

**BLACK COMMUNITY
PROGRAMMES
LIMITED**

**1976
REPORT**

REGISTERED OFFICE:

88 BEATRICE STREET,
DURBAN, 4001,
SOUTH AFRICA

BLACK COMMUNITY PROGRAMMES LIMITED

REGISTERED OFFICE: 86 Beatrice Street
Durban. 4001
Republic of South Africa

Natal: BLACK COMMUNITY PROGRAMMES LTD
C. 789 Umlazi Township
P.O. Nkokozweni
NATAL
4066

Transvaal: BLACK COMMUNITY PROGRAMMES LTD
c/o Methodist Church
Central Western Jabavu
P.O. Moroka
SOWETO, JOHANNESBURG,
1860

Eastern Cape: BLACK COMMUNITY PROGRAMMES LTD
15 Leopold Street
Kingwilliamstown
EASTERN CAPE
5600

Women's Division: BLACK COMMUNITY PROGRAMMES LTD
35 First Avenue
Umtata
TRANSKEI
5100

Bankers: Barclays National Bank
Queen Street Branch
Durban. 4001
NATAL

Auditors: Messrs Brown and Levin
362 West Street
Durban. 4001
NATAL.

ZANEMPILO COMMUNITY HEALTH CENTRE. ZINYOKA. KWT.

Dr. M. A. Ramphele	—	Medical Superintendent
Dr. S. Solombela	—	Medical Officer
Miss P. Sangotsha	—	Social Worker/Administrator
Mrs. B. N. Nongauza	—	Clinic Matron
Mrs. N. Mcilongo	—	Deputy Matron
Mrs. N. Ntonga	—	Nursing Sister
Miss N. Lupuwana	—	Staff Nurse
Miss N. Dili	—	Staff Nurse
Miss A. X. S. Qodi	—	Staff Nurse
Mrs. S. Ndzengu	—	Staff Nurse
Mr. G. M. Ndzengu	—	Clerical Assistant/Driver
Mr. R. Hlaula	—	Ambulance Driver
Mrs. N. Dubula	—	Health Worker

MAINTENANCE STAFF

Mr. V. Mazaule	—	Mrs. W. Mkosana
Mr. W. Makeleni	—	Mrs E. N. Nondalana
Mr. M. Noxeke	—	Mrs. G. N. Mqomboti
	—	Mrs N. Hlamvana

BOARD OF DIRECTORS

Mr. H. J. Bhengu (Chairman)
Rev. E. N. Baartman
Rev. M. S. Mogoba
Rev. B. N. B. Ngidi
Mr. M. Mphahlele

Dr. H. N. Mollana
Dr. H. M. S. Nyembezi
Dr. L. M. Msauli
Dr. D. Luswazi
Mr. S. M. Tembani

Mr. B. A. Khoapa
(Executive Director)

STAFF

Mr. B. A. Khoapa — Executive Director
Mrs. H. Joseph — Executive Assistant
Miss A. Ndlovu — Clerical Assistant
Miss T. Khanyezi — Clerical Assistant

NATAL BRANCH OFFICE

Rev. B. N. B. Ngidi — Branch Executive
Mrs. N. Made — Programme Assistant - Resource Centre
Dr. S. Moletsane — Solompilo Health Centre — Adams Mission

TRANSCAAL BRANCH

Mr. A. Mokoena — Programme Assistant
Mrs. M. Maisela — Programme Assistant (Women)

EASTERN CAPE BRANCH

Dr. M. A. Ramphele — Branch Executive
Mrs. A. N. Ndumase — Programme Assistant — Women's Division
Mr. M. Mpumlwana — Programme Assistant — Communications
Mrs. T. Mpumlwana — Programme Assistant — Research
Miss N. Williams — Research Assistant
Mr. L. M. Mvovo — Programme Assistant — Sales Promotion
Mr. V. Samela — Production Manager — Home Industry
Mrs. N. Mohapi — Office Secretary
Miss N. Ketji — Clerical Assistant
Mrs. E. N. Papu — Clerical Assistant
Mrs. E. Matshikiza — Instructor — Women's Sewing Project
Mrs. P. Yako — Instructor — Women's Sewing Project
Miss L. Mashiyi — Clerical Assistant (Women's Division)

INTRODUCTION

The year under review has been one of many difficulties, challenges and opportunities, not only for the Black Community Programmes Limited, but for the country as a whole.

In 1976 South Africa experienced a multitude of problems and perplexities. The national economy, if not in dire trouble, faced substantial problems. Inflation reared its head again during the year with a tremendous rise in the cost of living — perhaps the biggest in recent history. In 1976 both black and white leaders faced other problems: the problems of the cities and race; the problems of military and political power and the problems of black youth struggling to adapt historical values to the rapidly changing environment of modern society. Perhaps 1976 will be remembered for the tragic events that occurred towards the middle of the year, events that continue to vitally affect the process of change. Throughout the country, political, educational, religious, social and business leaders were seemingly conscious of the need to adapt to accelerated change. They were questioning their methods and their relevance in the face of the problems facing the country.

