



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

***Quarter 4 2015/2015*** (October 2015 till December 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. Technical advice and mentorship are thus critical for the successful survival of Elim.

Drainage of irrigated pastures and the implementation of a pivot system remains a priority. The 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.

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

Leandra Temmers has been appointed as acting manager and she is well supported by her fellow workers.

Condition of the pastures improved since the previous quarter, which is also visible in the milk production.

Hay is currently very expensive and Elim needs approximately 1000 – 1500 hay bales for 2016 which amount to R200 000.00.

The installation of an extra pivot remains a priority. Elim is still in process to obtain quotations for installation.

Pasture management has been discussed with members.

Elim Dairy contributed R10 000.00 for the Elim Festival. The funds will be utilised for maintenance of the church.

General issues of concern include maintenance schedules and cattle destroying fences.

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

The effect of the decrease in the milk price has a devastating effect on cash flow. Management focuses on saving and all the members are committed to avoid unnecessary spending.

Purchasing of hay is done on tender basis which includes local farmers.

Lucerne has been purchased for calves and heifers.

The positive attitudes of workers are commendable as well as the sharing of responsibilities amongst the directors.

Two bulls have been purchased.

General hygiene and tidiness are a priority.

The mentor is not satisfied with the calf rearing situation and in-house training is provided.

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

Personnel development interviews were conducted.

General matters and management problems were addressed.

The financial position was discussed and mentor stressed the importance of saving and avoidance of unnecessary spending.  
Changes regarding the management of calves.

### ***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, JAS WASSERMAN:

The master mentor visited Elim in Nov 2015 and he is impressed with improvements at Elim. The dairy is very tidy and clean. Posters on production targets, organograms and good practices are displayed on the walls of the dairy office. The mentor also presented a briefing on the relation between high quality calf feeding and high milk production.

### ***No Non-achievements / underperformance has been reported***

#### **Goal 3 - Articles in The Dairy Mail (x2)**

##### ***Achievements***

Refer to The Dairy Mail - January 2016 (Attached)

### ***No Non-achievements / underperformance has been reported***

## **Income and expenditure statement**

Income and expenditure statement	<a href="#">201512 mentor budget.pdf</a>
Unnecessary spending during period	No

## **Popular Report**

No file has been uploaded

## **Additional documentation**

[1.ELIM.GOALS.4.docx](#)  
[Elim.Jan 2016.pdf](#)  
[REPORT SUMMARY ELIM.docx](#)

## **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