dinner, Hyatt Regency, Downtown Columbus
- 24-26 132nd OFDA Annual Convention & Exhibition, Columbus Convention Center



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April 24-26, 2012
The 132nd OFDA Annual Convention and Exhibition

Harmony through **Diversity**



Growing Together

Hyatt Regency and the Columbus Convention Center in Downtown Columbus

Convention at a Glance

MONDAY, APRIL 23

7:00 a.m.-5:00 p.m.

Insurance Continuing Education Seminar
Instructor: Richard L. Goolsby, CIC
Ten Hours of Insurance Continuing
Education Credits
Hyatt Regency, Taft Room A

8:00 a.m.-4:00 p.m.

Master Training Seminar
Presented by OFDA Education Committee
Six Hours of CEU
Hyatt Regency, Taft Room B

6:00-9:00 p.m.

Social Event
Glow Putt Mini Golf – Gahanna
**Sponsored by American Coach Sales/
American Livery Services of Ohio
and Clark Grave Vault**

TUESDAY, APRIL 24

10:00 a.m.-7:00 p.m.

Registration, Hall C, Convention Center

Noon-12:45 p.m.

Service of Remembrance, Convention Center

12:45-1:30 p.m.

Service of Remembrance Reception,
Convention Center, **Sponsored by Cincin-
nati Equitable Life Insurance Company**

1:00-1:15 p.m.

General Session: Call to Order; Introduc-
tion of District Presidents; Introduction of
Regional Directors; Nominating Committee
Report, Hall C, Convention Center

1:15-2:15 p.m.

Speaker: Jeff Taylor – **“The Roar of Social
Media – Is Your Funeral Home Listening?”**
Hall C, Convention Center
One Hour of CEU
**Sponsored by Funeral Directors Life
Insurance Company**

2:30-4:30 p.m.

Keynote Speaker: Todd Crandell – Racing
for Recovery – **“With Sobriety, Anything
Is Possible”**
Hall C, Convention Center
Two Hours of CEU
**Sponsored by OFDA District 6 – Funeral Di-
rectors Association of Northwest Ohio, Inc.**

4:30-7:30 p.m.

Exhibition Hours
Hall C, Convention Center

4:30-7:30 p.m.

Welcome Reception
Hall C, Convention Center
**Drink Ticket Sponsored by State Auto
Insurance Companies**

7:30-9:30 p.m.

CCMS Alumni Reception,
Convention Center

WEDNESDAY, APRIL 25

7:30-8:30 a.m.

Poul Lemasters – **“A Legal Forecast for
the Pet Funeral Industry; Bright with a
Chance of Lawsuits”**
Convention Center
One Hour of CEU
Sponsored by OFDA District 1

7:30-8:30 a.m.

John Heald – **“Leveraging the Online
Obituary: Increase Customer Satisfac-
tion, Revenue and Brand Awareness”**
Convention Center
One Hour of CEU
Sponsored by Messenger

8:30-9:30 a.m.

Coleen Ellis – **“The Changing Pieces of
Pet Death Care”**
Convention Center
One Hour of CEU
Sponsored by Matthews Casket Division

8:30-9:30 a.m.

Kim Medici Shelquist – **“Creating Effective
Relationships with Hospice and End-of-
Life-Care Organizations”**
Convention Center
One Hour of CEU
Sponsored by Homesteaders Life Company

9:30-10:30 a.m.

Monica Lilak – **“The History and Rel-
evance of Memorial Keepsake Jewelry”**
Convention Center
One Hour of CEU

9:30-10:30 a.m.

Julie Burn, CCrE, CSE – **“Cremation Phone
Shoppers ... How Do You Respond?”**
Convention Center
One Hour of CEU

10:45-11:00 a.m.

General Session; Call to Order;
Election of Officers
Hall C, Convention Center

11:00 a.m.-Noon

NFDA Update, OFDA Update and OFDA
Executive Director’s Message
Hall C, Convention Center
One Hour of CEU

Noon-1:30 p.m.

Awards Luncheon – Recognizing Com-
mittee Award; CFSP; 25-Year and
50-Year Service Award Recipients and
OFDA Past Presidents
Hall C, Convention Center
**Sponsored by Funeral Directors Life
Insurance Company**

1:30-2:00 p.m.

Installation of Officers
Hall C, Convention Center

2:00-5:30 p.m.

Exhibition Hours
Hall C, Convention Center

5:30-7:30 p.m.

President’s Reception
Hyatt Regency
**Sponsored by Aurora Casket Company
and Dignity Memorial**

THURSDAY, APRIL 26

7:30-8:30 a.m.

Ryan Thogmartin – **“Social Media for
Funeral Homes – How to Make It Work”**
Convention Center
One Hour of CEU
Sponsored by Genesis Casket Company

7:30-8:30 a.m.

Charles Berner, DDS – **“If A = B and B = C,
then A = C – Mass Fatalities and Scien-
tific Documentation of Opinion”**
Convention Center
One Hour of CEU
Sponsored by Columbian Financial Group

8:30-9:00 a.m.

Breakfast
Hall C, Convention Center
Sponsored by Batesville Casket Company

9:00-10:00 a.m.

Keynote Speaker – Lee Woodruff – **“In
An Instant”**
Hall C, Convention Center

10:00 a.m.-Noon

Exhibition Hours
Hall C, Convention Center

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OFDA District 11
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2012 Convention Exhibitors *(as of February 3, 2012)*

There are still booth spaces available. Contact Diana at the OFDA office at 614-486-5339 or 800-589-6332 or via e-mail at diana@ofdaonline.org.

