

PART 9:8 WRITING, PUBLISHERS AND PUBLICATIONS, c 1960-2014

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[This part was written from May- July 2011 and edited August 2014. Background papers are to be found in box shelf files: 'Writing, Publishers and Publication' and 'Articles And Papers: Published And Unpublished'.]

'One further warning, my son: there is no end to the writing of books, and much study is wearisome'. Ecclesiastes 12: 12, REB.

Alternatively: 'One last thing, my son be warned that writing books involves endless hard work, and that much study wearies the body.'

It was in The Jerusalem Bible cf, the Divine office III p 105, that I first noticed this text. And how weary I have been at times, but there is joy in the morning! Thanks be to God

I OVERVIEW OF MY PUBLISHED AND UNPUBLISHED WORK

WRITING has been and remains a very important part of my ministry. During much of my ministry I have written my sermons out longhand in full but latterly they have been typed. Letter writing has made significant contributions to my pastoral ministry and to the development of my professional life. From, 1950 to 1958 I kept a personal diary, and for many years writing reflective notes and journalling have been extremely important to me. Also, for ten years from 1962-72 I wrote monthly serious pieces on critical contemporary religious and social issues for the magazines of the churches to which I ministered. I have kept a set of these.

Over and above all this, throughout my ministry I have tried to do some creative writing on subjects related to the work in which I have been engaged. My first publication was a personal devotional booklet for hospital patients; my last one was about preaching and the support of preachers. But the main body of my writing has been about church and community development and consultancy work and research. My overall aim in this extended writing programme has been to promote the non-directive approach to working with people and practitioners in church and community and its good practice. I have sought to do this by providing information, about praxis (practice and theory) and theology of church and community development work and consultancy. This has meant that I have concentrated on the how and why of this form of ministry.

I have discerned the following phases in my writing career. [A list of my written work is in Appendage I. Appendage II is a list of the contents of box files of articles, papers and lecture notes published and unpublished. These files will go to my Personal archives.]

In 2002 I drew up plans to edit the lectures and occasional papers associated with the Consultancy Ministry and Mission course and discuss them with my colleagues. Unfortunately these were not carried through. I present them in Appendix III.

Phase One: devotional pastoral aids, c. 1960-64

Whilst in Carmarthen, my first ministerial appointment, I became acutely conscious of the need for pastoral aids for people during their stay

in hospital. Quite suddenly, as I was reflecting on this need, the idea came to me for a booklet covering a period of ten days in hospital (a common length of stay in hospital in those days). Naturally I entitled it *Ten Days in Hospital: Bible readings, thoughts and prayers for a hospital patient undergoing an operation*. I wrote it in Carmarthen, and it was published in 1963, by which time I had moved to a London Ministry. The success of this publication, led me to write a sequel: *Daily Devotions for Patients: Bible readings, thoughts and prayers for one month for someone sick, either in hospital or at home*. It comprises 31 exercises. I wrote it somewhere between 1962 and 64. I never offered it to a publisher because, soon after I had completed it, a similar book was published, I think by the late Arnold Kellet, a very distinguished educationalist and local preacher in Knaresborough. (The typescript of this book is currently on my shelves and will go to my Personal archives.)

During that period of my ministry, my practice was to get up between 4 and 5 am from Easter to the summer holidays in order to do some serious study and creative writing. I did this for several years. It meant I got two hours solid work in before breakfast, after which I resumed my normal busy ministerial routine. In all probability, much of this typescript was written around that time.

At, this early stage of my ministry I had very much in mind that I would try to become a 'devotional writer' as an integral part of my Circuit ministry, but writing about church and community development and consultancy work eventually took over!

Phase Two: a creative but largely non-publishing period, 1965-70

During this period, I published only two articles with a fellow student of community development, Graham Riches. They were under the title, 'Evaluation in Community Work', and published in the *Community Development Journal*, in October 1967 and January 1968. They were important articles because they heralded the change from devotional writing to technical writing on church and community development.

Also, during this period, I worked on a PhD thesis which involved a lot of careful drafting and writing. Nonetheless, by default rather than by design, I did not publish anything other than the two articles already mentioned. I was studying Christian education in general and adult and experiential

education in particular and church and community development intensively *and* actively engaged in applying what I was learning to my local church work and the youth work in the London South East District of the Methodist Church. At the same time, I was researching and testing it through programmes of action research related first to my PhD on my work in Parchmore Road Methodist Church Youth and Community Centre. Doing all this involved writing notes, essays, papers, and research reports. It was very creative, intensive and exciting which resulted in a spate of publications and writings between 1971 and 1982, described in Phase Three.

It is difficult to find a word or phrase to represent this phase: to describe it, as ‘incubatory’ or ‘latent’ or a period of ‘gestation’ does not do it justice. My mind was on the studies, work and action research programmes for their own sake. So it was not research for a book or writing programme. It was simply a non-publishing phase.

Phase Three: Church and community development publications, 1971-82

During this phase I continued and completed my PhD and followed this up by working full-time on the ecumenical action-research programme, Project 70-75. Drawing heavily on phase Two, I published widely on church and community development, and produced a PhD thesis as well as maintaining a very full and demanding ministry locally and nationally. The publications were:

Books

1971, *The Youth Worker as First-Aid Counsellor*

1972, *The Church and Community Development: An Introduction*

1978, With Catherine Widdicombe, *Churches and Communities: An Approach to Development in the Local Church*
Human and Religious Factors in Church and Community Work.

Thesis

1973, PhD Thesis (677pp), unpublished. (Fred Milson my external examiner urged me to publish it but Reg Batten thought not because the amount of work I put into developing Parchmore would, he felt, put people off pursuing such an approach in churches. I took his advice but I think this was a mistake and I have regretted it ever since.)

Articles

‘The Church and Community Development’ in the *Expository Times*, later reproduced in *Social Sciences and the Churches*

1979 ‘Experiences of Working with Other People on their Work’, *Crucible*.

Occasional papers

1967 *Parchmore Teach In*

Youth and Our Church

1968 *Workshop Reports*

1968 *In Community: report of a Sudbury conference*

1969 *Community Groups: report of a Sudbury conference*

1970 *Together in Community: report of a Sudbury conference*

[Copies of these papers are in the Avec Archives.]

1980, *Diagrammatic Modelling: An Aid to Theological Reflection in Church And Community Development Work*,

And a range of Avec other papers and handouts.

Diagrammatic Modelling evolved from four years work with the Community Development Group of the Methodist Church and the Community Development Group of the William Temple Foundation. I have described this project earlier. It work involved me in writing numerous papers and in contributing to but not drafting *Involvement In Community: A Christian Contribution*. Drawing on all the papers that had been produced over the four years, John Atherton wrote the first draft which a small group of us edited with him.

Phase Four: a second creative non-publishing period, 1983-92

For thirteen years from 1983 and 1996. I did not publish any books and only one article:

1990 ‘A New Phase of Involvement in Church and Community Development’ *Advent*, Journal of the Division for Social Responsibility (Wales), No. 3, August

And an occasional paper

1992 *Analysis and Design: Ways of Realising the Learning Potential in Church and Community Work*, The 1992 Avec Annual General Meeting Lecture

But I did write a very large number of lecture notes, handouts for courses,

position papers, records of meetings, research reports and Avec booklets and much more (copies of all these are in the Avec Archives). Much of the energy and time I had for writing was consumed in these ways during this extraordinarily, exciting, demanding and creative period of my professional life, which is described elsewhere in these Notes.

However, I was trying to write a book(s) on church and community work. I drafted a vast amount of material, somewhere around 1000 pages on fundamental and critical subjects related to church and community development work. It derived directly from work I had done in Avec and the lectures, policy papers, training sessions for the staff, handouts and occasional papers and provided material for future work. Also, I was trying to write a reader or textbook on the practice, theory and theology of church and community development work and consultancy. I formulated several outlines first for a long book, and then for a series of shorter ones. I drafted and redrafted chapters; I reordered them to meet my various working needs. But, try as I must, I could/did not get it together in a manuscript which I could send to a publisher with any confidence. For one thing I did not have the energy or leisure, and for another, possibly the basic reason, I had not got my mind around the cluster of subjects and their interrelationships and the critical issues sufficiently to create the coherence for which I was aiming. I really could have done with a co-author as deeply steeped in the subject matter and the associated theory and the theology as I was and who had a better writing style as mine. But no one was available. All the staff members of Avec who might have helped were stretched to their limits. When I came to sort out the papers for the Archives, I found I simply could not reconstitute them in their original order! With deep regret and most reluctantly, I had to give up trying to do so. Instead, I have gathered drafts of outlines and chapters without trying to match or integrate them! Other material has been destroyed. (This material is in a box file currently on my shelves, which will eventually grow into my Personal archives.) All this work primed and informed and primed the flush of publications described in Phase Five which were not published until the mid 1960's.)

