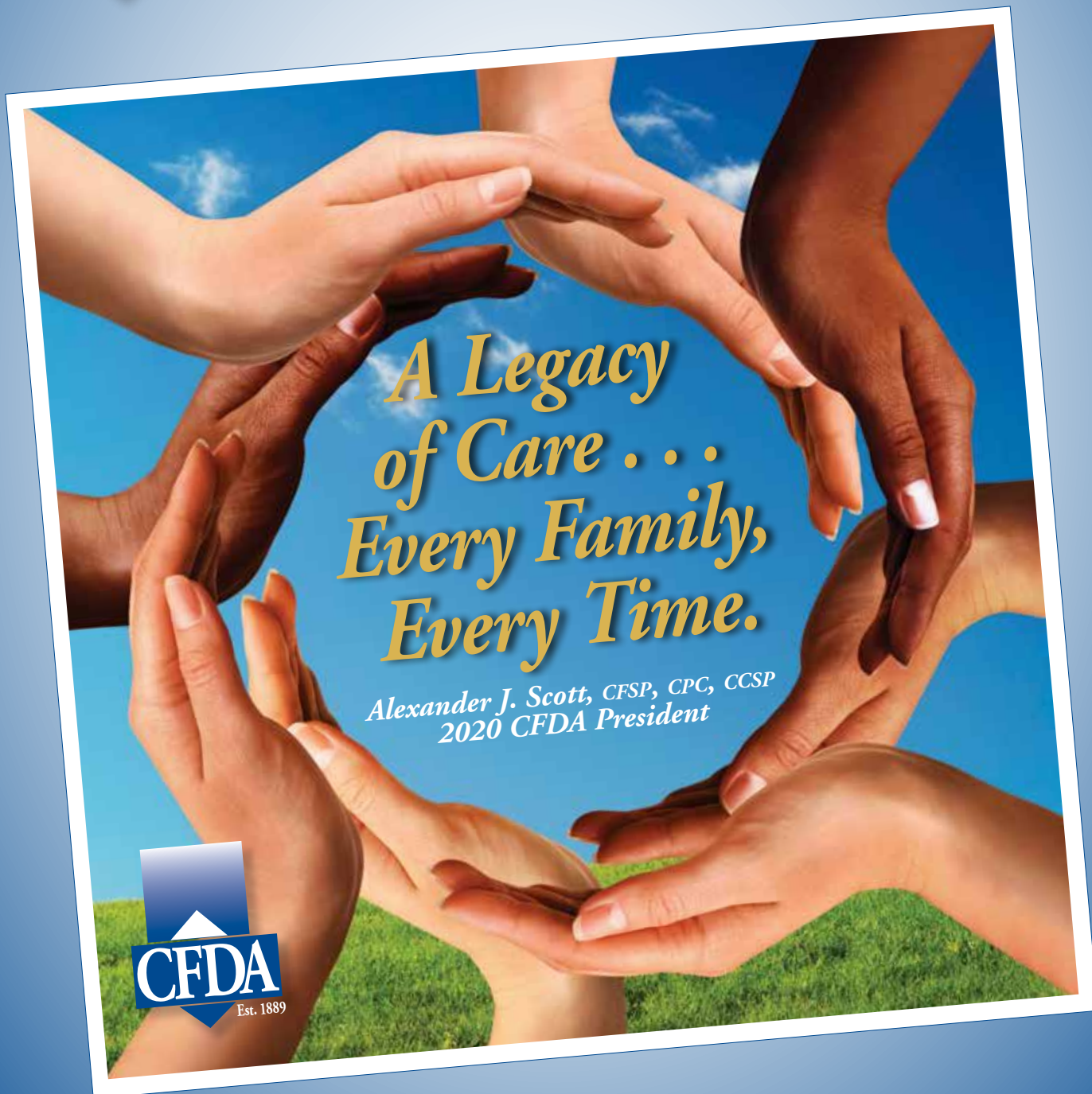




# 2020 Member Dues Application



*A Legacy  
of Care . . .  
Every Family,  
Every Time.*

*Alexander J. Scott, CFSP, CPC, CCSP  
2020 CFDA President*



Please send your dues payment  
no later than Friday, February 21, 2020.