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Board of Embalmers and Funeral
Directors of Ohio
Capstone PreNeed Funding
Solutions, LLC
Care Caskets
Cincinnati College of
Mortuary Science
Cincinnati Equitable Life
Insurance Co.
Clark Grave Vault
Classic Metal Vaults
Columbian Financial Group
Contemporary Concepts, Inc.
Crematory Manufacturing
& Service
CT Communications
Message Center
Custom Air Trays
Deaton-Kennedy Company

Department of Veterans
Affairs National
Cemetery Administration
Donate Life Ohio
Doric Burial Vaults
Eckels
eFuneral
Facultative Technologies
Farnsworth Gowns
Funeral Directors'
Answering Service
Funeral Directors Life
Insurance Company
Genesis Casket Company
Great Western
Insurance Company
Homesteaders Life Company
Inman Shipping Worldwide/
Omega Assured Return Plan
J + J Invision
Lamcraft, Inc.
LCBA
LifeLong Memories
Matthews Casket Division
Memoriams.com
Messenger
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Miller Architects & Builders
Muster Coaches
National Funeral
Directors Association



National Mortuary Shipping
Newcomer Funeral
Service Group
Ohio Embalmers Association
Ohio Funeral
Directors Association
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Mortuary Science
Precious Memories

Roberts & Downey
Chapel Equipment
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Stuart Burial Vaults
Terrapro (Terradise Computer
Systems, Inc.)
The Champion Company
The Dodge Company
Thirst Relief International
U.S. Cremation Equipment
Walnut Creek Caskets
Wilbert Burial Vaults
Zane Casket Company

Recognition of OFDA Committee Members and 50-Year Licensees

OFDA members are recognized for volunteering on an OFDA committee for five consecutive years. This year, we would like to acknowledge:

Bill Hoelscher, Springfield
Finance & Audit Committee

Richard Hoskinson, Kirkersville
Education Committee

Ben Kyle, CFSP, Hubbard
Young Funeral Directors Committee

Bob Laird Sr., Warren
Benefit Trust Committee

Erika Rutherford, Columbus
Young Funeral Directors Committee

Second Five-Year Committee Awards

Terry Reardon, Youngstown
Benefit Trust Committee/
Master Trust Committee

Anthony Quahliero Jr., Struthers
Legislative Committee

Recognition of 50-Year Award Recipients

Thomas Boyer, Lorain
Gretchen Burmeister, Avon Lake
John Evans, Milford
Donald A. Faulhaber Jr., Broadview Heights
David Gottfried, Williard
George Henderson, Grover, Missouri
Bernard Hogenkamp, Coldwater
Peter Holowczak, Parma

Ronald Jackson, Troy
Ronald Kercheval, Harrison
George Kinnick, Youngstown
George Martin, Dayton
Bernard Naegele, Cincinnati
Richard Phillips, Cincinnati
Bruce Redmon, Stow
Richard Reed, Newark
Harlan Saxton, Rocky River
John Verdone, Broadview Heights
Thomas Wadsworth, Fremont
Daniel Weber, Lisbon
Janice Williams, Canton
Edwin Wirt, Wooster
John Zaback, Ashtabula

Annual Meeting

The Annual Meeting of the Ohio Funeral Directors Association will be held during the Convention at the Columbus Convention in Hall C on Tuesday, April 24, 2012.

OFDA Committees Need You

OFDA's strength is truly in its members. We need interested individuals for the 2012-2013 OFDA Committee assignments. A list of Committees is available at www.ofdaonline.org. If you are interested in serving on a Committee for the 2012-2013 year, please submit a letter with the Committees listed you would like to join to the attention of President-elect Mark Merz, CFSP. Send the letter to OFDA, c/o Diana O'Neal, 2501 North Star Road, PO Box 21760, Columbus, OH 43221.



Service of Remembrance



A traditional event of the convention is the Service of Remembrance. OFDA pays tribute to all members and their immediate family members who have died during the year. The Service of Remembrance will be held on Tuesday, April 24, beginning at noon. The service will be held at the Columbus Convention Center. Immediately following the service, OFDA will host a reception for the families attending the service.

Listed are the individuals who will be remembered during the service (this list is as of January 31). If you know of someone we've missed, please call Diana O'Neal at the OFDA office at 614-486-5339 or 800-589-6332. She can also be reached via e-mail at diana@ofdaonline.org.

James B. Bacher, Akron
 Betty L. Baker, Washington Court House
 Roger Stanton Berry, Westlake
 Joseph E. Borkoski, Adena
 Jack R. Carpenter, O.D, Columbiana
 George Edward Chapman, Columbus
 Betty Jane Cotner, Reynoldsburg
 Kenneth W. Cox, Wadsworth
 J. Peter Ducro, Ashtabula
 Donald L. Ferfolia, Maple Heights
 Samuel F. "Sam" Grafton, Mineral Ridge
 Robin Anne Grierson, Westwood
 Eric N. Grisier, Archbold
 Marilyn A. Hill, Westerville
 Alan B. Jones, Greenville
 Richard W. Kirkpatrick, New Holland
 Milton O. Law, Cambridge
 Paul J. Lamiell, Canton
 Kathleen M. Mills, Cleveland
 Jo-Ann R. (Rex) Lebold, Bolivar
 Jerry Page Myers, Circleville
 Janice M. (Moran) Nero, Garfield Heights
 William T. Prater, Hillsboro

Charles W. "Bill" Price, Venice, Florida
 M. Evelyn Pucak, Hubbard
 Cleo J. Ralstin, Otway
 William H. Roberts Jr., New Lexington
 Kenneth J. Saltzmann, Kinsman
 Marjorie E. (Ennes) Saxton, Rocky River
 Genevieve McClure Schafer, Marietta
 Frederick W. Shank, Toledo
 Anita L. (Stapf) Shaw, Worthington
 Brooks E. "Gene" Sherwood, Mayfield Heights
 Josephine M. "Jessie" Skerl, Broadview Heights
 Shontell Snyder, Bellville
 Elizabeth M. "Betty" Straker, Parma
 William A. Swart, West Carrollton
 Emmy Lou Sweeney, Amsterdam
 Paul Roger Vernier Sr., West Portsmouth
 John D. Webster, Middletown
 Charles E. "Chuck" Wellman Sr., Circleville
 Geoffrey Alan Wells, Waterville
 Dale Windon, Ona, West Virginia
 Thomas M. Winterich, North Ridgeville
 Marian L. Zettler, Hamilton

