

# ***ENDANGERED PEOPLES TRUST***



## ***GIVING THE PAST A FUTURE***

Dedicated to the Cultural Survival of Indigenous Peoples

---

The United Nations proclaimed the decade 1995 – 2004 as the International Decade of the World's Indigenous Peoples.

One of the objectives of this decade was to find solutions to the problems faced by indigenous peoples in areas such as human rights, the environment, development, health, culture and education.

While the recognition of these rights and problems is a major advance for indigenous peoples, this recognition needs to be accompanied by action, on the ground, towards realizing those rights by providing opportunities for sustainable growth and development.

This Trust was established to take positive steps to halt the slide of the most ancient of these cultures to extinction.

This precious heritage is the 'San' community of Southern Africa sometimes known as 'Bushmen'. These people of the Later Stone Age, whose genetic origins can be traced back to the beginnings of modern humanity, still survive in small pockets in the region.



**The cultural clock is ticking for these people and time is running out as the 'old people' pass on.**

The Endangered Peoples Trust has initiated a project which will ensure the survival of the culture and traditions of these forgotten people, these hunter gatherers with an ancient past but almost no recorded history save for the paintings and engravings found on the walls of caves and rock shelters.



The Endangered Peoples Trust was founded by Allan Seabell. Allan is a South African citizen with a passion for his country and its peoples. While observing, for years, the problems facing the 'San', with so little progress being made to avoid the demise of this national heritage, he decided to step forward and take positive, concrete steps to save this ancient culture from extinction. He soon found an enthusiastic partner in Wentzel Katjara. Wentzel is a member of the 'San' community of Khwe who were brought into South Africa from Namibia where many of the community worked as trackers for the South African Defence Force during the war in Namibia and Angola. This community lived for 13 years in tents at Schmidtsdrift near Kimberly in the Northern Cape.

As per our Mission Statement and Code of Conduct, the Endangered Peoples Trust is committed to Integrity, Transparency and Accountability. The Endangered Peoples Trust is a 'not for profit' organization and a registered Public Benefit Organization

# ***ENDANGERED PEOPLES TRUST***



*Giving the past a future*

Dedicated to the cultural survival of Indigenous Peoples

## **PROJECT 'SAN'**

### **Mission Statement**

To afford the 'San' the opportunity to pursue and preserve their culture and heritage in its purest form thereby ensuring the survival of this ancient civilization unique to Africa.

### **Objectives**

1. To provide professional expertise and logistical support to the 'San' on land acquired and developed to meet the needs of a community dedicated to the survival of their history, folklore and language.
2. To pursue these objectives through consensus and in a non-confrontational manner.
3. To be open and transparent in all spheres of operation including financial and motivational.
4. To develop the land as a living cultural center, reintegrate the indigenous fauna and flora and rekindle the spiritual bond associated with the environment and ancestral traditions.
5. To re-establish and expand the rich oral history and language of the 'First People' of Southern Africa.
6. To provide a support network for this community in the form of health care and educational facilities.
7. To explore and develop sustainable projects within this community such as selective Eco-cultural tourism which will enable and equip the 'San' to manage their indigenous heritage.
8. To ensure the benefits of these initiatives accrue directly to the Project and the 'San'.
9. To stimulate a greater awareness and knowledge of the 'San' and to ensure that their past has a future.
10. To reverse the cycle of persecution, appropriation and exploitation of the 'San' and restore the dignity and pride of their age old heritage.

***ENDANGERED  
PEOPLES  
TRUST***



*Giving the past a future*

**CODE  
OF  
CONDUCT**

**COMMITTED TO**

**INTEGRITY**

**TRANSPARENCY**

**ACCOUNTABILITY**



# CONTENTS

---

1. **Preamble**
2. **Organizational Integrity**
3. **Governance**
4. **Communication with the Public**
5. **Finances**
6. **Personnel and Management Practice**
7. **Complaints Handling and Compliance Monitoring Process**



This Code of Conduct sets out standards and requirements to which signatories to the Code are bound and against which complaints and compliance is assessed.

