

**Black  
Community  
Programmes**

**Year Report  
1972**

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## The Programme: Its Nature

### Rationale and Aims.

The goals of the Black Community Programmes are:—

- to help the Black Community become aware of its own identity.
- to help the Black Community to create a sense of its own power.
- to enable the Black Community to organise itself, to analyse its own needs and problems and to mobilise its resources to meet its needs.
- to develop Black leadership capable of guiding the development of the Black Community.

The underlying rationale on which the B.C.P. bases its approach is that in South Africa part of the problem is the extent to which Blacks have been made to depend on white energy, leadership, guidance and trusteeship for most things relating to the direction of social change. Because of this, blacks have tended to voluntarily take a back seat in

areas that were extremely crucial to their interests and have allowed themselves to develop feelings of inadequacy and inferiority. This therefore makes it necessary for relevant black work to direct itself amongst other things at eradicating the psychological oppression of blacks by their own oversized mental image of the white man and his abilities and by their exaggerated feeling of powerlessness which results in lack of creative initiatives. Added to this, of course, is the desperate lack of skills arising out of an inadequacy of opportunities that characterise black life under white rule in South Africa.

The Black Community Programmes is a non-profit making organisation, staffed and advised by the Black Community. It seeks to co-ordinate the work of and co-operate in a meaningful way with black groups, organisations and institutions, to enable them to create a consciousness of identity as communities and to develop sufficient individuals conscious of this identity and belonging to acquire and use resources needed to achieve the goals of unity, self-determination, collective work responsibility, purpose and creativity. Believing as we do that a lasting solution to the human relations problem in South Africa can only come when and if the Black Community is not only willing but also capable of entering into a dialogue with white members of this country as equals who speak from a position of strength rather from a position of weakness.

In practical terms the Black Community Programmes

- ✧ **Initiates:** That is, where a community need exists in an area and there is no specific agency to deal with the need, we call together people interested in the meeting of the need and encourage and help them to set up an appropriate agency with a structure capable of meeting the need.
- ✧ **Promotes:** Where an agency exists but suffers from lack of direction or insight, we call the leadership together and arrange appropriate training to enable them to have a clearer understanding of their work and equip them with skills to effectively carry out their work.
- ✧ **Co-ordinates:** That is, where several agencies exist presumably serving the same need but having no communication with each other, we create opportunities for the groups to come to "co-ordinating conferences" to discuss common strategies and ways and means of preventing overlapping.
- **Enables:** That is, where the ever present problem of leadership is obvious, we set up skills-training seminars for persons in leadership positions of organisations and institutions. Here we set up programmes which help in equipping participants with skills necessary for effective management,

programming, fiscal administration, supervision, etc.

- **Communicates:** Through surveys and the production of communication materials, we attempt to keep organisations in fuller knowledge of what other organisations are doing in other fields and also to what extent there is overlapping or co-operation between organisations. In this way organisations are enabled to keep in touch with each other, plan jointly and evaluate their work jointly, realising that an unco-ordinated network of activity does not contribute much to intelligent development.

## Programmes:

The programmes carried out by the B.C.P. during the year 1972 are a clear indication of the extent of our involvement.

1. **Church Leaders Conference:** This Conference was held in May 1972 and was convened to "bring together black church leaders working in the so-called multi-racial

churches in South Africa, with a view to examining in detail, their role within these churches and ways and means of increasing the effectiveness of their leadership for Black people in their communities."

This was a very successful conference with participation coming from most of the major denominations.

This Conference was followed by another "Follow-up Conference" in August to discuss practical ways of carrying out a meaningful programme of development. The result of these two conferences is that a new understanding of development and the role of the black clergy in development has arisen and several plans for community development projects have been set in motion by individuals and groups of clergy. The Black Community Programmes staff continues to co-ordinate these efforts until adequate structures are created to carry on the work further.

2. **Youth Conferences:** A training seminar for leaders of a community agency manned by youth was organised in June. This was a skills-training Seminar for the leaders of the agency and this has resulted in an improved programme and much progress in the development of that community is already in progress as a result of improved leadership.

Two other conferences of youth were organised and

staffed by our men in August and October. The result of these two conferences is that two new youth organisations have been formed and the organisations are building up programmes of self-help projects like literacy classes, establishment of clinics and other projects involving the full development of man and the fuller understanding of the role of youth in nation-building.

Similar conferences are planned for other parts of the country and all of them are intended to help youth:

- ✧ to discuss and agree on common goals.
- ✧ to sensitise youth to social problems and to learn skills necessary to deal with these problems.
- ✧ to train them in finding funds for self-help programmes and to help them achieve a sense of stewardship which such work requires.

This is a programme to develop black leadership capable of guiding the development of the Black Community in South Africa.