Phase Five: Publications about analysis, design and consultancy in Church and community development work and Avec, 1993 to 2005

In 1991, I retired as the director of Avec. For two years, I continued to be responsible for the postgraduate course in Church and Community Development and became research worker to Avec. The trustees commissioned me to make contributions towards "harvesting the work of

Avec and to making its intellectual assets more readily accessible”. In 1993 I was awarded a Leverhulme Emeritus Fellowship to do just this. A prestigious research support group of extremely able people was appointed to help me with the enormous task. I have described this earlier. (And from 1994 to 1999 I had also the stimulus and support of the theology department of Westminster College Oxford where I was a part-time senior research fellow. So I was mandated and resourced to do what I had been attempting of my own initiative during phase four. Consequently, there was a veritable flood of publications between 1996 and 2008, which drew heavily on the foundational work described in Phase Four and I published the following:

Books

1994 *Analysis and Design: A Handbook for Practitioners and Consultants in Church and Community Work*

Grundy, M. (ed.), *The Parchmore Partnership: George Lovell, Garth Rogers and Peter Sharrocks*

1996 *Avec: Agency & Approach*
Telling Experiences: Stories About a Transforming Way of Working with People

2000 *Consultancy, Ministry and Mission: A Handbook for Practitioners and Work Consultants in Christian Organizations*

With Catherine Widdicombe, *Avec Archives Annotated Catalogue*
Consultancy Modes and Models

Articles:

2000 With David Copley and Charles New, ‘Take Three Presbyters...The Role of Co-consultancy’, *Epworth Review*, Volume 27/ number three, 2000
 “Some Resources for Contemporary Ministry and Mission”,
Epworth Review, Vol.32/Number four, October 2005

Occasional papers

Work Consultancy: A Resource Required by Laity Religious and Ministers, Westminster Wesley Series, No. 6

With Middleton, J. & Smith, H., *A Process Model for the Development of Individual & Collective Vocations*

Distance learning workbooks for the MA in consultancy

Within this extensive programme of publishing I was also engaged in writing and editing distance-learning workbooks for the diploma/MA postgraduate courses in consultancy, ministry and mission during c1995-2004, first at Westminster College and then at Cliff College. As I recall it, there were books for each of the modules-consultancy, organizational studies and missiology- and for the research programme published internally. They comprised: background material; study guidance; articles; extracts from and reviews of articles and books; information and guidance about research programmes and dissertations. My particular responsibility was for the material on consultancy and action-research. Working on these books became an integral part of my writing programme for several years: it drew upon what I had already written, especially *Analysis And Design*; simultaneously it stimulated me to write on consultancy and researching; it led directly to the occasional paper, *Work Consultancy: A Resource Required by Laity Religious and Ministers*, Westminster Wesley Series, No. 6 and eventually to the publication of *Consultancy, Ministry and Mission: A Handbook for Practitioners and Work Consultants in Christian Organizations* in 2000.

These workbooks involved a form of presentation and writing quite different from anything that I had ever done. They were modelled upon a distinctive and sophisticated way of writing and compiling distance-learning material developed for the highly successful postgraduate MA Theology in the Westminster School of Theology which had students in several different countries, including Australia, Canada, India and New Zealand. It was in this department that I was located.

Acquiring the ability to write in this way was a steep learning curve, to which I gave myself enthusiastically. I had long been interested in finding ways of introducing people to non-directive church and community development and consultancy work other than through face-to-face instruction about it and direct experience of it. Nothing could, of course, match the proven highly effective and preferred experiential method of communicating this approach with its subtle and importantly different ways of engaging and working with people from those normally adopted.

[I was greatly helped in acquiring some ability in writing distance learning material by:

- Brenda Hoddinott, a staff member of the Theology Department at Westminster College Oxford.
- a chapter by Ian Cunningham entitled, 'Interactive Holistic Research:

researching self managed learning' in Reason, Peter (Ed) (1988) *Human Enquiry In Action: Developments In New Paradigms Research.*]

These workbooks were designed to link and correlate the learning that occurred in concentrated experiential teaching and tutoring study periods with tutors and peers (normally three periods of one week in length in each academic year) *with* that which occurred through private personal study and application between the study periods. The books were continually edited and developed in the light of direct ongoing feedback from students about their usefulness and problems they had encountered in using them when they assembled for the teaching periods. Consequently, in a sense, they were means of becoming effective reflective practitioners set somewhere between doing so through direct personal experience *and* solely from manuals and textbooks. Consequently, it proved to be an invaluable way for me to learn how to write about the non-directive approach to church and community and consultancy work most likely to help people to practise the approach effectively (in contradistinction, that is to studying it) who had no direct experience of its practise by others or anyway of obtaining it. I valued this greatly. The workbooks-cum-study guides which I wrote were:

The following workbooks are in the Avec Archives, box [173].

Analysis and Design of Church and Community Work (for Unit 3), George Lovell with Chris and Burkett, June 2001, 143pp

Consultancy Praxis and Theology, George Lovell, June 2000, 49pp

Supervised and Evaluated Direct Experience, February 2000, 104 pp.

And the following material is in my personal archives.

Workbook 2 – Organisational Studies for Mission and Ministry

Workbook 3 – Consultancy Praxis: Analysis and Design

Developing and Evaluating Praxis for Mission and Ministry

[*Consultancy Praxis for Mission and Ministry*, by David Dadswell 2006 – 08]

(There were various editions of these workbooks between the period 1997-2006. The ones listed above are the only ones I know to be extant. They are in the Avec Archives, Box [173])

Phase Six: Life and work of T. R Batten, 2006-09

During this period I researched the work of my mentor T.R. Batten, and published the following:

Books

2009 Chapter on “T R Batten’s Life and Work” in *Essays in the history of youth and community work: Discovering the past*, Edited by Ruth Gilchrist, Tony Jeffs, Jean Spence and Joyce Walker, RHP Russell

Articles in Books, Journals and on the Web

2007 A Critical Appreciation of Some Outworking in Christian Churches and Organizations of Batten’s Non-Directive Approach To Community Development

2007 “T R (Reg) Batten and Madge Batten, Non-Directivity and Community Development”, <http://www.infed.org/thinkers/batten.htm>

Phase Seven: Developmental in the service support of preachers, 2009-10

From January 2000 to 2010 I facilitated the developmental in-service training programme for preachers, and this led to publishing the following material on the website and writing a textbook, with Neil Richardson.

Book

2010 with Neil Richardson, *Sustaining Preachers and Preaching*

Articles on the Web

“Leeds North-East Methodist Circuits’ Ongoing CLPD Programme: A Worked Example 2000-2007”. <http://www.preacherdevelopment.uk7.net/programme.htm>

“Towards Developing Local Self-Help In-Service Training

Programmes for Preachers” <http://www.preacherdevelopment.uk.7.net/programme.htm>

Phase Eight: Norman Alan Jepson's work in the field of adult education, 2010

During this year, I researched Norman Alan Jepson's work in the field of adult education and wrote the following paper to be included in a future publication: *Interdisciplinary Connections: Notes On The Posthumous Impact of Aspects of Norman Alan Jepson's Work Upon a Methodist Minister.*

[There are 2 lever arch files, 'Publishers and Publications', on my shelves, which contain papers about my negotiations with publishers. There is another file, 'Writing, Publishing and Publishers', which contains background papers to this section. These files will eventually go into with the Avec or my personal archives.]

Phase Nine: *My Life, Work and Ministry: Notes From Retirement, 2008 – 2014*

IMMEDIATE AND NECESSARILY INTERIM REFLECTIONS

I am amazed and humbled by how prolific I have been given the deep insecurity I have over my command of English grammar. Strangely, providentially and wonderfully, the deep urge, desire and motivation to write has remained throughout in spite of the trauma that I have found inevitably accompany my creative writing. I am thankful to God for this deep desire to write that I have experienced throughout my life. And I am grateful for the personal discipline, resources and opportunities to give expression to it over so many years, and in so many different ways. The joy and satisfaction of all the labour outweighs, outshines and outlasts the incredible amount of effort required and the pain suffered along the way, which has been enormous and costly to me and to Molly.

