



Incoming President's Message

My name is Scott Harmon, and I have the privilege of serving as your President of the Ohio Cemetery Association (OCA) for the year 2025. I would like to begin by expressing my sincere appreciation to Paul O'Brien for his exemplary leadership as the outgoing OCA President. Paul will remain active on the OCA board of directors and will be involved in various committees.



Scott Harmon
Incoming President

To provide a brief overview of my background, I graduated from Dover High School in 1993. Following my high school education, I attended Heidelberg University, where I obtained a Bachelor of Science degree in Business Administration with a minor in Public Administration in 1997. During my summer breaks throughout college, I worked as a grounds helper at the City of Dover Cemeteries. Upon graduation, I spent three years as a shipping and receiving supervisor at a metal fabrication shop in Canton, Ohio. Subsequently, I served as a production supervisor for Wayne Dalton Corporation before accepting the position as Superintendent of Cemeteries for the City of Dover in 2006. I have been a member of the OCA for 18 years, having previously held the position of President in 2016.

I have been married to my wife, Carolyn, for 26 years, and we are proud parents of two sons: Reece, age 24, and Blake, age 20. Additionally, we have two dogs, Bella (a Siberian Husky) and Ruby (a Bernedoodle).

The OCA Board of Directors will experience several changes in 2025. Jan Burrowes, the current and longtime OCA Secretary and Treasurer, will be retiring this year. Jan has been a cornerstone in our industry for many years, and her leadership and dedication have significantly shaped the Ohio Cemetery Industry. I extend my sincere thanks to Jan for her years of service. Her contributions will be greatly missed. Jan

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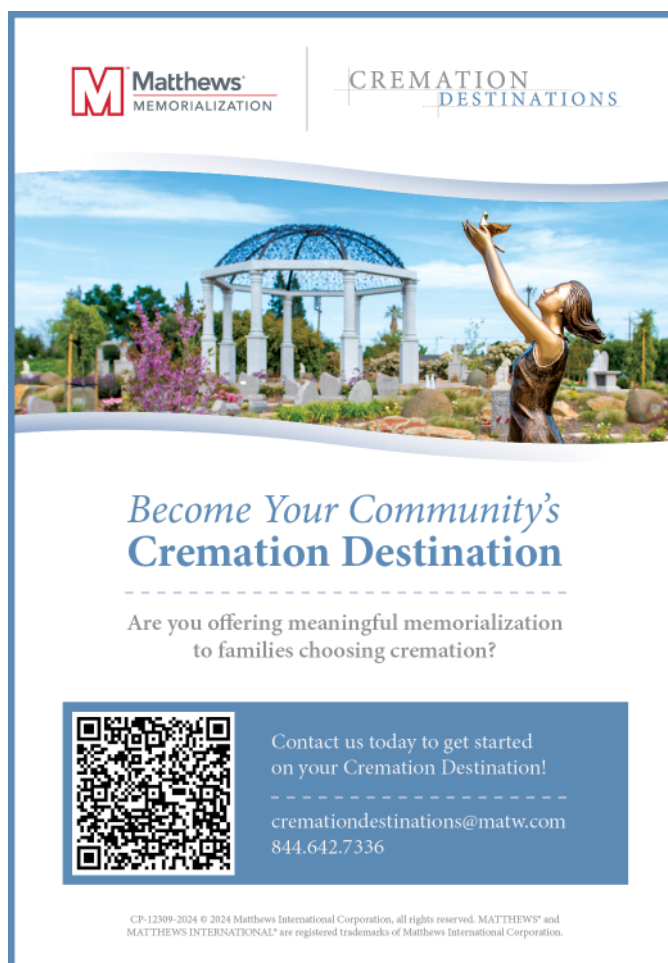


President's Massege continued from page 1.

will collaborate with MarilynBrandt throughout the transition, as Marilyn assumes the roles of OCA Secretary and Treasurer. Marilyn possesses extensive knowledge and experience that will greatly benefit our organization.

I look forward to tackling the challenges and seizing the opportunities that lie ahead for the OCA in 2025. As always, I encourage you to share any concerns or suggestions for improving the OCA with me or any board member. Let's prepare for a productive year, and I hope to see each of you at our upcoming events!

Scott Harmon
2025 OCA President
Cemetery Superintendent
City of Dover – Department of Cemeteries
5651 N. Wooster Ave. Ext. NW
Dover, Ohio 44622
Scott.harmon@doverohio.com
(330)343-0011 Office




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Outgoing President's Message

Dear Membership,

Like sands through an hourglass, so are the days of my Presidency!

