

Bibliography

In this book I have expounded a particular approach to analysis and design, I have not attempted to describe and compare similar and dissimilar approaches. So, in this bibliography, I have limited myself to books about this approach. To help people to decide what further reading could be of use to them I have annotated it. For those who wish to study and research the methods in greater depth I have included notes of theses even though these are not generally available.

The books and theses variously describe: the non-directive approach and processes of analysis and design in action in church and community development work; aids to working with people analytically and creatively, individually and in groups, churches and communities; basic underlying theoretical and theological concepts; action-research methods in operation. Classifying the books is not very helpful because most of them touch on several of the aspects I have just mentioned. So I have listed them under the authors. A list of dissertations based on the methods of analysis and design described in this book, written by those who completed the Avec/Roehampton Institute Diploma in Church and Community Development, is available from "Resources", address below.

Copies of all the books and theses referred to below are in the Avec reference library. This is to be rehoused because Avec and its work are currently being re-organized radically. Avec papers and all the books listed below that are in print can be obtained from "RESOURCES", The Grail, 125 Waxwell Lane, Pinner, Middlesex, HA5 3ER along with information about Avec. "Resources" has been set up by The Revd John V. Budd, Ms Catherine Widdcombe and The Revd Dr George Lovell in association with the Grail to continue to make available books and papers about working with people in church and community.

Batten, T. R. (1962), *Training for Community Development: A Critical Study of Method* (Oxford University Press), 192pp.

This book, out of print, describes how Batten got people to analyse and design community development work. It is particularly helpful on promoting group discussions. It describes the analysis of some problems and cases.

Batten, T. R. with the collaboration of Madge Batten (1965), *The Human Factor in Community Work* (Oxford University Press), 184pp.

Batten, T. R. with the collaboration of Madge Batten (1970), *The Human Factor in Youth Work* (Oxford University Press), 170pp.

These two books, out of print, are based upon systematic discussions about real-life situations; the first with community and the second with youth workers, trainers and administrators. These real-life situations are called cases and they were contributed and worked on by members of training courses. They further illustrate the method described in Chapter 1. *The Human Factor in Community Work* presents thirty-seven cases grouped under the chapter headings: Meeting Requests for Help, Suggesting Community Projects, Introducing Improvement, Establishing Groups, Working with Groups, Working with Leaders, Dealing with Faction and Asking for Help. Most of these cases come from working situations overseas but have much to say to all working contexts. *The Human Factor in Youth Work* contains nineteen analysed problems and many that are not analysed. These cases are from the British scene. They are grouped under the following chapter headings: Problems with Members, Working with Management Committees, Working with Helpers and Working in the Community.

Batten T. R. in collaboration with Madge Batten (1967), *The Non-Directive Approach in Group and Community Work* (Oxford University Press), 148pp.

This book is a critical study of the nature, scope and limitations of the non-directive approach—the approach underlying the approach I have described in this present book. It is in four parts: in the first part the directive and non-directive approaches are defined and contrasted and their relative uses discussed; in the second part the functions performed by a non-directive worker are described; and the third and fourth parts are about training people to practise the non-directive approach. It is as relevant to consultants as to workers. Sadly it is out of print, but the first two parts have been reprinted: Batten T. R. & M. Batten (1988), *The Non-Directive Approach* (Avec Publications), 53pp.

Grundy, Malcolm (ed.) (1994), *The Parchmore Story: George Lovell, Garth Rogers and Peter Sharrocks* (Chester House Publications, 1994).

This is probably a unique story. The Parchmore Road Methodist Church in Croydon, South London, has had four consecutive ministers who have, since 1966, attempted to develop the life of this local congregation by using church and community development methods and policies. This book—the stories of the first three covering twenty-five years with a contribution from the fourth who is the present minister of Parchmore—encourages us to see how much more can be achieved when the methods described in this book are employed consistently. A measure of the effectiveness of the Parchmore ministry through these three men is one way in which relationships with the police and the local community were maintained through more than twenty years of tension and change. This is a revealing Christian story. Many lessons about

analysis and design can be learned from it that are of importance for all those who are involved in church and community ministry through the work of a local church.

Lovell, George (1992 originally published in 1972 as a Grail & Chester House Publication), *The Church and Community Development: An Introduction* (Avec Publications), 80pp.

A concise and readable introduction, in non-technical language, to church and community development work. It describes how local churches can work *with* rather than *for* people. It gives illustrations of projects and schemes. It discusses the biblical theology underlying this approach. First published in 1972, there have now been three editions of this book because it has proved to be so useful in the induction of people into this approach to thinking things through with people.

