Dear Professor Matthews and Mr Selby Ngece,

Greetings to you both and apologies for writing you this joint letter. My purpose is to share with you a thought or two about our College, in which I am sure you are both keenly interested.

You are aware that our future hangs in the balance. But it is our desire and intention "to continue for as long as we can...". I believe that if we are given permission to continue, and that if we are allowed to function without too many crippling conditions, the financing of the College will not be our main headache.

But why continue if, among other things, we are not able to produce good results, particularly in our Matric Class? I do not know if you have seen the results of the 1955 J.M.T. They are shockingly bad. Of the 26 students we entered only 1 obtained a Matric and the other 25 failed. It is not much consolation in knowing that Ilenda and Chilgang did equally badly. I may say that we at Adams did not expect such bad results. It was not a good class, but it was above the average. Imagine our second best student failing in 5 out of 6 subjects. She even failed in Zulu. For the past five years we have had no failures in Zulu, except for a few non-Union students.

The point that I am getting at is that if we are to do some of the things that ought to be done we must have a first-class staff. Putting it rather bluntly, we need a better staff than we now have. Do you know any outstanding African teachers—excuse me underlining the word outstanding, for that is what I am after—who might care to come to us in say 1957? They must be outstanding in every way possible, and they must share our outlook. That is to say, they must be in agreement with the stand we have taken and they must be aspiring Christians.

What I have in mind for 1957 is a system of salaries which will not be as at present with its marked differentiation between European and Non-European scales, but which in some measure at least will approximate to a unified standard of pay. This, I know, could not be done, if we remain under the Government, but if we are a Private School, surely it is one of the things we should do. I am able to some extent to realise that men and women can hardly be full colleagues when their standards of pay and living are different. It is not that I favour uniformity of pay. What I dislike is differentiation solely on the basis of race. Consequently one of the things I am working for—how far I shall advance I do not know—is for a more uniform system of salary scales at Adams, for this seems to be in accordance with the faith we profess.

So if you know of any outstanding man or woman who would fit into the Adams set-up I would be happy to have his or her name and address. I would then at some suitable opportunity get in touch with them and talk matters over. You will agree that a first-class staff is one of our greatest needs.
You are aware that I am not a dictator but the servant of a College Board and that my ideas may not be acceptable. But we no longer can follow the practice of yesterday or even today. New paths have to be trodden. Rather, we must follow the example of Fort Hare and work for the day when salaries are not differentiated and when the Principal will be a competent African.

Greetings,

Sincerely,

Joel Laut