3. **Black Workers Project:** This is initially a research project in which we gather information on labour usage, employment opportunities and lack of opportunities; the role of the worker in the economic development

of the country and importantly the way in which workers are organised to deal with their situation.

We hope that out of this effort will emerge a strong Black Workers Council which will take care of the interests of workers in the country. A special staff man has been appointed to give full attention to the research project.

## Research and Publishing Programme

We believe that communication and the development of creativity in the Black Community is an important aspect of our total programme. We see our Research and Publishing as particularly important for development depends among other things on a sound programme of informal education. Changes in South Africa will depend largely on how well agencies such as ours are able to help the Black community to learn the things they want to know more about and to develop the skills they wish to acquire.

The Black community requires the kind of self-improvement which can lead to:—

- (a) Changes in things known - knowledge
- (b) Changes in things done — skills
- (c) Changes in things felt -- attitudes

- (d) Changes in things valued — appreciation
- (e) Changes in things comprehended—understanding.

Generally, we are now agreed that the Black Community in South Africa cannot afford another generation of people who are ignorant.

The "Black Review" is a research programme whose main intention is to gather information about things of importance to the Black Community which happened during each year.

This will gather information covering

- legislation
- political action amongst blacks
- trends and thoughts in the Black Community
- activities of government, industry, educational institutions, etc. and the role of the black population in the development of the country and many other topics of interest to the black population.

The information will come out in the form of a publication which we intend publishing every year. Our first publication will be in February, 1973. A special staff man has been appointed to do research and edit the publication.

The main intention of this kind of work is to help the blacks to acquire information which would otherwise be unavailable or not interesting to them. We hope that this publication will increase the knowledge of the black community about what is happening in their country.

**"Black Viewpoint"** is a quarterly publication on current thinking amongst black people in the country. It is intended to be a reflection of black thinking on matters of topical interest. Ideas expressed by leading black people on a variety of subjects are compiled into this publication. The other major function of this publication is to encourage the black community to begin to use other black people as their point of reference. They cannot do this unless they are able to read views expressed by their own people. Usually such views do not find space in the daily or weekly papers which cover mainly the views of white leaders. Our first **"Black Viewpoint"** was released in October and proof of its usefulness is that within three weeks all our printed stock was almost sold out.

The interest and excitement of the Black population at such a publication has exceeded our predictions by far, and we are naturally satisfied with this result. Our only hope is that we will continue to have funds to continue this work. We have to sell the book at a price that the average black reader can afford, thus cancelling any possibility of making enough money to cover the real costs of the publication at least for this initial stage.

It is obvious that this kind of publication goes a long way in bringing about changes and understanding in things felt and expressed, i.e. attitudes.

**"Black Perspectives"**: In December, 1972 and hopefully every other year, a Seminar of a more academic nature was sponsored by the B.C.P. to discuss in depth the major areas of the life of the Black Community such as Education, Theology, History, Culture and Literature. Leading black thinkers and writers were invited to contribute original ideas in the form of detailed papers covering these aspects.

Following a thorough discussion by participants the papers will be bound up and published in book form in March/April 1973. It is hoped that this kind of publication which we will title **"Black Perspectives"** will serve the dual purpose of encouraging black men and women to make original contributions on subjects which affect the lives of black men and women in this country and also expose the black community to reading more books written by their own people.

Such a publication will also encourage black authors to write more frequently and encourage them to see the need for further contributions to the literature available to black school children.

We are confident that this kind of publication will find a ready market in the black community and beyond and in this way help to bring about changes in things comprehended and valued, i.e. understanding and appreciation.

### **"Handbook of Black Organisations"**

A survey of Black organisations in South Africa is nearing completion. The survey is intended to establish how many Black organisations operate in South Africa, what they do and how and why they do the things they do.

This information will be published in book form in the new year 1973 and will be up-dated every other year as needed. The publication will give factual information on black organisations and their activities and will thus contribute greatly in enabling organisations to get to know each other. In this way we hope co-operation and joint planning will be facilitated.

It is obvious that these publications will serve a very important need in the Black community. What is not always

obvious to an observer is the amount of planning, work and travelling, analysis and skills that have to accompany this work. We are fortunate that we have a staff of able and committed men to do this work and we hope that it will be possible for us to continue to have the means to support them in their work.

There are several other areas of research we plan to undertake for our 1973 and 1974 programmes. There is tremendous need for the production of simpler and other technical material for use in training seminars and workshops in many fields including Management, Programme Planning, Organisation, Administration, Finance, etc.

It is our intention to produce guide material for organisations and other groups in the areas mentioned above, and, as there is a need and desire by the Black community to express and evaluate things within their own value system, it is obvious that material written from within a different value system, e.g. Western value system either has to be drastically adjusted to suit black needs or has to be replaced by black presentation. This means that a great deal of writing and researching by our research staff has to be done if we are to do this work effectively.