Lovell, George (1973), *An Action Research Project to Test the Applicability of the Non-Directive Concept in a Church, Youth and Community Centre Setting* (thesis submitted for the Degree of Doctor of Philosophy in the Institute of Education, Faculty of Arts, University of London), 677pp.

This thesis is a factual study of a community development action-research project. It tests the applicability of the non-directive approach to working with people (as defined by T. R. Batten) in a church, youth and community centre setting in Thornton Heath, Surrey. It describes the origins of the project; the training in community development of the Methodist minister who acted as “worker”; the help he received from a consultant; and the theoretical background to the non-directive approach. It reports in detail the developments that took place over three years in youth, community and church work and in programmes of Christian education and worship and the ways in which workers and people analysed their situation, designed their programmes, put them into action and evaluated developments.

It considers the relevance of action-research and the worker’s role as an “active participant observer” in the sequential analysis of community development processes. It describes a way of documenting projects and the use of “indicators” for evaluating “change for the better” in people. It analyses various critical responses to the worker’s use of the non-directive approach, the ways in which he responded and subsequent changes in people’s attitudes.

It concludes that the use of the non-directive approach helps people to “change for the better” and is applicable to work undertaken in church, youth and community centre settings. It is demonstrated that consultants who understand and practise the non-directive approach can greatly help workers—and through them others—to achieve their purposes. It recommends that church and community workers be trained in the non-directive approach and states the need for more consultancy help.

Lovell, George & Catherine Widdicombe (1978), *Churches and Communities: An Approach to Development in the Local Church* (Search Press), 218pp.

This book describes how clergy and laity of sixteen churches of seven denominations in Ronsey (a pseudonym), helped by an ecumenical team, learnt about the non-directive approach to working with people and tried it out on a wide range of church and community work. It shows how they found the experience of analysing, designing and doing their work in this way deeply satisfying and highly productive. It contains an extremely practical collection of case-studies of analytical development work with individuals, groups, ecumenical organizations and churches. It describes the evaluation by the people of what had happened and how they felt strongly that what they had learnt should be widely known for the sake of the church as well as the community. It also describes how key people in all major denominations were involved in discussions about the project from beginning to end, and what they thought about it.

Lovell, George (1982), *Human and Religious Factors in Church and Community Work*. Based on the Beckly Social Service Lecture 1981. (Grail Publications), 64pp.

This book gives the background to the development of church and community development, discusses the critical features of church and community development, gives a good example of analysis through participant observation and describes what is involved in working with churches as institutions.

Lovell, George (1991), *Diagrammatic Modelling: An aid to theological reflection in church and community development work* (Avec Publications, originally published as Occasional Paper No. 4, 1980, by the William Temple Foundation), 62pp.

A Report of some work done over a three-year period by the community Development Group of the Methodist Church in co-operation with the "Core Group" of the William Temple Foundation. It has Preface by Bishop David Jenkins. The title is an accurate description of the contents of this booklet which shows the use of models in analysis and design. Drawing heavily upon the work of Bishop Ian Ramsey, models are described and diagrammatic modelling is illustrated. Three creative experiences of disclosure models are described and the reflective and analytical processes that led to them are outlined in some detail.

Lovell, George (1994), *Reflective Practitioners in Church and Community Work*, *Avec's 1992 Annual Meeting Lecture* (Resources Publication), 27pp. Originally published as: *Analysis and Design: Ways of Realising the Learning Potential in Church and Community Work* (1992).

This lecture demonstrates how the approaches and methods used by Avec

help clergy, religious and lay people and church organizations and communities to become more effective agents of reflective action. It shows that the non-directive approach is a medium for learning as well as for working with people and explores ways in which analysing and designing church and community work creates reflective practitioners. The lecture concludes by indicating the application of this approach to the work of the church in the contemporary setting.

Mellor, G. Howard (1990), *A Theological Examination of the Non-Directive Approach to Church and Community Development with a Special Reference to the Nature of Evangelism* (thesis submitted for the degree of Master of Arts in Theology in the Theology Department, Faculty of Arts, University of Durham), 235pp.

This thesis is an examination by Howard Mellor, now Principal of Cliff College, of the nature and value of the non-directive approach to studying and doing church and community work in the context of evangelical ministry. It originates out of Howard Mellor's seven-year evangelical ministry in Addiscombe, Croydon, and describes the process of adopting a non-directive approach to that ministry, first of all intuitively and then systematically. It considers the origins, nature and application of church and community development and the directive and non-directive approaches.