## **1. Preamble**

- 1.1 This Code of Conduct defines standards of governance, management, financial control and reporting with which The Trust should comply. It identifies mechanisms to ensure accountability in the use of public monies, to maintain and enhance standards thereby ensuring public confidence in the integrity of The Trust and individuals involved in the organization.
- 1.2 Individuals who are signatories to this code aim to build creative and trusting relationships with sponsors and donors and to meet program standards which ;
- Give priority to the needs and interests of the people they serve ;
  - Encourage self help and self reliance among beneficiaries and thus avoid creating dependency ;
  - Involve beneficiary groups to the maximum extent possible in the design, implementation and evaluation of projects and programs.
  - Respect and foster internationally recognized human rights, both socio-economic and civil-political.
  - Seek to enhance gender equality ; and
  - Are based on an understanding of the history and culture of the people served.
- 1.3 The Trust is required to meet a range of government legal obligations which are presumed in this Code. These obligations may include corporation laws, rules of incorporation of associations, fundraising and charitable institutions legislation, privacy legislation, equal employment opportunity principles, occupational health and safety standards, anti - discrimination legislation, intellectual property and copyright legislation and other codes of ethics.

## **2. Organizational Integrity**

- 2.1 In all of its activities and particularly its communications to the public, the Trust will accord due respect to the dignity, values, history, religion and culture of the people with whom it works consistent with principles of basic human rights.
- 2.2 The Trust will be formed voluntarily and be not-for-profit.



- 2.3 The Trust will oppose and not be a willing party to wrongdoing, corruption, bribery or other financial impropriety in any of its activities. It shall take prompt and firm corrective action whenever and wherever wrongdoing is found among its Governing Body, paid staff, contractors, volunteers and Partner Organizations.
- 2.4 The Trust will have a policy to enable staff confidentially to bring to the attention of the Governing Body evidence of misconduct on the part of anyone associated with the Trust.
- 2.5 The Trust will conduct itself in ways that do not denigrate other agencies, or make misleading or false public statements regarding other agencies.
- 2.6 Funds and other resources designated for the purpose of aid and development will be used only for those purposes and will not be used to promote a particular religious adherence or to support a political party, or to promote a candidate or organization affiliated to a political party.

### **3. Governance**

- 3.1 The Trusts' governing instrument will be consistent with legislative requirements and set forth the Trusts' basic goals and purposes.
- 3.2 The Governing Body will approve the annual budget and may delegate authority to staff or others but must accept ultimate responsibility for governance over all aspects of the Trust.
- 3.3 Members of the Governing Body, paid staff and volunteers will make known to the Governing Body any conflict of interest or any affiliation they might have with an actual or potential supplier of goods and services, recipient of grant funds or organization with competing or conflicting objectives. Members of the Governing Body and paid staff will absent themselves from discussion and abstain from voting or otherwise participating in the decision on any issue in which there is a conflict of interest. Large or otherwise inappropriate gifts to members of the Governing Body or staff for personal use shall be forbidden.
- 3.4 The Governing Body will commit the Trust to open and accurate disclosures of information concerning the goals, programs, finance and governance. Due regard will be given to the human rights and personal safety of staff, partners and aid recipients, legal requirements regarding privacy and confidentiality, proprietary information and personnel matters.
- 3.5 The Trust will hold an annual general meeting of its members which meets the requirements of the legislation under which the Trust is incorporated. The AGM will receive the annual audited financial statements and appoint an independent auditor for the subsequent year[s].



#### **4. Communication with the Public.**

- 4.1 An Annual Report is to be produced and made available to the organizations own members, supporters and members of the public upon request.
- 4.2 Fundraising solicitations will be truthful, will accurately describe the Trust's identity, purpose, programs and needs and will only make claims which the Trust can fulfill. There will be no material omissions or exaggerations of fact, no use of misleading photographs, nor any other communication which would tend to create a false impression or misunderstanding.
- 4.3 In all fundraising activities initiated by it, the Trust will have policies set up to protect donors' rights to ;
- remain anonymous ;
  - have their names deleted from mailing lists ;
  - have their names deleted from mailing lists the Trust intends to share ;
  - be informed whether those seeking donations are volunteers, paid staff or agents of the Trust
  - be informed about the causes for which the funds are being raised ;
  - get information on the application of their donation ; and
  - be able to identify collectors and have documentation confirming the bona fides of the Trust..
- 4.4 The Trust will be responsible for all fundraising activities outsourced to a third party and will put all such contracts and agreements in writing.

#### **5. Finances**

- 5.1 The Trust will have internal control procedures which minimize the risk of misuse of funds. Reporting mechanisms which facilitate accountability to members, donors and the general public will be used. The Trust will have adequate procedures for the review and monitoring of income and expenditure. Loans to and transactions with the Governing Body members shall be publicly disclosed. Loans to staff shall be disclosed to the Governing Body.
- 5.2 Notwithstanding any other legal requirements, the Trust must publish with their annual report, financial statements.
- 5.3 Code of Conduct Summary Financial Reports and Full Financial Reports must be audited by at least a qualified accountant who is a member of the Institute of Chartered Accountants of South Africa. The auditor's statement must accompany the financial report in the Annual Report.



