

DISTRICT GOVERNOR'S MONTHLY MAGAZINE

Rotary 

District
9350



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JULY 2020

THE NEXT GENERATION OF

ENTREPRENEURS

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A WORD FROM CARL-HEINZ

Happy Rotary Year 2020/2021!

Voorspoedige Rotary Nuwe Jaar 2020/2021!

Feliz Rotário ano nove 2020/2021!

Frohes Rotary Neues Jahr 2020/2021!

Dear Fellow Rotarians, Rotaractors and Rotary
Anns

Firstly, I want to thank immediate past District Governor David and his team for steering the "District 9350-ship" safely through troubled waters, i.e. the Covid-19 pandemic and its effects on the clubs and their members. They have lived the theme "**Rotary connects the world**" by using numerous existing relationships and through building new ones to the benefit of our clubs. This paid off, as when Covid-19 struck, Rotarian friends and clubs from all over the world came to the aid of our clubs and their projects. They used their network to donate money to alleviate hunger and providing health care and community support.

When RI President Holger Knaack chose the theme for his year "**Rotary opens Opportunities**" he did not know that Corona would come along. He was influenced by the Digital Revolution and wanted us to think Rotary afresh. His words at the International Assembly in San Diego were: "The world is changing rapidly and so must Rotary".

The new Rotary year will be a challenge for all of

us, but we have the power turn these challenges into opportunities. One can see already that clubs in our District have developed a much stronger bond to and amongst their members during the current crisis. Thanks to Zoom or WhatsApp, they are experiencing a higher attendance in their meetings; Rotarians who did not attend personal meetings now join their online meetings. Members who were not computer savvy have been helped by younger members and Rotaractors who showed them how to use Zoom or WhatsApp. Swallow members and friends are now attending club meetings from overseas on a regular basis. Clubs are inviting well-known speakers and giving them the opportunity to speak online to a much bigger audience than before.

Some use the opportunity to rethink their clubs. They start this process by using the "Member Satisfaction Survey", which one can find on the RI-website as a tool to establish what they want to keep and what they want to change, for example, their lack of membership growth. They brainstorm how to make their club more attractive to younger and diverse members.

The Covid-19 pandemic has shown that Rotary is more relevant than ever, hence it has also created the opportunity to grow Rotary. People realize that they must look after each other in order to survive. What better opportunity to do this than by becoming a Rotarian, where "service above self" is the core motto.

We can grow Rotary substantially, provided we retain our membership. Our members and their families come first. We must care for and look af-

ter them, and only then focus on community service, as without a sound and healthy club we cannot achieve much. Above all: let us not forget the fun factor and do fellowship, as this was, next to networking, what Paul Harris and his three friends had in mind when they met in Chicago in 1905.

I would like us to enjoy the new flexibility Rotary is offering to us, as far as new club models, membership types (corporate and family ones) and the strengthened relationship between Rotary and Rotaract are concerned.

The District leadership team and I are looking forward to working with and for you. We are at your service.

Let's prove that "Rotary opens Opportunities" for our members and the communities we serve.

Warm regards and please stay healthy!

Carl Heinz

Our newsletter has changed into a **DG Magazine**. Under the leadership of Shelley Finch and Bev Frieslich we will have an edition every month. Each edition will have a "**Main Theme**", starting this month with *Entrepreneurship*.

Under "**Members Spotlight**" we will feature a Rotarian or Rotaractor who has an interesting vita, profession or hobby. PDG Deon van Zyl gives us an inside view on his work as member of the "International Court of Arbitration for Sports" (CAS).



The "**Club Profile**" will showcase a club with an interesting story to tell. RC Noon Gun reports today how they turned the club around and now have a vibrant club of young professionals, mainly women.

You will also find a section on Angola and Namibia, subject to reports from clubs in our neighbouring countries.

As Rotaract is now a part of Rotary, there will be a section for them as well; this time a message from District Rotaract Representative (DRR) Rex Omameh.

MEMBER SPOTLIGHT

DEON VAN ZYL

DG Carl-Heinz has requested me to give some insights into my experience as a member of the Court of Arbitration for Sport (CAS), which has its headquarters in Lausanne, Switzerland.

I was drawn into this field by virtue of my background as a lawyer, having studied law at the Universities of Pretoria and Leyden in Holland, where I acquired a doctorate in law. After serving as a professor of law at the University of the Free State I practised as an advocate in Bloemfontein and Pretoria, becoming a Judge of the High Court in Pretoria in 1985, where I served for nine years, and thereafter in Cape Town, where I served for fourteen years.

