

the **INSIDER**

THE OFFICIAL NEWSLETTER OF THE WASHINGTON CEMETERY, CREMATION &
FUNERAL ASSOCIATION

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WCCFA

WASHINGTON CEMETERY, CREMATION
& FUNERAL ASSOCIATION



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WCCFA's November Webinar

"Question Everything"

- Date:** Wednesday, November 16th, 2022
- Time:** 4:00PM – 5:00PM Presentation Webinar
- Cost:** WCCFA Members – \$25
Non-Members – \$45
- Register:** [Click here](#) to RSVP!
- CEU:** 1 CEU provided

[Click Here to Register](#)

[Add to Your Calendar](#)

Presentation

We're told the most dangerous phrase in business is "we've always done it this way", but is that actually true? Join funeral director, embalmer, and host of Undertaking: The Podcast, Brian Waters, CFSP, MBIE, as he "Questions Everything" and examines how we think as funeral professionals.. Brian will motivate you to analyze your processes and procedures while sharing ideas he's learned from industry leaders.

Meet Our Presenter

Brian grew up in the apartment above Waters Funeral Home in Hartford City, Indiana which is owned and operated by his parents, Ted and Kay Waters. He graduated from Blackford High School in 2001 and Vincennes University in 2003, where he majored in Funeral Service Education under John Alsobrooks. During his time at Vincennes University, Brian worked and trained with Donald Fredrick at Duesterberg-Fredrick Funeral Home in Vincennes.



Brian has been a licensed funeral director and embalmer in Indiana since 2005, working alongside his father Ted, mother Kay, and brother Tod. He is a member of the Academy of Professional Funeral Service Practice, earning the Certified Funeral Service Practitioner designation in 2018. In 2022, he was invited to join the British Institute of Embalmers. Brian hosts and produces Undertaking: The Podcast with Middletown, Indiana funeral director Ryan Ballard. Currently in it's third year, Undertaking: The Podcast interviews industry leaders and covers industry news for listeners in over 55 countries.

[Visit Our Website](#)

Meet Our New Board of Directors



Henry Johnston
President



Hank Kerns
Past President



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Vice President



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Director



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Director



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Director



Casey Rose
Director



Karen Reynolds
Director



Scott Sheehan
Director



Gary Curtis
Director



Katie Bohocky, CAE
Executive Director

A Message from the President

Dear Members,

Fall is in full swing here in the beautiful Kittitas Valley with cooler temperatures overnight and our trademark "Ellensburg Wind" during the day. As we begin to enter what many consider the "busy season" for the funeral profession, I want to share some thoughts with you.

First and foremost, a huge THANK YOU to our colleagues from the Washington State Funeral Directors Association for their spectacular planning, execution and delivery of the 2022 Funeral Professionals Conference at Northern Quest Casino in Spokane. Putting on a convention of any size is no small task and I, along with our entire board, applaud the WSFDA for their efforts.

The 2023 WCCFA/WSFDA Death Care Professionals Convention will be held on July 25 - July 27 at the Hilton in Vancouver, Washington. We are working diligently to create a lineup of speakers that will amaze, energize and invigorate you by the time you leave. We will be releasing more details as they emerge and are finalized, but trust me when I say, this is not a convention you'll want to miss!

The last couple years have been hard on all of us with overwhelming call volumes, the inability to perform ceremonies the way that we've been accustomed to and an ever present feeling that we're on our way to being a disposable society - where loved ones are simply whisked off to, as Thomas Lynch would say, "lay in boxes in the cooler, like planes on a tarmac, awaiting their turn in the retort"

I know that I'm not alone when I say that there have been a few days when I've come home and said, "Why do I even bother anymore?" But the answer is simple - and one that we all need to take to heart - and that is we are ultimately paid in something besides money.

Yes, we're businesses who must meet our monthly obligations in mortgages, payroll, auto payments, insurance, etc. to continue to serve the families who need us.

But at the core, what we're doing is something that cannot be assigned a dollar amount.

A few months ago, I was called to the emergency room to bring someone into our care. When I entered, the spouse was sitting next to the bed, holding the hand of the person they'd been married to for over 40 years, crying. I did what I needed to do and at the arrangement, the classic "I just want to remember them the way they were" line was uttered. I knew, in my heart, that was the incorrect path in this situation, and it wasn't until I found the spouse sitting in their car outside my funeral home on a Sunday afternoon, crying, that I put my foot down and said "I won't cremate them until you come in. I'll get them ready and will see you at 3:00 tomorrow afternoon".

Guess what? There was no pushback, the viewing happened, and as we were walking to the front door, the surviving spouse looked at me and said "Thank you for making me do this. You knew I needed to say goodbye, even if I didn't realize it."

Don't ever be an "order taker" - be a UNDERTAKER. Do what you've been called to do and do it to the best of your ability. Think back to your apprenticeship - back when you had the whole world on your plate - and approach each day with that same gusto, that same passion, that you did when you started.

If you do that, I trust that you will feel better as a person, better as a professional, and the families that you're caring for will feel better by the time they leave your funeral homes.

I thank you for taking the time to read this newsletter and look forward to connecting with each of you over the next year as your president.

Very Truly Yours -

Henry D. Johnston, CFSP
 President/CEO - Licensed Funeral Director & Embalmer
 Johnston & Williams Funeral Home and Crematory
 Ellensburg & Cle Elum



Henry Johnston
President

Updated Fees

Updated Fees from Department of Licensing from DOL Email - 9/13/2022

The Department of Licensing (DOL) has been working to update fee increases since the fall of 2019. These fees were initially intended to take effect in November 2020 but impacts due to the Covid-19 pandemic have caused delays. The last fee increases for the Funeral & Cemetery programs was in 2014. Under RCW 43.24.086, we must set fees “at a sufficient level to defray the costs of administering that program.” The current fees we charge won’t cover the costs of the Funeral & Cemetery programs. The proposed fee increases will go into effect November 15, 2022, and will cover the costs for information technology systems, staffing levels, and other critical services needed to support licensees and maintain public safety.

