



**The Diocese
of
Nova Scotia
and
Prince Edward Island**

**Administration
and
Finance Committee**

Memo

To: Clergy (active and retired) of the Diocese and Diocesan Staff (active and retired)

From: The Rev. Trevor Lightfoot – Chair, Diocesan A&F Committee

CC:

Date: May 11, 2006

Re: Medical Plan and EAP Review

Not just recently, but for some time now, some plan participants have raised questions and concerns about the cost, coverage, and renewal process of our Diocesan Medical Plan, and also about the utilization and effectiveness of the Employee Assistance Program (EAP). In the hopes of adequately hearing, addressing, and answering these questions and concerns, the Administration and Finance Committee has established a Task group to conduct a consultative review of these programs. A Terms of Reference and Mandate for the Task Group have been drafted and can be viewed on the Diocesan Website. Please click on the following link:

http://www.nspeidiocese.ca/diocese/clergy_area/documents/MedicalPlanandEAPTaskGroup.pdf

In selecting the membership for this committee, I please to announce that the **Task Group's Chair** will be The Rev. Alphonse (Al) Meloche. A brief biography of Al follows:

From 1960 – 1980 Al was employed in Life Insurance sales and management. During this time Al began volunteering in correctional facilities. In May of 1978 he was ordained a Deacon and in 1983 he began a ministry in Correctional Chaplaincy. He served in Collins Bay Penitentiary (Kingston ON) from '83-87 and then in Kingston Penitentiary (Kingston, ON) from '87-88. In 1988 Al became the Regional Coordinator of the Employee Assistance Program and Critical Incident Stress Management for Correctional Service Canada in Ontario. During this time Al developed and coordinated the operating regional employee assistance program, developed and coordinated the operating regional Critical Incident Stress management, Coordinated services of 100 referral agents in the region's 13 institutions, and 5 parole districts, provided referral or counseling services re: work concerns, personal concerns, addictions, workers compensation, bereavement, disability management and spiritual growth. In short, Al was responsible for coordinating

the EAP for some 3500 employees and their families throughout Ontario. After seventeen (17) years in this position Al retired on April 1, 2005 and moved to Prince Edward Island.

Al is married to Londie as is a father, grandfather, and great grandfather. Presently he volunteers as Chaplain for the local Police, functions as a Deacon at the parish of New London and Springfield, is providing interim Ministry at St Peter's and St Luke's in Alberton and O'Leary, is a member and trainer of the Suicide Intervention Committee for the Province of PEI and is a member of the Wellness Commission for the Diocese. In his spare time Al enjoys looking after 400+ baby trees, walking, cycling, gardening, playing cards, picnics, the beach, and life in general.

In approaching individuals to serve on this task group, A&F is giving particular attention in trying to ensure that those approached have experience in administering (or being professionally involved with) such programs or who are subscribers and users of the Diocesan programs.

Some inquiry and gathering of information for review and comparative analysis has already begun, and we hope that the Medical Plan and EAP Review Task Group's first meeting will be held the first week of June.

A large component of the Task Group's work will be "taking the time to listen", to as many of the stakeholders as possible. An invitation to join the Diocesan Staff at one of their staff meetings has already been extended. In attempting to listen to the clergy on a personal level, we are asking if the Regional Deans would invite the Task Group to one of their next clericus meetings. Therefore, would the Regional Deans receiving this memo please contact Janice Roby at the Synod office and provide her with a couple of possible dates for when the Task Group might attend and meet with your Clericus.

In closing, as the Task Group proceeds with its work, we will endeavor to keep all stakeholders informed of the work and progress being made. If at any time though throughout the process you may have questions or concerns, please do not hesitate to contact me.

Your Brother in Christ,

Trevor+