Nominating Committee Report

MEET THE CANDIDATES

The OFDA Nominating Committee wanted to give the membership the opportunity to see and learn about the slate of candidates to be voted on at the annual OFDA Convention in April. The Nominating Committee met on January 18, 2012, and voted to recommend the following:

FOR THE POSITION OF PRESIDENT-ELECT



**Anthony J. Quahliero Jr.,
Kirila Funeral Home, Struthers**

Anthony J. Quahliero Jr., manager of Kirila Funeral Home, Struthers, is a licensed funeral director and embalmer in Ohio and Pennsylvania and has been licensed for 31 years. Anthony currently serves as OFDA Treasurer; he also held the position of Northeast regional director and various other committees with OFDA, especially the Mortuary Response Team; and he serves on the MRT Policy Board. Anthony was a 1979 graduate of Pittsburgh Institute of Mortuary Science, and he was licensed in Pennsylvania in 1980 and in Ohio in 1988. He has served on many civic organizations, along with some government agencies, over the years. He is a past president and assistant governor of Struthers Rotary Club and Rotary District 6650, past president of the Struthers School Foundation for Educational Excellence, Knights of Columbus, Wolves Den VI of Youngstown, Eagles Club and the federal government's Disaster Mortuary Operational Response Team, serving on the Family Assistance Team. He is married to the former Melanie J. Beil, and he has three children and five stepchildren.

FOR THE POSITION OF TREASURER



**Joan Billman, CFSP, Funeral Director/
H.R. Manager, Fleming & Billman
Funeral Directors, Inc. Ashtabula, Jef-
ferson and Geneva**

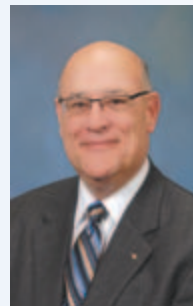
A first-generation funeral director, Joan has been licensed since 1992, working alongside her husband, funeral director/embalmer Bob Billman. They purchased their first funeral home in Ashtabula from Jack W. Ross in 1995, Kennedy Funeral Home in Geneva in 1997 and then merged with Tom Fleming in Jefferson in 2005. They are also owners-partners in the Family Care Group, Inc., a funeral-service cooperative.

Joan served as president of District 19 for two years and as the Northeast regional director of OFDA. She has actively served on the Convention and Membership Services committees of OFDA since 2006. Joan is the current chair of the OFDA Member Services Committee. Joan is currently serving on the Board of Directors of LEADERSHIP Ashtabula County, of which she is a 1997 graduate, and has also served on many community boards, including Big Brothers Big Sisters, Gilda's Club and many positions of leadership in the First United Methodist Church of Ashtabula. She has also been very active in various other local community projects, in-

cluding school consolidation and new build projects for the local school system. Joan currently serves as OFDA Secretary.

Bob and Joan have two adult sons: Chris and Nick.

FOR THE POSITION OF SECRETARY



**Terry L. Palmer, Fawcett Oliver Glass
and Palmer Funeral Home, Chillicothe**

I am a first-generation funeral director, beginning my career in funeral service in Chillicothe in 1971, working for a local funeral home. A 1975 graduate of Cincinnati College of Mortuary Science, I was licensed in 1976 and returned to Chillicothe in 1978. I was employed by the Fawcett Oliver and Glass Funeral Home, and, in 1992, I assumed ownership of the firm. It is now known as the Fawcett Oliver Glass and Palmer Funeral Home. My son and daughter-in-law are graduates of the Cincinnati College of Mortuary Science and will be joining me in the business.

I have served as an officer in District 10, and I currently serve as Southeast regional director for OFDA, as well on the Finance and Audit, Membership and Task Force committees. My professional memberships include NFDA, OFDA, the Ohio Embalmers Association and the Academy of Professional Funeral Service Practice. I am currently working to complete my certification as a CFSP.

My community activities include Trinity United Methodist Church, having served in several leadership positions; Scioto Lodge #6; F&AM; Chillicothe York Rite Masonic Bodies; Chillicothe Kiwanis Club; and the American Cancer Society, having served as board president and currently serving as president of the Ross County Volunteer Leadership Council.

My wife, Debra, and I have two sons, Andrew, of Dayton, and Jonathan and his wife, Kimberly, of Chillicothe.

FOR THE POSITION OF PRESIDENT



**Mark A. Merz, CFSP, Neville Funeral
Home, Holland**

Mark is currently president-elect and will automatically assume the president's position.



State Board 2012 Updates and Reminders

New apprenticeship rules became effective January 1, 2012.

- Masters are now required to show proof of attending “Master Training”
- New apprenticeship forms are now available on the Board’s website

Annual Preneed Reports are due no later than March 30, 2012.

- Remember to complete all sections of the form, sign, notarize and submit required documentation
- Failure to submit by the deadline may result in disciplinary action by the Board

Board to host Open Forum Apprentice Roundtable Session on May 15, 2012.

- No cost; open to all current apprentices
- A chance to meet with the Board Inspectors, staff members and other apprentices to discuss your apprenticeship
- Information will be mailed to apprentices in April

All licenses expire December 31, 2012.

- Renewal notices will be mailed in early November 2012
- Renewal notices will be mailed to mailing address on file with the Board
- Failure to renew by December 31, 2012, will result in penalty fees

Continuing education compliance period ends December 31, 2012.