Evangelistic ministry is analysed by noting the characteristics common to all evangelicals and then constructing in some detail a typology of evangelicals against which to test the applicability of the non-directive approach. It then critically reviews the theology of church and community development. It tests out the non-directive concept against the biblical narrative, considering Jesus' use of parable; the exercise of authority, and use of charismatic gifts within the church. It examines three areas which seem predisposed to show dissonance between evangelistic ministry and the non-directive approach: decision-making, theology of evangelical conversion, and proclamation of the evangel. The conclusion is that the biblical teaching supports the non-directive approach, whilst also recognizing certain aspects as non-negotiable. It concludes that the non-directive approach is not only consonant with evangelistic ministry but could be a vital partner to such a ministry and increase its effectiveness.

New, Charles (1987), *Development in Church and Community: Promoting personal growth through community development and curriculum development methods* (thesis submitted for the degree of Master of Philosophy in the University of Liverpool), 368pp.

This thesis is about a Methodist Circuit Minister (the Revd Charles New) and a church of which he was minister for ten years (Moreton Methodist Church, Wirral). It describes in detail a three-year period during which important changes occurred in the church and in his role and function as the minister. His

assessment of the significance of these changes and of the part he played in promoting them is tested by researching the opinions and attitudes of some of the church members who were there at the time, community groups who used the church premises, and neighbourhood agencies whose work brought them into contact with the church.

It also describes and evaluates principles and concepts from community development to which he worked in his ministry. It shows how curriculum-development models used in formal education and the principles and concepts from which they are constructed can assist ministers and other local church workers to promote human and spiritual growth amongst the people.

Insights from both community and curriculum development practices are incorporated into a tentative model by which local church workers could analyse and design and evaluate their work.

Widdicombe, Catherine (1984), *The Roman Catholic Church and Vatican II: Action-research into means of implementation* (thesis submitted for the Degree of Master of Philosophy in the Institute of Education, Faculty of Education, University of London), 425pp.

This thesis studies work done between 1970 and 1981 with Roman Catholics in positions of authority, particularly at local level, through two ecumenical community-development action-research programmes undertaken in the United Kingdom: Project 70-75 and Avec, a Service Agency for Church and Community Work. It is about the introduction of new ideas and practices required by the Second Vatican Council (1962-5) into the Roman Catholic Church through initiating clergy, religious and full-time church workers into the appropriate and skilled use of directive and non-directive approaches. It describes the approaches and methods as used in training, projects and work consultancy to help people analyse, design and evaluate their work.

It discusses the nature of the changes at the heart of Vatican II and outlines the way the Roman Catholic Church has attempted to implement it and with what result. It describes work done with a large number of clergy, religious and church workers; the problems they were currently facing in introducing Vatican II and the ways found of overcoming or ameliorating them. It shows that through this work many Roman Catholics in positions of authority have undergone a change of attitude and approach to their work with people.

It concludes that Roman Catholics in positions of authority at every level in the Church would be helped to implement the innovatory ideas and practices of Vatican II if they were able to use the non-directive approach and to do that they need training and support.

Widdicombe, Catherine (1994), *Group Meetings That Work: a practical guide for working with different kinds of groups* (St Pauls), 205pp.

This is a practical book about working together in groups. It is essentially a "how to" book, and is arranged so that you can easily find what you need for

a particular group or situation. It is therefore, a book to be used as a helpmate rather than to be read through from start to finish. It could be used as a manual by study groups. It is written for anyone who wants to help others to think and discuss together and to tackle their common task in a collaborative way. This means pooling ideas, insights and expertise in the conviction that individuals, groups and communities flourish best when people have a say in decisions that affect them.

Report by the Community Development Group, William Temple Foundation in collaboration with the Community Work Advisory Group, British Council of Churches (1980), *Involvement in Community: A Christian Contribution* (The William Temple Foundation), 107pp.

This is a theological critique of church and community development work by a group of people which met over a period of some three years under the aegis of the William Temple Foundation. They were Revd Tony Addy, Revd Dr John Atherton, Revd Alan Gawith, Revd Dr George Lovell, Revd Prof. David Jenkins (later the Bishop of Durham), Revd Harry Salmon, Fr Austin Smith, Mr Richard Tetlow, Revd Dr Gerry Wheale and Revd Clifford Wright. From a Christian perspective it critically explores the nature and necessity of critical, analytical involvement in community and its limitations. It discusses the commitments required. It argues the necessity for a theory of involvement in community and discusses what is involved in formulating one. It concludes that this way of working is in fact a way of life.