5.4 Donations shall be used as promised or implied in fundraising appeals. When funding is invited from the general public for a specific purpose, the Trust shall have a plan for handling any excess and shall make this known as part of the appeal. The Trust shall substantiate, upon request, that their application of funds is in accordance with donor intent.

**6. Personnel and Management Practice**

6.1 The Trust will seek to achieve best practice in its personnel policies.

6.2 The Trust's expectations of its employees and volunteers professional conduct shall be clearly communicated and consistent with the requirements of this Code of Conduct.

6.3 The Trust will be committed to continuous improvement in its management practice including the provision of regular opportunities to employees for training and professional development.

6.4 The Trust will have policies and strategies to promote gender equity especially in senior positions in the management and governance of the Trust.

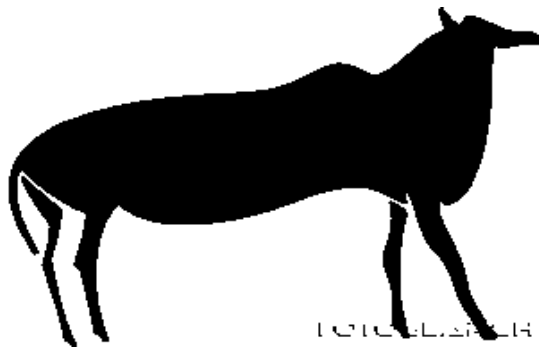
---



### THE TRAGEDY OF THE SAN

27,000 years ago someone painted an eland on the wall of a cave in Southern Namibia. In our present day understanding that was around 25,000 BC. The pyramids were still 20,000 years in the future.

7,000 years ago someone was **still** painting on the walls of rock shelters and caves throughout Southern Africa.



**\*Who were these people?** These people with a deep spiritual connection to the land they roamed. People with a profound understanding of this land that fed and clothed them. People with a love for, and pride in, their culture, their traditions and their way of life that enabled them to survive for centuries, unhindered, roaming the deserts and mountains, at peace with themselves and the world they occupied.



These were the 'San'. A name coined for them by colonial explorers and academics. These were the 'First People' living in harmony with nature and themselves throughout Southern Africa. These were the hunter gatherers, moving with the rains, governing themselves with a kinship based ethos.

The tragedy began with the arrival of a different people. People who needed land for their cattle and goats. People who competed for the same water resources. People who competed for the antelope and other game which had sustained the 'San' for centuries. The Khoekhoe moved onto the land approximately 2000 years ago, ever expanding their search for grazing for their animals. Conflict arose between the 'First People' and the Khoekhoe but the land was vast and their numbers were relatively small and an uneasy co-existence prevailed.

**Worse was to follow.** In the 16<sup>th</sup> century the first settlers landed at the Cape of Good Hope. They brought with them the concept of land ownership and agriculture. The 'San' watched in horror as these strangers occupied the land they had hunted since time began. Serious conflict erupted. The 'San' defended that which had been bequeathed to them by their ancestors. The colonists responded mercilessly. The 'San' were considered 'non-people' to be hunted as vermin, to be hunted for sport. The decimation began.

A further complication arose for the 'San' with the arrival in the region of the Bantu, moving south and west with their herds of cattle. The pressure increased. The massacres continued. Read the history books and the journals of the time. Slaughter on a scale so huge it would today be termed, 'Genocide'

Eventually the remaining 'San' were living in the more arid and remote regions where farming was difficult if not impossible. They had no voice and many were assimilated into the local farming communities as labourers. The languages were spoken less and less. It was not possible to hunt, punishment followed if they did.

With the coming of Apartheid the 'non-people' became truly forgotten. With the policy of compartmentalization of people by the colour of their skin the 'San', these uncomplicated defenders of their land and traditions, were further marginalized by the policies and laws of the time.

Since colonial times to the present day, there have been millions of words written about these unique people. Countless studies of their history and demise. Anthropologists thrive on the wealth of information still available to them from the few who have survived.

**And the net result?**

**Exactly as it has been for the last three hundred years.**

Conflict with Governments over land rights. Court cases that drag on for years. Persecution at the hands of those with the power. Initiatives that result in conflict, greed and animosity. Worthy projects dying through lack of funding and interest. Exploitation in the name of tourism and good business.

