

AVEC ARCHIVES
Annotated Catalogue

*To all who have contributed to these archives
and to those who peruse, explore and work on them
and build on the material they contain in order to further
the ministry and mission of the Christian Church and allied
religious movements and to help them to make their
contributions to the common good.*

AVEC ARCHIVES

Annotated Catalogue

A collection of working documents covering the period 1966 to 2002. They record the inside story of a wide range of church and community work, community projects, in-service training programmes and consultancy services as experienced, understood and analysed by the participants, consultors, trainers and consultants. These are housed in the Wesley and Methodist Studies Centre Archives, Westminster Institute of Education, Oxford Brookes University on the Harcourt Hill Campus, Oxford.

Organised and Presented
by
George Lovell and Catherine Widdicombe



AN AVEC PUBLICATION

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Without the generosity, support and help of many people it simply would not have been possible to organise and house the Avec Archives and to produce this catalogue. The Grail graciously and with typical generosity allowed Catherine Widdicombe to give a substantial amount of her working time to this venture for over a year in order to round off a thirty-year commitment to promoting first the work of Project 70-75 and then of Avec, and they did this at a time when they were short staffed and hard pressed. Also the Grail provided scarce space to house the archives whilst more permanent arrangements were being made. For over thirty years the Revd John V. Budd has been a faithful colleague, a gracious support and a loyal trustee of the Avec Resources Trust which has funded the work involved in organising the archives. The Revd Dr Timothy Macquiban found space in the Wesley and Methodist Studies Archives when the Avec papers and records were in danger of being dispersed and lost. He has been an unwavering and constant source of support and help since the mid-90's and generous with his time. More recently his colleague, Mr Peter Forsaith, has been most supportive and helpful. Bequests from Dr Reg Batten and Mrs Madge Batten and a grant from a small family trust supplemented Avec Resources' funds so that it was possible to finance the expenses involved in organising the archives and producing this catalogue. Avec folks gave us much support. Mrs Susan Howdle, Mr David S. Walton, the Revs David Copley, Charles New, the Revd Dr Tim Macquiban and Mr Peter Forsaith all helped us to trace our way through the moral and legal issues to do with confidentiality. Mrs Molly Lovell helped to get successive drafts into a readable manuscript whilst Teresa and John Rees of Tukan DTP designed and typeset the text and cover in preparation for print. Mrs Diane Tuck provided secretarial help in many ways. To all these people we are deeply grateful. Thank you one and all.

George Lovell
Catherine Widdicombe

Preface

When Avec ceased to trade in 1994, the Trustees appointed George Lovell and Catherine Widdicombe to be custodians of the Avec papers including the confidential documents. They were founder members of Avec, the one a Methodist minister, the other a Roman Catholic member of the Grail.

This catalogue describes and lists those papers. They consist of notes and records that have accrued from extensive work which has been done with people working in this country and in some twenty others, in churches of most denominations and many Roman Catholic religious orders. They now form a substantial section of the archives. They are housed in the Wesley and Methodist Studies Centre Archives, Westminster Institute of Education, Oxford Brookes University on the Harcourt Hill Campus. They contain:

- working papers of action-research programmes into church and community development and the use of the non-directive approach;
- position papers on many aspects of church and community work;
- records of group discussions and co-consultancy sessions on critical issues, problems and cases with which clergy and laity were grappling;
- notes on the design, evolution and evaluation of in-service training programmes, the problems faced and how the staff worked at them;
- notes on a wide range of in-service training courses and core subjects discussed;
- papers, theses and dissertations by members of courses;
- detailed records of consultancy programmes and project work.

Indeed, this archival material is about or touches on the practical, theoretical, theological and missiological issues of concern to clergy and laity over the period 1966 to 2002 and possibly beyond, most of whom aspired to work collaboratively with people in the church and the community for church and community development. The substrata of the subject matter was: applied theology; the non-directive approach; church and community development; the creative use of selected material from the social and behavioural sciences; promoting participation.

The programmes of work from which these archives derive were treated as programmes of action-research as conscientiously as was possible in a very demanding training and consultancy schedule. Full and complete records were kept throughout of: what was done and why; the results, reflections and internal and external consultations and evaluations; the interplay between action and reflection and between doing and learning and between action and research. Therefore, the archives constitute the detailed records of an integrated action-research programme covering more than thirty-five years. The papers relating to these processes – progress reports, position papers, briefing papers, analyses and evaluations, consultative comments, decision making conversations by staff and trustees – are all included in the archives.

Some phases and aspects of this programme have been researched and written up as dissertations for further degrees or for publication. Details of this work are given in this catalogue (see the section, Completed Research and Published Work). However, this leaves a considerable amount of invaluable material remaining to be researched. Buried within these archives there is, for instance, material about the actualities of church and community work and the experiences of principal workers and what they thought and felt about them and their analysis of them. This unique material is reliable and revealing. It is authentic. It was prepared and presented by workers genuinely seeking help, not as part of a survey. Some of it was originally presented in confidence. Thus it was gathered for functional not research purposes. It was shared freely and voluntarily to get vocational, practical, theoretical and theological help. Then, with training staff, consultants and peers, those who presented papers worked at their concerns and situations vigorously and analytically with serious intent and sincerity. Therefore the archives contain unique high grade scarce qualitative data about: the personal and inner dynamics of work situations of all kinds; practitioners' beliefs, philosophies, purposes, approaches, hopes, fears, opportunities and their problems.

Clearly the potential for further research is enormous. It could, for instance, yield profound insight into things such as: the nature of the work; the technical, social and personal spiritual problems encountered; key internal and contextual issues; the psychology, spirituality and theology of practitioners; the value of training received and the knowledge and skills practitioners did not have but needed to have in order to do what they wanted to do and to be competent. This could inform pre-and in-service training programmes and provide case study material for some

time to come. Much of the material required to do this is not confidential and therefore there is no problem in making it generally available. But a particularly rich seam of material was shared in confidence and the original confidential undertakings did not allow for these papers to be made available for research at some future date.

The potential value of the material and its confidential nature presented us with a painful dilemma. We were determined to honour confidentiality and yet we wanted to see as much material as possible made available for research. Honouring confidentiality by shredding the papers would have left us feeling morally culpable at having destroyed so much invaluable material. Therefore, we contacted everyone we possibly could, explained the position to them in some detail and asked them to decide what they wished to happen to the papers. They were asked to decide whether their papers should be destroyed or placed in the archives under the given conditions of access and the three classifications given under Access (p.5): open access; restricted access; temporarily closed. This involved an enormous amount of work but enabled us to trace our way through the moral maze in which we found ourselves.

Consequently, the wishes of those who contributed material have been respected, no confidential material has knowingly been made available without written permission and as much material as possible has been honourably made available for further research.

One result of this is that because of the sensitive nature of some of the archival material, the papers associated with some projects and consultancies are being destroyed at the request of those involved. *Amongst other things this means that the archival material does not represent all the work undertaken by Avec (Sections Eight and Nine), George Lovell (Section Ten) and Catherine Widdicombe (Section Eleven).* However, to give a more comprehensive picture of the work undertaken a list of titles and dates of these projects and consultancies are in a loose-leaf edition of this catalogue in the archives. [201]

These archives will be of interest, therefore, to a wide range of people engaged in the practice and study of and the research into:

- the Christian Church and its nature;
- the training of people for lay and ordained ministry;
- the provision of support, in-service training and work consultancy services;
- critical contemporary issues in ministry and mission as revealed by evaluated experience.

The archives have been organised to make this material available for further research. This catalogue has been written and distributed to inform people about their contents so that they can determine their potential usefulness to them, to their churches and to research students. It is our wish that this material will be researched in ways in which we ourselves would have very much liked to have done, had not the pressure and urgency of the work from which the data derives prevented us from doing more than we actually did. Our first priority was to provide services to churches and their practitioners and leaders and the second was to make notes of our thinking and events and to save documents and data. This subsequently enabled us and others to do as the Avec Trustees requested: 'to harvest the work of Avec and to make its intellectual assets more readily accessible'.

Access

Material

Material in the Avec Archives is classified in one of three ways;

Classification 1: Open – i.e. not confidential;

Classification 2: Restricted access – this confidential material is available for research now or at any time hereafter by accredited researchers under the conditions described below;

Classification 3: Temporarily closed – this confidential material will be available to accredited researchers at any time after thirty years from the date of the papers under the conditions described below.

Most of the material is under the first classification. The material under the second and third classifications is made available by those who contributed it and those who received it as ‘confidential’ on behalf of Avec under the conditions laid out below in order to facilitate research. They have done this because they believe it provides unique and invaluable data of a high quality which, fully researched, could provide information which will help Christian organisations and practitioners to be more effective. *They do this on the understanding that documents they have provided will only be made available on the basis of a controlled extension of confidentiality as agreed by the original provider of the documents.*

Access to Material in Classifications 1 to 3

The Church and Community Development Work Trust: Avec Resources, Registered Charity No. 266023 and The Wesley and Methodist Studies Centre, Westminster Institute of Education, Oxford Brookes University are jointly responsible for the proper administration of the Avec Archives. Access is regulated by the conditions laid out below and is normally organised and controlled by the Wesley and Methodist Studies Centre Archivist.

Access to Material in Classification 1

There will normally be open access to the material in Classification I but those seeking access will be required to sign an undertaking to treat the archival material with respect and not to use information they may obtain to prejudice the well-being of people concerned or implicated. Application forms are available from the Wesley and Methodist Studies Centre Archivist at the Westminster Institute of Education, address on pages 7 and 75.

Access to Material under Classifications 2 and 3

People allowed access to material under classifications 2, and 3 when released, will normally:

- be engaged in study and/or research related to the Christian Church, its ministry, inter-faith activities or contextual issues;
- have signed an undertaking to treat the confidential papers as confidential, to disguise sources in any reports or publications and not to use any material against the interests of anyone concerned or implicated;
- have provided references to the Methodist Heritage Co-ordinator referred to in this catalogue as the Archivist.

Arrangements to use the archives will be made through the Wesley and Methodist Studies Centre Archivist at the Wesley and Methodist Studies Centre.

Aids to Using the Archives

The following resources may help you to use the archives:

- A set of the publications referred to in this catalogue. [200]
- A loose leaf edition of the catalogue with supplementary papers and indexes. [201]

Location

The archives are housed in the Wesley and Methodist Studies Centre, Westminster Institute of Education, Oxford Brookes University, Oxford. (The Studies Centre was formerly in Westminster College.) The archives can be viewed and studied in the Gibbs' room. Enquiries concerning access to the archives to the Wesley and Methodist Studies Centre Archivist at:

The Wesley & Methodist Studies Centre
Westminster Institute of Education
Oxford Brookes University
Harcourt Hill
Oxford OX2 9AT
U.K.

Tel: 01865 488319

Fax: 01865 488317

E-mail: pforsaith@brookes.ac.uk

Web site: <http://www.brookes.ac.uk/wmsc/>

Library catalogue: <http://opac.brookes.ac.uk:8001/wes>

The Centre is normally open on weekdays 9.00 am. to 5.00 pm and at other times by arrangement. Please check with the Archivist that the archives will be open at the time you would like to use them.

On arrival please register at reception.

How to Reach Westminster Institute of Education

A location map and travel instructions are obtainable from:

The Institute, Telephone: 01865 488600 Fax: 01865 488666.

Website: www.brookes.ac.uk/schools/education/campus

The Avec Library

Some people may wish to know that this library is now an integrated part of the Cliff College Library, Calver, Hope Valley, Nr Sheffield S32 3XG.

Tel: 01246 582321, Fax: 01246 583 739

Email: evangelism@cliffcollege.org

Website: www.cliffcollege.org

It was a specialist library of materials on Christianity, the Church and human and spiritual development. It contained a useful collection of books, journals and research publications on community development, community studies, community development projects and work consultancy.

An Overview of the Sources of the Archival Material

The archival material derives from and is organised in relation to the following programmes of work.

Programme One:

The Methodist Church and Community Development

From the early 1960's onwards some people in the Methodist Church took a great interest in the community development movement and especially the non-directive approach to community development as promoted by T.R. and M. Batten. Working parties were set up to assess its application to Christian ministry and mission. Having concluded that it had a vital part to play in the Church, official groups were set up to promote its use. The archival material on this is up to 1980.

A brief account of this work is given in Grundy, Malcolm (1995) (ed) *The Parchmore Partnership** pp 82-84.