- If you have not completed your 18 hours of continuing education, your license may not be renewed until it is completed

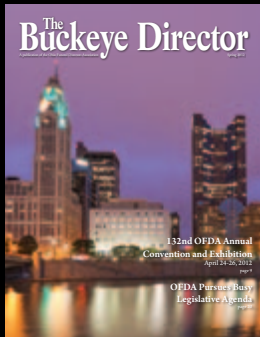
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BWC Finalizes Alternative Rating Program Changes



The Ohio Bureau of Workers' Compensation (BWC) has approved a number of changes to its alternative rating programs. These changes are designed to encourage meaningful behaviors by employers. Specific areas of focus are injury prevention, loss control and return-to-work efforts.

The first of these changes was announced when the BWC Board of Directors eliminated the Break Even Factor, which was an assessment used in calculating rates for employers in traditional group rating programs. BWC also adjusted their credibility table to reflect a 53 percent maximum discount. Taken together, the significance of these changes is that the maximum allowable discount through traditional group experience rating has increased to 53 percent for the 2012 policy year from its prior 51 percent ceiling.

BWC completed its changes in December by approving a plan branded **Destination: Excellence**. Under **Destination: Excellence**, changes were made to various existing programs, while new initiatives were created to encourage loss control and employer behavior.

The changes to the existing alternative rating programs are listed below:

- **100 Percent EM Cap Program (Effective July 1, 2012)**
 - Eliminated the requirement for an employer to be penalty-rated in order to qualify. Under the new rules, any employer whose individual experience modifier increases more than two-fold — even those who remain base- or credit-rated — would be able to use this program to limit the increase in premium. This change should increase the number of employers eligible to benefit from the program.

- Eliminated the requirement to implement the 10-Step Business Plan for Safety and replaced it with a requirement to complete an industry-specific half-day training during the first year of participation and online training classes in subsequent years. These changes will make the program less burdensome and more business-friendly.

- **Small Deductible Program – Deductible Levels of \$500-\$10,000 (Effective July 1, 2012)**

- Payments made under the small deductible program are excluded from employers' experience and therefore do not impact rate calculations. As a result, employers will theoretically have lower claims values and reduced rates and premiums.

- **One Claim Program – (Effective July 1, 2012)**

- Reduces the discount to 20 percent in the first year, 15 percent in the second year, 10 percent in the third and 5 percent in the fourth year of participation. The current discount through the One Claim Program is 40 percent for all four years.

- **10-Step Business Plan for Safety (Effective July 1, 2012)**

- Replaces requirements to implement the 10-Step Business Plan with more tailored safety programs to fit employers' industry, accident history and size. Many employers have asked for more industry-specific safety programming for a number of years.

BWC's new programs are listed below:

- **Industry Safety Discount (Effective July 1, 2012)**

Establishes a 3 percent discount for employers who agree to complete a safety risk assessment and provide employer-specific safety data to the BWC upon request. Depending on size, employers will be required to complete one, two or all of the following activities:

- Industry-specific safety classes offered by the Division of Safety & Hygiene
- On-site safety consulting with BWC staff
- Attend BWC Safety Congress
- **Transitional Work Grant Program and Bonus (Effective July 1, 2012)**
 - Provides a grant for employers to establish a transitional work plan and a bonus for employers who use the plan to return an injured employee to work.
- **Administrative Discounts (Effective July 1, 2012)**
 - *Go Green Discount* — Designed to reward employers for paying premiums online and on time, the “Go Green” discount provides a 1 percent premium discount (up to a maximum of \$1,000) to employers who elect to receive their payroll report, report payroll and pay their premiums through ohiobwc.com. Participants must also make first reports of injury online (if they are the party filing the claim). The “Go Green” discount is not available to employers using the FlexPay Program or the 50/50 program or those who report no payroll.
 - *Lapse-Free Discount* — Employers who have not lapsed for the preceding 60 months (five years) will receive a “Lapse-Free” discount of 1 percent (up to a maximum of \$1,000). This discount will not be available to employers reporting no payroll.
- **Claim-Free Discount (Effective July 1, 2013)**
 - The “Claim-Free” discount will be applied to employers who have not incurred a compensable injury for one calendar year AND maintain a safety committee.
- **Program Compatibility (Effective July 1, 2012)**
 - Drug-Free Safety Program is now compatible with group rating and the 15K Program.
 - The 2 percent Safety Council participation discount is available to employers in the Group Retrospective Rating Program.
 - One Claim Program and 100 percent EM Cap are NOT compatible with Small Deductible.
 - Small Deductible program is not compatible with Group Rating.
 - Salary continuation is compatible with all programs.

Taken together as a package, an employer could effectively reduce its workers' compensation rates by 59 percent. For example, an employer with individual premium of \$1,000 in a maximum 53 percent discount group rating program would see the employer's premium reduced to \$470. The Go Green and Lapse Free administrative discounts would reduce the employer's premium even further to \$461. If this same employer participated in the employer's local Safety Council and the Advanced level of the Drug Free Safety Program and implemented industry-specific safety strategies, it could see its premium reduced to \$407.

For more information on how you can take advantage of these new programs, please call your CareWorks Consultants' program manager toll-free at 800-837-3200.



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Looking for a “Green” Project this Spring? How About Building a Rain Garden?

by Barb Garrison, MS, CHMM, President, Safety and Environmental Solutions, LLC

If you're looking to do some landscaping this spring at your funeral home and would like to do it in an environmentally friendly way, consider incorporating a rain garden. Besides being a beautiful addition to your landscape, a rain garden will help prevent stormwater from running off your property and potentially contaminating local waterways.

Think about it: Every time it rains, the water that hits nonporous surfaces — such as roofs, sidewalks, paved parking surfaces, etc. — runs off your property. Did you ever stop to think about what is in that rainwater and where it goes? Well, that water picks up anything in its path that it can carry, including fertilizer, pesticides, oil and dirt, and most of the water is conveyed to a storm sewer that discharges the water directly into a stream, river or other waterway. According to some estimates, stormwater runoff is responsible for up to 70 percent

of water pollution. Ever heard of Grand Lake St. Marys in northeast Ohio? Fertilizer runoff is at least partially to blame for the toxic algae in the lake that prompted the Ohio Environmental Protection Agency to post health advisories for the past three years warning people to avoid swimming or wading in the lake.

