

## S.T.E.P.™ into Transition Ministry

[CHC](#) joins with [Clergy and Congregation Consulting](#) to present S.T.E.P.™ (Strategic Transition Education Program)- the next generation in interim ministry.

This training is based on the principles developed by Russell Crabtree in [\*Transition Apparitions: Why Much of What We Know about Pastoral Transitions Is Wrong.\*](#) Crabtree uses an evidence-based approach that shows a one-size-fits-all approach ignores the uniqueness of each congregation.

### Outdated models teach:

- More theory and less practical.
- Cookie-cutter approaches.
- Grief is the primary emotion in all transitions.

### Only S.T.E.P.™ provides:

- A practical approach based on systems theory.
- How to perform systems assessments in any setting.
- How to address the anxiety that happens in every ministry transition.
- Follow up coaching for participants.

### Who Should Participate:

- Ministers looking to retool for a new chapter of ministry.
- Experienced transition ministers who want to enhance their skills.
- Judicatory officials who recognize the importance of transition ministry in their region.

After completing the program, feel confident in your ability to assess churches in transition and help them move toward a new future. Know you can rely on a cohort of coaching peers who utilize the same approach in other contexts.

The Next S.T.E.P.™ Training  
October 29-November 1  
Wake Forest Baptist Church near Raleigh

Cost: \$1,500. Registrants will be invoiced prior to the training date

[Click here to register.](#)

Includes twenty-four hours of training and lunch every day. Participants are responsible for additional meals and lodging arrangements.

For more information, contact: Bill Owen ([billo@chchurches.org](mailto:billo@chchurches.org)) or Joel Snider ([joels@chchurches.org](mailto:joels@chchurches.org)).

## S.T.E.P.™ Trainers



**Keli Rugenstein, Ph.D.**, has worked with individuals, families, and groups as a psychotherapist and marriage and family therapist in the Capital District of New York for the past 19 years. She is accomplished in Family Systems Theory and integrates the faith perspectives of her clients in counseling. She is also the Director of Clergy and Congregation Consulting and works closely with clergy, their families, congregations, church boards, church staffs, and denominational judicatories. Keli is also trained by Holy Cow! Consulting in church assessments and created S.T.E.P.™ after conversations with Russell Crabtree.



**Bill Owen** serves churches as a congregational and leadership coach. Leadership includes the development and implementation of vision, staff and team development, and conflict transformation. He has served in churches as a Transitional Pastor where he developed much of this strategic model in real time. Transition leadership is based on a healthy, strength-based congregational process. His strengths issue from 37 years of pastoral experience including 32 years in one church.

## S.T.E.P.™ Endorsements

“At last, an interim pastor training has been developed that integrates 20<sup>th</sup> century tools into an evidenced-based approach and promises more effective pastoral transitions for thousands of churches in the future. STEP (Strategic Transition Education Program) has realized the vision that I conceived twenty years ago: integrating organizational intelligence with other first-rate methodologies to facilitate succession processes that are site-specific. In addition, Dr. Keli Rugenstein has fused her training approach with a proven asset-based model to create a process that I believe is unique in the field. I am proud to say that STEP has taken the best of my 20 years of work in the area of pastoral transitions and developed it into a system of instruction that constitutes a watershed opportunity in transition ministry.”

--Russ Crabtree

Author of: *Transition Apparitions, Owl Sight, Fly in the Ointment, Elephant in the Boardroom*