It has been very interesting to see the rhythm and alternation between non-publishing and publishing periods in my working life and the ways in which the former primes the latter. The timeline is interesting and revealing:

1960-64 (4yrs) published -- 1965-70 (5yrs) did not publish -- 1971-82 (11yrs) published -- 1982-95 (9yrs) did not publish -- 1993-2010 (17yrs) published.

In all I was variously publishing during 32 years of my ministry

and not publishing during 14 years of it. As all my writing is grounded in and informed by my reflected experience, as is indeed my preaching and lecturing, I was gaining experience during non-publishing periods that informed my publishing periods. And the continuous flow of private creative writing fed, resourced and primed the writing for publication.

Dorothy Household contributed enormously to all that was involved in my acquiring the ability and confidence to do this writing. It was tragic that she died prematurely in 1974. Almost by premonition, a few months before she died, she said that she thought she had made her major contribution towards helping me to be confident and self-reliant in my writing career. Had she lived she would, of course, have made major contributions to all my subsequent writings. Molly has made incredible contributions towards my productivity by typing and retyping almost all that I wrote up to 2010: an enormous amount of work. Catherine Widdicombe has been a continuing inspiration, support, and helpmate from 1970 and continues to be so. For all this and so much more from so many different people I am profoundly grateful and deeply indebted. Without them I would simply not have been able to achieve what I have.

[Other references to ‘writing’: in *Notes from Retirement* are: writer’s block and writing; in *Sustaining Preachers and Preaching*, pp144-136.]

An Addendum On My Writing About First-Aid Counselling¹

Yesterday, whilst sorting out a box of papers on counselling, group and casework, I came across an extensive collection of papers and correspondence related to the things I wrote on the first-aid counselling of young people. Being reminded of the considerable impact made by my booklet moved me. Not only was *The Youth Worker as a First-Aid Counsellor in Impromptu Situations* (1971) revised in 1975, it was also reprinted in 1979, and versions of it were, with my permission, copied for training work, much later. It led to my contributing to the background material for a BBC TV series on working with youth and to a chapter in a book of that title published by the BBC in 1972.

Doing this writing was a profound learning experience about communicating through the spoken and written word. An editorial session and correspondence with Jennifer /Jenny Rogers (at the time the further education officer, South, of the BBC) was a very steep learning curve, which I valued enormously. Also, it led to many requests to lecture on the subject,

to lead courses for Scouts and their leaders and others and to proffer advice on the training of youth workers to the London Training Group and to discuss with the South West College their generic counselling course and to correspond with Ron Buckland who was using the booklet for a topic in Christian youth leaders correspondence courses around Australia in 1975!

It is gratifying to know that it was so useful, as was *Ten Days In Hospital* and *Diagrammatic Modelling*. Perhaps I ought to have written more booklets and articles of this kind. After its publication, someone suggested to me that *The Youth Worker as a First-Aid Counsellor* was as applicable to teachers as youth workers, and I agree and think that possibly to others as well. It could have been presented as an aid to people working with young people in a range of different ways. I must have known this because whilst taking the PGCE course in 1968-69 I read quite widely about teachers and youth workers and their roles as counsellors and counselling. I drew on this when I wrote these booklets.

Coming across this material, led me on to remember that I had contributed to the 'senior' section of *Partners In Learning: Weekly lesson material for those engaged in Christian education, based on the British Lessons Council Syllabus 'Experience and Faith'* from its inception in 1968 for three year or possibly more. I have only two of the volumes, 1968-69, and 71-72. I also served on the National Editorial Committee for this series.

II PUBLISHERS AND PUBLISHING²

[Files of the papers relevant to this section will be in my Personal archives.]

Section I is an overview of my published and unpublished writings on church and community development work to date. (Papers on engineering projects are described in Part 5:4, and listed in my engineering CV.) Now I turn to my good and bad experiences of publishers and publishing: my trials, tribulations, sense of achievement and fulfilment and my gratitude.

Thankfulness

I have just completed sorting through three box files of papers that I have accumulated over the past fifty years! It has been a monumental, exhausting moving and harrowing task. The reasons for this will become apparent. Now, whilst the overview is fresh in my mind, I must try to reflect

on the thoughts and feelings that have been stirred in me.

Unexpectedly, my first reflection is a deep sense of thankfulness that so much of my work has been published: unexpectedly, because when I approached the task of sorting the not papers it was the difficulties, pain and rejection I had experience at various times that were very much in my mind and the negative feelings that I have had for many years resurfaced. This is indicative of a significant affective change that is gradually taking place in me: I am humbled and full of gratitude to the providence that, against all the odds, has enabled me to produce a substantial body of writings, which many have and are finding useful. Whatever else doing this writing might have done, it has sharpened my thinking and profoundly affected my professional formation, and that of my praxis, spirituality and theology. Expressing myself as clearly as possible on paper has objectified my thinking and facilitated further critical reflection on my experience; I hope that what it has done for me, it has done to some measure for others. There is some evidence that it has. I consider myself greatly privileged to have had the opportunity to codify my experience and thought.

Sense of vocational consummation

Unexpectedly, a sense of vocational consummation has quietly come to me as I worked on this Section. Reflecting on my writing has engendered an awareness of completion: it seems as though the writing I have done has enveloped my work and made significant contribution towards bringing my purposes to their destined conclusion. I have not felt like this before: I feel a contentment that has so often eluded me; a quietening of the persistent restless, purposeful drive that has propelled me forward against much complexity and many difficulties inherent in my limitations and the tasks and the realities of the situations in and through which I have worked. Thanks be to God! These thoughts and feelings compose me in a frame of mind conducive to writing about my travails constructively and contextually: at times they have almost overwhelmed me but from this vantage point they seem a small and reasonable price to pay for what has been achieved.

Good publishing experiences

I did not have any real difficulties in getting two short books published: *Ten Days In Hospital* (1962), and *The Youth Worker As First-Aid Counsellor* (1971). They met the discernible needs of people to whom I ministered and with whom I had worked. Nor was there any great difficulty in getting early books on church and community development published. This new field of work I found exciting and stimulating considerable interest.

Three publishers were keen to help Catherine Widdicombe and me to develop this field: Grail Publications; Chester House Publications; The Search Press. The Grail was widely and deeply involved in promoting church and community development. They seconded Catherine, one of their members, to work full-time in the field of church and community development from 1969 to 1994. Chester House Publications was a constituent part of The Methodist Youth Department (MYD), which played an important part in getting the Methodist Church involved in church and development, as did the Board Of Lay Training. Countess Charlotte de la Bedoyere (Lotti), the principal director of Search Press Ltd. (Publishers since 1847. Publishers to the Holy See.) And Burns And Oates Ltd was utterly committed to promoting the findings of the Vatican II. Realising the relevance of our work to implementing them and to contributing to ecumenical development, she became committed to and championed our cause. In fact, she became a very good friend and opened the doors to both of these publishers publishing three of our books. Grail Publications and Chester House Publications jointly published: *The Church and Community Development: an Introduction* (1972) as an act of ecumenical cooperation in this new field of work. Later they published, *Human and Religious Factors in Church and Community Work* (1982). Search Press published our book about a six-year action-research programme, Project 70-75, *Churches and Communities* (1978). Much later, Chester house published *Parchmore Partnership* (1996) and *Telling Experiences* (1995). These publishers made enormous contributions to the work Catherine and I did first through Project 70-75, and then through Avec. They helped to make church and community development and our particular approach to it widely known. I am eternally grateful to them.

Problems encountered in writing up material

This writing phase was followed by a quite different one, which has already been discussed. Roughly speaking, it occurred from 1983 to 1992--although I encountered further difficulties in finding publishers up to 1998. One of the problems was finding the time, energy and leisure required for the tasks. I was engaged in a punishing schedule, which made enormous intellectual, emotional, spiritual and physical demands upon me. (This period is described in Section 9:4) Central to all this activity was my involvement in developing and researching the praxis of church and community development and consultancy work as I applied it to concrete situations—and that was what I wanted to write about. I was, in fact, trying to encapsulate in a static form the essence of something that was evolving dynamically at times quite quickly -I was trying to shoot at a moving target!