So, what is a rain garden? Simply put, it is an area of your property that is used to slow and capture rainwater so it can soak into the ground instead of running off your property. The garden should be located in a naturally occurring low spot on your property where your sump pump and/or downspouts can discharge rainwater. It should be at least 10 feet away from any buildings to prevent potential foundation problems, and it should be in an area that receives full or partial sun. If you're wondering about the potential for mosquitoes, be assured that a properly constructed rain garden is designed to release all collected water within 24 hours, so mosquitoes should not be an issue.

How hard is it to build a rain garden? Well, check out these before and after pictures of my yard! Yes, it took me several days, but I did all the labor myself — with a little help from my husband to get those boulders in place.



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OFDA Pursues Busy Legislative Agenda

by T. Scott Gilligan, OFDA General Counsel



In 2012, OFDA will be pursuing several legislative fixes for problems that have arisen for OFDA members over the past few years. OFDA will also be seeking to implement provisions to Ohio's licensing laws that will permit alkaline hydrolysis as a form of disposition and place alkaline hydrolysis facilities under the supervision of the Ohio Board of Embalmers and Funeral Directors.

While legislative changes are never easy, OFDA's Legislative Committee and Board of Directors have decided to undertake this expansive legislative campaign to address the following issues:

1. Disclosure of Insurance Information. One of the most frustrating aspects of recent laws mandating financial privacy is the inability of the family or funeral director to obtain updated information on insurance held by the decedent. When a family arrives at a funeral home to make at-need arrangements and indicates that it intends to pay from the proceeds of an insurance policy on the life of the decedent, the funeral home needs to confirm the policy is in place, who the beneficiary is and what the death value is. Prior to the enactment of financial privacy laws, insurance companies

readily provided this information, which allowed funeral homes to make arrangements with the family.

As OFDA members encounter on a daily basis, insurance companies no longer provide this information. Similar problems led the North Carolina Funeral Directors Association to seek an exemption in its privacy laws to mandate insurance companies provide updated insurance information to the next-of-kin. Using the North Carolina law as a model, OFDA has drafted changes to Ohio's insurance disclosure laws that would require an insurance company to promptly provide updated insurance information to the next-of-kin. If this new provision can be enacted, it will greatly assist funeral homes and families making at-need funeral arrangements.

2. Cremation Identification. In a recent decision by the Ohio Board of Embalmers and Funeral Directors, it held that a funeral director who witnesses a cremation authorization form "guarantees" the identity of the decedent. This guaranty renders the funeral director liable in the case of any misidentification, even one not caused by the funeral director.

OFDA is seeking a change in the cremation authorization law that would spell out a funeral home's obligation to arrange for identification and the types of identification that satisfy the statute. However, the funeral director would no longer be a guarantor of the identity of the decedent. As long as the funeral home has arranged to carry out a visual identification by family members or has relied upon identification by a coroner, it is no longer responsible for mistakes of misidentification.

3. Courtesy-Card License. For most funeral homes that do business near a state border, it has not normally been a problem to cross over state lines to do a removal or to bring a body back over state lines for a disposition. However, Kentucky recently engaged in a crackdown on Ohio funeral homes crossing into Kentucky to do removals and dispositions. In fact, Kentucky has even threatened to cite Ohio funeral directors who have Kentucky licenses under the theory that only a Kentucky funeral home may do a removal in Kentucky.

To resolve this issue, OFDA met with state associations in Kentucky, Indiana, Michigan and West Virginia. The goal of the group was to develop model courtesy-card legislation by which a licensed funeral director could go into a border state under a courtesy-card license to do removals, funeral ceremonies and dispositions. To date, Indiana, Michigan and Ohio have developed a courtesy-card bill. Kentucky, which already has a courtesy-card law, will be working to revise its law so it contains the provisions found in the model law the state associations have drafted.

Also as part of this legislation, OFDA will be seeking a provision under the funeral license law that would allow out-of-state funeral directors to work in Ohio during a declared emergency, such as a mass-fatality incident.

4. Inactive Status. With today's mobile society and two-income families, it is not unusual for Ohio funeral directors to leave the state for several years or to leave the profession for several years. In most cases, the funeral director simply allows his or her funeral director's and embalmer's license to lapse.

If the funeral director later wishes to return to Ohio and/or practice funeral directing and embalming, he or she will have a rude surprise when seeking to reinstate his or her license. Under the current licensing law, a funeral director or embalmer with a lapsed license must pay a reinstatement fee equal to \$50 for each month his or her license was lapsed. For example, an Ohio funeral director/embalmer who wishes to reinstate his or her two licenses after a five-year lapse would have to pay a reinstatement fee equal to \$6,000.

OFDA is introducing legislation that would place reasonable caps on the fees funeral directors and embalmers would have to pay to reinstate lapsed licenses.

5. Funeral Home License Applications. When a funeral home is sold, the new owner has 30 days in which to apply for a new funeral home license from the Ohio Board of Embalmers and Funeral Directors. In a recent case, a question arose as to the authority of the new owner to operate the funeral home during that 30 days. According to the Board, it is not clear under the licensing law whether the funeral home would be operating under the funeral home license of the previous owner or whether simply applying to the Board for a new license allows the new owner to operate.

To clear up this discrepancy, OFDA is seeking a change to the license law that makes explicit the new application permits the new owner to continue to operate the funeral home until the Board has either issued a new license or rejected the application.

6. Alkaline Hydrolysis. Alkaline hydrolysis, as a new form of disposition, has already been approved by seven states and bills are pending in several other states. OFDA recognizes some Ohio consumers will want this disposition option. However, the process needs to be properly regulated and licensed just like funeral homes and crematories. OFDA is introducing legislation that would require each facility offering alkaline hydrolysis to be licensed and regulated by the Ohio Board of Embalmers and Funeral Directors.