Engaged in this struggle for relevance in 1976 was the Black Community Programmes Limited. The year was not an easy one for us. The restrictive laws that were applied by the government affected both our staff and members of our Board of Directors. Following the nationwide riots no less than 6 of our staff were detained under the Internal Security Act and one was held under the notorious "Section 6".

Three members of our Board of Directors were held under the "Internal Security Act" for four months.

All this meant that very valuable time was wasted and unnecessary suffering by persons was experienced.

We are fortunately able to report that the following persons connected with our work have been released after four months in detention as at 31 / 12 / 76.

Dr. M. A. Rumphela	— Medical Superintendent — Z. C.
Mr. M. Mputlwana	— Programme Assistant — E. Cape
Miss T. Mbanjwa	— Programme Assistant — E. Cape
Miss P. Sangotsha	— Administrative Assistant — Z. C.
Dr. S. Solombela	— Medical Officer — Zanempilo
Mr. L. M. Mvovo	— Programme Assistant — H. L.
Dr. H. N. Moflana	— Board of Directors
Dr. L. M. Mantsi	— Board of Directors
Mr. S. M. Tembani	— Board of Directors

We are most grateful to those members of the Community who volunteered to keep (particularly the essential services at the Health Centre) going when both our doctors were removed from their posts by detention. We are grateful for the countrywide support we received from many people who offered their services during that most difficult time.

At the time of writing this report Mr. A. Mokoena, our Transvaal Programmer is still being held under "Section 6".

This Report attempts to give an over view of our activities during 1976 and the progress that has been made in spite of the difficulties.

At the end of the Report there is an attempt by the Board of Directors to reflect on the long term goals of the organisation and to project into the future and predict trends that may have a bearing on the kinds of activities and approaches needed to achieve goals.

PROGRAMMES AND PROJECTS

As in the past we emphasise that our Regional or Branch Offices are the main centres for the planning and execution of relevant programmes for Community Development.

The Branch offices concentrate primarily on programme development in response to identified needs of the black community in ways consistent with our goals. It is through the Branch offices that the Black Community Programmes has expressed its concern and has developed programmes and projects in response to the critical circumstances of the urban and rural black communities.

The staff, along with competent Board and committee members in the regions have produced a variety of effective programmes which are reported on below.

1. EASTERN CAPE BRANCH

This Branch has its offices based in Kingwilliamstown but its activities and area of operation are the Eastern Cape Province which includes the Transkei. A sub-Branch office has been opened in Umata Transkei in order to give better coverage of the area which is very extensive.

A. ZANEMPILO COMMUNITY HEALTH CENTRE. ZINYOKA—Near Kingwilliamstown.

This Health Centre has completed its second year of operation. The Centre was established by BCP to provide curative as well as

preventative medical services.

Curative medical services have been given to adult patients, paediatric patients and maternity patients.

Preventative medicine services have covered the following categories:-

BABY CLINIC i.e. Child care and discussion on related problems, weighing of babies and immunisation campaigns.

TOTAL HEALTH CARE SCHEME, which centres around mal-nourished babies and all other children under 5 years of age.

The Scheme Covers:

Relief assistance with free milk and fortified foods.

Restabilisation of the family economically by planning mothers in some self help project.

Educational assistance to other members of the family for purposes of long term improvement in the quality of life in the family and in the community.

ANTENATAL CARE which centres around routine check-ups and general advice to expectant mothers.

Services have also been extended to cover far off places through the "outstation service" in the form of a mobile clinic, i.e. doctor, nurses

STAFF: The Centre staff consists of the following personnel:-

3 residential doctors

3 nursing sisters

2 staff nurses with training in midwifery

2 staff nurses with general nursing training

1 health worker

1 social worker/Administrator

1 ambulance driver/clerk

6 maintenance workers

A more detailed report of the activities of the Centre is published separately, but the following statistics may be of interest to the reader:-

<u>CURATIVE MEDICINE</u>	<u>AT CLINIC</u>	1976	1975
(i) Adult patients (5 years up)	- Total Number seen	1,246	1,789
(ii) Paediatric patients	- " " "	1,440	1,729
(iii) Maternity patients	- " " "	282	273
(iv) Baby clinic	- Average No. Attending	500	173
		<u>3,568</u>	<u>3,864</u>

TOTAL HEALTH CARE

FREE MILK SCHEME:

Babies are assisted under this scheme. These are babies whose mothers are destitute and the idea is to tide them over with free supplies of milk and fortified foods until mothers can be assisted to find some source of income to buy the milk themselves. There has been an appreciable increase in the weights of all the children assisted.