Programme Two:

Parchmore Methodist Church, Youth and Community Centre Project

Parchmore Methodist Church, Youth and Community Centre is situated in Thornton Heath, Croydon. It became one of the Ten-Centre Schemes of the Greater London Youth and Community Service of the Methodist Church. In the 60's and 70's this scheme led to several churches becoming church, youth and community centres. The archival material relates to the period 1966-72. During this time minister and leaders inaugurated a rigorous programme of church and community development work, adopted the non-directive approach and refurbished the premises for church and community use. George Lovell, the minister during this period, wrote a doctoral thesis on this work, see p.59.

An account of the scheme and of the Parchmore Project from 1966-1994 has been published in Grundy, Malcolm (1995) (ed) *The Parchmore Partnership*.

* Full details of publications and theses referred to are given in the section Completed Research and Published Work, pp 55-66.

Programme Three:
Some Training and Consultancy Programmes on the
Non-Directive Approach, 1969–1973

From 1969 to 1973 a programme of short courses to induct people into the non-directive approach and to develop their skills as non-directive workers was undertaken by the Revd John V. Budd (an Anglican priest) and Miss Catherine Widdicombe. Most of these were held at the Grail Centre, Pinner. They conducted other skills practice courses in association with the Diocese of London Education Department. During this period they were also engaged in consultations and Catherine Widdicombe took part in conferences. She also ran courses on Living in Community, which drew upon ideas from the non-directive approach to community development, with Fr Patrick Fitzgerald (a Missionary of Africa, previously known as a White Father, at that time the Rector of the Seminary in Totteridge, North London).

Programme Four:
Project 70–75

Project 70-75 was an ecumenical action-research project to test out the applicability of church and community development approaches and especially the non-directive approach in sixteen churches of seven denominations by an Anglican, Methodist and Roman Catholic team during the period 1970-76. It built on the Parchmore Project which had tested out these approaches in a Methodist church. The archival material is extensive.

An account of this programme has been published by George Lovell, and Catherine Widdicombe, *Churches and Communities: An Approach to Development in the Local Church*.

Programme Five:
A Training Programme in Church and Community Development
for Clergy and Laity in High Wycombe, 1970–71

This was the first attempt to provide training *in situ* for clergy and laity in the approaches, methods and theology of church and community development. It drew heavily on the Battens' courses and the experience in Parchmore. It informed Project 70-75 and subsequently the Methodist and Avec training programmes. It was a valuable but costly learning experience.

Programme Six:**In-Service Training in Church and Community Development
Sponsored by the Ministerial Training Department of the
Methodist Church, 1971–76**

An important development that occurred in direct parallel to Project 70-75 was a series of in-service training courses sponsored by the Ministerial Training Department of the Methodist Church, first for Methodist ministers and then for clergy (and laity) of any denomination. This programme was generic to all the training that followed. It was a bridge from Project 70-75 into an ecumenical in-service training programme and therefore into Avec. It played a significant part in the evolution of a model of in-service training which embodied, through co-consultancy sessions and group seminars, the analysis and design of the work in which participants were actually engaged.

Programme Seven:**Church and Community Development In-Service Training
Course for the Staff of the Harrow and Watford Circuits, 1972–74**

This course ran in parallel with Project 70-75 but independent of it. It was staffed by the superintendents in partnership with George Lovell and Catherine Widdicombe.

Programme Eight:**Avec: An Ecumenical Agency for Church and Community
Development**

Avec was founded in 1976 and closed in 1994. (Avec is not an acronym. It is simply French for 'with' and is used to indicate the Avec approach which involves working *with* rather than *for* people.) It provided a wide range of in-service training and work consultancy courses. From 1976-1991, the period over which the archives are complete, Avec staff conducted 357 work consultancy courses of one kind or another. These ranged from half-day conferences to a two-year part-time post-graduate diploma in church and community development. Ten-day work and theory courses were the central core of the overall programme. The staff also provided consultancy services to or worked on some 139 projects, mostly in the U.K., though some were in Ireland and Africa. All this means that Avec had worked with up to 8,000 people of ten denominations, including almost 4,000 Roman Catholics, 2,000 Methodists and 1,500 Anglicans.

These services were used by people at all levels (some 5,100 at local and 2,500 at regional and national levels) by clergy (2,800), religious, deaconesses and church workers (3,800) and lay people (1,000). The subject matter was varied: it included most forms of local church and community work and a range of specialist work with, for example, profoundly deaf and travellers. There were courses for specific groups such as missionaries (on furlough and returning to work in the U.K.), religious (for superiors and provincials), people working regionally and nationally. All the training and consultancy work was treated as an action-research programme. *This is by far the longest section of the archives.*

A book about this agency and its approach has been published: George Lovell, (1996), *Avec: Agency and Approach*. Several other books have been published about the practice theory (see Section Nine; and Completed Research and Published Work. All the published books are available from Avec Resources). Essentially, *Avec: Agency and Approach* is a case study of the factors which enabled and disenabled the agency to provide services. Detailed statistical information about the courses is given in several charts in the appendices. You may need this book to interpret/understand some of the documents in the archives. However, there may not be files on all the courses in the archives. There is a list of trustees and full- and part-time tutorial and consultancy staff in the Appendix.

Programme Nine:

Avec Ceasing to Trade and the Follow-Through, 1991–2001

George Lovell retired as Director in 1991 and became the Research Worker to Avec with responsibilities to ‘harvest the work of Avec to make its intellectual assets more readily accessible’, and to teach a post-graduate Avec/Roehampton Institute of Higher Education course in church and community development. Catherine Widdicombe retired as Associate Director in 1992 with continuing responsibilities to harvest the work of Avec and to do some training and consultancy work.

Unfortunately, Avec ceased to trade in 1994. Strenuous attempts were made to form an Avec Association of ex-Avec associate staff members. For various reasons this proved abortive. However, Avec Resources was formed and has helped to facilitate much of the Avec follow-through work. It continues in existence and is now a custodian of the Avec Archives and organises sales of publications, (see *Avec Resources Brochure*).

Programme Ten:**George Lovell's Consultancy, Training and Research Work, 1991 to 2002 and possibly beyond**

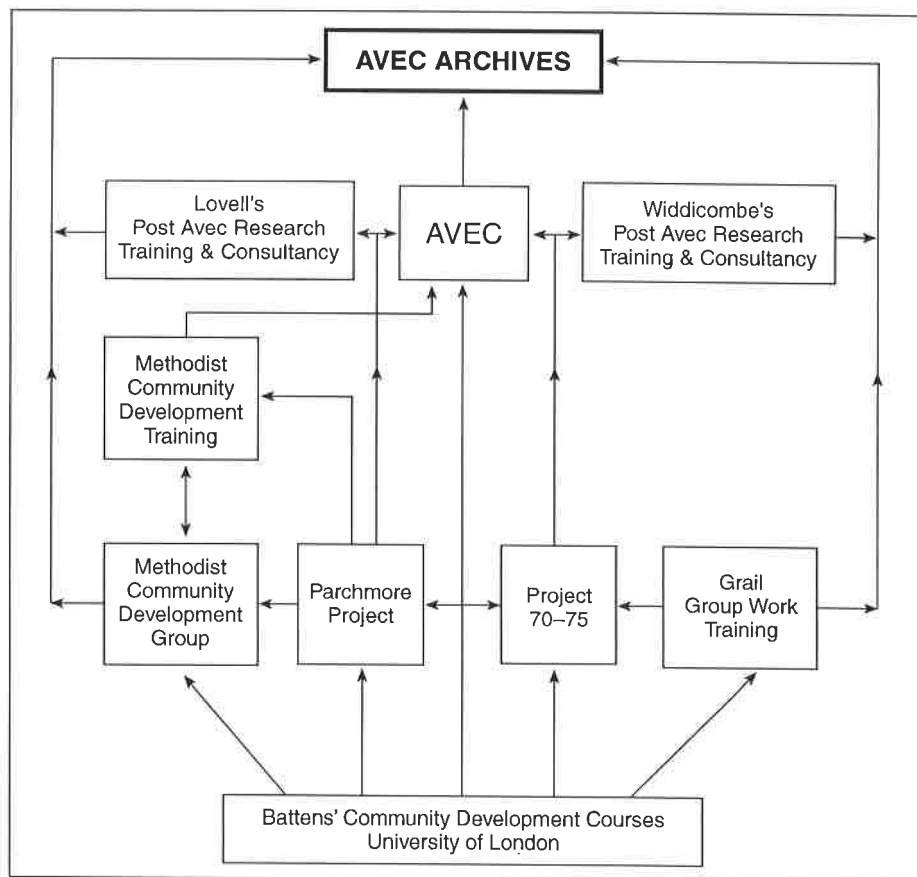
George Lovell was the Research Worker to Avec from 1991 to 1993. Then he continued his research which was partly funded through a Leverhulme Emeritus Fellowship and Chelsea Methodist Church, 1993-1995. The research in which he was engaged is referred to in the Preface, Programme Six above, Section Nine, and in Completed Research and Published Work. Also, he carried out much of the research which eventually led to a Post-graduate Diploma and Master of Arts Degree in Consultancy, Mission and Ministry. (This is now offered through the Board of Collegiate Studies of the University of Sheffield at Cliff College in partnership with Westminster Institute of Education, Oxford and the Urban Theology Unit, Sheffield.) Alongside his research programme he continued to do some in-service training, consultancy and project work. In addition to the published work already mentioned he co-authored with Jane Middleton and Hilary Smith: *A Process Model for the Development of Individual and Collective Vocations*. [200]

Programme Eleven:**Catherine Widdicombe's Consultancy, Training and Research Work, 1993 to 2002 and possibly beyond**

After retiring as Associate Director of Avec in 1992, Catherine Widdicombe resumed her place in the Grail community as a resident member and, for three years, as President. From 1992 to the close of Avec in 1994 she did some training and consultancy work as a part-time staff member of Avec. This work is included in Programme Eight. From 1995 she continued to do some training work especially with missionaries and extensive work with religious orders as a consultant and facilitator. And, as referred to in the Preface and in relation to Programmes Three, Six and Eight, she researched her experiences and wrote up her findings in *Meetings That Work* and *Small Communities in Religious Life*. [200]

The Programmes

Programmes One to Eleven form a sequential progression of action, training, consultancy and research programmes. Each one is discrete although they are interrelated and in some cases were partly co-terminous. Programme One, for instance, was pursued at the same time as Programmes Two to Seven. Indeed, it helped to inaugurate Programmes Three, Four, Five and Seven and it supported them. The programmes fed and built upon each other. Together they form a sequence of interrelated action-research projects which can be represented by the following diagram. The data gathered will hopefully be further researched beyond the publication of this catalogue. Any further archival material will be added as it becomes available and a supplementary slip will be added to the loose leaf edition of the catalogue. [201]



A diagrammatic overview of the sources of the archival material and their relationships

The Archives

The following information will help you to interpret and use this catalogue.

- The number(s) in []'s at the end of items are the archives' reference number(s). All the boxes have a number, which are referenced [1], [2], [3] etc. For the main part the box numbers follow the sections in the catalogue sequentially, but not entirely so. In some cases there are several boxes with the same number.
- Papers marked (e) are embargoed for thirty years from the date of the papers.
- All other papers are 'open' or 'restricted access', (see the section entitled Access, pp.5-6).
- Papers marked with an * will be placed in the archives only when the work to which they relate is complete.
- The following resources may help you to use the archives:
 - a set of the publications referred to in this catalogue are in the archives [200]
 - an updated loose leaf edition of the catalogue with some supplementary papers and indexes [201].
- Photocopying of archival material is permitted under certain conditions and in accordance with the terms of the use of the archives (cf. pp.5-6). Facilities are normally available by arrangement with the Archivist.

To help people to access the archives, sections of this catalogue are as self-contained as possible. Unavoidably, this involves some repetition.

To help us to make the archival material as accessible as possible, please fill in the evaluation form provided.

SECTION ONE

The Methodist Church and Community Development in the UK cf. p.9

This Section contains material about: the discussions and action related to community development in the Methodist Church; churches generally; community development and community work; national community development initiatives; the Gulbenkian Working Party on community development.

The Greater London Youth and Community Service of the Methodist Church (GLYCS): Ten-Centre Scheme, 1964–1968

The GLYCS played an important part in introducing community development approaches and methods into the Methodist Church.

- Records of meetings of staff [1]
- Brochures [1]
- Articles [1]
- GLYCS and Parchmore [1]
- Aylesford Conference papers and records [1]
- Brixton Neighbourhood Holiday Project [1]
- Associate Training Officer (A.T.O.) Scheme [1]
- GLYCS survey [1]
- Effective Communications course [2]
- A.T.O. Scheme [2]
- Share [2]

National Community Development Projects: Interim Reports, 1972–1974 [3]

Board of Lay Training, Methodist Church, 1966–1974

The Board of Lay Training (BLT) was another group that played a significant part in introducing community development approaches and methods into the Methodist and other Churches.