7. Purple Lights. OFDA is exploring the possibility of changing the funeral procession law and/or regulations to allow funeral procession escorts and funeral home vehicles in a procession to use purple lights in addition to amber lights. Depending on possible opposition from the Ohio Department of Public Safety, OFDA may not pursue this legislative initiative.

This aggressive legislative agenda shows two things: (1) OFDA understands the needs of its members and takes the lead in resolving member problems; and (2) OFDA needs your assistance if it is to be successful in these legislative efforts. Consider increasing your donation to the OFDA PAC Fund. And, most importantly, when OFDA and its leadership ask you to contact state senators and state representatives to support this legislation, please do so. It is important that all OFDA members be a part of this process.

OFDA members with questions regarding this article may contact Scott Gilligan at 513-871-6332.





Betty Jane Cotner, age 79, of Reynoldsburg, went home to be with her Lord and Savior, Jesus Christ, on Monday, January 9, 2012, after a long and difficult fight with Parkinson's disease. Betty was born March 16, 1932, in Columbus, Ohio. She graduated from Central High School in 1950 and worked at Nationwide Insurance. She played the piano and organ in several central Ohio Churches of the Nazarene, including Warren Avenue, Wilson Avenue and Reynoldsburg. She loved music and shared her gift with many through the church and in the funeral home. She loved the Gaithers' music, and she traveled every year with numerous good friends to their Praise Gathering. God called her husband, William Cotner, to funeral service. Despite her fear of funeral homes, she knew God called them to this ministry. She was determined that they would not let their funeral home look like a funeral home, and they would minister to those in need during some of their most difficult times. Together, Bill and Betty took over ownership of A.J. Held Funeral Home on Parsons Avenue, becoming Held-Cotner, where they served families until 1975. In 1972, God called them to Reynoldsburg to expand this ministry. They purchased the Pete Rutherford Funeral Home, which became the Cotner Funeral Home. She worked diligently to provide a comfortable atmosphere to care for families. The homey feel, from the antiques to every flower that she meticulously cared for, was all due to her hard work and efforts. Betty and Bill continued serving Reynoldsburg and the surrounding communities for many years. She was a devoted and caring wife; a kind and generous mother; and the most proud and loving grandma.

She is preceded in death by her loving husband of 52 years, William B. Cotner; and her parents, Chester and Nellie (Hensley)

Hansher. Betty is survived by her sons, Brad Cotner (Karie Fisher) and Barth and his wife, Julie Cotner; her granddaughter, Lucie Jane; her grandson, Casey Randal; her brother, Jack (Marilyn) Hansher; her sister-in-law, Marilyn "Mickey" (Bill) Fishburn; and her very special nieces and nephews, Kevin (Theresa) Hansher, Kim (Randy) Huffman, Kent (Diane) Hansher, Karrie Hansher, Bruce Fishburn and Kendra Fishburn. Betty had many dedicated caregivers who provided not only care but also true friendship and love: Karie, William Porter (daughter Kaitlyn), Bethany Ellis, Elizabeth Reynolds and Glenna Ruark; and "daughters" Jennifer (Marlon) Johnson and April Oates, to whom we extend our most sincere gratitude. Contributions in her honor may be made to Gideons International (www.gideons.org) or the Reynoldsburg Church of the Nazarene.

Donald L. Ferfolia, president/CEO of Ferfolia Funeral Homes, has died. Beloved husband of Alice M. (née Bender) for 61 years. Loving dad and guiding light of Donald B. Sr. (Margaret), Donna Lang Arenschiold (the late C. Richard III), Mark L. Sr. (Christine) and Mary A. Lansky (Jeffrey A. Sr.); devoted Gramps and mentor of Donald B. Jr. (Dawn), Maureen Ferfolia, Joseph Ferfolia (Leanne), Allyson Newell, Michelle Fabian (Michael), Megan Newell, Colleen Newell, Jeffrey Ferfolia (Erin Kriynovich), Kristin C. Lang, Brian Lang (fiancée Anne Schlott), Meredith Ferfolia, Mark L. Ferfolia Jr., Rachael Ferfolia, Alex Ferfolia, Amy Ferfolia, Jeffrey A. Lansky Jr., Christina Ferfolia, Susan L. Arenschiold, Richard Arenschiold IV, and Paige Arenschiold; dearest Great-Gramps of Ryan St. Andrew, Lauren St. Andrew, Donna Newell, Caroline Halaby, Isadora

Ferfolia and Julia Fabian; beloved son of the late Louis and Theresa Ferfolia; dear brother-in-law of Robert Bender (Donna), Elaine Peters and the late Carol Bandsuh (the late Richard); and loving uncle, great-uncle, cousin and dear friend of many.

Memorial contributions are suggested in his name to the Christ Child Society of Cleveland, 6753 State Road, Parma, OH 44134; Ursuline College, 2550 Lander Road, Pepper Pike, OH 44124; the Visiting Nurse Association of Ohio, 2500 E. 22nd Street, Cleveland, OH 44115; the Cathedral Latin Alumni Association, 1496 S. Green Road, Cleveland, OH 44121; or the Callistian Guild, 10000 Miles Avenue, Cleveland, OH 44105.

Janice M. (Moran) Nero died on January 3, 2012. Beloved wife of Joseph M. Dearest mother of Joseph A. and Angelo M.; loving daughter of Betty Moran; granddaughter of Margaret Hood (deceased); dear sister of Patrick Moran, Michelle Moran and Martha Ciresi (Joe); dearest sister-in-law of Armand and Robert (Dawn); and dear aunt, niece, cousin, godmother and friend to many.