HOME VISITING and VILLAGE CLUBS:

The Health Visitor visited a total of 100 families during the year to ~~assist~~ help struggling families with health advice and also make assessments of the home situation with a view to assistance. As a result of these visits some 3 village clubs have been started which present an opportunity for women to learn knitting, crocheting and knitting and of the home. The articles produced are sold on their ~~own~~ own to provide a small source of income.

SELF-HELP LEADERSHIP NOT ATTACHED TO NJWAXA HOME INDUSTRY:

15 women have been enabled to dis- piece work production of leather goods designed at the KCF Home Industry at Njwaxa. The women are paid a small fee for each article i.e. punching, marking etc. Each woman was able thereby to earn about R20 - R30 per month.

This is an activity which would assist otherwise unemployed, mostly nursing mothers who work for half-day on weekdays so as to have enough time to attend to their babies.

SOUP KITCHEN

This scheme provides the community with nutritious foodstuff at reduced prices. The community response is good and justifies the continuation of the service.

POULTRY SCHEME

The aim of this scheme is to supply the community - especially families with growing children who attend our Baby Clinic with eggs sold at much lower prices. At first the chickens were kept in clinic premises but have now been moved out a place about 6 km from the clinic. The total number of eggs yielded in 1976 is 12,038 out of which 2,904 were consumed at the clinic and the rest sold to the community at half the current cost of eggs.

OUTSTATION WORK

The Centre presently operates 3 outstations. The total number of patients seen during 1976 was 2,958.

We present the foregoing information in order to show the comprehensive nature of the Health Centre Services and as an example of the kind of approach to Community Health Service which we feel should be extended to other communities, funds and personnel being available.

Of paramount importance is the community participation in the scheme. The strong identification of the population with the Centre as "Our Centre" and the voluntary support received from qualified medical practitioners and other members of the community has been most satisfying.

The Centre has also provided an opportunity for medical students to gain experience in this kind of work. In 1976 we had 3 senior medical students doing vacation work at the Centre and we have no doubt that they have greatly benefited.

B. NJWAXA HOME INDUSTRY

This project has improved its performance over the past year with increased production and increased community enthusiasm over the project. Progress was slowed down somewhat by the disruption brought about by the detention of some members of staff in the Branch Office.

Work on the new workshop was also slowed down but we will now be able to use the new workshop in February 1977.

The encouraging thing is the reported support from the community and the increased production which enables the project to improve its financial self-support.

In 1977 the industry will experiment with shoe-making and saddlery.

C. SEWING HOME INDUSTRY - UMTATA

This project which is based at Umtata, has 10 women on the production line helped by an Instructor and Project Supervisor.

In 1976 this project sewed uniforms for surrounding schools, this gave the team tremendous pride in their work and supplied at a cheaper rate much sought after dresses by the rural community surrounding the town. 5 new machines were purchased during the year and we hope that this will enable the project to increase its production.

Knitting:

With the purchase of 3 machines this aspect of the work also improved and many jerseys were knitted for local schools. This is a commodity which is very popular as winter can be very cold in this area.

Meanwhile the most important aspect of this Home Industry has been the training it gives to otherwise unemployable persons who were running the risk of losing confidence in themselves because of lack of skills.

D. RESOURCE CENTRE - Kingwilliamstown

Resource Centres are Day-Centres where people come to read, write, refer, borrow and discuss material on a variety of subjects, but especially material concerning Community Development.

The Centres also provide readership of general material e.g. newspapers, magazines and other publications, as well as providing a place for study.

The Kingwilliamstown Resource Centre has developed a firm foundation upon which will be built a number of educational activities for the community. Some furniture and shelving were fitted. A full-time Resource Assistant has been engaged to take charge of the Centre.

2. NATAL BRANCH

As was planned much attention in 1976 focussed on the strengthening of the work of the Natal Branch which up to recently did not have a Branch Executive.

1976 saw the finalisation of a major project in the form of a Community Health Centre on the lines of the Zancopilo Health Centre.

A. SOLEMPILO COMMUNITY HEALTH CENTRE - Adams Mission, Natal.

This Centre is situated in the district of Umbumbulu at Adams Mission Station - Natal; approximately 10 km from the Regional Branch Office.

The Centre is designed to meet the health needs of the community, taking into consideration the social and economical conditions of the area. The final decision to start the Centre was preceded by a thorough feasibility study carried out on commission by the

Centre for Applied Social Sciences of the University of Natal.

As in the case of Zanempilo, Solempilo will set up a comprehensive Health Education programme covering basic hygiene, child care, nutrition and general Home Economics. In addition there will be provided a maternity service for the community, as well as general medical treatment for people.