Board meetings and papers 1966-1974 [4 & 5]

The Community Development Group of the Methodist Church, 1970–1980

The Community Development Group (CDG) was formed by the Board of Lay Training. It made very important contributions towards promoting church and community development.

- Records of meetings and correspondence [4, 5 & 6]

- Theological Reflection Working Party of the Methodist Church (1977–1980) [6]

 - core group [6]

 - background papers to *Involvement in Community* [6]

 - background papers to *Diagrammatic Modelling* [6]

Interdepartmental Youth Committee of the Methodist Church on Community Development

The Committee's report to Conference about church and community development was unanimously adopted.

- Correspondence [5]

- Meetings and papers [5]

- Conference report(s) [5]

The Gulbenkian Working Party for A National Centre for Community Development, 1984

This included discussions about community development and the Churches. George Lovell was a member of this working party.

- Minutes and notes of meetings [7]

- Report: drafts and notes [7]

- Association of Community Workers (ACW) [7]

- Papers from members [7]

- Press release and articles [7]

- Correspondence [7]

- Background papers and reports [7]

- Articles and responses [7]

- Responses to the working party's report *Making a Start* [7]

The Churches, The British Council of Churches, Community Development and Community Work, 1971–1987 [6]

SECTION TWO

The Parchmore Methodist Church, Youth and Community Centre Project (one of the projects of the Ten-Centre Scheme), 1966–1972 and some later developments cf. p.9

From a Building to a Developmental Action-Research Project

- Origins of project [8 & 9]
- Orientation of people [8 & 9]
- Workshops [8 & 9]
- Notes and background papers [8 & 9]
- Residential conferences [8 & 9]
- Teach-In [8 & 9]
- The President's Conference, 1972 [8 & 9]

Youth Work

- Open youth work [10 & 11]
- Helpers' meetings [10 & 11]
- Youth Association I [10 & 11]
- Parchmore Younger Element (PYE) [10 & 11]
- Youth Association II [10 & 11]
- Consultants' meetings [10 & 11]
- D. Tanner's papers [10 & 11]
- Youth leaders [10 & 11]
- Members' committee [10 & 11]
- Staff in-service training meetings [10 & 11]
- Local residents [10 & 11]

Church and Community Work

- Worship [12]
- Fellowships [12]
- Education [12]
- Axis [14]
- Circuit Policy Committee [12]
- Leaders' meetings [12]
- Society meetings [12]
- Parchmore Church Youth and Community Council [12]

Croydon Circuit and Parchmore Road Church [13]
Occasional papers [13]
Visiting records [13]

Training, Organisation and Administration

Working party on organisational and training problems [14]
Areas of residence [14]

Consultations with T.R. Batten [14]

Later developments [14]

SECTION THREE

Some Training and Consultancy Programmes on the Non-directive Approach and Community Development, 1969-1973 cf. p.10

The training events in this section vary in length from a series of half-day sessions to five-day courses.

Non-Directive Group Work Training

Sponsored by the Grail

Pinner May 1969 [15]
Voluntary Missionary Movement, October 1969 [15]
Marian Association, October 1969 [15]
Pinner, February, June-October 1970 [15]
Pinner, June-July 1970 [15]

Sponsored by the Grail and the Diocese of London Education Department

Dartmouth House, Blackheath, October 1970 [15]
Dartmouth House, Blackheath, January 1971 [15]
Dartmouth House, Blackheath, November 1971 [15]
Dartmouth House, Blackheath, June 1972 [15]
Dartmouth House, Blackheath, December 1972 [15]
Staff meetings, December 1971 and February 1972 [15]

Community Development Training Sponsored by the Methodist Church

A Course on Mission and Community Development, Kings Cross,
1971-72 [15]

Living in Community: courses sponsored by the Grail

Pinner, May 1969 [16]
Pinner, October 1969 [16]
Pinner, February 1970 [16]
Pinner, August 1970 [16]
Pinner, October 1970 [16]
Pinner, February 1971 [16]
Pinner, November 1971 [16]
Correspondence [16]

Consultations and Conferences

Church and Community Development Conference, the Grail,
1969 [15]

'The 56 Group' of Westminster Archdiocesan priests,
March 1970 [15]

The Church of England Board of Education Conference,
Blackheath, October 1972 [15]

In-Service Learning Consultation, St George's House, Windsor,
October 1972 [15]

Parish Sisters Conference, Spode House, August/September
1973 [15]

Church of England Youth Council, 1970-1972 [92]

SECTION FOUR

Project 70-75: An Ecumenical Action Research Project to Test the Applicability of Church and Community Development Approaches in Local Churches, 1970–1976 cf. p.10

Originally the project area was known by a pseudonym, Ronsey, but it is now possible to reveal that it was in Hornsey, North London.

Consultations with T.R. Batten [17]

Setting up the Project

The project idea: C. Widdicombe's initial working paper [18]

Background papers [19]

Papers on the mission of the Church and community
development [19]

The Project Team
formation [21]
meetings [21]

Financing the project [22]
correspondence with trusts [22]

Identifying a local area
the borough [18]
Haringey deaneries [18]

The Local Area

General information about the local area [19 & 20]

Churches [20]

Young Adult Group [18]

House churches [18]

Social Workers' Luncheon Club [18]

Sunday school, youth work and communications [18]

Decision-making in the local area [19 & 23]

Advisers and Consultative Groups

Interim reports [19 & 24]

Correspondence [24]

Initial Discussions About the Project

Work in the local area [18]

Exploring areas of work with Council of Churches [18]

Task Force idea [23]

Visiting and re-visiting church committees [23]

Local Area Training Programmes

Training sessions for clergy and for laity [25 & 26]

Local Area Projects and Work

A community centre scheme in a R.C. parish [27]

A community centre scheme in a Baptist church [27]

A visiting scheme in a Church of England parish [27]

A Community Work Clergy Task Group [28]

Re-modelling a Good Neighbours Scheme [28]

Helping mothers under stress [29]

Young mothers and their needs [29]

Creating a more caring community in a YMCA centre [30]

St Augustine's R.C. Church [30]

Council of Churches [31]

Council of Churches' Executive [31]

Fraternal [31]

Conference: Situations Vacant

church buildings

working *with* people

manpower shortage [32]

An evening to share experiences [32]

A church office and magazine service [33]

Community development unit [33]

Local Assessment and Withdrawal

Assessment of work done by local people [33 & 34]

Withdrawal from local area [33]

Community Development Unit and withdrawal [33]

Council, Executive and withdrawal [33]

Appointment of Churches' Community Development Officer [33]

The Team's Evaluation and Report

What the team learnt [35]

Final report [35 & 36]

Background notes to chapters [35]

Background notes to final report Part II [36]

Drafts of final report [36]

Final report:

material to be considered [36]

quotes [36]

Problems [35]

What the team learnt [35]

Local area, people and reports [35]

Re-visiting local area and review [35]

SECTION FIVE:

**A Training Programme in Church and Community Development
for Clergy and Laity in High Wycombe,
1971–1972 [37] cf. p.10**

SECTION SIX

In-Service Training Courses in Church and Community Development Sponsored by the Ministerial Training Department of the Methodist Church, 1971–1975 cf. p.11

This section includes full records of all sessions, correspondence and papers produced by members and staff.

Windermere House, 1971 [38 & 51]

Windermere House, 1971 [38 & 51]

Windermere House, 1973 [38 & 51]

Dartmouth House, 1975 [39 & 51]

Dartmouth House, 1976 [39 & 51]

SECTION SEVEN

Church and Community Development In-Service Training Course for the Staff of the Harrow and Watford Circuits, 1972–1974 [40] cf. p.11

SECTION EIGHT

Avec, An Ecumenical Agency for Church and Community Development: papers from 1976–1991 with some up to 1995

The following classification of the archival material correlates with the notation of the principal areas of work which evolved and were used for planning, monitoring and evaluating the work. They are described in *Avec: Agency and Approach* (pp.88-90). This book will help people to study and research the archives in this section. Reference copies of this and the other books noted in this catalogue are in the archives. [200]

The papers in this section of the archives variously reveal the perspectives of the following groups on the courses, consultancy services, projects and the work of Avec generally: associate staff; consultant (T.R. Batten); members of courses; staff; trustees; various other people including researchers.

WORK AREA ONE: Basic Preparation, Training and Support of Staff and Associates

Staff and staff meetings [41]

Associate staff, meetings and in-house training [42]

Consultations with T.R. Batten [43]

WORK AREA TWO: Promotion [44]

WORK AREA THREE: Designing, Conducting and Evaluating Standard and Tailor-made Training Courses and Seminars (a larger section).

All the work study courses had two major aspects:

- (a) plenary group seminars and discussions about subjects of mutual concern to all the members;
- (b) detailed study in small co-consultancy groups of the position/ work papers submitted by each member (some of these papers have been shredded).

For a description of these courses see *Consultancy Ministry and Mission* pp.357-360 and 415-419.

The material is stored in two sections of the archives: the papers relating to (a) are in one section which is open to view and those related to (b), some of which are embargoed, are in another.

The courses are variously described and discussed in the following publications and papers, copies of which are in the Archives:

Avec: Its Courses and Work Consultancy Services (2nd edition, 1985; an Avec Publication). [200]

Avec: Agency and Approach, see particularly pp.41-44; 50-62; 88-89; 140-147. [200]

Analysis and Design, see particularly pp.71-106. [200]

Consultancy Ministry and Mission, see particularly pp.87-88; 357-360; Appendix III. [200]

Telling Experiences, see particularly pp.11; 15-28; 35-37; 42-57; 177-191. [200]

A file of representative course leaflets, 1976-1994. [45]

Nomenclature/Abbreviations used in the Archives

WP	=	work paper
WPG	=	work paper group
WPS	=	work paper sessions
WPI	=	work paper session I
WPII	=	work paper session II
10DC	=	ten day course
6DC	=	six day course
4DC	=	four day course
3DC	=	three day course
MC	=	course for returning missionaries, usually in two parts
FC	=	furlough course for missionaries
CNR	=	courses exclusively for people working at national or regional levels, at one time referred to as 'VIP courses'.

Staff members: there are references in the archives to the staff members involved in the courses and the consultancy sessions. To help you to understand this the names of all the staff members are listed in the Appendix. You may well find they are referred to by their initials, for example CW = Catherine Widdicombe. For further information see *Avec: Agency and Approach*, Appendix III, pp.154-157

Introductory Seminars [46]

These seminars were designed to introduce people to the basics of the Avec approach and to Avec services.

Skills Practice Courses, 1978–1993

These courses were about the theory and practice of the non-directive approach in small groups and committees. Much of the time was given to members trying out the approach in the group and then evaluating what they had experienced.

Internal working papers about the design and conduct of the courses [47]. See also course leaflets [45]

Handouts and worksheets [50]

Course notes and records [48]

- Course 1: 1978 June, Chelsea [48:1]
- Course 2: 1979 January, Preston [48:1]
- Course 3: 1979 December, Chelsea [48:1]
- Course 4: 1980 May, Chelsea [48:1]
- Course 5: 1981 September, Chelsea [48:1]
- Course 6: 1983 June, Chelsea [48:1]
- Course 7: 1984 June, Chelsea [48:1]
- Course 8: 1985 October, Chelsea [48:1]
- Course 9: 1985 November, Chelsea [48:2]
- Course 10: 1986 April, Dublin [48:2]
- Course 11: 1988 February, Chelsea [48:2]
- Course 12: 1989 May, Birmingham [48:2]
- Course 13: 1990 February, Chelsea [48:2]
- Course 14: 1990 November, Dublin [48:2]
- Course 15: 1991 February, Dublin [48:3]
- Course 16: 1991 April, Chelsea [48:3]
- Course 17: 1991 August, Dublin [48:3]
- Course 18: 1992 January, Chelsea [48:3]
- Course 19: 1992 February, Cork [48:3]
- Course 20: 1992 March, Cardiff [48:4]
- Course 21: 1992 July, Birmingham [48:4]
- Course 22: 1992 July, Birmingham [48:4]
- Course 23: 1992 August, Dublin [48:4]
- Course 24: 1993 March, Chelsea [48:4]

Evaluations [87 & 77]

10-day Courses, 1977–1992

10-day courses were work and theory courses. They were generally held in two periods separated by a month. Members contributed position papers (or work papers) which were examined in reciprocal and co-consultancy groups. This was combined with plenary sessions on a range of related topics. See *Consultancy Ministry and Mission* pp.87-88; 357-360; Appendix III.