As my time as President draws to a close, I would like to thank all of you for your support of the Association. My tenure in this role has been both enjoyable and humbling. I look forward to seeing what life as a “past president” is like while I continue to support the OCA and I hope you will also. I wish you nothing but the best of times in 2025 and beyond!

Thank you,
Paul O'Brien, 2024 OCA President
Operations Manager
Oak Hill Cemetery
Spring Grove Funeral Homes
11200 Princeton Pike
Cincinnati, OH 45246
www.springgrove.org
513.853.6851 (direct phone)
513.326.5443 (fax)



*Paul O'Brien
Outgoing President*

Upcoming Event: OCA Awards Dinner



ohiocemeteryassociation.com



OCA AWARDS DINNER

SATURDAY FEBRUARY 15, 2025

EMBASSY SUITES – 5100 Upper Metro Pl - Dublin

Let's recognize your outstanding employees and producers!

New sales categories recognizing all sizes of cemeteries!

Followed by a fun time at the Casino!
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See website for more information,
Ohiocemeteryassociation.com



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REGISTRATION FORM

ohiocemeteryassociation.com

AWARDS DINNER

**SALES/ROOKIES/EMPLOYEES AND
MARKETING AWARDS FOR 2024
CASINO NIGHT FOLLOWING AWARDS
EMBASSY SUITES – 5100 Upper Metro Pl - Dublin
SATURDAY FEBRUARY 15, 2025**

AWARDS RECEPTION/DINNER/CASINO (PER PERSON) \$ 85.00

HOTEL REGISTRATION CUTOFF DATE IS JANUARY 18, 2025

HOTEL INFORMATION:

Rooms have been set-aside at a special discounted rate of \$119.00 +tax
Room Reservations must be secured no later than JANUARY 18, 2025 for
this special rate.

To make reservations by phone call (800) 220-9219 and request group
code 92Z, or go online at:
<https://www.hilton.com/en/attend-my-event/2025ohiocemeteryassn-92z/>

Complete registration form on reverse side

OCA AWARDS BANQUET

February 15, 2025

Saturday Evening Reception/Dinner _____ X \$85.00 = \$_____
Casino Night

Name(s) _____
Please Print _____

Company _____

Address _____

City/State/Zip _____

Phone _____ Fax _____

Email _____

HOTEL REGISTRATION CUTOFF DATE IS JANUARY 18, 2025
TO RESERVE AT SPECIAL RATES.

Return registration form with check payable to
OHIO CEMETERY ASSOCIATION
219 Webbshaw Drive
Centerville, OH 45458

Please call/email with any questions
Marilyn Brandt 216-402-6955 (Cell)
oca.brandt@gmail.com



THE OHIO CEMETERY ASSOCIATION

SALES AWARD CRITERIA FOR FY2024

This year we are trying something different and organizing categories by interment/burial volume and then by total volume of sales dollars. So, this will include any administrators as well as sales professionals.

Qualifying volume consists of the following cemetery sales components: Mausoleum; Lawn Crypts; Niches; Ground Spaces; Vaults; Markers/Monuments/Memorials; Chapel Vaults; Caskets; Urns; Openings & Closings. At-Need Merchandise also will count toward minimum production. Funeral Service and Merchandise sales are only included in Category #4

Sales Categories - All Categories are based on Total Volume Sales

- Category #1 Cemetery** • Total interments less than 100
- Category #2 Cemetery** • Total interments 101 - 300
- Category #3 Cemetery** • Total interments 301- 800+
- Category #4 Funeral** • Total interments 301 – 800+

Award Winners

Cemetery: _____ City: _____

(Instructions: Please print information and include the appropriate category #)

Name of Sales Manager _____ email _____

Name:	Category:	Total Volume:	Average Sale:
1. _____	_____	\$ _____	\$ _____
2. _____	_____	\$ _____	\$ _____
3. _____	_____	\$ _____	\$ _____
4. _____	_____	\$ _____	\$ _____
5. _____	_____	\$ _____	\$ _____
6. _____	_____	\$ _____	\$ _____
7. _____	_____	\$ _____	\$ _____
8. _____	_____	\$ _____	\$ _____
9. _____	_____	\$ _____	\$ _____
10. _____	_____	\$ _____	\$ _____

PLEASE SUBMIT BY FEBRUARY 1, 2025 To: The Ohio Cemetery Association
11555 Wilson Mills Rd Chardon OH 44024 or oca.brandt@gmail.com



THE OHIO CEMETERY ASSOCIATION

2024 Rookie Award

RECOGNIZE YOUR ROOKIE:

The definition of a Rookie is: a sales employee who has been with your cemetery for less than twelve (12) months but has had outstanding success (there may be other metrics but total sales volume is always a place to start).