## Alexander J. Scott, CFSP, CPC, CCSP will serve as CFDA President in 2020.



Alex's theme for his Presidency is "A Legacy of Care... Every Family, Every Time" which holds a very true and special cord in his heart. "Every day, we are faced with helping people through what is conceivably the worst day of their lives. We care for their spouses, parents, grandparents, aunts, uncles, godparents, siblings and dreadfully enough, their children when a tragedy strikes. This is our legacy and our welcomed, privileged duty. A continuity of love ... service ... care, delivered with a genuine interest in others' well-being and peace."

*Diana Kurz, 1997 CFDA President and Alex's employer at Duksa Family Funeral Homes installed him as our 2020 President.*

### 2020 Executive Officers

Vice President, David W. MacDonald, CFSP, CPC, CCO  
Treasurer, Matthew R. Adzima  
Secretary, Jacqueline L. Teske  
Past President, Edward J. Sheehy, Jr., CFSP, CPC, CCO  
Policy Board Representative, William R. Molloy, CFSP

### 2020 Executive Committee

Albert M. DeLucia                      Lionel J. Lessard, Jr., CFSP  
Melissa Melin-Miles                  Jonathan L. Green  
Thomas J. Tierney                      Amanda B. Portelance, CCO  
Jesse M. Gomes, CFSP, CPC, CCO



## CFDA Past Presidents who attended the Business Meeting



CFDA values the experience and dedication of the men and women who have worked on committees, served on the Executive Board and ultimately went on to lead our association as President.

*Back Row: Stephen M. King 2014; Edward J. Sheehy 2018-19; William R. Molloy 2002; Shauna K. Molloy 2010; Nicole I. Paquette 2011; Richard P. Holmes 2000; Executive Director John F. Cascio; Front Row: John S. Zaleski 2005; Arthur I. Erickson 2003; Jeffrey S. Klarman 1993. Also attended but not pictured: Diana D. Kurz 1997; David G. Skinner 2004; Pasquale S. Folino 2012-13; and Howard K. Hill 2015-16.*

Your state and national associations are your partners, ready to assist you whenever needed in facing the issues and questions that sometimes seem overwhelming in today's small-business environment. These professionals are on-hand to assist you . . .

### CFDA Staff & Consultants

Back Row: Accountant **Judie Saunders**  
Administrative Assistant **Noelle Frechette**  
Graphic Design & Member Services **Beverly Matthews**  
Front Row: Public Relations **Laura Soll**  
Executive Director **John Cascio**  
Lobbyist **Mike Dugan**  
Attorney **John McHugh**



# *Code of Ethics*

## **“To The Public We Pledge:**

Proper legal regulations for the members of our profession.

Devotion to high moral and service standards. Honesty in all offerings of service.

## To Those We Serve We Pledge:

Confidential business and professional relationships.

Respect for the creed and customs of every man.

Competence and dignity in the conduct of all services.

## To Our Profession We Pledge:

Support of high educational standards. Encouragement of scientific research.

Adherence to sound business practices.

Having received the honor of membership in the Connecticut Funeral Directors Association, I accept the obligation of the professional creed.”

## *Our Commitment*

To provide our client-families with those funeral services and products that are appropriate to the needs and wishes of the deceased and family.

To share with our client-families full and accurate information on any of the services or products we provide.

To fully detail and document our understanding of those services and products required of or requested by a client-family.

To answer and respond to any questions pertaining to our agreement.

To attempt to answer and resolve any problems efficiently and fairly with fair consideration given to the views and concerns of all parties.

Where a mutually agreeable resolution cannot be agreed upon, we further commit to seeking the arbitration services of The Funeral Service Consumer Arbitration Program.

Our commitment is to serve our client-families and our confidence in our services and products allows us to make this pre-commitment to the fair and timely resolution of any dispute.