Internal working papers about the design and conduct of the courses, see Work Area One, p.25 and references in [41, 42 & 43]

Handouts and worksheets [50]

Course journals [51]

Course notes and records [52]

- Course 1. London, May 1977 [52:1]
- Course 2. London, June 1977 [52:1]
- Course 3. Wolverhampton, October 1977 – February 1978 [52:10]
- Course 4. London, January, 1978 [52:1]
- Course 5. London, April 1978 [52:1]
- Course 6. Liverpool, November 1978 – March 1979 [52:10]
- Course 7. Bradford, November 1978 – May 1979 [119]
- Course 8. London, January 1979 [52:2]
- Course 9. Dublin CSSR, February 1979 [52:15]
- Course 10. Pinner, March – April 1979 [52:2]
- Course 11. London, May 1979 [52:2]
- Course 12. Belfast, September 1979 [52:15]
- Course 13. Amersham, December 1979 – February 1980 [52:3]
- Course 14. London, January – April 1980 [52:3]
- Course 15. London, June 1980 [52:3]
- Course 16. Belfast, November 1980 – January 1981 [52:16]
- Course 17. Walsall, January – April/May 1981 [52:4]
- Course 18. Leicester, October 1980, March – May 1981 [52:17]
- Course 19. London, March – May 1981 [52:4]
- Course 20. London, October – November 1982 [52:4]
- Course 21. London, December 1981 – January 1982 [52:4]
- Course 22. Belfast, April – May 1982 [52:16]
- Course 23. London, May – June 1982 [52:4]
- Course 24. London, October – November 1982 [52:15]
- Course 25. London, May – June 1983 [52:15]
- Course 26. Belfast, October – November 1983 [52:16]
- Course 27. Liverpool, November 1983 – January 1984 [52:5]
- Course 28. London, February – March 1984 [52:6]
- Course 29. Dublin, March – April 1984 [52:6]
- Course 30. Beaconsfield, May – June 1984 [52:6]
- Course 31. Belfast, April – May 1985 [52:16]
- Course 32. London, June 1985 [52:7]

- Course 33. London, December 1985 – January 1986 [52:7]
- Course 34. London, May – June 1986 [52:8]
- Course 35. Lichfield, September – October 1986 [52:17]
- Course 36. Liverpool, October – November 1986 [52:8]
- Course 37. Dublin, October – November 1986 [52:8]
- Course 38. London, June 1987 [52:9]
- Course 39. London, October – November 1987 [52:11]
- Course 40. London, November 1987 – January 1988 [52:9]
- Course 41. London, April – May 1988 [52:9]
- Course 42. Lichfield, September – October/November 1988 [52:17]
- Course 43. London, November 1988 – January 1989 [52:9]
- Course 44. London, May – June 1989 [52:11]
- Course 45. London, October – November 1989 [52:12]
- Course 46. Louchrea, 1985 [52:7]
- Course 47. London, November 1989 – January 1990 [52:11]
- Course 48. London, May – June 1990 [52:12]
- Course 49. London, November 1990 – January 1991 [52:13]
- Course 50. Dublin, February/March – April 1991 [52:13]
- Course 51. London, April – June 1991 [52:13]
- Course 52. London, November 1991 – January 1992 [52:14]
- Course 53. London, May – June 1992 [52:14]
- Course 54. London, September – October 1992 [52:14]
- Course 55. Cork, November 1992 – January 1993 [52:14]

Case studies [145]

Evaluations [87 & 88]

10-day Consultations for People at Regional, National and International Levels (CNR Courses), 1977–1990

Internal working papers about the design and conduct of the courses [53]

CNR's 1977–1990

Aims

Subjects for second week

Journals

Notes/drafts of articles

Discussions with the Archbishops' Advisor for Bishops' Ministry
and others

Handouts and worksheets [50]

Course notes and records [54]

- Course 1: London, September 1977 [54:1]
- Course 2: London, October 1978 [54:1]
- Course 3: London, November 1979 – January 1980 [54:1]
- Course 4: London, December 1980 – February 1981 [54:2]
- Course 5: London, January – February 1982 [54:2]
- Course 6: London, March – April 1983 [54:2]
- Course 7: London, September – October/November 1984 [54:3]
- Course 8: London, February – March 1985 [54:3]
- Course 9: London, February – March 1988 [54:4]
- Course 10: London, March – April 1989 [54:4]
- Course 11: London, February – March 1990 [54:5]

Case studies [145]

Evaluations [87 & 88]

6-day and 8-day Follow-up Courses, 1978–1983

Course notes and records [55]

- Course 1: September 1978 [55]
- Course 2: June 1979 [55]
- Course 3: May 1980 [55]
- Course 4: January 1981 [55]
- Course 5: March 1982 [55]
- Course 6: January/February 1983 [55]
- Course 7: April/May 1985 (8-day) [55]
- Course 8: July 1991 [55]

Evaluations [87 & 88]

Church and Community Development Two-year Diploma, 1986–1993

The diploma and the Roehampton Institute of Higher Education [56 & 57]

Research and recruitment [58]

Staff appointments, board of examiners and external examiner [59]

Handouts, work papers and bibliographies [60]

Designing and inaugurating the diploma [61]

Administration [61]
Assessments [61]
Records, correspondence and evaluation [61]
Diploma course 1986–1988 [61]

Staff meetings, 1991–1993 [62]
Course records and notes, 1986-88 course, [62]
Course records and notes 6-day preparatory course, 1989 [63]
Course records and notes diploma course, 1989–1991 [63]
Course records and notes 6-day preparatory course, 1991 [64]
Course records and notes diploma course, 1991–1993 [64]
Essays and seminars, spare copies [65]
Essays and seminars, 1986-88 [66]
Evaluation of the three courses and future developments [67]
Research proposals, theology of development seminars, essays,
dissertation abstracts, correspondence and assessments
[68, 69 & 70]
Diploma negotiations [71]
Dissertations [72]

Courses and Seminars for Missionaries, 1976–1995

Discussions with the Methodist Church Overseas Division
(MCOB) [73]
Discussions with the United Society for the Promulgation of the Gospel
(USPG), the Church Missionary Society (CMS) and others [73]
Internal working papers about the design, conduct and progress of the
courses; handouts and worksheets [76]
Seminars for missionary students, 1991 [115]

Course notes and records

Courses (a), (b) and (c) generally consisted of two stages; Stage II
about a year after Stage I. Furlough courses (d), were normally 5-day
residential events.

(a) Courses for ordained missionaries returning to work in the UK,
their spouses and their families [74]

Course 1: July 1976 and April 1977 [74:1]

Course 2: July 1977 and July 1978 [74:1]

Course 3: July 1978 and July 1979 [74:1]

- (b) Courses for lay missionaries returning to work in the UK, their spouses and families [74]

Course 1: March 1978 [74:1]
Course 2: April 1979 [74:1]
Course 3: March 1981 [74:2]

- (c) Courses for lay and ordained missionaries returning to work in the UK, their spouses and families [74]

Course 1: July 1979 (Stage I only) [74:2]
Course 2: July 1980 (Stage I only) [74:2]
Course 3: July 1981 & July 1982 [74:2]
Course 4: March – April 1982 (stage I only) [74:3]
Course 5: July 1982 & July 1983 [74:3]
Course 6: July 1983 (Stage I only) [74:3]
Course 7: July 1984 & July 1985 [74:4]
Course 8: March/April and July 1985 two Stage I groups;
December 1985, Stage II for both groups [74:4]
Course 9: March 1986 Stages I and II combined [74:4]
Course 10: July 1986 – July 1987 [74:5]
Course 11: January 1987 Stage 1 [74:5]
Course 12: July 1987 – July 1988 [74:5]
Course 13: July 1988 – May/June 1989 [74:5]
Course 14: July 1989 – July 1990 [74:6]
Course 15: July 1990 – May 1991 [74:6]
Course 16: February/March 1991 (Stage I only) [74:6]
Course 17: July 1991 – April 1992 [74:6]
Course 18: July 1992 (Stage I only) [74:7]
Course 19: July 1993 – April 1994 [74:7]
Course 20: April 1995 (Stage II only) [74:7]

- (d) Furlough courses: [75]

Course 1: 1983 [75:1]
Course 2: 1984 [75:1]
Course 3: 1985 [75:1]
Course 4: 1986 [75:1]
Course 5: 1987 [75:1]
Course 6: 1988 [75:2]

- Course 7: 1989 [75:2]
- Course 8: 1990 [75:2]
- Course 9: 1991 [75:2]
- Course 10: 1992 [75:2]

Courses on designing missionary courses [76]

Core subject material for missionary courses [76]

Evaluations [77]

Courses for Religious, 1979–1991

Whilst some of these courses are included in earlier sections, they are also listed here to give an overview of courses specifically for religious.

Handouts and worksheets [50]

Course notes and records for 10-day courses

- Course 1: Dublin CSSR, February 1979 [52:15]
- Course 2: Mercy Sisters, Clonfert Diocese, Ireland, 1985 [52:7]
- Course 3: Mercy Institute, Emmaus Province, 1987 [52:10]
- Course 4: Mercy Institute, general, 1989 [52:12]

Course notes and records for 1.5 to 3-day skills practice courses

- Course 1: Assumption Sisters, 1986 [48:4]
- Course 2: Mercy Union, 1987 [48:4]
- Course 3: Mercy Union, 1991 [48:3]

Course notes and records for 2 to 3-day courses for superiors

- Course 1: Marist Sisters, 1983 [103]
- Course 2: Little Company of Mary, 1983 [102]
- Course 3: Marist Sisters, 1984 [103]
- Course 4: Marist Sisters, 1985 [103]
- Course 5: Daughters of the Holy Spirit, 1985 [99]
- Course 6: Daughters of the Cross, 1988 [99]
- Course 7: Mercy Institute, Mercia Province, 1988 [104]
- Course 8: Mercy Institute, Mercia Province, 1989 [104]
- Course 9: Franciscan Missionaries of Mary on leadership, 1991 [99]

Course notes and records for other courses

5-day course on religious life, 1986 [97]

Consultation for provincials, December 1985, 1990, 1991x2 [96]

Courses on preparing to work overseas, 1989 [115]

Miscellaneous Courses

Avec/Westminster Pastoral Foundation (WPF), 1987–1988
[80 & 81]

Division of Ministries: Methodist Church Ammerdown, 1982 [82]

Management Course, 1989–1990 [85]

Ten-Centre Scheme, 1979–1980 [83]

Follow-Through Seminars in Areas [86]

These seminars were arranged in various parts of the country for those in that area who had been on Avec courses, on issues of concern to them.

Internal working papers about the design and conduct of the seminars [86]

Notes, records and evaluations of seminars

Seminar 1: NW England, Liverpool, March 1981 [86]

Seminar 2: NE England, Sunderland, April 1981 [86]

Seminar 3: Midlands, Walsall, November 1981 [86]

Seminar 4: London and Home Counties:

February 1981, Church authorities [86]

March 1981, directors of organisations [86]

April 1981, Amersham [86]

May 1981, members [86]

Seminar 5: South and West Wales and Bristol, April 1982 [86]

Seminar 6: Northern Ireland – Belfast, October 1981 [86]

Seminar 7: Eire, May 1981, CSSR committee and Provincial Council [86]

Seminar 8: Eire, May 1981, CSSR local superiors [86]

Seminar 9: London, 1983, lay training day [86]

Work Consultancy 1 and 2-day Seminars [93]

There were seven seminars during the period 1978 to 1985. A set of papers is in the archives, another is at Cliff College, see Courses, Seminars and Conferences on Work Consultancy, pp.49-50.

Consultancy Case Work Course, 1984–1985 [84]

See the note on Courses, Seminars and Conferences on Work Consultancy, pp.49-50.

Background Papers

Assessments and evaluations (10-day courses, consultations, skills practice courses, missionary courses etc.) [77, 87 & 88]
Journals: daily records of courses 1977–1981 [51]
Internal reports and papers [89]
Avec 10-day courses' working papers [49]

Research Projects

Missionaries in Transition research project [90]
George Lovell's research project on Training Clergy and Laity in Church and Community Development Work [90]
Catherine Ryan's research [90]
See also Completed Research and Published Work pp.55-56.

Core Curriculum Subject Matter

Subject matter of critical importance to those who participated in Avec courses and used its services emerged through staff members analysing and designing their work with them. An important aspect of this involved paying careful attention to the particularities and peculiarities of the work and contexts in which the practitioners were engaged, in the light of apposite bodies of knowledge to which various members of a course and the staff had access. Teasing out precisely what practitioners needed to know in order to be able to do and feel better was a vitally important part of all courses and consultancy services. It could be a tricky, time consuming analytical process but it always paid dividends. Substantive learning and development agendas and ways of working at them in the

long and the short-term emerged. The ways in which they arrived at these, meant that course members and staff 'owned' them and were committed to them. What they had done was to select from the vast amount of subject matter available to them that which was relevant, and focus on it strategically and economically. These are very exciting, rewarding and uplifting processes, deeply satisfying and fulfilling. (cf. *Consultancy, Ministry and Mission* p.76 et al.)