During 1973 and 1974 we shall commit much of our staff time to training leaders of different organisations. All training in skills mentioned above will be done by Black people with expertise in these fields. Such leadership is not easy to come by in South Africa at the moment. We therefore see part of our duty as being to help develop such leadership. The Black Community Programmes Head Office must therefore become inevitably the resource centre for teachers, students and other professionals and to meet this demand we plan also to develop:—

**Resource Centres:** Whose main aim will be to promote Black creativity, self-reliance and a sense of purpose. We are initiating as from the beginning of 1973 Resource Centres to cater for such needs as:

1. Information on facts and figures about life in the Black Community.
2. To collect, display and sell black cultural artefacts in the field of beadwork, woodwork, painting, art, sculpture, etc.
3. To collect and maintain a library of speeches, talks, papers, tapes, delivered by black people on variety of subjects.
4. To collect and maintain a library of black poetry, music, etc.
5. To collect for general readership all publications by black people in South Africa, the rest of Africa and other parts of the world.

These will be centres where people can come and read, refer, borrow and list material of importance.

## The B.C.P. and the Black Community in S.A.

In the period of its existence, the Black Community Programmes has acquired, especially through its conference

and training programme, a very high status and a great deal of support from the Black community; even though at the moment the support is moral and not yet financial.

Increasingly the black organisations are looking up to the B.C.P. to give direction and support to the efforts of the black community, and our staff is inundated with requests from all kinds of groups to address them, give information, and help in skills training of many kinds. The B.C.P. is increasingly being seen by the black community as a reference point or "central registry" and we receive frequent requests to initiate and co-ordinate the efforts of small and struggling self-help organisations which are not in the public eye but are doing very useful grass root work.

## Staff and Leadership

1. **Director:** The B.C.P. is directed by Bennie A. Khoapa. Bennie is a professional Social Worker who has wide experience in welfare and community development as well as youth work. After qualifying in 1959 he worked as a Personnel Welfare Officer with a large Rubber Manufacturing Company from 1960-1964.

From 1965-1971 he was National Secretary for African YMCA's in South Africa, with special responsibility for Development and Planning. During that period he has had specialist training in Personnel Administration and

Planning in the U.S.A. as well as training in youth programmes and staff training. He left the YMCA in 1971 to direct the B.C.P.

2. **Research Officer/Programmer:** Steve Bantu Biko joined the staff of the B.C.P. in the above capacity in the middle of 1972. Steve spent 5 years at the Natal University Medical School before joining our staff. He was an active student leader — founder president of the South African Students' Organisation. He brings into this position much experience in youth and student work and leadership training as well as a good mind and commitment to the development of his people.

He is married and has a son.

3. **Researcher/Field Worker:** Bokwe James Mafuna joined our staff in September this year. James brings with him to this position considerable skill and experience. He was a journalist for a large National daily newspaper. Before that he worked for many years in the field of Trade Unionism. Consequently he has much experience in this field.

James and his family live in Johannesburg where he has an office.

### Other Leadership — Advisory Panels:

At the inception of the programmes it became quite clear that the efforts of the B.C.P. can only bear fruit if there is complete involvement of key members of the black community who can advise and guide the development of the programmes and support the efforts of the staff around the country.

Consequently the Director has invited influential and capable Black Community leaders to sit on the Advisory Panel of the Black Community Programmes to help in the planning and advise on content and direction of programmes.

These are people who have expert knowledge of the different areas with which the Black Community Programmes is concerned. Each of the three areas in which we now work — Durban, Johannesburg, Cape Town, has a local panel which works with the staff in the area and when it becomes necessary the panels meet nationally to evaluate the work and plan for the future.



## Evaluation

The staff meet regularly to evaluate the work of the programmes in the different areas of operation. Each of the staff men meets more regularly with the panel members in his region and once a year the staff and all panel members meet to evaluate the work of the B.C.P. and receive reports from staff.

During 1973 we intend to call a National Conference, in which all black organisations in South Africa will participate. The purpose of this Conference will be to evaluate the work of the Black Community Programmes and outline in more detail what kind of organisation the B.C.P. should be in terms of future programmes and direction.

At this point we expect that for the first time a National Council of elected members will be given the responsibility of carrying on the work of the B.C.P. in the future. The present staff would hopefully continue to do the work.

The kind of organisation which is going to emerge out of this evaluation conference, is the kind of organisation most people in the black community are asking for and that is, the kind of agency which acts as a centre for exchange of information among member agencies, an agency which will support central fund-raising campaigns; conduct research on community needs and agency effectiveness; promote new programmes of services; generally facilitate such programmes and to prevent duplication and overlapping of services.

After 1973 we hope that there will be more financial support coming from the black community itself for the continuation of the programmes beyond the 1974 period.