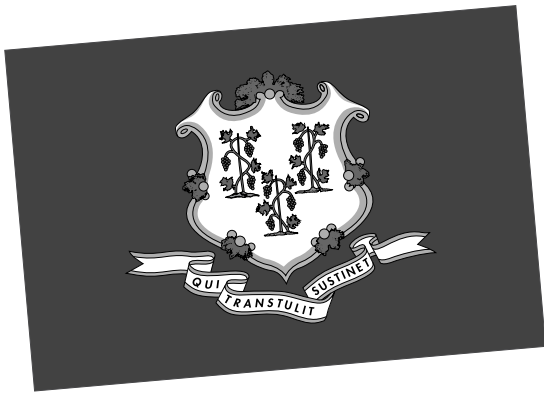


### **Connecticut Funeral Directors Association**

Executive Office: 364 Silas Deane Highway • Wethersfield, CT 06109

toll free: 800 919-CFDA • phone 860 721-0234 • fax 860 257-3617

website: [www.ctfda.org](http://www.ctfda.org) • e-mail: [connfda@aol.com](mailto:connfda@aol.com)



Being a part of CFDA, and by extension NFDA, creates for each of us a connection to a network of information and benefits that enable members to protect their personal and business interests as well as provide opportunities to better serve our clients and communities. In 2020 CFDA will renew our commitment to continuing education and personal achievement. We will endeavor to instill pride in your profession and your association.

**Membership in CFDA and NFDA is mandatory and results in greater professional strength.**

## ***CFDA/NFDA 2020 Membership Structure***

### **NFDA is a firm-based membership.**

- With the payment of one membership fee, the main location, all the additional locations and all licensed personnel at all locations will be considered members.
- Firm dues are tiered, based on the number of cases the firm files for the past calendar year.
- We are maintaining separate membership categories for retired licensees, apprentices, and students.
- We are asking for the license numbers of all licensed personnel from a dues-paying firm.
- Members receiving the NFDA magazine, *The Director*, in 2019 will continue to receive it in 2020. New members may make that request on the reverse side of the dues statement.

#### **Retired Licensee Member \$200.00**

Ideal for the funeral director no longer involved in the day-to-day operations of a business but still interested in the profession.

#### **Apprentice Member \$150.00**

Transition from student to practicing funeral director.

#### **Student Member \$100.00**

A great way for students who are enrolled in a mortuary science program or apprentices to get involved in their future profession.

#### **Associate Licensee Member (CFDA only) \$395**

Not currently employed in a funeral home. No vote.

#### **Music License per location \$261**

A separate application will be sent out by NFDA.

#### **Webcasting License per website \$50**

NFDA has finalized agreements with BMI, ASCAP, and SESAC to a webcasting license that enables you to legally broadcast funeral services that include copyrighted music over the internet.

### ***A Message from the Executive Director . . .***

First and foremost I want to thank the Officers and the Executive Board and Committee Members who volunteer their time and talents to CFDA. Also my appreciation goes to our long-time consultants Laura Soll, Judie Saunders, Michael Dugan, John McHugh and Beverly Matthews. To Noelle Frechette, our Administrative Assistant, who keeps me sane and on my toes each day I offer my sincere thanks and gratitude. And to Kathi, Kyleen and Jack, Thank You for your love and support.

2020 will begin a new decade for not only our Association but for our suppliers, vendors and all of the organizations with which we partner to work in our Communities, our State, the Northeast and, of course, the National Funeral Directors Association. From each funeral homes' alliance with municipalities and local church and civic groups to broader work with Goodwin College, the CT Department of Veterans Affairs, the CT National Guard and CT Childrens Medical Center we have established CFDA as a caring and effective "associate." Our Lobbyist Michael Dugan and our Attorney John McHugh have been tireless in their efforts to both monitor and evaluate how politics and laws will determine our path. Working regionally with the Northeast Funeral Service Partnership we have engaged with other state associations to determine trends and solutions. CFDA has always been a bellweather to the changes and challenges of funeral service. From the heartbreaking realities of Sandy Hook to the joyous results of our Annual Holiday Donation Drive we will continue to step up to the needs of Connecticut families in times of sorrow, need and celebration. In the words of CFDA President Alex Scott, ". . . Every Family, Every Time."