This was done to provide on-the-spot help to practitioners, to point the way to other aids and to map out tailor-made learning and developmental programmes. At the same time it was a way of researching what practitioners really needed. Consequently the Avec core curriculum subject matter is a reliable guide in the considered opinion of staff/consultants and practitioners/consultors to both the felt and real vocational, educational and training needs of practitioners and those with whom they worked in the given situations and at that particular time. Much is of contemporary and continuing importance.

There is some information about how the Avec staff got at the basic subject matter in *Consultancy, Ministry and Mission* pp.357-360. There is a list of the subjects covered on 10-day courses on p.361.

There is also some discussion of the subject matter of the 10-day course for people at regional and national levels in drafts of unpublished papers. [53]

Researchers can get at most of this subject matter through the records in the archives of the Avec courses (particularly the 10-day courses) and the consultancy projects. There is direct access to most of this data. Some of it can be accessed through the case studies. [145]

It is not yet known where the extensive notes on core curriculum subject matter and lectures and talks given by George Lovell and Catherine Widdicombe and the records of experiential sessions and seminars they led, will eventually be housed. For further information contact Avec Resources or the Methodist Heritage Archivist (Archives and Art). Addresses are at the end of this catalogue.

WORK AREA FOUR: Work Consultancy

Introduction

A major part of the work of Avec staff members was work and vocational consultancy with clergy, religious and laity. Generally speaking this was provided through various kinds of consultancy arrangements:

with individuals;

with churches, groups, organisations, religious orders, teams.

This section of the archives contains papers related to

consultations with individuals;

consultations with groups and organisations.

Consultancy work involved examining with consultors (i.e. practitioners/workers seeking consultancy help) the work in which they were engaged or intended to undertake. It did *not* involve Avec staff who were acting as consultants (i.e. those offering consultancy help) in the action required to implement in the worker's/consultor's situation, the ideas that evolved from consultancy sessions; in contradistinction, project work *did* involve them engaging with consultors and their work situations; that is the subject matter of Work Area Five. (cf. *Avec: Agency and Approach* p.148. Appendix II defines the distinction and lists of group and team consultancy work and projects, pp.44;148-153.) See also:

- *Avec Its Courses and Work Consultancy Services* p.11 [200]
- *Telling Experiences*, see particularly pp.150–191 [200]
- *Small Communities in Religious Life*, see particularly pp.24-28 [200]

Notes on Using the Work Consultancy Archives

Lists of all the Avec consultancy services and courses and references to descriptions in books or articles are included in the general information about these archives. [201]

Files variously contain:

- original work or position paper written by participant
- notes taken by scribes
- notes made by Avec staff
- notes by consultor
- notes by observer(s)
- diagrams made during the sessions.

Some have been edited. Most of the papers have been dated, or can be through cross referencing with courses. It is not always clear who acted as consultants.

Files of people who attended a diploma course contain: notes about their dissertations; tutorial notes; seminar and essay papers; the consultancy sessions on their work. Their dissertations are bound and on the shelves separately. Some are under embargo and these are marked with the date of release.

Consultancy sessions are described in *Avec: Agency and Approach*, cf. Appendix II et al. (cf. pp.49-50.)

Consultancies with Individuals

Consultancy sessions with individuals were proffered in one or more of the ways described in this section. The papers are variously accessible: some are quite open, others are embargoed until the given dates. All papers related to them are stored alphabetically in an A–Z, ‘Consultancies with Individuals’, [91], under the consultor’s name.

It is not possible at the time of writing to say just how many papers will be made available but it will be around 650. Once this information is available it will be added to the loose-leaf version of the catalogue in the Archives as an addendum. [201]

Consultancies with Individuals through Courses, Personal Consultancy Services and Projects [91]

Some people came to Avec to study their work in relation to the praxis and theology of the non-directive approach to church and community development through various kinds of courses. Roughly speaking they fall into two groups.

(a) Courses which were part of Avec’s standard programme

(10-day, 6-day, missionary furlough and final furlough, pre-diploma and diploma courses, etc.) Participants submitted what were called ‘work papers’ which are more generally known as ‘position papers’. Discussion of these papers on courses were often followed by correspondence and private consultations and sometimes further courses with the participants. Some of the files contain papers members wrote, notes of discussions and consultancy sessions, reflective pieces and any subsequent correspondence on consultations. [91]

(b) Courses organised as part of projects or group consultancy arrangements with a diocese or organisation, etc.

Frequently people attended similar courses to those in (a) above organised by Avec under the aegis of a diocese, team, or organisation. Some clergy involved in Project 70-75, for instance, came on a similar type of course in the local area. Some of those involved in projects came on 10-day type courses. Two examples are: the Association of Catholic Deaf of Great Britain and Ireland; Bradford Inner City Ministry Project. Like those in section (a) they submitted 'work papers'. The archives contain all the consultancy papers, notes and reflective pieces, any subsequent correspondence and notes of any further consultations. Some of the consultancy papers for these people are stored alphabetically with those in (a) above, i.e. in [91]. There may also be related papers in the notes of the group consultancy or project of which they were a part.

Consultancies with Individuals not associated with courses

Papers of individuals who came for personal consultations are filed with the general papers in (a) above, i.e. in [91].

Consultancies with Individuals as part of a project

Some project participants attended, in their own right and quite independently, courses which were part of Avec's standard course programme. Some of the consultancy papers of these individuals are stored in the general files noted in (a) above, i.e. in [91]. Others may be found with the papers related to the group or team consultancy or project of which they were a part.

Consultancies with Groups, Teams, Churches and Organisations other than Religious

This section lists both long- and short-term consultancy services for groups, teams, churches and organisations. Most related papers are stored alphabetically in an A-Z, 'Consultancies with groups, teams, churches and organisations', under the titles/names given below. [92] Some of the longer consultancies are in separate numbered files as indicated.

Allen Hall, Westminster Seminary, October 1980 [92]
 All Hallows, 1989 [92]
 Ammerdown, 1984 [92]
 Arundel and Brighton, 1988 [92]
 Basingstoke Team Ministry, 1981 [92]
 Belfast Teams, 1983 [92]
 Birmingham Mission, 1977–1978 [92]
 Catholic Missionary Society, 1987–1988 [92]
 Cheadle Hulme Conference, 1967 [92]
 Children's House Society, 1981 [92]
 Cliff College: National Team of Evangelists, 1984 [92]
 Cornerstone Community, Belfast (see Belfast Teams), 1982–1984 [92]
 Diocese of Lichfield: Shared Ministry, 1986 & 1988 [52:17]
 Diocese of London: Clergy Training, 1977 [92]
 Earls Court: Local Churches and Social Work Team, 1983 [92]
 Edinburgh Mission, 1979 [92]
 Elephant and Castle Group of Churches, 1981–1991 [92]
 Epsom School Staff, 1981 [92]
 Faith in Leeds, 1987 [92]
 Goldsmiths: Consultation on a possible Centre for Christian Studies
 at a South London College, 1983–1984 [92]
 Hereford and Worcester, 1977 [92]
 Hertford and District Council of Churches, 1980 [92]
 London Community Work Training Group, 1988–1989 [92]
 London Diocesan Board for Social Responsibility, 1985 [92]
 Luton College, 1991 [92]
 Manchester Mission Team, 1977, 1981–1982 & 1983 [92]
 Methodist Church, Divisional Secretaries, 1980–1982 [92]
 Methodist Church, London Committee, 1984 [92]
 Methodist Church Overseas Division Review, 1983–1984 [94]
 Methodist Further Training Team, 1982 [92]
 Mid-Glamorgan Mission, 1983–1987 [92]
 Milton Keynes Churches and Community Development,
 1980–1982 [92]
 Oxford Diocese Partnership Team's Conference, 1984 [92]
 Penarth Methodist Church Community Centre, 1976–1978 [92]
 Salford Urban Mission, 1990 [92]
 St Albans Diocese Liaison Teams, 1983 [92]
 St Luke's Catechetical Team, Pinner, 1980 [92]

St Mungo's Housing Association, 1988–1989 [92]
 Shaftesbury Society, 1990–1991 [92]
 Southwark C of E Lay Training Team, 1982 [92]
 Southwark R.C. Deans, 1989 [92]
 Sydenham and Forest Hill Methodist Circuit, 1983–1984 [92]
 Thamesmead Team Ministry, 1985–1988 [95]
 Trefeca – Two Consultations for Church and Community Workers,
 1983 & 1984 [92]
 West London Mission Day Centre, 1985–1986 [92]
 Westminster Archdiocese Central Administration, 1977 [92]
 Westminster Archdiocese Education Commission, 1982 [92]
 Westminster Archdiocese Work for Handicapped, 1980 [92]

Consultancies with Roman Catholic Religious

Assumption Sisters, 1987–1991 [99]
 Carmelite Friars, 1989–1990 [92] (e)
 Daughters of the Cross, 1987–1988 [99]
 Dominican Sisters, 1993–1994 [92]
 Medical Mission Sisters, 1990 [92]
 Mercy Sisters Worldwide, 1990 [103]
 Mercy Institute and Mercy Union, 1989 [104] (e)
 Mercy Institute: Northern Province, 1989 [92]
 Order of Friars Minor (OFM), 1982–1984 [107] (e)
 Poor Servants of the Mother of God, 1991 [109]
 St Mary of Namur, 1992 [100]
 Vincentian Parish Clergy and Lay Leaders, 1994 [92] (e)

WORK AREA FIVE: Project Work

Project Work and the Archive Papers

Project work involved Avec staff members working with people in their organisation on agreed tasks and programmes. The form it took and the subject matter varied enormously. Examples are: helping organisations to review their work and to determine future policy; helping churches in Britain and those in West Africa to become more interdependent, helping an organisation/church to work *with* rather than *for* people with handicaps. Also, the time taken on the work varied considerably from a few days to two or three years or more.

Project work invariably involved consultancy sessions but was more than a consultancy service. In project work Avec staff were actively involved in carrying out aspects of what had to be done: they had responsibility, sometimes primary responsibility, for the action as well as for the planning. As noted earlier this was not so in consultancy work. Consequently a project was jointly 'owned' by Avec and the organisation which had commissioned it.

Project work is described in *Avec: Agency and Approach*, Appendix II. See also: *Avec: Its Courses and Work Consultancy Services* pp.15-18; *Telling Experiences* pp.103-121; 131-137. Long- and short-term consultancies are listed separately in *Avec: Agency and Approach*. In the archives they are organised as General Project Work and Project Work with Religious.

The files associated with projects are stored in one or more of three ways:

General papers (on which there is no embargo)

Consultations with individuals on their work

- In relation to some projects these papers are integrated alphabetically in the A–Z, Consultancies with Individuals under the names of the consultor. [91]
- In relation to others they are stored under the title of the project, e.g. Bradford.

General Project Work

Here the project work with groups, churches and organisations is listed. Other project work is listed on page 44 as Project Work with Religious.