William T. Prater, age 68, of Hillsboro died Saturday, December 31, 2011, at the Halifax Health Hospice Center in Orange City, Florida. He was born June 19, 1943, in Steubenville, Ohio, the son of the late William and Jaunita Hileman Prater, and was raised by Lewis and Anna Prater Borden, who were "Mom" and "Dad." Bill was a licensed funeral director and embalmer and had owned and operated the Prater Funeral Home in Leesburg, Ohio, for 20 years. He had also served

as a Highland County deputy sheriff for 26 years, had worked as a licensed X-ray technician at Fayette Memorial Hospital in Washington Court House and was an EMT instrumental in the formation of the original Life Squad in the Leesburg area. He was a graduate of Hillsboro High School and the Cincinnati College of Mortuary Science, and he was a member of the Leesburg Lodge #78 F&AM and the Leesburg Eastern Star Chapter #57 for more than 25 years.

He is survived by his wife, Lora Ihle Prater, whom he had married on August 19, 1967, in Monroe, Ohio; one son, B. G. (Shannon) Prater of Hillsboro; two granddaughters, Kayla Kelley and Kortney Prater; two great-granddaughters, Jayda Talbot and Emmalynn Kelley; three sisters, Peggy Shaal of Ohio, Barbara Carlson of Sabina and Betty Barber of Mount Orab; three half-sisters, Nancy Adkins of Hillsboro, Sandra Prater of Hillsboro and Bonnie Shaffer of Columbus; and one half-brother, David Prater of Hillsboro.

M. Evelyn Pucak, age 101, went home to be with the Lord January 14, 2012. Evelyn

enjoyed life and adapted to whatever came her way. A life resident of the area, she was a registered nurse and, with her husband, Emil, ran Pucak's Sparkle Market in Coalburg, for 40 years. Evelyn was a faithful member of Hubbard Grace Lutheran Church. Preceded in death by her parents James and Lizzie James Pennell; her husband, Emil; her son, Dr. George Pucak; her brothers Bud and James Pennell; and her sister, Mae Marshall, she is survived by her son and daughter-in-law, Don and Susy Pucak of Uniontown; her daughter-in-law, JoAnne Pucak of Beeville, Texas; her grandchildren, Stephanie Johnson, Rob Pucak and Sharon Kovach; her five great-grandchildren, her brothers and sisters-in-law; and a host of nieces and nephews.

Memorial contributions may be made to Liberty Arms Activity Fund, 1353 Churchill Hubbard Road, Liberty, OH 44505.

Marjorie E. Saxton died Thursday, November 3, 2011. Marjorie was the wife of Edward; the mother of James (Roberta) and Marilyn Saleet (Michael); the grandmother of Melissa Saxton, Sarah Saxton,

Ashley Appleby (Stuart), Kelsey Appleby (Ben) and Mackenzie Saleet; and the great-grandmother of eight.

Memorial contributions may be made to the Marjorie Saxton Memorial Fund; PNC Bank, Jackson-Belden Branch 4978 Everhard Road, Canton, OH 44718. The family will use these contributions to set up scholarships, in her memory, to Lakewood High School and Alpha Chi Omega sorority.

Arrangements by Saxton Funeral Home, Lakewood, Ohio; 216-221-2400.

Anita L. (Stapf) Shaw, age 66, died Saturday, November 26, 2011, at Worthington Christian Village. Member of Worthington Christian Church and Adult Choir. Licensed Ohio funeral director. Vice president of the Shaw-Davis Funeral Homes. Graduate of the National Foundation of Funeral Service. Member of the Central Ohio Funeral Directors Association and the Ohio Funeral Directors Association. Attended Milligan College, and graduate of Linden McKinley High School. Church interpreter for the deaf



ministry for several decades. Preceded in death by her father, Clyde Stapf. Survived by her husband, Harry H. Shaw III; her sons, Harry H. "Kip" (Amy) Shaw IV and Adam C. (Amy) Shaw; her grandchildren, Harry V, Madison, Anderson, Arrington and Ashlin Shaw; her mother, Helen A. Stapf; her brother, Gary (Andrea) Stapf of California; her sister, Sue (James) Burleson of Westerville; and several nieces and nephews. Contributions to the Worthington Christian Church in Anita's memory.

William A. Swart, age 97, of West Carrollton, passed away on Tuesday, December 13, 2011, at his home. He was born June 29, 1914, in Wilksburg, Pennsylvania, the son of the late Hiram I. & Mary (Breese) Swart. Mr. Swart, along with his wife, Lois, founded the Swart Funeral Home in West Carrollton in 1948 and operated the funeral home until the time of his passing. He honorably served his country in the U.S. Army Air Corps from 1940 to 1945 as a first lieutenant engineering officer during World War II; was a member of the First Presbyterian Church of West Carrollton; was an active member of the West Carrollton Lions Club, Lodge # 737 F & A.M., Antioch Shrine; a life member of the VFW #3438; and was involved in numerous other civic organizations.

He was preceded in death by his daughter, Sue Swart Chessman; two sisters; and two brothers. He is survived by his loving wife of 70 years, Lois (Hirby) Swart; his son, Dan Swart and his wife, Rose Mary; two granddaughters, Julie Neff and her husband, Eddie, and Nikki Dahlinghaus and her husband, Chris; two grandsons, Bruce Locken and his wife, Bridgett, and Mark Locken and his wife, Lisa; eight great-grandchildren, Gary and Abbie Sue Neff, Ethan and Wyatt Dahlinghaus, William Locken, Melissa Damian, and Nicholas and Jude Locken; and several nieces, nephews, other family members and friends. Memorial contributions may be made to Hospice of Dayton or to the church in Mr. Swart's memory.