Importantly, however, there will be Preventative and general Health Education programme and a team of qualified persons has already been recruited.

The physical facilities at the Centre will consist of:-

MAIN CLINIC BUILDING with outpatient facilities, maternity facilities, staff rooms and staff quarters.

EXPERIMENTAL GARDEN, which will consist of several plots for demonstration and development of garden vegetables for use by the clinic, and small livestock production e.g. poultry, rabbit, pig and later a fish dam.

WORKSHOP AND MARKET STALL: For use by cottage industry. It will also be a meeting place for co-operative. The site, which is about 32 acres in size is being developed presently and building on the main facility has started and should be completed by March 1977 and the Clinic will be operative by April 1977.

STAFF: The following staff has already been recruited for the Centre:-

-MEDICAL OFFICER

-NURSING STAFF consisting of midwives, Public Health Educator and general nurses. Altogether there will be 5 nursing persons.

-AGRICULTURAL OFFICER who will be in charge of the Experimental Garden and all agricultural education programmes for the Centre as well as the organisation of the co-operative movement.

-ADMINISTRATIVE ASSISTANT who will be responsible for the general administration for the Centre.

FINANCES: We were fortunate to receive substantial capital support for this project from the Anglo-American Group Chairman's Fund. This has enabled us to start building. We have also received pledges from other donor agencies to cover the cost of running the Centre; but we are naturally having to find more funds to offset the rising cost of drugs and other equipment.

ORGANISATION: The Solempilo Health Centre will initially run as a project of the Natal Branch of Black Community Programmes with the key personnel being seconded by the National Office. A Committee to advise in the running of the work has been appointed and meets together with the Branch Executive and the Medical Officer.

We look forward to increased community support for this project so that at least after three years there can be a move towards the Centre being entirely run by the local residents. This will be in keeping our practice of initiating programmes and handing these over to the local community to run when the necessary leadership has been developed.

B. RESOURCE CENTRE - Umbani

This is a Centre which has been established to provide information regarding the local community. The Centre is open to professional groups for informal tutoring. It is also open to self-help and other organisations - church, business, social welfare, cultural who require a board-room for the transaction of their work. The Centre is open to students as an after-school study Centre.

It is also a Conference Centre available to groups engaged in leadership training.

A collection of material such as newspapers, books, periodicals, tapes, records and films is being made by the Resource Assistant.

Through the help of donor agencies with interest in this kind of work we have been able to equip this Centre sufficiently for it to be used enthusiastically by the community and a full-time resource person has been appointed to take charge of the work.

C OTHER PROJECTS:

Other projects are in the process of being planned in and around Durban and we hope that by the end of next year we will be able to report firm progress in this direction.

3. TRANSVAAL BRANCH

The least developed of our Branch offices at present is the Transvaal Branch. This has been caused by several factors amongst which is shortage of personnel and resources, but it has also been because of the desire of the Board of Directors to strengthen work in other areas first instead of attempting to be all over at the same time. Our intention in 1977 will be to give more attention to this area

and a search is on for a Branch Executive to give leadership to programmes in this area.

Meanwhile we have maintained a fairly effective presence in the region even in spite of the disruptions caused by our Transvaal Programme Assistant being detained in prison following the disturbances in Soweto.

PROJECTS

HOME INDUSTRY

A Soweto Artifacts programme developed in 1974 continues to operate in this region. This project consist of:-

SEWING

Unemployed women who are interested in sewing are helped to develop skills. Others are encouraged to use skills they already have by teaching others. BCP provides the necessary machinery as well as raw material to be utilized in training courses.

This programme involved more women during 1976 and it became necessary for us to engage a full-time instructor and co-ordinator for the project.

Although the project was partly affected by the riots it was still possible to extend the programme to other outlying areas like Vereeniging where active sewing projects were started during 1976.

Production at these centres has actually increased and at the beginning of the year new aspects such as knitting and handicrafts like Tapestry will be added. This aspect will produce such items as floor rugs, table mats.

A major portion of the time in 1977 will be given to nutrition and Health Education Programmes for housewives and young women preparing for marriage.

The Anniversary Card project was heavily affected by the disturbances in the region but the coming year should see a revival of this project.

On a wider front, the intention is to establish a further office in the interior of the Transvaal so that more projects can be started especially in the rural and semi-urban areas of the Northern Transvaal. A number of projects are being considered already.

4. NATIONAL PROJECTS

A. COMMUNICATIONS

This Department has had a busy and difficult year, especially because of the political disturbances that occurred which affected our staff as well as our publications.

However, we are happy to report that we continued through this department to provide a platform for the black community to express itself as well as an opportunity for blacks to examine for themselves a number of issues of national concern.