Cemetery: _____ (Please print)

Name of Rookie: _____ (Please print)

(Please submit a separate sheet to tell us why you've chosen this person as your Rookie)

2024 Special Employee Award

RECOGNIZE YOUR SPECIAL EMPLOYEE!

This award goes to an employee, perhaps an administrative or grounds employee, who has exceeded expectations and has performed admirably for the past year.

Cemetery: _____ (Please print)

Our Special Employee is: _____ (Please print)

(Please submit a separate sheet explaining why you are recognizing this employee)

AWARD FORMS MUST BE SUBMITTED NO LATER THAN FEBRUARY 1, 2025

SUBMIT TO: THE OHIO CEMETERY ASSOCIATION 11555 Wilson Mills Rd

Chardon OH 44024

or

oca.brandt@gmail.com



THE OHIO CEMETERY ASSOCIATION

RECOGNITION AWARD CRITERIA

Rookie Award

This award is designed to provide recognition to those Sales Professionals who have less than one (1) year of experience but who have provided outstanding service and/or produced extraordinary sales volume.

(It is important to recognize new sales professionals who are succeeding)

Special Employee Award

This award is for an employee at your cemetery who is deserving of recognition for achievement and outstanding performance during the past year. This might be a sales employee or an employee such as an office manager, administrative staff member or grounds staff member who has provided outstanding service.



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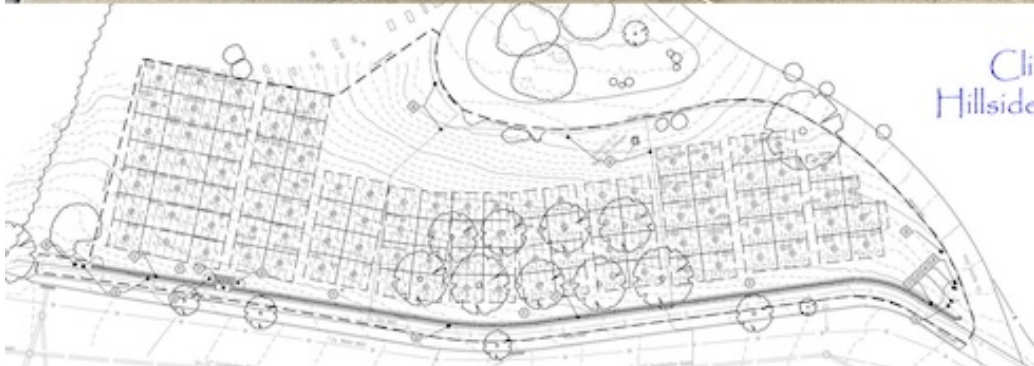




Woodside Cemetery - Mausoleum Courtyard



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Clifton Cemetery
Hillside Stabilization Plan



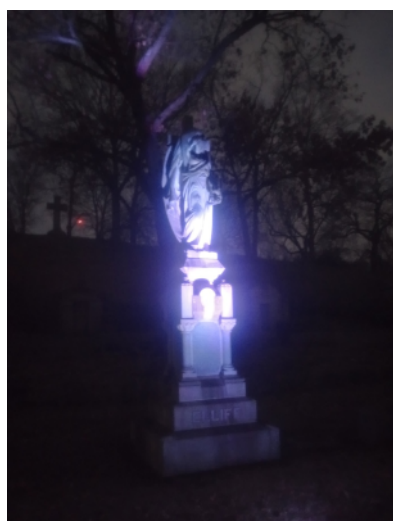
Cemetery Spotlight: Calvary Cemetery - Dayton

Angel Night at Calvary Cemetery

On December 5th, Calvary hosted its annual "Angel Night" event, an evening of music and lighted Angels. This year Calvary illuminated over 80 features for the public to view during the event, below are some of the pictures from the event. We also collaborated with WDPR to broadcast a two hour radio special that allowed people to "attend" Angel Night even if they were unable to drive at night to the cemetery. A new twist on the format, we converted the event from a festival with live music and wagon rides to a drive through so that more people could attend. With the change in format, we were able to host over 2,500 visitors in 2 hours of Angel Night, a near record crowd! Also, due to the generosity of the attendees, we were able to collect over \$2,000 and 9 barrels full of non-perishable food for St. Vincent de Paul. If you are in Dayton the week after Thanksgiving next year, Calvary Cemetery in Dayton invites you to attend Angel Night!