Amersham Church Weekend, 1978 [92]

Amersham: Six Churches Conference, 1977 [92]

The Association of Catholic Deaf of Great Britain and Ireland,
1976–1980 [117]

Bradford City Centre Ministry, 1977–1979 [119]

Church in Wales and Children's Society Partnership,
1987–1990 [118]

Church of England, Board of Social Responsibility Conference,
1984–1985 [118]

Church of Ireland Adult Education, Dublin, 1982 [92]

Conference of Religious and Avec Consultations on Religious Orders and the Need for Work Consultancy in the UK in 1990 and in Ireland in 1992 [98]

Conference of Major Religious Superiors (CMRS) now the Conference of Religious, (COR): Executive, 1987–1992 [98]

Conference of Major Religious Superiors: Consultations, 1987–1990 [97]

Diocese of Edmundsbury and Ipswich, 1988–1992 [121]:
 shared ministry [121]
 bishop's staff meeting [121]
 week 1 [121]
 week 2 [121]
 plenary sessions and follow-through [121]
 principal papers [121]
 work papers [121]

Diocese of Sheffield: The Diocese and Parishes, 1980–1983 [126]

Harpenden PCC Conference, 1978 [92]

Irish Chaplaincy Scheme, 1978–1982 [52:4]

Methodist Church Further Training:
 superintendents, Ammerdown, 1980 [82]
 ministers, Ammerdown, 1982 [82]

Methodist Church Overseas Division Joint Executive and Home Executive, 1982–1984 [94]

Methodist Church Overseas Division and Churches in West Africa, Relationships in Mission, 1984–1986
 consultations with MCOB and autonomous churches [123]
 correspondence and background information [122 & 123]
 staff meetings [123]
 staff reports [122]
 preparation for consultations [123]
 evaluations [123]
 papers and reports, Sierra Leone [122]
 papers on Nigeria [122]
 papers and reports on Ghana and Nigeria, [124]

Pastoral Studies Conference, 1990 [92]

Post-Ordination Training Derby Diocese, 1981–1982 [118]

Probationers Conference Promoting Theological Reflection,
 1979 [92]
 Roman Catholic Archdiocese of Liverpool Deans, 1978 [127]
 Salisbury and Wells Theological College, 1979–1982 [125]
 Skelmersdale R.C. Team Ministry, 1978–1979 [127]
 Support Network for Missionaries, 1986 [73]
 Y.W.C.A. 1975–1981 [128]
 Zimbabwe: Consultation on the Post-War Period, 1980 [129 & 130]

Project Work with Religious

Benedictines of Worth Abbey, 1989–1990 [114] (e)
 Conference of Major Religious Superiors 1980–1992 [97 & 98]
 Daughters of the Heart of Mary, 1992 [99]
 Little Company of Mary, 1983–1984, 1985, 1988 [101 & 102]
 Marist Sisters, 1991–1992 [103]
 Mercy Institute: Emmaus Province, 1986–1987, 1989, 1990 [104]
 Mercy Institute: General Chapter, 1988 [104] (e)
 Picpus Sisters, 1979–1982 [108]
 Religious of the Sacred Heart of Mary, 1983–1984 [110]
 St Mary of Namur, 1992 [100]
 Ursulines of Brentwood, 1985–1986 [113]

WORK AREA SIX: Discussing with and Developing and Servicing Allied Organisations

The Churches Community Work Alliance and allied
 organisations [142]
 British Council of Churches Consortium of Community
 Work Trainers [142]
 MARC Europe [120]
 Methodist Ministerial Further Training [120]

WORK AREA SEVEN: Servicing and Developing Avec as a Viable Ecumenical Agency (cf. p.12)

Initial negotiations and finance [131]
 Charitable trusts [132]

The Trust and finance (including Closing Colleges' Trusts) [133]
 Trustees' meetings, 1976–1994 [134]
 Trustees' correspondence, 1976–1992 [135]
 Avec and Roehampton Institute of Higher Education
 negotiations, 1980–1982 [136]
 Tenth anniversary celebrations, 1987 [137]
 MARC Europe, survey and report, 1990–1991 [138, 139 & 140]
 Avec and its future, post-1991 [137]
 New director, 1991 [137]
 Reports and position papers [89]
 Training and consultancy work, statistics of the participants
 1976–1991 [137]
 Press cuttings [141]
 C. Ryan's research of Avec [90]

An analysis of the servicing and developing of Avec is to be found in *Avec: Agency and Approach*. It contains details of staffing arrangements, see particularly pp.62-73, 94 and 101; Appendix III.

SECTION NINE

Harvesting Avec's Work, Avec Ceasing to Trade and the Follow-Through, 1991–2001

When George Lovell retired as Director in 1991 he became the Research Worker to Avec with responsibilities to 'harvest the work of Avec' and to teach a post-graduate Avec/Roehampton Institute of Higher Education Course. Catherine Widdicombe retired as Associate Director in 1992 with continuing responsibilities to harvest the work of Avec and continued some training and consultancy work. Avec ceased to trade in 1994.

Attempts were made to form an Avec Association of ex-Avec staff members. This proved abortive. Avec Resources was formed and has helped to facilitate much of the Avec follow-through work. It continues in existence and is now the custodian of the Avec Archives

and publications. The following papers and records related to this programme are in this section of the Archives.

Avec ceasing to trade [137]
The Avec Association [137]
Avec Resources [144]

Harvesting the Work of Avec

Background papers to *The Parchmore Partnership* [165]
Background papers to *Avec: Agency and Approach* [158]
George Lovell's Research Support Group, 1992–1996 [160]
(This group worked with George Lovell on the research programme related to his Leverhulme Emmeritus Fellowship. They made major contributions to *Telling Experiences* and to some of the work that led to *Consultancy Ministry and Mission*. Full records of their meetings were made and checked out with the group.)
Background papers to *Telling Experiences* [160]
Structured and verbatim records of interviews related to *Telling Experiences* [159]
Background papers to *Consultancy, Ministry and Mission*
(Eventually they will be with George Lovell's consultancy papers at Cliff College, see pp.49-50)
Background papers to *Small Communities in Religious Life* [186]
Background papers to *Avec Archives: Annotated Catalogue* [146]

Publications and Reports [200]

The archives contain three complete sets of all the publications which evolved from the Avec programme and from the projects which preceded it. An annotated list of the publications is given on pp.55-66 with the box numbers. There are also internal reports [89].

SECTION TEN

George Lovell's Consultancy Training and Research Work: mainly from 1991 onwards but with some additional earlier material

The entries in this section about George Lovell's consultancy, training and research work are variously dated. Some go back to the 1960's but most of it relates to 1991 onwards. (He had ceased to be Director of Avec in 1991 and was the Research Worker until 1994.)

Papers marked with an * will be placed in the archives either when the work to which they relate is complete or when George Lovell no longer requires them.

Christian Education and Vocation, 1962–1968

These documents pre-date all the other documents in these archives. They are included because they may shed light on subsequent work.

Christian Education: The London S.E. District of the Methodist
Church Project on Christian Education, 1962–1972 [155]

Local Education Teacher In-Service Training Group, Croydon,
1963–1966 [155]

Christian Vocation: The London S.E. District of the Methodist
Church Working Party on Vocation, 1962–1968 [155]

Harrow Weald Grammar School retreats, 1967, 1968 & 1969 [155]

George Lovell's Initial Training in Community Development 1967 [164] *

George Lovell as Avec's Research Worker 1991–1994

Towards identifying the research programme [143]

Establishing George Lovell's work and financing the post [143] *

Leverhulme Emeritus Fellowship, 1993–1995 [143]

Publications: Background Research and Papers

To give an overall picture of George Lovell's work since 1991, his contribution to harvesting the work of Avec is listed here as well as in Section Nine.

Background papers to *Human and Religious Factors, based on the Beckly Social Service Lecture*, 1981 [158]

Background papers to *The Parchmore Partnership* [165]

Background papers to *Avec: Agency and Approach* [158]

Papers related to G. Lovell's Leverhulme Emeritus Fellowship 1993–1995 [143]

George Lovell's Research Support Group, 1992–1996 [160]
(cf. p.46)

Background papers to *Telling Experiences* [160]

Structured and verbatim records of interviews related to *Telling Experiences* [159]

Background papers to *Avec Archives: Annotated Catalogue* [146]

Background papers to *A Process Model for the Development of Individual and Collective Vocations* [156]

Consultancy: Individuals, Groups, Co-Consultancies

At the time of publication some consultancies listed below are still ongoing: the papers will go into the archives when the work is completed. They are marked *.

Individuals

These are organised alphabetically in A-Z files [91]

Groups

Birmingham Eldon Methodist Circuit, 2000 [169] *

Cliff College consultations related to the principalship, 1992–1994 [92]

Co-ordinating Secretaries of the Methodist Church Retreat, 1995 [162]

The Diocese of Carlisle: Staff Meeting Residential Consultation, 1996 [92]

Daughters of the Holy Spirit, English Province: Provincial Profile, February 2000 – March 2001 [99] some papers (e)

Methodist Church: Church Reviews Working Party, 1999–2001 [169] *

Methodist Church: Commission on Conference, 1994 [92]

Mission in Greenwich, 2000–2001 [169] *

Notting Hill Methodist Church, 1973 & 1996–1997 [92]

Newtown Methodist Church in the Stockton Circuit, 2000 [169] *

South London Mission, Methodist Church: Circuit Leadership Team Consultation, 1999 [162]

Staff of Edawu Centre, Nigeria, 1998– [92] *

Sutton Churches, 1994 [92]

Welwyn Methodist Church Stewards and Council Consultation, 1997 [162]

Wesley House, Cambridge, 1994 [157]

Widnes Kings Cross Community Development Project, 1996 [92]

Co-consultancies

Sessions between Catherine Widdicombe and George Lovell [188]*. See also Section Eleven.

Consultancy Project Work

Methodist Diaconal Order, 1992–1994 and 2000–2001 [156]

Courses, Seminars and Conferences on Work Consultancy

Work consultancy approaches and methods were used by the Staff in relation to all the work listed in this catalogue. Co- or reciprocal consultancy groups were a central feature of the 10-day courses. They were commonly known as ‘work paper groups and sessions’ not as co-consultancy groups. Without conscious effort, participants acquired consultancy skills as they received and offered each other help with their work in these groups. By and large this learning was a part of their learning about being non-directive, reflective and collaborative practitioners and was drawn out as such. Learning about consultancy was, in effect, an important by-product of addressing work issues on courses and through consultancies and project work. Avec staff did offer training in work consultancy through a few seminars, conferences and a course, but this did not become an established or substantial part of the training

curriculum. However, providing this training has become a major part of George Lovell's work since the early 1990's. It has led to the establishment of a Master of Arts/Post Graduate Diploma in consultancy, mission and ministry. As this work is continuing the papers are being used by George Lovell. Eventually they will be housed at Cliff College where the course is located. They will include relevant papers from the Avec period in order to make this collection self-contained and comprehensive. The collection will contain the following papers and probably others.

Avec Seminars: there were six 2-day seminars during the period 1978 to 1983.

Avec Consultancy Case Work Course, 1984–1985.

Conference of Religious and Avec Consultations on Religious Orders and the Need for Work Consultancy: in the UK in 1990 and in Ireland in 1992

Conference of Religious and Avec Seminars for Facilitators.

Westminster College ecumenical conference on Reflective and Collaborative Practitioners in Ministry, 1996.

The Certificate/Diploma of Advanced Studies Westminster College: Work and Vocational Consultancy, 1998–1999.

The Cliff College/University of Sheffield MA/Postgraduate Diploma in Consultancy, Mission and Ministry, 1999–.

Background papers to *Consultancy, Ministry and Mission*.

Seminar on work consultancy for The Salvation Army Divisional Commanders, 1999.

Case studies, worked and unworked examples. There is also a set of these in [145].

Co- or reciprocal consultancies

Co- or reciprocal consultancies are those in which participants act successively to each other as consultants and consultors (see *Consultancy, Ministry and Mission* p.356 and an article in the *Epworth Review*, July 2000, Vol. 27 No. 3 by David Copley, George Lovell and Charles New, entitled 'Take Three Presbyters ...The Role of Co-Consultancy').

Co-consultancy sessions between David Copley, George Lovell and Charles New, 1997–

The London Committee Co-consultancy Work Groups 1999–

Promotion of consultancy services (including co- or reciprocal consultancies)

The Chairs of Districts of the Methodist Church, 2001

Additionally a considerable amount of literature and a number of background papers on consultancy are accumulating at Cliff College through the Master of Arts/Postgraduate Diploma in Consultancy, Mission and Ministry Course which is offered through the Board of Collegiate Studies of the University of Sheffield.

Core Curriculum Subject Material (see p.35)

Other Work

Cliff College, MA (Evangelism) Course, 1992-2001 (see note on consultancy papers on pp.49-50)

Conference on Reflective and Collaborative Practitioners in Ministry, Westminster College, October 1996 (see note on consultancy papers on pp.49-50) [183]

Diploma in Youth and Community Work, Westhill College, 1981-1983 [157]

Inspection of the Wesley Study Centre, Durham, 1995 [157]

Lay Training, Anerley Methodist Church, 1965-1966 [157]

Lincoln Theological College: Experience and Transition, 1993 [157]

Local Preachers' Development Programme, Leeds N.E. Circuit, [167] *

Victoria and Chelsea Methodist Churches, 1978-1998 [166]

Correspondence [163]

Consultations with T.R. Batten 1974-1994 [43]*

Miscellaneous

The Association of Community Workers, 1967 and 1989 [7]
Methodist Church Neighbourhood Committees: Community
Development Patterns, 1970 [157]
Restructuring the Methodist Church, 1994 [157]

SECTION ELEVEN

Catherine Widdicombe's Consultancy, Training and Research Work: mainly from 1992 onwards but with some earlier material

The entries in this section are variously dated. Some go back to the 1970's but most of it relates to the 1990's, after she had ceased to be Associate Director of Avec in 1992.