BLACK VIEWPOINT

During the year we were able to publish 3 issues of Black Viewpoint viz:

Blackviewpoint 2 - Detente, Blackviewpoint 3 - Apartheid - Hope or Despair for Blacks? and Blackviewpoint 4 - Transkei Independence.

Viewpoint 2 offered a platform for Blacks to discuss the South African Government Africa policy of Detente initiated by Prime Minister Vorster. This book was declared objectionable by the Government's Publications Board of Control. Book 3 published papers read at a symposium organised by BCP in January 1976. Views from various points of view were assembled into book form. Viewpoint 4 was also declared objectionable by the Control Board. Book 4 published opinions of blacks on the then impending independence of Transkei. It is still in circulation.

The banning of the two publications resulted in great losses with hundreds of books having to be destroyed. The next Viewpoint will be on the New Government Sports policy.

BLACK REVIEW

We regret that this publication was delayed and will now be ready early in the new year.

PLANS - BLACKVIEWPOINT 5

The Communications Department is currently involved in preparations for Blackviewpoint 5. We hope that it will be ready for publication in February 1977.

BLACKS PERSPECTIVES

A seminar is being planned for May 1977 to discuss Education for blacks in South Africa. 5 people have been approached to prepare papers for the seminar and a number of people are being invited to participate in the debate. The contents of the Seminar will be published in book form.

SPECIAL PUBLICATION

We are investigating possibilities of publishing one major work during 1977. This will be a book on 10 years of black consciousness. We intend to commission competent person to research this and publish by the end of 1977. This will be a publication falling outside our normal series.

SYMPOSIA

Due to the expense involved in organising national Seminar, we were only able to organise one Seminar this year. This was held in Natal in January 1976 and produced lively discussions. Participants came from all parts of the country and spent 3 days of debate. We hope to have yet another Conference in May 1977.

B. WOMEN'S DIVISION

The division concentrates on Leadership Training for women's groups in all parts of the country. Often the Regional Branch offices invite the women's Programme Officer to lead groups in local situations. In addition the officer travels to areas where women are involved in self-help projects and gives advice where required. She also organises leadership courses for a variety of women's groups.

The proposed Centre for our women's programmes' residential courses was held up by red tape, but we still hope that this Centre will come into being during 1977 and that with its completion it will be possible to have more in-depth discussions at a residential site which will experiment on simple self-help projects which can then be exported to far away places.

C. GENERAL

SELF-TAX TRUST FUND

As we reported last year, the Black Community Programmes administers the Self-Tax fund for the benefit of the Black Community.

The Board of Directors have agreed that this money will this year

be used to support a self-help agricultural project which will be run by members of the community in co-operation with students at Inanda Seminary.

The object of the project is to develop experimental garden which can produce fruit and vegetables for the school and the community through simple manual work.

The project will require a supervisor only and the rest of the work will be done voluntarily.

We hope to report more details of the project at the end of the year.

This will be the first time this fund is allocated by BCP.

BOARD OF DIRECTORS

The Board of Directors were enriched when they were joined by Dr. D. Luswazi of Umtata. Dr. Luswazi has always been a loyal supporter of our programmes and members welcome the contribution which he is making on the Board.

There were fewer meetings of the Board this year because of the difficulties of the past year, but those meetings which were held were very long and effective and we again express our thanks to all members for the sacrifices they made in time and energy.

Dr's Mollana and Msauli as well as Mr. S. M. Tembani were detained for 4 months following the disturbances of August 1976 but they were released at the end of December 1976.

Rev. B. N. B. Ngidi who was a member of the Board of Directors has been appointed Branch Executive for Natal Branch. He will give staff leadership to the Branch Board in Natal and we are glad to report that this Branch Board has now been revitalized and has a busy schedule ahead of it since new programmes are planned for this region.

The Eastern Cape and Transvaal Boards have continued to give guidance to staff in the regions and their contributions have helped to keep the quality of our work on a sound footing in spite of the disruption caused by the riots.

STAFF

We have again been blessed with a dedicated staff that has been able to keep our work going under very difficult circumstances.

We have had new additions to our Senior staff in the appointment of Rev. Ngidi as Branch Executive and Dr. S. Mofetane as the Medical officer for the Solempilo Community Health Centre in Natal. Dr. C. Palweni will join him in March or April 1977.

We are glad to report that after a long search we have been able to appoint a National Business Executive in the name of Mr. C. Sipunzi who will be joining our head office staff early in the year. Mr. Sipunzi has just completed his articles with an Accounting firm and will be a welcome addition to our staff in view of the ever increasing need to maintain efficiency in our financial management.

Dr. S. Solombela has gone on study leave from Zenempilo and we have to find a replacement for him at the Centre. We have to find a Branch Executive for the Transvaal as soon as possible.