Fortunately, there are sufficient contemporary reflective papers to supplement my memory of events that are seared on my heart and mind to enable me to reflect on and write about them with some objectivity even though a thoroughgoing examination of what happened during this period is simply not now possible: there is insufficient documentary evidence and I am unable to recall much of the detail. So here, I concentrate on what happened as I tried to write up essentials of evolving material in a context which left me with strictly limited physical and mental energy and quality time for demanding reflective writing. Also, I discuss the difficulties experienced in getting help with the task and finding publishers.

In September 1982 I did some very serious thinking and planning about my writing programme on my own and with Catherine and TRB (notes in the TRB consultancy file). On the 22nd, I wrote a brief note, in preparation for a consultation with Reg and Catherine on the 23rd. It starts by saying that I 'am overwhelmed by the enormity of the tasks, choices to be made and work to be done in relation to: research and writing; ... and getting books and papers organised'. I go on to say, 'I desperately want to get on with long-term construction work and once I do so other things will be easier and more effective.'... 'I want to re-orientate myself so that writing, courses and project work are dominant and organizing, administering and fund raising for Avec are subordinate.' But I was aware of the danger of rushing to get things published. Little was I to know that I would not publish what I desperately wanted to see in print until 1996! This was followed the next day by a long productive consultation, at which Catherine, as usual, took full notes (a copy is appended). On the following day, I produced a comprehensive chart, 'Principal Things Related to My/Our Writing Agenda'. The work related to the courses was done and the projects but were not written up. In relation to 'the basic writing programme': papers on *Working Alongside The Poor* were written but not published; the contextual essay were written and widely used, but not published; I drafted prolific amounts of material for books, but as we have already seen they did not issue in published work; off prints of several sections of my thesis were produced as handouts for courses and widely used but never published.

At this point I need to record that when my PhD thesis was accepted the Rev Dr Fred Milson, the external examiner, was very keen that it should be published, whereas Reg Batten, my tutor and the second examiner, was equally adamant that it should not. His argument was that the vast amount of effort expended in the development of Parchmore and the complexity of the undertaking would discourage people from getting involved in church and community development. He had a point, but was wrong in

his conviction that it should not be published and I was wrong in accepting his judgement rather than Milson's. Frequently, I have regretted not getting it published and still do. It contained much original work, especially on church and community development, evaluation, action research and active participant observation. However, some of the material from my thesis was published in a popularised form in *Parchmore Partnership*.

Returning to the draft material for books, I re-worked this and produced some presentable material. Unfortunately, much of it is not dated and so I am unable to trace with any certainty the development of my thinking. Several ideas and outlines emerged at different times. A summary list of them is informative.

A series of four books, under the generic title, *Practice and Theory in Church and Community Development Work* which had the following main sections: work consultancy; case studies; work analysis; the theory of involvement.

A second outline was entitled *Working Analysing And Consulting*, which had the following parts: workers; work analysis and design; work consultants. The parts of another outline with the same title were: the work; workers; work analysis and design; work consultants.

The third outline was entitled *Work And Vocational Consultancy In Churches And Allied Organisation* with the following parts: the need; work and workers; consultancy; common difficulties and case studies.

During this period and the idea for a *Reader In Church And Community Development* was discussed with Harry Salmon and others. It was considered to be very desirable, but was never written.

Another scheme was a series of seven books with the following titles:

Aspects of church and community development

Working for development

Working with communities and their religious and secular organizations

Work analysis

Work consultancy in churches and community development

Work and theory study courses

Working alongside poor and rich.

As noted above, most of the drafts are still extant, and are to be found in a box file on my shelves, 'Draft Typescript of Unpublished books On Church And Community Development And Consultancy', which will

eventually go to my Personal archives. Some notes and an indicative outline our in Appended papers 2.

Notes of meetings, and Occasional journal notes, which I wrote during this period indicate, but do not fully described, the difficulties I experience. The following extracts are illustrative.

In August 1983 I was simulated to consider writing a book about the non-directive approach by a reference to my being the only person to write substantially about this approach after 1970 by David Thomas, in his masterly book, *The Making Of Community Work* (1983), p 91.

In June 1983, at one of our regular consultations with TRB, we discussed our /my publication programme and the need to get others to share in the writing work through setting up a publications group. But at the same meeting we discussed how Avec was moving to another phase of work with new demands and risks. Again, this was not done -- and it could not have been for want of trying. I came across an undated single sheet on which I had is crawled in large letters 'I need a writing soul mate!' It was a cry from the heart, which I probably wrote around this time. Three years later in 1986 I was again seeking a way forward with TRB. Some progress had been made, and I had drafted a book, which I planned to edit in the latter part of my sabbatical. Again, I did not get to the point of editing the manuscript or to seeking a publisher.

Unsuccessfully, I did seek help for all the Rev. Dr Cyril Rodd, Dr Pauline. Webb and Brian Thornton, which I discuss later.

In October 1987, reflecting on discussions I had had with the Avec Staff about my writing caused me some anguish. I felt I was not getting at the issues; I felt I was not expressing my ideas 'punchily', and not got a good style; I was feeling grammatically insecure.

In September 1988, following a discussion with TRB, I again reviewed the situation thoroughly.

In January 1989, I had managed to draft a manuscript of a book, which Michael Bailey, John Stephenson and Catherine Widdicombe and we discussed at length. But I did not publish until 1996, and then there were three books in one year: *Analysis and Design*, *Parchmore Partnership* and *Avec Agency and Approach*. The latter I wrote into two or three weeks in the white heat of concern about the future of the Avec heritage in the wake its closure in 1994.

I have already speculated about possible reasons why all this thinking, planning *and* drafting did not result in publications. Three other reasons could be added.

First, it may well have been a crisis of personal confidence.

Second, I was engaged in a vast amount of work, study and preparing involvement in designing, organising and delivering a new postgraduate diploma in church and community development. In effect, this involved formulating the curriculum for the comprehensive study of the praxis and theology of the non-directive approach to church and community development: I was trying to get my mind around extensive fields of work that were comparatively new to me such as community studies and the rapidly developing practice and theory of organizations *and* to read off relevant ideas and to integrate them into the theory practice of church and community development. Clearly, it is very difficult to write when one's thinking is in flux. So, all in all, I was attempting an extremely difficult and may be impossible task, whilst I was still maintaining a full programme of other work.

Third, I was feeling the effects of grossly continuously overworking and overtaxing myself for over twenty-five years. I was exhausted. An incident in 1990, which I have already written about, brought this to a head. Without any warning at a private meeting with Michael Bayley, I gave way to pent-up feelings about the pressures related to the work and worry of exercising my responsibility for Avec, raising money for it and trying to write up the material. It was a very distressing and disturbing experience for both of us. I had no idea that I been suppressing so much emotional and mental stress and strain. The emotional force with which it was released took me aback. Clearly, I had been working at my intellectual, psychological and spiritual limits for some considerable time. Some would say 'living off my nerves'. How near I was to break down I do not know, pretty close, I would guess. This outburst was a relief valve, which probably averted my experiencing something of the kind that Catherine experienced in, I think, 2003. Michael was deeply concerned and upset and thought I was exhausted and said that I ought to resign as director and let others take it forward. He urged me to talk to Catherine Widdicombe and Charles New, and the Chairman of the Trustees, which I did. These conversations led to a meeting about my future and that of Avec at the Grail and to my resigning as director of Avec and becoming its research worker. (The details of this meeting and subsequent developments are described in Section 9:4)

Once free of the directorship my life and work developed in many ways:

I was able to get on with my writing and get some of it published, but not without difficulty. I became a Senior Research Fellow at Westminster College, Oxford, which gave me intellectual, theological and moral support in my writing work, and in the development of a postgraduate course in consultancy, ministry and mission.

Four, I was so narrowly focused on trying to write *books* that I was blind to an alternative possibility, writing articles. Doing this could have freed the logjam I was experiencing. I recall Reg Batten telling me that for many years when he encountered a living issue or problem, he worked through it-on his own, or with his wife Madge or with a seminar group-and wrote an article about it while it was still fresh in his mind. In this way, he accumulated a considerable amount of published material and got feedback about it. This greatly helped him when he came to write books. He was however in a different position from my own. For one thing, his work programme had a better balance than mine between conducting seminars, lecturing, researching, reflecting and writing. Equally importantly, he had a ready-made outlet for articles, first through the *Community Development Bulletin* and then through its successor *The Community Development Journal*. I had no such outlet. Church and community development and consultancy for ministry and mission is situated uncomfortably between religious and secular disciplines and publications. Perhaps, with hindsight, in cooperation, say, with The Community Development Group I should have attempted to create a journal for this new field of work -- or encouraged others to do so. The article I wrote on church and community development in the *Expository Times* in 1972 was very important. I remember writing it against a deadline in a week with Dorothy Household's editorial help. Writing more articles would have got material into the public domain, promoted dialogue about the cause that I espoused and increased my confidence. But finding time and energy would still have been difficult given the enormous demands upon me to make *Avec* work and to raise the funds to keep it solvent. (See, *Avec Agency And Approach*). Had Dorothy lived this might have been possible.

