



COPY.

SEROWE.

PALAPYE ROAD.

Bechuanaland Protector:

3rd March, 1948.

Dr. Ray E. Phillips,  
19, Eleanor Street,  
Fairview,  
JOHANNESBURG.

Dear Sir,

Over one month ago I received a letter dated the 16th January 1948, from the Bantu Welfare Trust in which I was informed that the Trust has decided to make me a grant of £500 towards the building fund for the Bamangwato proposed Secondary School and that the cheque for this amount would be forwarded in due course. I also gathered from the same source that while the Trust was unable to make me a bigger grant at present it was none-the-less prepared to consider a further application from me in the future.

I had intended to reply to this letter after the generous donation had been received. Up to the time of writing, however, I have not received the promised cheque and as time is passing I decided to write this letter to thank the Bantu Welfare Trust for their generous grant of £500.

As soon as the gift is received it will be placed before a representative gathering of the tribe. In the meantime please convey to the Trust, on behalf of my tribe, my deep appreciation of this very generous donation.

It is noted that the grant of £500 is made towards the "building funds" for our proposed Secondary School, and I have been considering to what purpose this donation could best be applied and have decided, subject to the Bantu Welfare Trust concurring, to propose to the Bamangwato Tribe that this sum should form the nucleus of a fund to be raised for the ultimate building of a "Technical and Trades Department" at the Bamangwato Secondary School.

I feel sure that the Trust will be interested to know our plans regarding the establishment of the Technical and Trades School, and I give below a general outline of our wishes and intentions.

Our idea is not to attempt to train artisans for any specialised trades because for this type of training there is a very limited field in that as these artisans would for many years look solely to their country for the utilisation of their skill, the saturation point would very soon be reached. Our proposal should therefore be seen in the light of a developing society and not that of a society already advanced in social and economic organisation.

Our people are undergoing transition from their primitive mode of life and are developing modern tastes as a result of contact with western civilisation. The intended training is therefore planned to meet the social needs of the people as well as to enable them to take active part in industrial development of their country.

As...../

As a background of our problems it must be appreciated that the people of Bechuanaland are all peasant farmers primarily. Thus they are dependent upon the product of their peasant labours for their livelihood. All are land and stock owners and have homes together with such basic equipment for production as ploughs, wagon, to a greater or lesser degree modern kitchen and household furniture.

So great is the need for better homes and amenities, for better care of agricultural and other equipment, for a general all-round social betterment effort on a national basis, which will permeate every aspect of everyday life of our people, and so urgent the need to place into the hands of the younger generation the basic knowledge and handiness to accomplish this awakening, and, finally, to have this training grafted to the existing custom and environment of the people as well as to establish the fundamentals of modern progressive and creative community living and livelihood, that the most effective means at our disposal is through the means of education which has a strong practical and realistic bias and is taught with equal dignity and prestige along side of academic and agricultural tuition.

In short the aim of the school is to train the youth in an appreciation of what they themselves can do with their hands and the materials all around them to better their homes, furnishings, repairs to implements, etc. which must lead to greater pride through self-help and greater production in their efforts in the home, on the lands and with their cattle. Once a student has had basic training in the creation of a more modern home, the construction of simple furniture, the repair of the wagon, pots, pans, farm implements, etc., he will be able to go to his home and village and put into practice this new knowledge for his and the benefit of the community. The Manual Training Course will give to every student some knowledge of general handiness with tools and timber or brick. Furthermore, we entertain the plan to make such training a part of secondary education for all who show aptitude and desire. The training is to include the complete art of building - beginning from the making and burning of bricks, building, plastering, roofing and painting, - of simple plumbing and sewerage laying, knowledge of forge work and repairs to farm implements and the wagon. Such a course to be called "Home Builder Course." The cost of the construction of a suitable building to house the Centre will be as follows:-

Building 55ft x 30ft with adequate doors and windows and a concrete floor and roofed with corrugated iron and ceiled .....  
.....£1650 (say £2000)

Furnishings for carpentry benches, office, tool room and tool chests, blackboards etc.  
.....£230 (say £300)

Equipment of tools for carpentry, simple blacksmithy for farm implement repairs, plumbing and soldering, and the building with plastering, painting and signwriting and drain laying ....£400 (say £500)

Salary of one European instructor qualified to give the instructions in each section ....  
£500 x 20 - £600 per year.  
He may later require an assistant.

The recurrent expenses are estimated at £1200, but it is our desire to offset this once the centre is established by the sale of articles made at the centre in the course of instruction.