FINANCE

We, like all other organisations are always faced with the problem of getting adequate financial resources to support our growing work. We have been hard hit by the rising costs of everything that we need for our work. The year ahead will therefore be a hard one for us. We are grateful for the financial support we have received from donors here and overseas. Their support has enabled us to do the projects we had planned to carry out and we hope that this help will continue. We are also making efforts to work towards greater self-sufficiency and greater controls so that available funds can carry us further.

THANKS

Our work would have been less effective had we not received wide support from many people in all walks of life. To all these we express our thanks. We thank particularly those churches that have given us support and accommodation for our offices and to all those have given us financial support during the year.

H. J. BHENGU
CHAIRMAN
BOARD OF DIRECTORS.

31st December, 1976.

AS WE SEE IT

The end-of-the-year report is an opportunity for an organisation to inform those members of the public who take an interest in the activities of the organisation. It also provides an opportunity for reflection — looking both backwards and forwards, looking at past activities, at present activities and at future activities. Future activities are dependent both on the long-term goals of the organisation and on how accurately the organisation can project into the future and predict trends that may have a bearing on the kinds of activities and approaches needed to achieve goals.

It is essential therefore to take time to establish a systematic on-going process for confronting the evolving future of our organisation. There are three steps involved in such a process. The first is to make projections of the future, the second is to derive the human implications from these projections and the third is to determine, in the light of our own values as an organisation the appropriate role for us in dealing with the projections and their implications. One of the goals of the Black Community Programmes is "..... to enable the black community to organise itself, to analyse its own needs and problems and to mobilize its resources to meet these needs."

Another goal is "..... to develop black leadership capable of guiding the development of the black community."

Yet another goal is to help the community "..... become aware of its own identity". Put in another way, the goal is to help the black community in developing self-confidence and self-respect and appreciation of people's worth as individuals.

We believe also that the development by people of a faith for daily living based on sound moral values is essential if people are to be helped to achieve their highest potential as children of God.

We can make several kinds of projections into the future but here we are concerned primarily with that kind which deals with confronting the major issues which could affect the future of this society.

The projections into the future which are cited here are not an attempt to perform crystal-ball gazing. The events or situations projected are neither magical nor inevitable. They are not magical because they do not represent a sudden mysterious break with the present; all of the projections are based upon trends or situations which are already going on in the present. The situations projected are not inevitable because the trends which lead toward them are open to influence, either by unforeseen events or by deliberate attempts of men to change them.

Finally, it must be remembered that the real test of the projections

is not how accurate they turn out to be in predicting society five to ten years hence, but rather how useful they are in helping us to discover implications and issues which will enable us to act now to help create the kind of organisation and the kind of society which is desired for the future.

The human implications cited here should not be considered as definitive or final, they are only illustrative, a sample of the kind of implications which will need to be confronted by BCP in this country if it is to accept the difficult and challenging job of being relevant to the future.

1. INCREASING TEMPO OF CHANGE

Change is one word that has been used so frequently in the discussion of national issues in the country during 1976. Some people have even got tired of using the word, some have been confused by its meaning.

SOME PROJECTIONS

The fact is that not only is change occurring rapidly in the world and in the country, but the rate of change has greatly accelerated and will continue to accelerate.

SOME HUMAN IMPLICATIONS

We can be certain of one thing: Change will continue to be rapid and far-reaching. As we have seen, swift and drastic change is unsettling. It constitutes a threat to individual security and to the stability of the "social order".

A large proportion of adults, especially older ones will find themselves dispossessed in one way or another of lifetime jobs, of favoured views or ideas, of a sense of being in close touch with what is happening to man and his world. Older adults will not as a group adjust easily to this. For them anxiety, depression, annoyance and hostility arising from felt incompetence and in reaction to being pulled out of deep ruts, will accompany forced changes in jobs and viewpoints. This sense of dispossession will be especially frustrating because its sources will be exceedingly difficult to "get at" by conventional political methods. The scientists, technicians and rationalizers will be deep in the interstices of the bureaucracies of government and industry, their products and programmes based on esoteric equations and computer programs.

BCP has to find answers to how persons can develop or maintain

self-confidence and self-respect and appreciation of their worth when they have been dispossessed or bypassed by a rapidly changing society.

It has to find ways of helping these people, especially older adults, rebuild their self-confidence and self-respect.

2. INCREASING AUTOMATION AND CYBERNATION

(Automation — Replacing men with machines for accomplishing tasks)

Cybernation — Using computers to control not only machines, but also the uses to which machines will be put — production level, product design etc.)

SOME PROJECTIONS

The demands for shorter working hours and increased wages and fringe benefits will make human labour increasingly expensive. This, coupled with the rapidly growing productivity of machines, will mean that industry will increasingly find it cheaper in the long run to switch from unskilled men to machines.