Bad experiences with publishers and my writing ability questioned

Twelve publishers *rejected* *Sculpting Church and Community Work: From Experience to Action through Analysis and Design* and twenty rejected *Telling Experiences*! Many publishers commended the material and thought that it was important and original and some said that they genuinely regretted not being able to publish it. Recurring reasons for rejection were: it did not fit their lists; material was specialised and too technical; a market for

it would be small, and therefore publishing it would not be profitable at a time when they were facing economic difficulties. Unsurprisingly, all this was disappointing and depressing.

While some publishers found the material attractive, editors of the Epworth Press, the official publishers of my denomination, were highly critical of my style over a considerable period of time. Understandably, this hurt and undermined me-and still does, but thankfully to a much less extent than previously. The pain was revised by the decline to publish *Sustaining Preachers and Preaching* in 2010.

During the time that the Rev Dr Cyril Rodd was editor, I corresponded with him about three book proposals: *Sculpting Church and Community Development Work*, December during 1991 to 1992; *Work Consultancy*, February to May 1993; *Telling Experiences*, June to September 1995. All three were rejected. In relation to the first he wrote saying that their reader had said:

...although the quality of the material is first rate, we should need a much simplified (book) to make it saleable to the groups of 'ordinary' people for whom you are writing and for whom we would wish to produce books.

He suggested I 'completely rewrite the book, in the words of our reader, turning a heavy academic book into something much more for the general reader'. He continued:

I am very sorry about this, but you will appreciate that we have to run as a commercial publishing house and Conference requires us to avoid making a loss. I must emphasise that our reader made no criticisms whatever of the quality of your work and mentioned your considerable scholarship and experience and the great respect, which Avec has commanded and its immense help to people who have worked with it. But he was equally certain that we cannot possibly take 120,000 words of this density. He added: George Lovell refers to groups of "ordinary" people he has dealt with, who have found their understanding of their work transformed by the approach he advocates. Surely they were given material of a much simpler kind!

I did not set out to write a book for the 'ordinary' reader: either. I must have misled them or they assumed that this was what was required. I was utterly convinced that what was needed was a book or books, which could help seriously minded practitioners at all levels of church and community development work to deepen their understanding of the praxis and theology of this field of their work and to become better practitioners *with ordinary people* as a consequence. Helping ordinary people to promote development is a complex and difficult business. Explaining how to do this face-to-face is equally complex and difficult! Trying to do so through the written word is

even more difficult. What I believed was required, and still do, were serious, purposeful and accessible books, not popular descriptions of work done, which fail to reveal the underlying theory and methodology and of which there are plenty.

When Malcolm Grundy, my successor as Director of Avec, heard the news he wrote, 'Epworth should not have led you to write more if this was to be the likely result' (letter to me is 21st September 1992). He had taken a very different view of the material and that is interesting because he had been critical of my style thinking that it was not sufficiently popular on 20 July 1992 he wrote to me as follows:

I enjoyed reading the chapter you gave me -- I think what you wrote to be full of insight and extremely valuable in terms of fundamental elements of the process of working with people for change for the better. I have not come across a great deal of literature which sets forth a comprehensive account of the processes of examining the work situation, and which also takes into account extremely important factors such as the effective nature of the work and practical ways of examining and handling the subjective elements of the work -- it's usually one or the other i.e. the scientific' objective analysis v subjective (feeling) nature of work). What you are writing about therefore is a much-neglected aspect in the literature about the way people work with each other.

Looking at the overall contents, I think the structure is excellent in that you can move from the particular to the general or, as I prefer, the general to the particular.

Just one observation/question -- the insights, experience and close attention to detail that you have gained in this field over the years are probably second to none -- therefore I'd be interested to hear your thoughts on who you see as your audience when you write. Is it directed primarily to people/workers within the church or to a wider and more universal audience? I ask because, I wonder whether you do yourself an injustice in that the insights you have in working with people in such a way that gets to the core and none heart of the matter but in a way that does not put people down is of universal value and of vital importance.

I don't know whether I'm being clear but I suppose there are questions of confidence and language around. I don't know of what use these comments will be to you George or whether they make any sense -- just to say that I think what you are writing about will be extremely valuable to all field of CCD.

Re-reading this led me to recall that Reg Batten used to say to me something to the effect that what you get out of a piece of writing, or a

lecture for that matter, depends upon what you bring to it. I think this applies to the officers of the Epworth Press.

In declining the second book, *Work Consultancy*, Cyril Rodd wrote on 26th April 1993:

The other member of the committee, who read your material also commented that he had considerable doubts about the general style and approach. The report was very much along the same lines as before. You have a splendid way of awakening enthusiasm in your audiences and giving them the lively ideas which revolutionize their work, but the difference between your spoken word and that of the typescripts which you have sent is so great that we cannot envisage readers becoming excited over your books and recommending them so eagerly to their friends that we manage to achieve sufficient sales to make a profit.

In declining the third book, *Telling Experiences*, Rodd said that it was a splendid idea, but that doesn't come off (letter 14th of September 1995).

By this time I had come to the conclusion that in Epworth Press circles the general opinion was that I could not write—and I have told this to others and myself since 1993. (And I feel that this goes back to 1969 during the time that Gordon S Wakefield was editor when Pauline Webb had submitted some of my writing to him. In a letter to her on 1 June he said ‘I simply cannot work up any enthusiasm for this script, though as I say few subjects are more important’.) This view was confirmed by my correspondence with Gerald Burt (Rodd's successor) during the period April 1998 to July 1999 about *Ministries Through Consulting*, which was eventually published as *Consultancy Ministry And Mission*. I knew Gerald very well and I thought that he would be more responsive to my work, but that was not to be the case. Pressure of work prevented him from reading the manuscript for over seven months and then he wrote to me on the 31st March 1999. So similar was some of Burt's wording to Rodd's that I was confirmed in my view that the Epworth Press officers commonly assumed that I could not write. People who have read my working drafts have invariably suggested ways of improving them. But no one has ever said anything approaching this to me about my ability to write; indeed most people have been complimentary. Leslie Griffiths has countered the view that I cannot write vigorously. He maintains that I can and do write well, but that for most people I am too fastidiously precise. That is as it may be, and I am, as I have said in these notes, aware of my writing insecurity. It is possible, of course that it was the subject matter that they could not understand. Certainly, it was outside of the normal area in which they operated and of which they had enormous knowledge and expertise i.e. outside of their comfort zone, as people say.

However, going over the correspondence carefully has brought me to a different position – one, which I accept with my mind, if not entirely with my feelings, because there is much hurt to overcome. It is that the members of the Epworth Committee: had high opinions of my ability in the field of church and community and consultancy and of the work I had done; they thought these areas of work to be vitally important; they were convinced of the need for books to be published in this field; they differed from me about the kind of books that were necessary and needed; they sincerely wanted to see them published; they were nonplussed that I could work and communicate very effectively with people, but, in their view, could not express myself as well in the written word; they felt that I needed assistance to produce the books they saw to be required.

This is a much more wholesome and healthy view of their position. I regret that I did not come to it earlier. To my shame I was too concerned to nurse my pain and grievance and my deep disappointment that Epworth was so strong in, for example, Wesley studies, and so weak in providing ministers and lay workers with the handbooks that I've felt they desperately needed. Perhaps I did not realise that I needed to 'educate' them about the nature of the work in which I was engaged. Had I done so, I might well have gone about things in a different way and with a better outcome.

One thing that I now fear contributed to Epworth concluding that I could not write was that I sent drafts before I had edited them sufficiently. Quite frequently, people were surprised at my ability to improve my own manuscripts and especially after others had critically appraised them. Nigel Gilson said, for instance, that he was amazed by the editing I did on a paper I wrote about working alongside the poor. He said that the quality of the revised piece was so much better than the original that it was quite unbelievable that I was able to improve my own material in this way. When I sent manuscripts to publishers, I was testing out the material for acceptability on the assumption that publishers would realise that the standard of the work would be greatly enhanced when I had edited it. This was unreasonable, and unwise; I think it cost me dear.