With..... /

With this vision, and in view of the encouraging letter which I have received from the Bantu Welfare Trust, on behalf of my tribe, I request you, Sir, to place my application before the Bantu Welfare Trust for a further grant of Five thousand five hundred pounds (£5500) towards the building and five years maintenance of a Technical and Trades School at the Bamangwato Secondary School at Moeng.

Thanking you in anticipation.

Yours faithfully,

(Sgd.) TSHEKEDI KHAMA.

*Donaldson*  
ORLANDO COMMUNITY CENTRE

I have now read the memoranda prepared by Major Hoggan and Messrs. Rathebe and Malie. They all put forward rather stereotyped schemes. Mr. Rathebe's is the most direct and practical.

I feel strongly, however, that we are missing the most important aim of Colonel Donaldson's offer - to reach and redeem the juveniles who are at a loose end. It is true that the Departments of Native Affairs and Social Welfare have pressed for a community centre where a comprehensive community welfare programme can be carried out. This may be desirable and I hope it will materialise. Nevertheless I plead for special attention being given to the juvenile problem.

I had also hoped that the first centre would not be a central centre, but that it would be placed in a sector of the township to cover a community living within a radius of not more than, say, one mile from the community centre, so that the workers could get to know all the homes and especially every juvenile in those homes. The centre would be in much more intimate contact with the people. I had in mind that once the experiment proved a success, several similar centres would be established in Orlando.

In any case, I hope that it will be possible for the workers to concentrate their attention upon the homes of the people and to get into close range contact with the juveniles.

I suggest that steps be taken at once to appoint one African man and one African woman trained and/or experienced in social work to carry out the following programme for juveniles in and around the Donaldson Community Centre :-

1. Personal visits to surrounding homes to talk with the parents about the Centre and to get to know the juveniles (ascertaining whether they are at school or at work, etc.etc.)
2. Recording on cards the names and addresses of the juveniles (and also, for the use of the adult section the names and addresses of the adult inmates), and as many useful particulars as possible.
3. Organisation of the most up-to-date physical training and rhythmic movements.
4. Organisation of Pathfinder troops and Wayfarer Detachments.
5. Organisation of indoor and outdoor games.
6. Organisation of Dramatics.
7. " " Instruction in Arts and Crafts, First Aid, Hygiene.
8. " " Annual Exhibition of the above activities with parents and others present.
9. Provision of advice and help about education and employment through Educational Advisory Board and Employment Assistance Board. (These could be one).

This programme is quite enough to use up the energies of the Organisers.

The Organisers should have had training in the most modern form of physical training and rhythmic movement and in Scout (the man) and Wayfarer (Woman) work. It would be most helpful if the centre could be run on Scout and Wayfarer lines, with section leaders chosen from the juveniles. If no Jan Hofmeyr School students are available, it should be possible to get trained teachers. I think Mr. Rathebe would be too expensive for this work, and I am sure that Mr. Malie would be unsuitable.

J.D.Rheinallt Jones.

BANTU WELFARE TRUST

Proposed conditions of service of  
Assistant Secretary.

Dear Sir,

Confirmation of Appointment.

This letter serves to confirm your appointment as Assistant Secretary of the Bantu Welfare Trust as from 10th September 1947, at which date your six month's probationary period of service was completed.

Your conditions of service are as follows:

1. Salary: £30 per month plus cost of living allowance on the minimum government scale - at present £3/18/- per month.
2. Duties: You will be responsible for all the secretarial work of the Trust (excluding finance). This will include secretarial duties connected with the Board of Trustees of the Donaldson Orlando Community Centre to which the Trust acts as a Secretariat.  
You will work under the direction of the S.A. Institute of Race Relations and be accommodated on the premises of the Institute. Such of your time as is not taken up with Trust duties, shall be made available to the Institute, it being clearly understood, however, that the work of the Trust will always take priority.
3. Hours: Your hours of duty will be the same as those laid down for members of the staff of the Institute, viz. 8.30 a.m. to 5 p.m. from Monday to Friday inclusive. Although the office is closed on Saturdays, you may, on occasion, be required to make your services available on Saturday mornings. You will, in addition, be expected to attend meetings of the Trust and its associated committees outside of office hours, without additional remuneration.
4. Leave:
  - (a) No leave will be claimable before the completion of 12 months service as from the date of your initial appointment.
  - (b) Annual Leave: A maximum of three weeks leave will be granted in any one calendar year. Annual leave may not be accumulated.
  - (c) Sick Leave: A total of three weeks sick, <sup>leave</sup> may be granted in any one calendar year, on production of a certificate from a medical practitioner.
5. You will be required to become a member of the S.A. Welfare Organisation Provident Fund.

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