Although there are some who argue that cybernation creates new jobs as well as destroying old ones many experts are convinced that cybernation will disrupt the whole labour market. On the average every electronic computer puts 35 people out of work and creates the kind of work for 195 additional workers. A simple computation of this gives an idea of how many people will require retraining in each year.

Retraining attempts are by and large ineffective since technology is increasing so fast that the jobs to which people are retrained are often outmoded before training can be completed. In addition, deficiencies in the labour supply exist at high skill levels, levels which it would take the unskilled (who constitutes the greater part of the unemployed) ten or more years of training to reach. Even if intensive retraining were feasible, highly skilled people are not available to do the training.

SOME HUMAN IMPLICATIONS

During the early stages of the cybernation trend, the increasing unemployment will lead to increasing despair as people look for meaningful jobs which are not available and see their unemployment or underemployment as an indication of lack of worth

Except for some professions, there will be an increasing pattern of having a person change his type of job five or more times in a working career. This permanent impermanence will lead to a deepening commitment to a skill rather than to the present job.

The constructive use of leisure time will also become an increasing problem. Those who will have the most amount of leisure will be the skilled employed workers whose training has been almost exclusively job-oriented, and the unskilled unemployed. Neither group has had much training or experience in the techniques of human enrichment and self-fulfillment. Although there may well be an increasing availability of educational opportunities focused upon self-fulfillment goals, many people may prefer to use their time to become thrill-seekers, to become passive spectators at sports or entertainment events or to sit in front of the T.V. set and be mesmerized into the so-called "good life".

For us the question will be: For people who are unskilled and unemployed, what is the basis of self-confidence and self-respect? What is self-fulfillment for these people?

Can BCP capitalize on some of the "opportunities" which an increasingly cybernated society will present? A few examples could include:

increasing demand for adult education focused upon providing use of leisure, self fulfillment and service.

radically new concepts of volunteer service, including the possibility of fulfilling volunteers to give service to their community.

3. SOCIETAL VALUES

SOME PROJECTIONS

As we see it, there will be a shift in the centers which influence values in our society. The shift will be away from the home and the church, and toward the school and various non-institutionalized influence on values.

(a) The Church

The number of church goers probably will increase more or less as the population does, but probably not at astonishing rates.

Churchgoing is most unlikely to produce a country more morally or ethically united on a system of values applicable to the domestic and international problems which confront our people-laymen and church leaders alike. The power and influence of the major re-

ligious denominations in the next decade will not be substantially greater or less than today. Local religious leaders will seldom be able to bring the issues of the spirit to bear on the daily actions of private people and public figures. For, just as today, it will be too distracting in the market place to reconcile God with a rationalizing society.

(b) Ecumenism

In keeping with the general industrialized world view, which sees merit in co-operative action and its facilitation through large institutional aggregations, the drawing together of the major Christian churches will probably slowly continue. The chances are good that for many years to come any impact of ecumenism on political action or religious commitment will be small.

(c) Family and Values

The mobility of many parents to deal consistently or meaningfully in terms of their values, with the rapidly changing world (both the big one and their neighborhood), or their indifference in the face of their offspring's confusion or despair about the world, will for many years emphasize the older generations' incapacity to deal with many of the basic needs of the younger.

(d) Schools and Values

A general decline is seen as occurring in the amount of influence over values exercised by the churches and the home. This influence will pass to the schools. Education will become an increasing priority with possibly increased subsidization. This subsidization will bring discipline over the diversions of education into the public sphere.

As a result, discussion about schools and the nature of education will be the focus for societal conflict over values and life styles.

SOME HUMAN IMPLICATIONS

In the years ahead, there will be increasing turmoil and argument over what is to be valued and what the priorities of society should be.

The growth in social responsibility, which will require increasing rationalization of society will result in more intense and widespread priority conflicts between traditional community interests. Indeed, part of the issue will be: Whose traditional institutional positions are to be preserved and whose changed?

Dilemmas will depend between individual responsibility to con-

science and social responsibility to national purpose and to organisational affiliations. What is morally and ethically right and what is wrong will be perceived differently as the political and social context in which the judgement is made is narrowed or expanded through the information and event-defining sources available to the concerned individual. There will be increasing need for re-evaluation of what constitutes the valid core of religious experience and of human values.

QUESTIONS?

The questions facing the Community Development Organisations in future, as indeed now are many. They include:—

Should community organisations such as BCP encourage, discourage, or ignore the trend for the churches to have decreasing influence over values.

Should community organisations encourage, discourage or ignore the trend for the family to have decreasing influence over values?

What would be the implications of each of these alternatives?

If the schools are to wield increasing influence over the formation of values, who should decide which values are appropriate for the schools to promulgate?

Do community organisations such as BCP have a legitimate role in trying to influence the selection of these values?