However, I remain somewhat perplexed at how all this occurred because Pauline Webb in reviewing *Church And Community Development: An Introduction* as the 'book of the week' in the 6th July 1972 edition of the Methodist Recorder wrote:

Some people have a knack of making simple things sound complex. Others have the much rarer gift of making complex things sound simple. George Lovell fortunately, belongs to the latter group. His new book is a

most welcome and simple exposition of the principles of community work, which are sometimes discussed in such technical jargon that, paradoxically, community development is made to appear to be the realm of specialists, just the opposite in fact of what it is.

But that is when Dorothy was offering editorial help. Perhaps I have the ability to do both! In fact, I think the ability to make things sound complex kicks in when I have not really got my mind around complex issues and/or when I am trying to appear academically sound and respectable!

Committed editorial help needed

With hindsight, what I really needed were editors who would work with me in a critical manner who were committed to the purposes that were motivating me and willing to help me to shape up my material for publication. (TRB had this kind of help from the Oxford Press throughout his career.) I am pretty sure that I was genuinely after this kind of editorial help and support, without being clear just what I really needed when I asked Cyril Rodd for an opportunity to meet him to discuss the writing programme in which I was engaged. He declined:

You mention meeting to discuss the project. Apart from the fact that I simply do not have the time (I am currently teaching two days a week at Roehampton Institute as a visiting lecturer, looking after Epworth Press and editing the *Expository Times*, and attempting to get a book written, as well as trying to settle into our new house, with builders still not out of the way), I am not sure that it would serve any useful purpose. Your proposal is very clearly set out, and what we are dealing with is the printed page, which after all is what potential readers will be presented with. So it is print which has to be judged. (6th of January 1992)

This I experienced as a ‘put down’ and the neglect of what I considered to be important professional and pastoral responsibilities of the Connexional editor of our church. In March of that year, I met Pauline Webb with the express purpose of getting help with my writing. But sadly, that did not get me any further.

Seven years after I sought this kind of help, Gerald Burt suggested that I seek outside assistance, and that Trevor Rowe might be capable of providing it, who happened to be a long-standing and much revered colleague of mine, but I don’t think that he was aware of this. That led to correspondence about the need for such help to be readily available through the Epworth Press. He foresaw the possibility of doing so in the future, but I do not know whether such help was ever provided. Now the 2011

Methodist Conference, meeting next week will sadly be asked to consider closing down the Epworth Press.

Working through the papers related to these episodes and writing about them has greatly helped me to draw a line under the negative feelings, the disappointment and the resentment about the way in which the officers of the Epworth Press repeatedly turned down work and criticized my writing. Moreover, it has helped me overcome my negative feelings and to put everything into a much more positive and healthy shape. However, I would dearly love to have had something published under the Epworth Impress, but that is not now unlikely to happen.

Moral and spiritual support and practical help from soul mates

From my late teens I have been seeking help to improve my ability to use the English language correctly and creatively, because I had realised by then that I could never completely overcome my deficiencies, and therefore needed ongoing support and critical editorial help. Batten helped me with my PhD and with *Churches And Communities*. Molly has been a constant source of help: she is a better grammarian than I am. Dorothy Household was enormously helpful; she improved my style and increased my confidence enormously. Eerily, not long before she was murdered, after reading something I had written, complimented me on it and said that she thought she had now accomplished her destined role to help me to achieve independent ability to write. Notwithstanding, I am convinced that had she lived, my publishing career would have been much less fraught and far more creative. But sadly, that was not to be. Catherine Widdicombe has been enormously helpful to me in all these matters throughout our colleagueship and continues to be so. Margaret O'Connor also was enormously helpful over a long period of time, and read many books and papers and made very helpful editorial suggestions. Then there was John Stephenson, Leslie Griffiths, my research support group, and latterly Neil Richardson -- and so many others. Some helped me with is my grammar and style, others with the subject matter. In various ways and to different degrees, Molly, Dorothy, Catherine and Margaret (O'Connor) have been my writing soul mates. All of them blessed me. I have been and remain extremely fortunate in these matters. But it was beyond their powers to be an editorial soulmate.

Breaking through the blockages

So, for some 13 years, 1982 to 1995, I experienced two forms of blockage:

getting my material into a coherent form which would achieve my purposes i.e., getting it into shape ‘fit for purpose’; getting publishers. Providentially, somewhere around 1991 I was able/enabled to break through these barriers and over a period of eleven year’s substantial books were published -- four in two years! A cluster of things/developments/events contributed to and facilitated this breakthrough, notably the following.

1. Writing soul mates.
2. A considerable number of people who gave me practical help, not least among them being Molly, who typed up hundreds if not thousands of pages of handwritten material: she made herself immediately and willingly available at all times. I cannot begin to estimate the value of her contribution and express my gratitude.
3. Release from my responsibilities for Avec. In 1991.
4. The appointment of a highly prestigious and influential research group in 1992 and the enormous help they gave me for the following four years. (See Section 9:4, for earlier discussions with TR B and CW in 1982-3 about the need for an editorial support group and Appendices I and IV.)
5. The commission of the public trustees when I retired as director to make contributions towards ‘harvesting the work of making its intellectual assets more readily accessible’ and the award of a Leverhulme Emeritus Fellowship in 1993, which helped me to do just that through providing financial support and reinforcing the work of my research support group.
6. Clarifying commonalities and differences between the analysis and design at church and community develop work and providing consultancy services in relation to it. For some time I had been confusing and equating these two aspects of the work in which I was engaged. And this bedevilled writing up the material. I realised, that, whilst analysis and design forms a major part of consultancy work, the praxis of one differs significantly from that of the other. This was a disclosure event for me (see p 7 of Consultancy Ministry and Mission). This realization enabled me to order the vast amount of material into some order and to write two books, the one on analysis and design (1994) and the other on consultancy (2000). In turn, this and other insights into the complexly related subject matter, freed me to write about it with newfound assurance and conviction.

7. Later, and in parallel to the research support group, I was greatly stimulated and supported in a complimentary way by my appointment as a Senior Research Fellow at Westminster College, Oxford in the Theological Department from 1949 to 1990. Members of the department encouraged and helped me to design and inaugurate a post-graduate course in consultancy, ministry and mission. Inter alia, doing this involved marshalling my ideas about and experiences of consultancy and using them to write a syllabus and organize a course. This complemented and built upon the work I did when I engaged in a similar task in relation to a church and community develop postgraduate diploma (see above). In turn, this revealed the need for a textbook on consultancy for the course and strengthened my motivation to write it.
8. Eventually, the six key books on church and community development work and consultancy were published by three publishers between 1994 and 2006: Burns and Oates, Continuum, Chester House Publications, Cliff College Publications. These publishers were variously committed to promoting this comparatively new area of work even though doing so was not profitable. To enable this two books were modestly subsidised. And one other published during the same period, must be mentioned, *Avec Archives Annotated Catalogue*.

Undoubtedly there are more reasons for this extremely creative and productive period known. However that might be, I am deeply thankful to God and to everyone who encouraged, helped and supported me in getting so much valuable material into print in a comparatively short period of time.

III AN OVERVIEW OF THE NATURE OF MY PUBLICATIONS

Throughout, I think I had two underlying basic aims in most of my writing: to communicate the nature of non-directive church and community development work; to help ordained and lay people to practise it. I wrote to these aims in relation to the working context as it emerged and changed. Consequently the body of writing emerged, piece by piece, not as part of some master plan. As I drafted this section, I began to glimmer a broad classification of what I have published (some books with other authors). This threefold new perspective intrigued me.

1. Books about church and community development and its praxis

The Church and Community Development: An Introduction 1972

Human and Religious Factors in Church and Community Work, 1982

Analysis and Design: A Handbook for Practitioners and Consultants in Church and Community Work, 1994

Consultancy, Ministry and Mission: A Handbook for Practitioners and Work Consultants in Christian Organizations, 2000

Consultancy Modes and Models, 2005

2. Books that illustrate good praxis in:

a. church and community development

Churches and Communities: An Approach to Development in the Local Church, 1978

The Parchmore Partnership, 19955

Telling Experiences, 1996

b. church and community development and consultancy

Telling Experiences, 1996

c. consultancy

A Process Model for the Development of Individual & Collective Vocations, 1996

Sustaining Preachers and Preaching, 2010

d. training people in church community development and consultancy

Avec: Agency & Approach, 1996

3. 'Workbooks' that facilitate distance learning through private study and complemented experiential learning about consultancy and acting as consultants and consultants.