— John F. Cascio, CFDA Executive Director

# *CFD-PAC Total Member Contributions as of December 2019 - \$9,985*

## **Why do we need a Political Action Committee (PAC)?**

The CFD-PAC helps us keep members of the General Assembly who support our state interests in office. Virtually every other professional group in the country is trying to do the same thing, and their interests may be very different than ours.

## **How can I support the CFD-PAC?**

We need your voluntary, personal financial contribution each year.

## **Why doesn't CFDA use general funds for this purpose?**

Associations and corporations are prohibited by law from making state campaign contributions. All CFDA contributions to political campaigns are derived exclusively from personal CFD-PAC contributions. We cannot accept contributions from your firm.

## **How will my personal contribution be used?**

Contributions to the CFD-PAC are polled and used to support candidates running for the State Senate and House of Representatives.

## **Who decides which candidates to support?**

The CFD-PAC Committee and Lobbyist makes this determination. The Committee evaluates candidate positions on issues, committee interests, seniority and leadership potential.

## **Why should I join the CFD-PAC?**

Together, we send these important messages to the State of Connecticut.

- CFDA is sustained by a politically aware and active membership base.
- We hold our elected officials accountable for their actions.
- We are active participants in the election process.



*At each CFDA Annual Convention, Summer Gathering and Executive Board Meeting our Attorney John McHugh, Lobbyist Michael Dugan, along with the Legislative Committee Chair Nicole Paquette and 2018-19 CFDA President Ed Sheehy prepare, present, and review the ever-changing landscape of politics in Connecticut. Their efforts keep our members informed and elected officials accountable to the issues the funeral industry faces daily.*

**Gold Club, Contributions of \$500 to \$750**  
**Silver Club, Contributions of \$250 to \$499**  
**Bronze Club, Contributions of \$50 to \$249**

Up to date contributions are reported in each issue of The Associate and in the Year End Annual Report.

# 2020 CFDA Members Benefits

## As a member of CFDA you receive...

- Pride in your Industry & Association by displaying CFDA & NFDA logos on your website and promotion material
- Endorsed Connecticut Funeral Trust Program, Interment Trust Services/Access Financial
- Consumer Brochure: "Funeral Trust & Contracts: Regarding Medicaid Title 19" available with your funeral home imprint in **English and Spanish**
- Partnership with Goodwin College
- Northeast Funeral Service Partnership which includes "Connecticut, Massachusetts, New Jersey, New York and Pennsylvania."
- FUNERAL INNOVATIONS (Facebook) Set Up
- Staples Discount
- CFDA/NFDA partnership with Federated Insurance for Property/Liability, Workers Compensation, and Financial Protection Services
- Partnership with TJB Financial: Investments, Comprehensive Financial Planning, Future Retirement
- Third-Party Merchandise Guidelines Booklet
- **Digital Communication through The Associate Newsletter, Website and 24/7 Email Newsletters**
- Representation in State Legislation
- Representation at the National Level
- Educational Seminars designed to qualify for Continuing Education Credits
- Enhanced Website with Members Only Section
- Membership Manual & Resource Guide on CFDA Website
- 401k Benefit Program
- Directors Choice Credit Union
- Legal Counsel
- Public Relations Consultant
- Advertising & Graphic Design Services Available
- Political Action Committee (PAC) Participation
- Endorsed Collection Program (Hunter Warfield)
- Dues payable by MasterCard or VISA
- Timely Information Bulletins (meetings, dates, times, etc.)
- Discount on Shred-it Office Services - Keep Your Sensitive Documents Secure
- Professional group of volunteers serving on our Executive Board and Committees
- Executive Director John Cascio and his staff in the Wethersfield office take every opportunity to keep you informed of Association activities. He welcomes your suggestions and works closely with the Officers and Executive Committee to ensure that your concerns are addressed.

## Notice Regarding Tax Deductibility of CFDA and NFDA Dues

Please note that CFDA and NFDA dues are not deductible as charitable contributions for tax purposes, but continue to be deducted as a business expense.

Generally, funeral homes that pay NFDA dues are able to deduct 100% of those dues as ordinary business expenses for federal tax purposes. However, due to the recently enacted Budget Revenue Reconciliation Act of 1993 (the "Act"), any dues revenues utilized by a professional or trade association for lobbying purposes cannot be deducted by the member who paid the dues.