Which values or beliefs does the black community wish to adhere to unswervingly, and which is it willing to risk opening to possible influence by other cultures, other religions, or other value systems, other life styles?

If BCP and other black community organisations are really concerned about helping people develop a faith for daily living, should it focus upon particular content, or focus instead upon process (i.e. the steps by which a person can evaluate various religious and value positions and arrive at a meaningful personal choice and commitment?)

4. THE FAMILY

PROJECTIONS

The continuing shift of population from rural to urban centres will continue to break the remaining family roots of the city immi-

grants. Physical separation of the urban and rural parts of the family will undoubtedly lead to divergence of values and life styles.

Such factors as a consumer-oriented economy with its explicit approval of self-indulgence, high physical mobility, splintered value systems, emotional insecurities will encourage extensive experimentation with a number of things related to family life — including a high rate of broken marriages.

The home will have a decreasing influence on the values of youth and the values of society. The role of the family as the behaviour-constraining and behaviour-defining agency for youth will decline.

SOME HUMAN IMPLICATIONS

Ambivalence, frustration, misunderstanding, and indifference will be typical responses of the difference generation to one another. Older children and adolescents are turning increasingly for direction and understanding to their peers.

There will be no adequate set of agreed-upon goals and purposes which society — and thereby parents — expect the adolescent to meet. Spokesmen for society will variously expect youth to:—

- prepare for a job or get one.
- be a highly responsive consuming market.
- behave like adults without being accepted as adult.
- do not as a parents do, but do as they say.

5. LEADERSHIP DEVELOPMENT

SOME PROJECTIONS

As indicated there will be a growing complexity of society in the coming years, a growing mountain of information, and a growing impossibility for even a well-educated and well-intention individual to be well-informed on a broad range of issues, even local ones.

These will be available increasingly effective methods (Mechanical, educational, propagandistic) for influencing human behaviour toward pre-determined goals.

SOME HUMAN IMPLICATIONS

The growing complexity of society will simultaneously:—

Encourage average persons to "drop out" of national and inter-

mational issues, since these issues will be beyond their ability to comprehend, let alone change.

Encourage "experts", not inhibited by the complexity of the issues, to assume control, with a battery of increasingly effective methods to influence the general population to support their policies.

This poses a problem for society as a whole, but will also present an opportunity to voluntary organisations such as BCP.

We predict that those who need to pursue their values or relieve their frustrations and sense of disconnectedness through action will increasingly do so through involvement in very local civic and political issues and through participation in voluntary service organisations where the values involved will be familiar and malleable.

A growing group of the most talented, sensitive, and searching young adults and adolescents will be repelled by what they interpret as politicking, commercialism, high pressure bureaucracy, and the so-called "big society". They will seek expression and careers in the arts, the humanities; in teaching in primary and secondary schools; in social service in rural and urban areas; in organised and unorganised political action, social protest and so on. Un cynical commitment to an uncorrupted task will be their goal.

THE ROLE OF BCP FOR THE FUTURE

The projections of the future cited here have pointed toward a society of increasing complexity and interdependence. More and more, even so-called "local problems" will be seen to be in truth not isolated local problems at all, but rather local manifestations of larger and more complex regional, national or even international problems which will require co-ordinated efforts on a broad base to solve.

We can no longer afford to nibble away piece by piece at the problems. Our ailments are vast and complex, and they will yield only to planned collaborative efforts focussed on clear objectives and leading to meaningful action. If voluntary organisations are to have any significant impact on the key problems of both the present and the future, it is clear that their leaders will need to give serious thought to organisational objectives and to the necessary changes in organisational structure and functioning which will make it possible to achieve these objectives.

One of the obvious implications of the projections to the future is

that many of the emerging problems of our society are so large and complex that they will not be effectively influenced by single organisations working on them alone. If the complex problems are to be solved, organisations must learn how to work effectively as parts of larger teams which co-ordinate the efforts of many organisations and institutions.

There are other organisational implications of the trends which are working in the present to shape the future.

Traditional institutions are not adequately involving, utilizing, or responding to the changing needs of young adults.

With the increase in the expectations of people to influence and control the programmes directly affecting them, an organization to be viable in the future will need to develop new ways of involving people (particularly youth) in determining their own programmes and policies.

With the proliferation of volunteer organisations, the ones which will be ignored or become obsolete will be those that do not build an organizational structure that provides opportunity for innovation and flexibility, enabling them to be dramatically relevant to the changing needs of people.

Those organisations which will be in the vanguard of the future will be those which are not content to passively reflect the society around them, but which on the basis of their value commitments, will push society in the directions they believe it should be going.

To be relevant to the future, volunteer organisations must be clear in their objectives, and to accomplish these objectives will need to increase their flexibility and find new patterns of leadership, influence, involvement and co-operative effort.

BOARD OF DIRECTORS

31st December 1976