Article submitted by:
Scott Wright, M.Div., CCCE
Community Outreach Director
Calvary Cemetery, Dayton OH
937-293-1221

Scott is a current OCA board member,
OCA Past President



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An advertisement for "cims cemetery information management system". It features the "cims" logo in white on a dark blue background. Below the logo is a computer monitor and a smartphone, both displaying a cemetery map. The text "SCHEDULE YOUR FREE DEMO TODAY" is prominently displayed, followed by "See why 1,000+ cemeteries have partnered with CIMS". At the bottom, the website "cims cemetery software.com" is listed, along with "A product of Ramaker".

Update From Sedgwick



Employee engagement in safety

Employee engagement in workplace safety is critical for maintaining a safe and productive environment. When employees actively engage in safety efforts, they're more likely to follow protocols, identify hazards and contribute to a culture prioritizing well-being. Employee engagement will differ from company to company depending upon factors such as culture, leadership, employees and the current safety program. Regardless of the type of safety program you have, involving employees in it will show the company's dedication to safety in the workplace. An effective way to protect employees is to involve them in your company's safety program. There are a number of ways to do this, so it is important you find out what works best for yours.

Here are some strategies to encourage engagement:

Involve Employees in Safety Planning

Active participation in the company's safety planning meetings and risk assessments will allow workers to voice their concerns, concerns of others and suggest improvements. Many employees have first-hand knowledge of tasks and job functions and can highlight potential risks, hazards and offer better solutions others may overlook.

Empower Employees to Speak Up

There are many ways to encourage employees to report hazards, near-misses and unsafe behaviors. The key is to encourage reporting without fear of reprimand. Suggestion boxes, computer reporting software, safety meetings and toolbox talks can all be used to address safety concerns and make employees feel comfortable contributing to safety.

Provide Ongoing Safety Training and Development

Develop a training program that offers guidance and knowledge to employees. Training is required in many situations for compliance but it should be more than that. The main focus of training is to encourage employees to work safely to eliminate injuries. Remind them that nobody wants to get hurt at work and safety training is key to preventing injuries. Regular, interactive training keeps safety top-of-mind and helps employees retain knowledge. Customize the topics for different departments or areas.

Set Clear, Achievable Safety Goals

Goals can be a great way to encourage employees to get involved in safety. Recognize individual and team efforts to meet these goals, which can help keep everyone motivated. However, avoid setting goals that focus on injury reduction as this might discourage employees from reporting. Acknowledge employees who consistently follow safety practices and contribute to safety initiatives. Rewards can range from public recognition to tangible incentives.

Update From Sedgwick continued from page 13.**Encourage Positive Peer Influence**

Create a culture where employees remind each other about safety practices and help correct unsafe behaviors. Focus on the point that safety is everyone's responsibility and not one department or person. No single employee should be policing safe work practice, but it should be a responsibility of everyone. Reinforce to staff that reporting unsafe conditions and behaviors is key to prevention and keeping an overall safe workplace. When safety is part of the team's shared responsibility, compliance improves naturally.

Leadership by Example

Probably one of the most important parts to a safe workplace is leading by example. When leaders consistently demonstrate commitment to safety, it sends a strong message. Regardless of who enters the work area, ensure employees wear required PPE and follow safety guidelines such as staying within marked walking areas. Engaged leadership shows that safety is a priority and not just an obligation. Employees who regularly do not enter the work area and are seen not following safety rules shows to employees that safety is not a priority.

Regularly Communicate Safety Information

Keep safety visible with bulletin boards, digital displays, posters or company newsletters. Regular reminders reinforce the importance of safety in the workplace. The safety message should be changed periodically (weekly or monthly). Use these communication channels to reinforce safety guidelines, such as PPE usage, Safety Data Sheet information or review of safe work practices.

Evaluate and Act on Feedback

Regularly request feedback on safety processes and be proactive in implementing suggested changes. When employees see their feedback leads to improvements, they're more likely to stay engaged. Regardless of how small a safety suggestion may seem, always get back to the employee with a response. Ignoring requests can demonstrate a non-caring attitude toward safety.

Encouraging employee engagement into your company's safety program is a great way to demonstrate how important safety is in the workplace. When developing a strategy that is specific to your culture, be creative, think outside the box and include employee suggestions. Once you've come up with a strategy that fits your organization, communicate it with employees. Share the philosophy that safety is the number one priority. Remember, in a workplace where employees feel valued, supported and empowered to contribute to safety, they'll be more likely to stay actively engaged in creating a safe environment.