Papers marked with an * will be placed in the archives either when the work to which they relate is complete or when Catherine Widdicombe no longer requires them.

Training and Deployment

University of London Institute of Education, Community
Development and Extension Course, 1970 [180]
Negotiations with the Grail Community about Catherine
Widdicombe's deployment in:
Community development work [180]
Project 70–75 [180]
Avec [180]

Publications: Background Research and Papers

To give an overall picture of Catherine Widdicombe's work since 1992, her contributions to 'harvesting the work of Avec' are listed here as well as in Section Ten.

Background papers to *Telling Experiences* [160]
Structured and verbatim records of interviews related to
Telling Experiences [159]
Background papers to *Small Communities in Religious Life* [176]
Background papers to *Avec Archives: Annotated Catalogue* [146]

Work with Religious

Courses

- Celebrating Retirement, 1994 [115]
- Consultation for Provincials, 1996 [96]
- Faithful Companions of Jesus: preparing to work in Romania, 1994 [115]
- Servite Sisters: courses for 50's–70's, 1995 [115]
- Servite Sisters: courses for under 50's, 1995 [115]
- Small Religious Communities, three courses, 1997 [182]
- Poor Servants of the Mother of God, 1997 [109]
- Franciscan Study Centre skills course, 2000 [99]

Project Work

- Franciscan Missionaries, Mill Hill, 1993–1994 [100] (e)
- Poor Servants of the Mother of God: Provincial Team and Leadership Forum, 1998 [109]
- Ursulines of Brentwood, 2002– [113] *

Consultancy Work

- Marist Sisters, 1997 and 1999 [103]
- Ursulines of Brentwood extended Council, 2001 [113]

General Work

3-day Skills Practice Courses (except for one which was 1-day and is noted):

- Diocese of Derry and Raphoe, Church of Ireland, 1993 [48:4]
- Dublin, 1995 [48:4]
- Belfast, 1995 [48:4]
- Shaftesbury Society, 1996 [48:5]
- Diocese R.E. Team Plymouth, 1996 [48:5]
- Archdiocese of Southwark R.E. Team, 1998 [48:5]
- Kent R.E. Advisors, 1999 [48:5]
- Tear Fund (One day), 1999 [48:5]

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Pinner Association of Churches Review, 1997 [92]

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Archdiocese of Southwark Catholic Youth Service, 1998–2000 [181]

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Core Curriculum Subject Material (see p.35)

Co-Consultancy

Sessions between George Lovell and Catherine
Widdicombe [188]*. See also Section Ten.

Consultations with T.R. Batten, 1974–1994 [43]

Completed Research and Published Work

This section sets out research on aspects of the work done and on the archival data and papers. It contains annotated notes of books that have been published, unpublished dissertations and theses.

As each programme was an action-research project the work was being analysed, evaluated and researched as it proceeded, and the conclusions reached were used to inform and revise ongoing action. Internal papers and reports were produced. They are in the archives. Whenever possible, programmes of work or key subjects were researched and books published. There were several publications up to 1976 but the work of Avec was so demanding upon the two full-time staff members that they published little, if anything, until they had retired from office. Then, as has already been noted, the Trustees requested that they 'harvest the work of Avec and make its intellectual assets more readily accessible'. The result was seven books during the period 1994-2001.

The programmes evolved through focusing on, tackling and researching three critical issues. The first was about the ways and means of working *with* people for the interrelated development of people in churches and neighbourhood, and the groups, organisations and communities to which they belong. The second was the analysis and design of church and community work. The third was helping different kinds of people, individually and collectively, through in-service training courses and work consultancy services, to analyse and design their work with churches and with religious and secular communities so that it was developmental. The non-directive approach is a common factor in this trio. Information about the research and publications is presented below under these three main topic headings.

Also, this section contains abstracts of theses for higher degrees by George Lovell, Howard Mellor, Charles New and Catherine Widdicombe. These theses are variously connected to the Parchmore Project, Project 70-75 and the work of Avec. They are on key themes of these programmes. Whilst they are unpublished, copies are in the archives and/or the Cliff College Library.

Other research was carried out by those who completed the two-year part-time Diploma in Church and Community Development organised by Avec and validated by Roehampton Institute of Higher Education.

To qualify for this post-graduate diploma, the students had to produce a dissertation. Abstracts of their dissertations (34 in all) and lists of their essays and seminar papers were gathered together in a paper:

Two-Year Part-time Diploma in Church and Community Development Organised by Avec and validated by Roehampton Institute: dissertations, essays and seminar papers produced by members of one of three courses 1986-88 or 1989-91 or 1991-93. A copy of this paper is in the archives. [69]

There is an annotated list of all the major publications related to the programmes described in this section in *Avec Resources Brochure: Resources for People Working and Consulting in Church and Community*. This was published in 2000 and can be obtained from Avec Resources at 125 Waxwell Lane, Pinner, Middx HA5 3ER.

Working with People for Development

The research and books are listed under two headings even though there is a considerable overlap.

The Church and Community Development

The Church and Community Development: An Introduction
by George Lovell

(An Avec Publication, 1980 and 1992, originally published in 1972 as a Grail and Chester House Publication) 80pp. [200]

This book grew out of the Parchmore Project and the need for a training text book (cf. Section Two). It is a concise 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. It is still used as a study book for church groups and to induct people in this approach, although one or two sections about context are now dated.

Churches and Communities: An Approach to Development in the Local Church by George Lovell and Catherine Widdicombe (Search Press 1978 and 1986) 218pp. [200]

This is the research report of Project 70-75 (cf. Section Four). It describes how clergy and laity of sixteen churches of seven denominations in Ronsey (a pseudonym for Hornsey), helped by the ecumenical team of Project 70-75, learnt about the non-directive approach to working with people. They tried it out on a wide range of church and community work and found the experience of working in this way deeply satisfying and highly productive. The book contains a collection of case studies of development work with individuals, groups, ecumenical organisations and churches. It describes how local people evaluated what had happened, and their concern 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.

Involvement in Community: A Christian Contribution
(The William Temple Foundation, 1980) 107pp (out of print). [200]
This is the report by the Community Development Group, William Temple Foundation in collaboration with the Community Development Group of the Methodist Church (Section One) and with the Community Work Advisory Group, British Council of Churches (1980). [200]

This book is a theological critique of church and community development work by a research group which met over a period of some three years under the aegis of the William Temple Foundation. The members were: Tony Addy, John Atherton, Alan Gawith, David Jenkins, George Lovell, Harry Salmon, Austin Smith, Richard Tetlow, Gerry Wheale and Clifford Wright. From a Christian perspective it critically explores the nature and necessity of involvement in community and its limitations. It argues the necessity for a theory of involvement in community and discusses how to formulate one. It concludes that this way of working is in fact a way of life.

Human and Religious Factors in Church and Community Work based on the Beckly Social Service Lecture 1981 by George Lovell (Grail Publications 1982) 62pp. [200]

This short book gives the action research background to the development of church and community development, discusses the critical features of this emerging discipline and describes what is involved in working with churches as institutions. It traces the development of Avec through the Parchmore Project (Section Two) and Project 70-75 (Section Four).

Our Church and Community Development Stories by Catherine Widdicombe and George Lovell (Avec Publications 1987) 16pp. [200]

This booklet, now out of print, describes the separate paths which led two people into church and community development: Catherine Widdicombe through the Second Vatican Council, and George Lovell, through local church ministry in this field of work. It describes the work they did together from 1971 to 1976 through Project 70-75 (Section Four) and from 1976-1991 through Avec (Section Eight), with brief postscripts.

Development in Church and Community: Promoting personal growth through community development and curriculum development methods (a thesis submitted for the degree of Master of Philosophy in the University of Liverpool) by Charles New, 1987, 368pp. [200]

This thesis is about a Methodist Circuit Minister (the Revd Charles New who was a part-time staff member of Avec from 1978-1992) 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, community groups who used the church premises and neighbourhood agencies whose work brought them into contact with the church.

It also describes and evaluates the 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 people.

Insights from both community and curriculum development practices are incorporated into a tentative model by which a local church worker could put these ideas into practice in his or her own situation.

The Parchmore Partnership: George Lovell, Garth Rogers and Peter Sharrocks edited by Malcolm Grundy (Chester House Publications 1995) 189pp. [200]

This is the story of the Parchmore Road Methodist Church in Thornton Heath, South London. It has had five 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 ministers covering twenty-five years with a contribution from the fourth – shows how much can be achieved when consistent working practices are employed. The first part draws heavily upon George Lovell's PhD thesis on Parchmore (Section Two and below).

Small Communities in Religious Life: Making them work by Catherine Widdicombe (The Lutterworth Press, 2001) 256pp. [200]

This is written primarily out of Avec and post-Avec experiences with Roman Catholic religious, mainly women, of consultancy and project work concerned with forming and living in small communities. The principles, processes and much of the material are, suitably adapted, widely applicable to work with all kinds of communities of men and/or women, secular, religious, and ecumenical. (Section Eight and Section Eleven).

The Non-Directive Approach and Method

An Action Research Project to Test the Applicability of the Non-directive Concept in a Church, Youth and Community Centre Setting.

A thesis submitted for the Degree of Doctor of Philosophy in the Institute of Education, Faculty of Arts, University of London by George Lovell, 1973, 677pp. [200]

This thesis evolved from the work of Section Two. It 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 which occurred between September 1966 and August 1969 (with some reference to events up to August 1972) in youth, community and church work and in programmes of Christian education and worship and the ways in which the worker initiated programmes of work and prepared, assisted and trained those who undertook them.

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 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.

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 recommends that church and community workers be trained in the non-directive approach and states the need for more consultancy help.

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 by Catherine M.J. Widdicombe 1984, 425 pp. [200]

This thesis relates to Sections Four and Eight. It researches and 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: 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 (1962-1965), 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.

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 them 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, consultancy help and support.

A Theological Examination of the Non-directive Approach to Church and Community Development with a Special Reference to the Nature of Evangelism.

A thesis submitted for the degree of Master of Arts in Theology in the Theology Department, Faculty of Arts, University of Durham by Howard G Mellor, 1990, 235pp. [200]

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

The thesis researches the origins, nature, theological implications and application of church and community development and the directive and non-directive approaches with especial reference to evangelistic ministry.

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 approach against the biblical narrative by 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; proclamation of the evangel. The conclusion is that the biblical teaching supports the non-directive approach, whilst also recognising certain aspects as non-negotiable.

Only one type of evangelical approach, the fundamentalist evangelical, is incompatible with the non-directive approach. It further 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.

Meetings that Work: A Practical Guide to Team Working in Groups by Catherine Widdicombe (The Lutterworth Press, 2000).

This book is a republication for a wider constituency of *Group Meetings that Work*, (St Pauls, 1994) 205pp. [200]

This book is based on researching the experience in Sections Three to Eight. It draws out and presents in a 'how to do' book what has been learnt about those things which help members of groups to think together, take everyone's contribution seriously and enable each other to have a say in decisions which affect them. It shows how to treat each and every member as unique.

See also *Small Communities in Religious Life* on p.60. [200]

Telling Experiences: Stories about a Transforming Way of Working with People, edited by George Lovell (Chester House Publications 1996) 230pp. [200]

This book is the result of researching the experience that seventeen very different people had of the Avec approach and the Avec courses. The people tell their own stories of how these experiences profoundly changed the way in which they work with people in churches and communities. They represent four denominations in three countries. Some of them worked on council estates, others in urban and suburban communities. One person worked with the profoundly deaf, another with travellers, and yet another with mentally ill destitutes in Nigeria. Two of the stories are about couples with joint and separate vocations: they tell how work consultancy sessions helped them to sort out some tricky issues and make far-reaching changes in their approaches to each other's vocation.

Analysis and Design

Diagrammatic Modelling: An aid to theological reflection in church and community development work by George Lovell
(an Avec Publication, 1991, originally published as Occasional Paper No.4, 1980, by the William Temple Foundation) 64pp. [200]

This is a companion report to *Involvement in Community* (see p.57) and emerged from the research associated with it. The title is an accurate description of the contents of this booklet. 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 process which led to them is outlined in some detail. Practitioners have found that the kind of modelling described here has been of great help to them in reflecting theologically on their church and community work.

Analysis and Design: A handbook for practitioners and consultants in church and community work by George Lovell
(Burns and Oates 1994) 303 pp. [200]

This book results from researching the experience of Avec in relation to modes and methods of analysis and design. It establishes and illustrates ways in which clergy and laity can analyse and design their work with people. It covers every aspect of it, from having the initial ideas to evaluating the outcome. It describes sequences by which clergy and laity can think through the work they do with people more systematically and systemically. These thoroughly researched and tested sequences help people to articulate, conceptualise, analyse, and evaluate their work experiences and ideas and to design, plan and carry out programmes most likely to achieve their purposes.