In accordance with the Act, the NFDA is hereby notifying its membership that it estimates that 10% of 2020 NFDA dues paid by a member will not be deductible as ordinary business expenses for federal tax purposes. Likewise, the CFDA is hereby notifying that 19% of 2020 CFDA dues paid by a member are not deductible as ordinary business expenses for federal tax purposes. These estimates are to be used by members in determining what portion of their dues are deductible. Please provide a copy of this notice to your accountant or other tax preparer.

# 2019 Scholarships

## CFDA Family Service Scholarship Recipients



**Jenika Carrillo**  
Hartford, CT  
Hartford County  
Eastern CT State  
University  
Clinical Child  
Psychology



**Michael Quinn**  
Brookfield, CT  
Fairfield County  
Gettysburg College  
Medicine

Also Receiving a CFDA  
Scholarship:

**Kelly Frier**  
Middlesex County  
Quinnipiac University  
Physician Assistant



**Meredith Godere**  
Norwich, CT  
New London County  
Assumption College of  
Nursing  
Nursing



**Gina Paradiso**  
New Milford, CT  
Litchfield County  
Quinnipiac University  
Occupational Therapy



**Kylie Heneghan**  
Hebron, CT  
Tolland County  
Seton Hall University  
Nursing



**Rebeca Williams**  
Wallingford, CT  
New Haven County  
Goodwin College  
Mortuary Science



**Ivette Lopez**  
Willimantic, CT  
Windham County  
University of  
Connecticut  
Nursing

## 2019 Mortuary Science Scholarship Recipient

**Molly M. Vargo**  
from Milford, CT  
attending Goodwin College



## Summer Meeting at Water's Edge

Each summer in early June CFDA meets to recognize the longevity and service of its long-standing members. Along with OSHA Training, Legal & Legislative Updates, and two Educational Seminars the attendees enjoyed this view from the balcony of the dining room while savoring a delicious buffet and the award presentations.



## Annual Golf Tournament



For the second year our Annual Golf Tournament was held at the Wallingford Country Club. This year the weather was fabulous and the players enjoyed healthy competition, great food, and generous support of CFDA's community efforts.

# The December 5th Annual Convention was a Celebration of 131 Years of Funeral Service and Community Good Will



A Full House in the Business Meeting brought together members to elect the 2020 slate of officers and to approve the CFDA and CFD, Ltd budgets. Financial, public relations, legal and legislative reports were presented by our consultants. In addition to her interest in the Holiday Gift Drive, Lt. Governor Susan Bysiewicz addressed the business meeting and expressed her support for funeral service in Connecticut.



Chief Medical Examiner, Dr. James Gill and State Registrar of Vital Records Elizabeth Frugale presented an update on the progress of the Electronic Death Registry. (l-to-r) 2020 President Alex Scott, Dr. Gill, Ms. Frugale, 2018-19 President Ed Sheehy and Executive Director John Cascio.



Bruce Likly, Co-Founder of TribuCast® and Client Operations Manager Elizabeth Fallon presented “The Changing Need for Remote Attendance.”



Executive Director John Cascio welcomed our Keynote Speaker Joe Primo, CEO of Good Grief. His presentation was “Funerals Build More Resilient Kids: The Importance of Youth and Funerals Initiative.”



Our Legislative and Legal Consultants along with our Legislative Chair are always prepared with relevant information and answers to members’ questions. (l-to-r) Executive Director John Cascio, Liz Connelly and Lobbyist Michael Dugan of Capitol Consulting, Legislative Chair Nicole Paquette and Attorney John McHugh of Cranmore, Fitzgerald & Meaney.



(l-to-r) Capt. David Pytlik of the CT Military Dept, Melody Bayber the Director of CT National Guard Family Support Center, Lt. Governor Susan Bysiewicz, John Cascio and Ed Sheehy. More than fifty CFDA funeral homes collected toys and gift cards for the Annual Holiday Toy Drive. More than \$1,000 in Gift Cards and four large SUVs filled with toys and games were delivered to the National Guard Operation ELF (Embracing Lonely Families) and the Connecticut Children’s Medical Center.

