

# **Ministry Covenant Summary**

Ukrainian Orthodox Church of All Saints (Transcona) and Father Charles

Date: 18 February 2026

**Purpose.** This summary communicates, in plain language, the shared commitments between the Parish and the Priest so that parishioners and visitors can understand how ministry is carried out at All Saints. It is intended for public information only and does not replace the full Covenant of Ministry approved by the Parish and Father Charles.

**Guiding principle.** Our relationship in ministry is rooted in prayer, mutual respect, accountability, and the shared desire to grow as a worshipping community that welcomes newcomers, cares for one another, and lives the Orthodox Christian faith with integrity.

**What the Parish commits to.** The Parish commits to support the Priest through prayer, cooperation, and clear governance. The Parish will provide the resources required for worship and pastoral work, maintain appropriate facilities for services and gatherings, and ensure that expectations and priorities are discussed and confirmed through the Parish Council and its officers.

**What the Priest commits to.** Father Charles commits to serve the Parish through the faithful celebration of the Divine Services and Sacraments, preaching and teaching the Orthodox faith, providing pastoral care, and offering spiritual leadership that builds unity, encourages growth in faith, and strengthens community life.

**Worship and liturgical life.** Father Charles leads the Parish in the liturgical cycle of the Church and works with the Choir, Readers, and altar servers to support reverent, well-prepared services. The Parish supports worship by encouraging attendance, fostering a welcoming environment, and assisting with the practical needs that enable services to be offered regularly and respectfully.

**Pastoral care.** Father Charles provides pastoral care to parishioners through guidance, visitation, prayer, and support during life events and times of need. The Parish assists by communicating needs promptly, respecting confidentiality, and helping connect parishioners to appropriate supports when required.

**Teaching and spiritual formation.** Father Charles supports the spiritual growth of the Parish through preaching, catechesis, adult education, and guidance for those seeking to learn about Orthodoxy. The Parish supports these efforts through participation, volunteer assistance, and by cultivating a learning culture for children, youth, and adults.

**Administration and cooperation.** Father Charles and the Parish Council work collaboratively, with clear roles and respectful communication. Parish officers and designated volunteers handle administrative functions as assigned by the Parish Council, and ministry priorities are coordinated to ensure pastoral work and parish operations reinforce one another.

**Communication.** The Parish and Father Charles commit to timely, respectful, and direct communication. Concerns are raised early, handled with discretion, and addressed through established governance structures. The Parish and Father Charles aim to prevent misunderstandings through clarity, documentation of key decisions, and a commitment to reconciliation when disagreements arise.

**Time, rest, and sustainability.** Healthy ministry requires appropriate time for rest, family responsibilities, professional development, and spiritual renewal. Father Charles will take time away as agreed in the full Covenant, and the Parish will support reasonable scheduling and coverage planning so that ministry remains sustainable over time.

**Review and improvement.** The Parish and Father Charles will review this covenant relationship periodically to confirm priorities, address emerging needs, and make adjustments that strengthen ministry effectiveness and parish well-being.

**Public summary note.** This document is a summary for public visibility. Financial terms, detailed governance procedures, and other internal provisions are contained in the full Covenant of Ministry and related Parish records.