Training and Consultancy

This section is about research into helping people to analyse and design their work through in-service training programmes and consultancy services.

In-Service Training and Consultancy Services

Several of the books and theses already referred to have sections on training for church and community development work and consultancy. This is particularly true of the following:

- *Churches and Communities*
- *The Parchmore Partnership*
- *An Action Research Project to Test the Applicability of the Non-directive Concept in a Church, Youth and Community Centre Setting.*
- *The Roman Catholic Church and Vatican II: Action research into means of implementation*
- *Meetings that Work*
- *Small Communities in Religious Life*
- *Analysis and Design*

The following publications are specifically about a training and consultancy agency, Avec.

Viva L'Avec: A Service Agency for Church and Community Work
(MARC Europe 188pp + 49pp) [138, 139 & 140]

This is a report of an extended postal survey carried out by MARC Europe into the effectiveness of Avec courses, projects and consultancy work during the period 1976–1990. It makes recommendations for future work. (cf. Section Eight).

Avec: Agency and Approach by George Lovell
(An Avec Publication 1996) 192 pp. [200]

This book researches the work of Avec, a national ecumenical training and consultancy agency for church and community development, based in Chelsea from 1976 to 1994. Essentially it is a case study of the factors which enabled and disabled a small organisation to provide a wide

range of services to clergy, religious and laity of all denominations working in the U.K., Ireland and in several other countries. It covers the period 1976-91. Extensive appendices contain valuable background information. This book is highly relevant to individuals, churches and organisations seeking to provide in-service training and consultancy services to those who work with people for human and spiritual development (Section Eight).

Consultancy

Several of the books and theses already referred to have sections on work consultancy. This is particularly true of the following.

- *Churches and Communities*
- *The Parchmore Partnership*
- *Small Communities in Religious Life*
- *An Action Research Project to Test the Applicability of the Non-directive Concept in a Church, Youth and Community Centre Setting*
- *The Roman Catholic Church and Vatican II: Action research into means of implementation*
- *Meetings that Work*
- *Telling Experiences*
- *Analysis and Design*
- *Viva L'Avec*
- *Avec: Agency and Approach*

The following publications are specifically about consultancy.

Consultancy, Ministry and Mission: A handbook for practitioners and work consultants in Christian organisations by George Lovell (Burns and Oates 2000) 440pp. [200]

This book is the companion volume to *Analysis and Design*. It is the result of researching the Avec experience of consultancy. It is about the giving and receiving of qualitative non-directive consultancy support and assistance in relation to vocational work in church and community. The research shows that, beyond any doubt, consultancy, a twin to facilitation, is a good investment; it improves performance of practitioners, churches and organisations out of proportion to its cost in time

and money. Research shows that there are seven interrelated elements of consultancy practice theory: roles; interpersonal behaviour; working relationships; providing help through work-views; thinking together; systemics and logistics; beliefs, values, ethics and theology. It also researches the nature, in contradistinction to the form, of church and community work and the attributes required to do it. It contains extensive troubleshooting charts and proposes a way of providing consultancy help.

A Process Model for the Development of Individual and Collective Vocations by George Lovell, Jane Middleton and Hilary Smith (Methodist Diaconal Order Occasional Paper No.1, 1996, cf. *Consultancy Ministry and Mission*, chapter 3). [200]

This reports a three-year consultancy project with the Methodist Diaconal Order and evaluates it (cf. Section Ten).

Also, the MA dissertations from students on the course Consultancy, Mission and Ministry are beginning to appear. Eventually a list of their titles will appear in the loose-leaf version of this catalogue. [201]

APPENDIX – Avec Personnel, 1976–1996

TRUSTEES			FULL-TIME STAFF	
The Revd Edward Rogers (Chairman until 1988)	M	1976 - 1989	The Revd Dr George Lovell	
The Revd Sebastian Charles	A	1976 - 1982	Director	1976 - 1991
Mr Raymond Clarke	URC	1976 - 1986	Research Worker	1991 - 1993
The Revd Brian Green	RC	1976 - 1977	Miss Catherine Widdicombe	
The Revd David Wainwright	A	1976 - 1979	Associate Director	1976 - 1992
Dr John Pater (Treasurer)	M	1976 - 1986	Rev Canon Malcolm Grundy	
Mr Owen Nankivell	M	1977 - 1986	Director	1991 - 1994
Most Revd Derek Worlock	RC	1977 - 1986		
The Revd Michael Atkinson	A	1979 - 1988		
Mr Bob Walsh	RC	1979 - 1986		
The Revd George Mann	B	1980 - 1983		
Miss Philippa Craig	RC	1983 - 1986		
Mr John Walton	URC	1983 - 1988		
The Revd Richard Hamper	B	1983 - 1988		
Rt Revd David Konstant	RC	1984 - 1986		
Rt Revd John Waller	A	1985 - 1988		
Lady Margaret Brown	A	1986 - 1996		
The Revd Trevor Rowe	M	1986 - 1988		
The Revd Hilary Clark	RC	1986 - 1990		
The Revd Cyril Franks	URC	1986 - 1988		
Mr Gordon Franklin (Treasurer)	M	1986 - 1996		
The Revd Nigel Gilson (Chairman from 1988)	M	1986 - 1996		
Miss Jackie Rolo	RC	1986 - 1992		
Professor Gillian Stamp		1986 - 1996		
The Revd Dr Vladimir Feltzman	RC	1986 - 1988		
Miss Pauline Butcher	M	1988 - 1996		
The Revd Dr John Taylor	M	1988 - 1996		
Mrs Ann Sutcliffe	URC	1989 - 1991		
Rt Revd Peter Selby	A	1989 - 1996		
The Revd David Staple	B	1989 - 1996		
The Revd John Oldershaw	URC	1989 - 1991		
Sister Winifred O'Brien	RC	1990 - 1996		
Rt Revd Victor Guazzelli	RC	1990 - 1996		
			CONSULTANT	
			Dr TR Batten	1976 - 1991
			PART-TIME STAFF	
			The Revd Charles New	1977 - 1991
			The Revd Howard Mellor	1983 - 1984
			The Revd Dr Michael Bayley	1987 - 1989
			The Revd Dr Henry Grant	1992 - 1994
			ADMINISTRATIVE STAFF	
			(Those who served longer than a year)	
			Mrs Molly Lovell	1976 - 1992
			(Bursar)	
			Full- and Part-time Secretaries	
			(At various times over the period)	
			Miss Alex Newman	
			Mrs Elizabeth Scollard	
			Mrs Valerie Tredinnick	
			Mr Graham Brandreth-Wills	
			Mrs May Farina	
			Miss Marian Esling	
			Voluntary Staff	
			(At various times over the period)	
			Miss Mary Dowling	
			Mrs Irene Picton	
			Mrs June Gould	
			Mrs Vera Lewis	
			Miss Joan Loring	
			Mrs Sadie Douglass	
			Mr John Douglass	
			Miss Joan Blandino	

APPENDIX – Avec Personnel, 1976–1996 contd.

Associate and Occasional Staff							
Mrs Christine Bainbridge	A	1991		The Revd Howard Mellor	M	1980-1994	
Very Rev Anthony Barker SM	RC	1986-1991		The Revd John Montague	A	1980	
Revd Dr Michael Bayley	A	1988-1990		Sr Bernadette Morgan RSC	RC	1990-1991	
The Revd Howard Booth	M	1979-1980		Miss Ann Morrissey	A	1981-1982	
Sr Monica Breen RSC	RC	1986-1987		Sr Maureen Murphy RSM	RC	1991	
The Revd Brian Brown	M	1991		The Revd Charles New	M	1978-1991	
The Revd John V Budd	A	1978-1980		Mr Cyril Newton	M	1991	
The Revd Peter Clark	A	1983-1986		Sr Catherine O'Carroll RSM	RC	1990-1991	
The Revd John Cleary CM	RC	1984		Sr Margaret O'Connor DHS	RC	1988-1994	
Sr Maureen Connor RA	RC	1983-1988		The Revd John Oldershaw	URC	1988-1989	
Br. Benet Conroy FSC	RC	1990		The Revd John O'Mahoney	RC	1990	
The Revd David Coghlan	RC	1989		The Revd David Osborne	A	1988-1993	
Sr Colette Cronin RSM	RC	1986-1991		The Revd Brian Pettifer	A	1979-1982	
The Revd David Cruise	M	1989-1990		Sr Madeleine Prendergast LSU	RC	1987-1994	
The Revd Dr Keith Davies	M	1989-1994		The Very Revd Timothy			
The Revd Theodore Davey CP	RC	1988		Radcliffe CP	RC	1990	
The Revd David Elder	RC	1987		Sr Gabriel Robin CSA	RC	1990-1991	
The Revd Sean Farrell CM	RC	1991		The Revd Edward Roos	M	1986	
The Revd Graham Fawcett	M	1978		The Revd Peter Russell	M	1983-1994	
Sr Evelyn Fergus RGS	RC	1986		Sr Catherine Ryan OSM	RC	1991-1994	
The Revd Raymond Fox	C of I	1990		The Revd Mark Sanders	A	1991-1994	
Sr Evelyn Gallagher RSM	RC	1990-1991		The Revd Patrick Scott CSSR	RC	1979-1989	
The Rt Revd Richard Garrard	A	1990-1991		The Revd Peter Sharrocks	M	1982-1994	
The Revd Fred Graham	C of I	1980-1994		Sr Majella Sheridan RSM	RC	1990-1991	
The Revd Dr Henry Grant SJ	RC	1979-1994		The Rt Revd Robin Smith	A	1988	
The Revd Dr Leslie Griffiths	M	1983-1991		The Very Revd David Somoye	M	1986	
Sr Mercedes Grogan RSM	RC	1989		Miss Michelle Spenceley	RC	1980	
The Revd John Hackett	A	1989-1991		The Revd John Joe Spring	RC	1988	
The Revd Barrie Heafford	M	1977-1981		The Revd John Stevinson	A	1979-1990	
Sr Ann Patricia Hewitt RSM	RC	1986-1991		Mr George Stokes	M	1984-1986	
The Revd Elizabeth Hewitt	M	1983-1994		The Revd Dr Norman Todd	A	1990	
Sr Mary Edward House OP	RC	1991		The Revd Tor Trotter	RC	1988	
Revd Sandra Howes	M	1986-1994		The Rt Revd Stephen Verney	A	1981-1982	
The Revd Dr Kevin Kelly	RC	1989		The Revd Stephen White	C of I	1991	
The Revd David Kerr	M	1986		The Revd Dennis Williams	M	1987-1995	
The Revd Dr Emmanuel Lartey	M	1985		Mr Kevin Williams	A	1988-1994	
The Revd Colm McCarthy	RC	1990		The Revd Stephen Winter	A	1986-1990	
Miss Katie McDonald	RC	1988-1991		The Revd Brian Woodcock	URC	1981-1994	
Mrs Ivy McGhee	M	1983-1987		Sr Ann Wright DHS	RC	1991	
Sr Mary McGrath RSM	RC	1991		The Revd Keith Yates	A	1982	
				Sr Margaret Young SSMN	RC	1990-1991	

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USEFUL ADDRESSES

Avec Archives

Methodist Heritage Co-ordinator (Archives & Art)
The Wesley & Methodist Studies Centre
Westminster Institute of Education
Oxford Brookes University
Harcourt Hill
Oxford OX2 9AT
England
Tel: 01865 488319
Fax: 01865 488317
E-mail: pforsaith@brookes.ac.uk and wmsc.archives@brookes.ac.uk
Web site: <http://www.brookes.ac.uk/wmsc/>
Library catalogue: <http://opac.brookes.ac.uk:8001/wes>

Avec Resources & Miss Catherine Widdicombe

at 125 Waxwell Lane
Pinner
Middx HA5 3ER
Tel: 020 8868 0628 or 020 8866 2195
Fax: 020 8866 1408
E-mail: mjcwiddicombe@cs.com
Web site: www.avecresources.com

Cliff College

Calver
Hope Valley
Nr Sheffield, S32 3XG
Tel: 01246 582321
Fax: 01246 583739
E-mail: admin@cliff.shf.ac.uk
Web site: www.cliffcollege.org

Rev Dr George Lovell

5 Lidgett Park Avenue
Roundhay
Leeds, LS8 1EN
Tel & Fax: 0113 393 0130
E-mail: lovell@5lidgett.fsnet.co.uk