Distance Learning Material (College publications), Study Guide-cum

Workbooks for/postgraduate / MA/diploma courses in Consultancy Ministry and Mission at Westminster College, Oxford, UTU and then at Cliff College:

Analysis and Design of Church and Community Work (for Unit 3), George Lovell with Chris and Burkett, June 2001, 143pp

Consultancy Praxis and Theology, June 2000, 49pp

Supervised and Evaluated Direct Experience, February 2000, 104 pp.

And the following material is in my personal archives.

Workbook 2 – Organisational Studies for Mission and Ministry

Workbook 3 – Consultancy Praxis: Analysis and Design

Consultancy Praxis and Theology, George Lovell, June 2000, 49pp

Consultancy Praxis for Mission and Ministry, 2006 – 08

Developing and Evaluating Praxis for Mission and Ministry

(There were various editions of these workbooks between the period 1997-2006. The ones listed above are the only ones I know to be extant. They are in the Avec Archives, Box [173])

4. A book enabling people to access Avec archive material

Avec Archives Annotated Catalogue, 2002

Whilst these categories are indicative of different types and styles of my writing, they intersect and overlap: books on praxis are illustrated by case study material; books focusing on illustrating contain notes on praxis; in the first, emphasis is placed on enunciating praxis, in the second the emphasis is on illustrating what praxis looks like in action; in *Analysis And Design*, praxis is derived stage by stage from worked examples. Distance learning material draws on all the texts and provides learning exercises.

After I had written this, I came across notes I am written in 1993 -- I think during a consultation with Catherine Widdicombe -- they show that I had discerned basics of this pattern eighteen years ago and forgotten it!

IV DIFFICULTIES WITH ILLUSTRATING

I experienced difficulties in finding the most suitable and telling ways in which to illustrate the nature of church and community development and consultancy work and the praxis of these forms of engaging with people. Over and again, I worked on the problems on my own and with others. Two of the many complications are as follows.

First, most people find it difficult to see how church and community development praxis differs from traditional ways of working with people and consultancy from advising people. Consequently, failing to see the subtle but vitally important nuances of it they dismiss it, frequently out of hand.

Second, my natural propensity was to write about the praxis, not least because I felt that this was grossly neglected. Without denying the importance of this, the members of my Research Support Group (see above) felt that the first priority in 1992 should be in illustrating the approach. They were quite insistent that I should give priority to researching and editing a book through which people who had been influenced positively Avec could tell their stories. They felt that a collection of such stories would illuminate and popularize what church and community development and consultancy is all about in ways that books on praxis, would not. Initially, I resisted the idea. I wanted to get on with researching methodology and writing handbooks and textbooks! The group prevailed! Without the Group's persuasive power, *Telling Experiences* would not have been written. And members knew that, because in a 'Prefatorial Note' to the publication they said:

People may be surprised at this kind of a book from George Lovell's pen. For this, the members of his Advisory Group must take responsibility, because it was we who encouraged George to take this approach. (pp viii and ix)

I would take issue only with the word 'encourage'; it was heavy, unyielding directive persuasion, which booked no refusal! However, I soon found myself thanking them from the bottom of my heart for this major correction in the direction of my writing. Notwithstanding, concurrently, I went on with books on praxis, because I was utterly convinced about them as they as members of my Research Support Group were about *Telling Experiences*!

EPILOGUE

Unexpectedly, the need and urge to write this Part occurred when I reluctantly but rightly took time out from writing to sort out an enormous number of files on church and community development and consultancy work. Conversations with Catherine, in May 2011, led me to face up to the fact that I will not any longer make professional contributions to these fields of work. Then I realized that I would not accept the reality of this in a thoroughgoing manner until I had dismantled my considerable number of working files. Indeed, the act of sorting out articles and lecture notes that I had written over the years made very important contributions to the difficult and painful process of my acceptance of this reality. As I went through these papers etc and acquired a new overview of them, I realized that I was in a good position to write this section and that I should take the opportunity to do so. Consequently, to my surprise, I found myself writing Part 9: seven and eight before I had completed Parts 9:1-6! But I have no regrets now I have written it, in fact, I am very thankful that I have, because it has been both cathartic and profoundly therapeutic.

APPENDICES

I List of My Written Work

Books

- 1963 *Ten Days in Hospital*, Epworth Press (reprinted 1964)
- 1971 *The Youth Worker as First-Aid Counsellor*, Chester House Publications (revised 1975, reprinted 1979)
The Church and Community Development: An Introduction, Grail and Chester House publications (revised 1980, reprinted 1992 as an Avec Publication)
- 1974 Chapter in Mitton, C.L. (ed.), *Social Sciences and the Churches*, T. & T. Clark
- 1976-1996 A range of Avec Occasional Papers
- 1978 With Widdicombe, C., *Churches and Communities: An Approach to Development in the Local Church*, Search Press
 Collaborated in *Involvement In Community: A Christian Contribution* (William Temple Foundation)

- 1982 *Human and Religious Factors in Church and Community Work*, Grail Publications

Analysis and Design: A Handbook for Practitioners and Consultants in Church and Community Work, Burns and Oates

Grundy, M. (ed.), *The Parchmore Partnership: George Lovell, Garth Rogers and Peter Sharrocks*, Chester House

Publications

- 1996 *Avec: Agency & Approach*, An Avec Publication

- 1996 *Telling Experiences: Stories About a Transforming Way of Working with People*, Chester House Publications

- 2000 *Consultancy, Ministry and Mission: A Handbook for Practitioners and Work Consultants in Christian Organizations*, Burns and Oates

With Catherine Widdicombe, *Avec Archives Annotated Catalogue*, An Avec Publication

Consultancy Modes and Models, Cliff College Academic Series, Cliff College Publications

- 2009 Chapter on “T R Batten’s Life and Work” in *Essays in the history of youth and community work: Discovering the past*, Edited by Ruth Gilchrist, Tony Jeffs, Jean Spence and Joyce Walker, RHP Russell House Publishing

- 2010 With Neil Richardson, *Sustaining Preachers and Preaching*, T and T Clark International, *A Continuum Imprint*

PhD Thesis, 1973:

An Action-Research Project to Test the Applicability of the Non-Directive Concept in a Church, Youth and Community Centre Setting, PhD Thesis, University of London, unpublished

Articles in Books, Journals and on the Web

- 1967 With Riches, G., ‘Evaluation in Community Work’, *Community Development Journal*, October (and January 1968)

‘The Church and Community Development’ in *Expository Times*, LXXXIII, No 2, Nov 1971, T. and T Clark,

1152 *My Life, Work and Ministry: Notes from Retirement*

1979 'Experiences of Working with Other People on their Work', *Crucible*, October/December

'A New Phase of Involvement in Church and Community Development' *Advent*, Journal of the Division for Social Responsibility, No. 3, August (Church in Wales Publication)

Wrote foreword Ballard, Paul (Ed) *Issues In Church Related Community Work* (The Board of Studies in Pastoral Studies, The Collegiate Faculty Of Theology The University of Wales College of Cardiff)

2000 with Copley, David and New, Charles 'Take Three Presbyters... The Role of Co-consultancy', *Epworth Review*, Volume 27/ number three, 2000

2005 "Some Resources for Contemporary Ministry and Mission", *Epworth Review*, Vol.32/Number four, October 2005

2007 " T R (Reg) Batten and Madge Batten, Non-Directivity and Community Development",

<http://www.infed.org/thinkers/batten.htm>

2008 "Leeds North-East Methodist Circuits' Ongoing CLPD Programme A Worked Example 2000-2007".