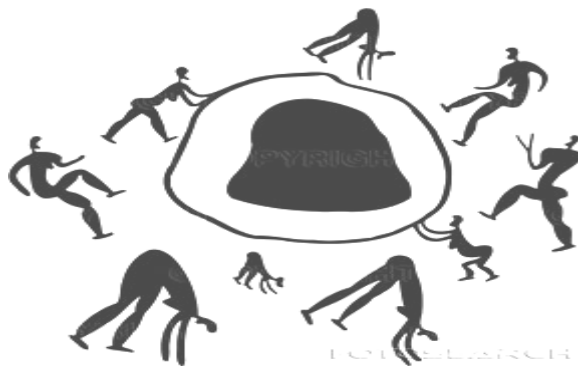
The Endangered Peoples Trust has resolved to halt this slide to extinction with a project to nurture this precious heritage. To nourish this irreplaceable culture and traditions. To make available to the 'Old People' the opportunity to pass on the secrets and skills which enabled them to survive for 20,000 years. To teach the young the values of kinship and respect for the land which had sustained them for centuries. To instill in **this** generation the spiritual harmony the 'San' had with nature.

**This is our true national heritage.** The cultural survival of the people who explored this virgin land is vital to the sustainable development of the ‘San’.

**The people of Europe, of the East, and indeed all identifiable national groups, are what they are because their cultures survived through speaking their own languages, practicing their own religions and living according to their own customs and traditions.**

We cannot fail the ‘San’ in these desperate times.

Let us give the past a future.



# **ENDANGERED PEOPLES TRUST**



*GIVING THE PAST A FUTURE*

P O Box 214  
Banbury  
Northwold  
Johannesburg 2164  
South Africa  
[www.endangeredpeople.com](http://www.endangeredpeople.com)

Dedicated to the Cultural Survival of Indigenous Peoples

---

## **PROJECT; SAN**

### **Overview**

The Trust was established to take positive action to halt the slide of 'San' culture and heritage to extinction and to ensure the continuity, even at this late stage, of truly old traditions and culture which are in their twilight years. For too long have the 'San' been treated as 'non-people', deprived of land they had occupied for centuries and exploited for political and monetary gain.



Already the 'First People of the Cape' are no more. **The language and culture gone forever.** The Khomani San are in serious decline with political intrigue, cohesion and alcohol taking its toll. The !Xu and Khwe are living in abject conditions on the outskirts of Kimberly after being brought into South Africa from Namibia. Other pockets of 'San' are in similar conditions throughout Southern Africa.

**This Trust is taking positive action to ensure the cultural survival of these forgotten people.**

The trust will acquire land which will be set aside for habitation by a nucleus of "San' dedicated to the values and traditions which have helped them survive for thousands of years. On this land we will reintroduce the wildlife and flora which forms such an integral part of 'San' existence. Utilizing the skills and knowledge of the elders, this clan will re-establish the lifestyle of past generations.

To ensure sustainability we will embrace '**Eco cultural tourism**', both local and international. To this end, a lodge will be erected where visitors will experience this unique culture in an environment devoid of exploitation both of the 'San' and the visitor.

A school and a clinic will be part of this development to ensure the health and education of all participants.

**All development on this project, including habitat conservation, will be in accordance with recognized ecological standards with the emphasis on minimizing our carbon footprint.**

Once operational the project will employ thirty persons from disadvantaged backgrounds and training will be provided in the Hospitality, Conservation and Maintenance fields.



Support for this initiative is essential if we are not to rue the day when the ‘San’, as were the Incas, the Aztecs, the Egyptians and indeed many other past civilizations, confined to the history books.



**NEWS**

***ENDANGERED  
PEOPLES  
TRUST***



*GIVING THE PAST A FUTURE*

P O Box 214  
Banbury  
Northwold  
Johannesburg 2164  
South Africa  
[www.endangeredpeople.com](http://www.endangeredpeople.com)  
E-mail  
allan@endangeredpeople.com

Dedicated to the Cultural Survival of Indigenous Peoples

---

We at the Endangered Peoples Trust try to tell it like it is. We will contain our administrative costs to within the parameters set by international standards for NGO's. Salaries paid to operational staff will be that which is generally considered reasonable in the sector and in relation to the service rendered and will not economically benefit any person in a manner which is not consistent with our objectives. Adherence to our Code of Conduct will be strictly observed.

**Preference will be given to the 'San' in all employment opportunities in the project with training provided to attain skills consistent with a modern environment.**

Regular updates on our progress will be published in our newsletter on this website.

The Trust welcomes comment and input which will facilitate improvements to the project.

Allan Seabell