If you need help identifying potential hazards in your workplace, please contact Andy Sawan, risk services specialist at Sedgwick at andrew.sawan@sedgwick.com or 330.819.4728.



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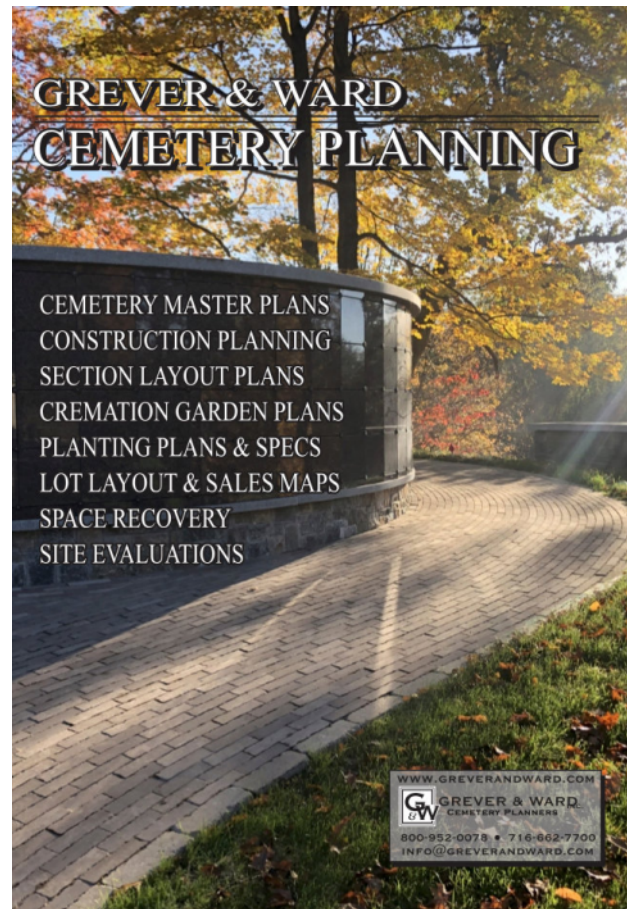


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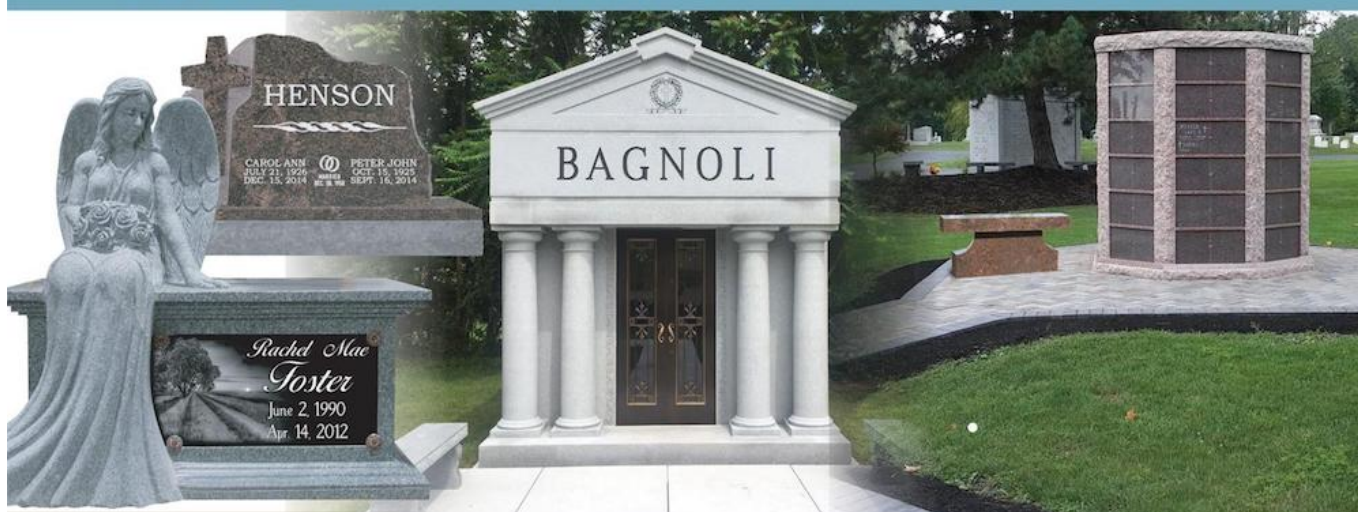


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Ohio Cemetery Association

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219 Webbshaw Drive
Centerville, Ohio 45458

(937) 885-0283 (Phone)
jburrowes5@gmail.com

www.ohiocemeteryassociation.com