



Mentoring at Elim
(PRJ-0065-2015)
Milk Producers Organisation

Quarter 3 2015 (July 2015 till September 2015)

Project goals

Goal 1 - Monthly visits by Mentor to Elim

Achievements *Please report on the monthly findings of the Mentor*

General remarks by the mentor:

Decrease in milk price has a significant effect on cash flow and feed production, therefore technical advice and mentorship are critical for the successful survival of Elim. Capital and herd expansion should be evaluated and the current business plan needs to be revised.

Elim aim to expand the herd to 200 cows, depending on more irrigated pasture.

Implementation of a pivot system requires, amongst others, approval from the community, investigation regarding the availability of water and registration for additional water, quotations, a pump system, electricity, etc. Should the cost for a pivot system be too expensive, alternatives will be investigated.

Continuous training and empowerment of personnel remain important goals.

Socio-economic involvement and community projects are a priority that are being discussed and evaluated during board meetings. The board regularly receives requests for financial contributions by the community.

Mentor paid two visits during **July 2015** and the following issues were discussed:

The herd manager has resigned and consideration is given to the identification and training of current personnel as replacement.

Dry land pasture is not in a good condition owing to too much rain and damage by insects.

Hay is not available.

Irrigated pastures are very wet and drainage is problematic.

Dairy Production course are presented to personnel and directors of Elim. Feedback regarding the training is very positive.

Mentor paid three visits during **Aug 2015** and the following issues were discussed:

After resignation of herd manager the Elim Board of Directors decided to appoint one of the workers to act as manager. Responsibilities of the various sections have been divided between the workers and the directors.

The directors will also participate in future training. See organogram for allocation of areas of responsibilities.

The current attitude at Elim Dairy is very positive. The mentor believes that internal management secure ownership and will bear more fruit than the appointment of an external manager.

Use of dry land pastures release pressure from irrigated pasture.

Hay has been delivered.

Attention is given to the drainage of irrigated pastures.

Continuous negotiation and planning concerning the pivot system.

Mentor attended a board of director's and technical advisory meeting

Mentor paid one to Elim during **Sep 2015** and the following issues were discussed:

New acting herd manager performs exceptionally well and personnel participate in decision

making.

Instalment of new pivot remains a priority.

Reproduction of herd has improved significantly.

Elim participated in the Overberg Jersey herd competition.

Total decrease of 55 cents in milk price requires proper planning to focus on optimisation of dairy herd.

Expenses to be carefully evaluated to compensate for decrease in milk price.

New management structure is functioning very well.

No Non-achievements / underperformance has been reported

Goal 2 - Two visits by Master Mentor to Elim: April - June and October - December

Achievements *Please report on the findings of the Master Mentor*

INPUTS BY THE MASTER MENTOR, MR JAS WASSERMAN:

The master mentor visited Elim in Aug 2015 and he is impressed with improvements, despite the volatile economic situation. The personnel are positive, working conditions seem to improve, and they are excited about future training to be presented.

According to Logix milk recording scheme data, a decrease in the average milk production per cow per day occurred. The following observations were also made:

Milk production improved significantly from Aug to Sep (12.5l - 16l per cow per day).

Fat % is 5.3 and the protein % is 3.75, which is an acceptable percentage.

Elim dairy's somatic cell count is 204 which is better than the average SCC (332) of the Jersey herd in the South Africa.

Days in milk (DIN) is higher than the average of 176 days. DIN improved from 260 days in Aug to 195 days in Sep.

Elim is recording a daily meteorological, production and a sitobacteriological chart that provides monthly averages to assist with general management.

The master mentor identified shortcomings that will be addressed during his next visit in Nov 2015.

No Non-achievements / underperformance has been reported

Goal 3 - Articles in The Dairy Mail (x2)

Achievements

See attachment.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Unnecessary spending during period	No
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Popular Report

No file has been uploaded

Additional documentation

[1.ELIM.GOALS.3.docx](#)
[ELIM DPS.pdf](#)

Statement

Levy funds were applied only for the purposes stated in the contract	Yes
Levy funds were applied in an appropriate and accountable manner	Yes
Sufficient management and internal control systems were in place to adequately control the project and accurately account for the project expenditure	Yes
The information provided in the report is correct	Yes