<http://www.preacherdevelopment.uk7.net/programme.htm>

2008 "Towards Developing Local Self-Help In-Service Training Programmes for Preachers"

<http://www.preacherdevelopment.uk.7.net/programme.htm>

Occasional papers:

The youth Leader As a (first aid) Counsellor ('Pro Juventus' Papers, No 4 Croydon)

Chapter in Davies, Bernard *Working With Youth* (British Broadcasting Corporation)

1980 *Diagrammatic Modelling: An Aid to Theological Reflection in Church And Community Development Work*, first edition The William Temple Foundation, Occasional Paper No. 4; 2nd Edition an Avec publication 1991

Reflective Practitioners In Church and Community Work (Avec Publications)

- 1996 *Work Consultancy: A resource Required by Laity Religious and Ministers*, Westminster Wesley Series, No. 6
- 1996 With Middleton, J. & Smith, H., *A Process Model for the Development of Individual & Collective Vocations*
The Church and Community Development: An Introduction, Grail and Chester House publications (revised 1980, reprinted 1992 as an Avec Publication)
- 1974 Chapter in Mitton, C.L. (ed.), *Social Sciences and the Churches*, T. & T. Clark
- 1976-1996 A range of Avec Occasional Papers
- 1978 With Widdicombe, C., *Churches and Communities: An Approach to Development in the Local Church*, Search Press
- Collaborated in *Involvement In Community: A Christian Contribution* (William Temple Foundation)
- 1982 *Human and Religious Factors in Church and Community Work*, Grail Publications
- Analysis and Design: A Handbook for Practitioners and Consultants in Church and Community Work*, Burns and Oates
- Grundy, M. (ed.), *The Parchmore Partnership: George Lovell, Garth Rogers and Peter Sharrocks*, Chester House

Selected Lecture Papers:

- 1981 The Beckly Social Service Lecture (published as *Human and Religious Factors in Church and Community Work*)
- 1992 *Analysis and Design: Ways of Realising the Learning Potential in Church and Community Work*, The 1992 Avec Annual General Meeting Lecture, an Avec Publication

Unpublished Papers

An extensive collection of manuscripts of books, papers and lecture notes on many aspects of church and community development and consultancy work dating from 1972 to 2003 to be housed in my Personal Archives.

APPENDIX II: CONTENTS OF BOX FILES OF ARTICLES, PAPERS AND LECTURE NOTES, PUBLISHED AND UNPUBLISHED

Articles and papers are stored in three shelf box files: papers may have been moved from one box to another! All papers listed are by GL, except where otherwise stated.

p = published papers; all others are unpublished.

Box 1

A Critical Appreciation of some Outworkings in Christian Churches and Organizations of T. R. Batten's Non-Directive Approach to Community Development, 2006

Take three Presbyters: the role of co-consultancy – David Copley, George Lovell, Charles New, *Epworth Review* Vol. 27 No. 3 July 2000 p

Working alongside Rich and Poor, 1982-83

Project 70-75 Experiences Of Working With Other People On Their Work
p

Taking the Chair at Committees, Community Development Group p

Community Development, *Partners In Learning* Part Three Sept. 1981 p

Private and Public (edited 20.2.90), Copyright 1990) now published in *Analysis and Design* 1994, pp 193-207 p

T. R. (Reg) Batten and Madge Batten, Non-Directivity And Community Development,

27.5.2011 Infed p

Box 2

Work Consultancy: A Resource required by Laity, Religious and Ministers, occasional paper in the Westminster Wesley Series No. 6. Autumn 1996 p

Local Peace Workers: draft and letters p

Some Resources for Contemporary Ministry and Mission, draft and in *Epworth Review* Vol. 34. No.4. 2005 p

Ministry & Mission: Promoting Thoughtful Action, *Free Church Chronicle*, Spring 1977 NI. Vol. XXX11 p

A Non-Directive Approach To Community Development, *New Life*, 1970, Vol. 25 No. 2

Communication, Church and Community, *Methodist Magazine* June 1969 p

The Church and its Neighbourhood, GL and Methodist Community Development Group,

The Christian Citizen DSR Methodist Church. Spring 1975 p

The Retired People's Group, Examples of Working with People In Community Development, Methodist Home Missions Dept. Publication, 1977-8

Promoting Thoughtful Action, reproduced from *Free Church Chronicle* (above)

The Mission of the Church and Community Development, Forest Hill Methodist Church *Newsletter* 1972-3 p

A Report of a Consultation on Partnership Teams for Oxford Diocese, C. of E. Feb 1984

Furlough work-study – Peter Russell and GL (Co-consultancy approach to furlough work study) March 1988

The People of God and their Relationship with the World, Dorothy Household.

The Mission of the Church and Community Development, in *Expository Times*, in a series entitled 'The Social Sciences And The Work Of The Churches Part II', Vol. LXXXIII 1/2 Nov. 1971 P

Issues in the CMRS and Contemplative Religious Consultation with GL & CW in preparation for their meeting with the Hierarchy in Jan. 1988, Signum 28 April 1989 Vol. 17 No. 8 p

Community Growth and Prophetic Action. Report of 1-day consultation with CMRS, Signum 1990. Vol. 18 No. 20 p

The Methodist Church in Zimbabwe: Key Tasks In The Post-War Period, Aug. 1980

Compiled and edited by GL, later published in *A Century of Methodism in Zimbabwe 1891-1991*

Compare and Contrast Dialectical Materialism and Christian Doctrine, (Carmarthen) c. 1959/60 (Marked 94% by Revd Ted Rogers!)

Faith in the City: Notes and report of discussions at Avec Trustees Meeting T26/9, 21 Jan 1986

Reviews by GL

Caring and Counselling, *Methodist Recorder* 28 Nov. 2002 p

Ministry Burn Out by J. A. Sanford??

The Clerical Profession (SPCK)

Learning to Care: Christian Reflections on Pastoral Practice by Michael H. Taylor (SPCK), *Methodist Recorder*, 30.6.83

Some Critical Aspects of the Attributes required by Workers Engaged in Church and Community Work (revised, April 2004) MSS

A New Phase of Involvement in Church and Community Development, *Adfent Journal* of DSR, Wales No. 3, Aug. 1989 p

Promoting Thoughtful Action in Relation to Church Work. 14.7.2005 (revised and enlarged from article above)

Co-Consultancy Issues: Intro to, 25 April 2005

Nature and Properties of Church and Community Work, Jan. 2002

Appendix and Notes, pp12, 15.4.2002

Box 3

Some background notes on working with the Hidden and Unknown, April 2002

Knowing

Knowing and Not Knowing

Strategy: The theoretical framework, 2003 Stuart Jordan

Felt and substantive needs

Making Shared Ministry A Reality: A course in the Diocese of St Edmundsbury and Ipswich, 1990

Evaluation in Community Work, *Community Development Journal*, 1967 and 68 p

Leadership and Decision Making: some thoughts on a given theme 1980 p

Take three Presbyters ... The role of co-consultancy ER Vol 27 No 3 July 2000

Learning from the Social Sciences: The Church and Community Development, *Expository Times*, Nov. 1971 Vol LXXXIII No. 2

Project 70-75 Experiences of working with Other People on their Work,
Crucible Oct/Dec 1978 p

Work Consultancy: A Resource required by Laity, Religions and Ministers.
Occasional paper in the *Westminster College, Wesley Series*, No. 6 Autumn 1996
p

The Battens' Case Study Method, Consultancy And Training, April 2008

Aids To Peer Co-Consultancy On Church And Community Work In Pairs
And Groups, November 1999

Diocese of Oxford: A Report of a Consultation on Partnership Teams,
February 1984

The Relationship between the Nature of the Worker's Active Participation
and his Observations, 1973

An extract from *An Action Research Project to Test the Applicability of the Non-
Directive Concept in a Church, Youth Community Centre Setting*:

Observation and Survey Methods Compared, 1973

Ad Hoc Notes on observing and working privately and publicly

The Inflow and Outflow of Research in Consultancy, c1990

Working notes on some studies and researches into Community, Church,
Society, and Development Projects, 1991

Action-Research into Church and Community Development Work, Nov
1981

Notes on Community Development and Action-Research c1972

Chapter 2 Communities: Religious and Secular

Church and Community Development and the Voluntary Movement:
A discussion of some of the basics, issues, relationships and theories of
development, c1990

Helping People to settle into a new job, c1985

Reviewing Ministry

The 10-day Consultation as a Model of Avec's Work

Caring and Counselling Nov. 2002 p

The Workers' Responses to Critical, Sceptical and Suspicious Reactions to
the Non-

Directive Approach and to people who are confused by it, 1974

Promoting the Practice of Church and Community Development: Training Programme for Avec staff 1985

Work and Vocational Consultancy in Church and Allied Organizations: new course proposal for Avec, 1997

The Youth Leader as a first-aid “Counsellor”, “Pro Juventus” papers, No.4, Croydon 1969