Charles E. Wellman Sr., 78, of Circleville, died January 30, 2012, at his residence. He was born April 21, 1933, in Scioto County,

the son of the late Earl Wellman and Mabel (Vaughters) West. Chuck graduated in 1959 from Cincinnati College of Mortuary Science and came to Circleville to work for William and Harold Defenbaugh at the Defenbaugh Funeral Home. Upon Harold Defenbaugh's retirement in 1973, Chuck and Pat established the Wellman Funeral Home on North Court Street and opened the present facility in July 1974. In 1975, he established the Wellman Monument Company. He was a U.S. Air Force veteran of the Korean War; a member of the Circleville Church of the Nazarene; a member of Gideons, the Pickaway Terrace Board and the Noon Rotary; an OFDA 50-year member; and a 25-year Board Member of Go International (formerly Missionary World Service and Evangelism), where he served on numerous work teams to Columbia, Kenya, India and Haiti. He was recently awarded honorary alumni status at Ohio Christian University for long-standing support of the college and served as host family for several AFS exchange students. He is survived by his wife, Pat (Jones) Wellman; his children, Cathy (Mark) Leatherwood, Chuck (Cathy) Wellman Jr., Chris (Max) Kacan, Cindy (Don) Wildermuth and Craig (Kim Stone) Wellman; his grandchildren, Charlie (Erin) Wellman; Christopher (Brittany) Wellman; Caleb Wellman; Claire, Abby and Adrien Leatherwood; Elena, Ben, Elise and Joel Kacan; Zach, Josh, Rachel and Hannah Wildermuth; and Cierra, Celeste and Cayli Wellman; his great-grandchildren, Emma, Jackson and Olivia; his sisters, Margie (Jim) Kuebler, Carolyn (Jack) Pigman and Janet (Tim) Miller; and several nieces and nephews and cousins. Memorial contributions may be sent to Gideons International.

Geoffrey Alan Wells, 64, of Waterville, passed away peacefully on Saturday, December 31, 2011, surrounded by his loving family and dear friends.

Geoff was born on February 27, 1947, to Roland Neil and Dorothy Ann Wells. He earned his degree in mortuary science, *magna cum laude*, from the Cincinnati College of Mortuary Science in 1969. For more than 30 years, Geoff owned and operated the Wells Funeral Home in Waterville, Ohio. He used his God-given gifts and talents to help thou-

sands of people grieve the loss of loved ones. He was very skilled and highly respected by his peers for his embalming abilities as well. He specialized in major trauma, unusual cases of embalming and reconstruction. Although Geoff was widely known as a funeral director and embalmer, he also utilized his talents far beyond the traditional funeral-services realm. He was very proud of his work as a member of DMORT Region V when he was deployed to Louisiana to aid victims and their families during hurricanes Katrina and Rita. Specifically, he was a team member designated to be cross-trained for Family Assistance Core Team (FACT) when needed. *Changing with the Seasons of Our Life* is a book that he wrote to help people understand and cope with the loss of a loved one. Additionally, he was a member of numerous professional organizations and affiliations. In his leisure time, he enjoyed watching the scientific investigation shows on television; watching movies; fishing; reading; writing; do-it-yourself home remodeling; and, most of all, his train collection. He created one of the largest HO-scale model railroad collections in northwest Ohio. His creation, named *The Cornelius-Wells & Northern Railroad*, spans nearly 300 square feet and is meticulously designed and operated using more than one mile of wiring.

He was preceded in death by his father, Roland Neil Wells, and his mother, Dorothy Ann Wells. He is survived by his loving wife, Michele; his daughter, Laura Neal of Lawton, Oklahoma; his sons, Steve (Sara) Wells of Swanton, Ohio, David (Andrea) Wells of Toledo, Ohio, Geoffrey (Amanda) Wells II of Waco, Texas, and Robert (Aubrey) Wells of Rossford, Ohio; his stepdaughters, Tara (Brian) Morrissey of Arlington, Virginia, and Erin Stuckey of Chicago, Illinois; his grandchildren, Zachary, Tayler and Brandon Wells of Toledo, Ohio, and Christopher Neal of Lawton, Oklahoma; his sisters, Kathryn (Ronald) Covrett of Fairview Park, Ohio, and Marsha (Michael) Selders of Perrysburg, Ohio; his nephews, Christopher Covrett, Casey Covrett and Randy Fahringer; his niece, Ashley Covrett; and many dear friends and colleagues. Expressions of sympathy in Geoff's memory can be made to the family to help offset medical expenses.

Kudos



Noble DD President Wins State Award for Service to People with Disabilities

Bryan Chandler, Chandler Funeral Home, Caldwell, Recognized by State Developmental Disability Organization for Leadership



Bryan Chandler, president of the Noble County Board of Developmental Disabilities, has been singled out for his leadership and service to people with developmental disabilities.

The Ohio Association of County Boards (OACB) presented Chandler with its 2011 Distinguished Service Award for Smallest Third Counties at its annual convention, November 30-December 2, 2011.

Chandler has distinguished himself as a leader in the field through innovative thinking and a desire to improve the system of support for people with developmental disabilities in Noble County and across Ohio.

He was at the helm of the Noble County Board when the shared functions project between the Noble, Belmont and Harrison County boards of DD was introduced. Chandler was immediate in his support of what is now known as the BHN Alliance because he saw the value this collaboration would bring to Noble County. As the Alliance evolved, he took his understanding of shared administrative functions to the other county boards in Ohio, offering his insight, experience and support to help them be successful at this endeavor.

Stephen Williams, director of operations for the Noble County Board of DD, nominated Chandler for this year's award and introduced him at the awards ceremony. "He cares so much about people with disabilities that he's willing to take a great deal of time away from his family and his own small business to make sure they receive

excellent services," Williams said. "That kind of dedication is hard to find, and we're lucky to have him."

Chandler has been on the board of the Noble County Board of Developmental Disabilities since January 2005. He resides in Caldwell with his two children, Preston and Ella.

The Ohio Association of County Boards – Serving People with Developmental Disabilities (OACB) is a nonprofit organization that has provided information, continuing education, training and legislative advocacy services to Ohio's 88 county Boards of Developmental Disabilities since January 1984.



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