License Type	Fee Type	Current Fee	Proposed New fee
Cemetery Certificate of Authority	Application	\$300.00	\$405.00
	Renewal	\$6.20 per burial	\$8.37
Prearrangement Sales Endorsement (endorsement on Cemetery license)	Application	\$250.00	\$338.00
	Renewal	\$225.00	\$304.00
Exemption from Prearrangement Sales License (endorsement on Cemetery license)	Application	\$70.00	\$95.00
	Renewal	\$35.00	\$47.00
Certificate of Removal Registration	Application	\$30.00	\$41.00
	Renewal	\$15.00	\$25.00
Cremated Remains Disposition Permit	Application	\$70.00	\$95.00
	Renewal	\$35.00	\$47.00
Embalmer	State examination application	\$100.00	\$135.00
	Renewal	\$150.00	\$203.00
	Late renewal fee	\$35.00	\$47.00
Embalmer Intern	Intern application	\$135.00	\$182.00
	Intern Renewal	\$100.00	\$135.00
	Late renewal fee	\$35.00	\$47.00
Funeral Director	State examination application	\$100.00	\$135.00
	Renewal	\$150.00	\$203.00
	Late renewal fee	\$35.00	\$47.00
Funeral Director Intern	Intern application	\$135.00	\$182.00
	Intern renewal	\$100.00	\$135.00
	Late renewal fee	\$35.00	\$47.00
Funeral Establishment	Original application	\$400.00	\$540.00
	Renewal	\$325.00	\$439.00
Funeral Establishment Branch	Branch license	\$350.00	\$473.00
	Branch renewal	\$325.00	\$439.00
Crematory	Crematory license application	\$210.00	\$284.00
Alkaline Hydrolysis	Alkaline hydrolysis license application	\$210.00	\$284.00
Natural Organic Reduction	Natural organic reduction license application	\$210.00	\$284.00
Reduction Facility	Renewal	\$8.00 each cremation, hydrolysis or organic reduction performed per year	\$10.80 each cremation, hydrolysis or organic reduction performed per year
Crematory Operator	Application	\$135.00	\$182.00
	Renewal	\$100.00	\$135.00
Alkaline Hydrolysis Operator	Application	\$135.00	\$182.00
	Renewal	\$100.00	\$135.00
Natural Organic Reduction Operator	Application	\$135.00	\$182.00
	Renewal	\$100.00	\$135.00
Prearrangement Funeral Services Contract	Application	\$250.00	\$338.00
	Renewal	\$225.00	\$304.00

Board Member Spotlight

Meet Karen Reynolds



Karen Reynolds

Director

Karen Reynolds is originally from Atlanta, Ga and moved to Seattle, WA in 2011. She had an extensive background in retail and office management but started Mortuary School in 2015 after an intensive ten year run of being a full time stay at home mom. Since graduating from Lake Washington Institute of Technology in 2017 with a degree in Funeral Services and has been working in the industry since 2015. She is currently a funeral director and completing her embalmer's internship at Acacia Memorial Park and Funeral Home in Seattle, WA.

When not at work, Karen spends time with her now teenage kids, her significant other, friend and her two cats. She has too many hobbies to count, most of them involving fiber arts. Knitting, sewing, cross stitching etc.



Job Opportunities

To submit a job listing or resume, please send an e-mail to the Association Office at WCCFA@AMInc.org.

Crematory Operator

November 4, 2022

Company: Bonney Watson

Location: SeaTac, WA

Provides the highest quality of cremation services for the disposition of human remains, in accordance with all governing laws and company policies.

Essential Duties and Responsibilities

- Follows directions and dictations of the Director of Operations.
- Ensures all policies and procedures of the cremation manual, without exception. Ensures necessary permits and consents are received prior to each cremation. Maintains accurate records in accordance with the cremation manual, state regulations, and operating protocol.
- Prepares human remains by transferring into cremation containers, identifies remains, handles remain to remove items when necessary, care containers and load into cremation chambers. Monitors and attends to the cremation of human remains utilizing temperature and visual equipment. Processes deceased remains in accordance with the cremation manual. Maintains cremation retort's cleanliness and areas of processing, refrigeration and loading areas. Places cremated remains in designated container and prepare/follow instructions for disposition.
- Maintains availability to stock supplies and assist in, but not limited to, transfers and assisting with schedules services.
- Informs supervisor of any non-routine situations or complaints on an on-going basis.
- Other duties may be assigned.

[Click here](#) to learn more about this position and apply today.

Funeral Director/ Embalmer

September 29, 2022

Company: Evergreen Memorial Gardens

Location: Vancouver, WA

Evergreen Memorial Gardens Cemetery, Funeral Chapel and Crematory in Vancouver, WA is a well-established leader in our profession for over 70 years. We are in need of a caring, experienced individual with strong communication skills and works well in a team setting. This person will interact directly with families during their time of need and will be responsible for creating and maintaining a premier level of family satisfaction. Must be licensed as both a Funeral Director and Embalmer in Washington State.

Essential Duties and Responsibilities

- Two (2) years-experience is preferred. The successful candidate will start work immediately.
- Full-time career opportunity
- Competitive Compensation Package
- Excellent benefits
- Profit Sharing Plan

For immediate consideration, **please email your resume to Scott Bowen: scotteevergreenmemorialgardens.com or call 360-892-6060.**

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