During this time I was also the first president of Athletics South Africa, attending the Olympic Games in Barcelona (1992) and delivering a number of papers on sports law in South Africa and Europe. This led to my being appointed as a member of the Court of Arbitration for Sport in 1999, after which I was re-appointed six times, most recently for the period 2019-2022. In the meantime I have also been appointed as a member of the International Cricket Council's Dispute Resolution Committee.

Certainly among the most exhilarating experiences during my service as CAS member was my service on the CAS ad hoc panels doing duty at the Commonwealth Games in Manchester (2002) and Melbourne (2006) and at the Olympic Games in Athens (2004) and Beijing (2008). The person behind my appointment to these panels was The Honourable Mr Justice Raghunandan Pathak, former Chief Justice of India. The panels consisted of some ten members apiece from all over the world. In the panels on which I served Michael Beloff QC from the UK played a prominent role and gave us all guidance on what was expected of us as panel members. A number of the panel members were accompanied by their families, who soon became great friends. In Manchester and Melbourne I was on my own, without wife or family, while at the 2004 Athens Olympics I was accompanied by my wife Elsa. We missed our daughters, Esther and Christine, immensely in Athens, but were fortunately able to take them with us to the Beijing Olympics in 2008.

The 17th Commonwealth Games of 2002 were held in Manchester, the third largest city in the UK, from 25 July to 4 August. It is the home of the Manchester United and Manchester City football



Deon is the first South African to serve at the court, which has 145 members from 46 countries. The court is independent of any sports organisation and was created in 1983 with a view to resolving legal disputes in the realm of sport.

clubs. The number of CAS cases was limited so that we were able to spend free time attending the opening and closing ceremonies and a number of our sports code interests such as athletics (track and field), swimming, gymnastics and even rugby sevens. Our own Natalie du Toit, a disabled South African swimmer, was honoured as the outstanding athlete of the Games, which were exemplified throughout by its motto, "The Spirit of Friendship".

The 18th Commonwealth Games four years later, in 2006, were held in Melbourne, in the State of Victoria, Australia, from 15 to 26 March. This is the second largest city in Australia and is truly beautiful, being known as a multicultural and sport lovers' centre. The opening and closing cer-

emonies, graced, as in Manchester, by Her Majesty Queen Elizabeth, took place on the Melbourne Cricket Ground under the motto "Together we are One". As medal winner South Africa was ranked 5th (better than its 6th place in Manchester). Once again the number of cases before the CAS panel was limited, giving us ample opportunity to attend the opening and closing ceremonies and also a number of select athletics, swimming and gymnastics events. I was also hosted by the daughter and son-in-law of a good friend who took me on a number of sight-seeing trips in Melbourne. They also arranged for me to visit Adelaide in the neighbouring State of South Australia, where the well-known South African Nobel Laureate (Literature)



Judge Deon van Zyl is a retired judge of the High Court of South Africa, where he served for 23 years.

and winner of two Booker Prizes, J M Coetzee, lived.

The 2004 Olympic Games held in Athens, Greece, for the first time since 1896, celebrated the birthplace of the Olympics and hence had a particular historic value, its motto appropriately being “Welcome Home”. Having majored in Latin and Greek at the University of Pretoria, my interest in classical languages and history was stimulated incredibly by my participation in the CAS panel at these Games from 13 to 29 August 2004 and by the opportunity to visit places of great historical interest such as the Parthenon, always accompanied by my wife Elsa and guided by our charming and energetic vehicle driver Dimitri.

The 2004 Games were opened by the Greek Presi-

dent Konstantinos Stephanopoulos and described by the International Olympic Committee President, Jacques Rogge, as “unforgettable dream Games”. Once again, in between CAS matters with which our panel had to deal, we were able to attend the opening and closing ceremonies and a good many of our favourite events on the athletics, gymnastics and swimming programmes. There the great USA swimmer Michael Phelps won 6 gold and 2 bronze medals, proving that he was undeniably the greatest athlete in the world at the time. Our favourite tennis player, Roger Federer, was unfortunately unable to win the Olympic title but has promised to do so in the future!

Certainly the most unforgettable experience I had as a CAS panel member was doing duty at the Beijing Olympic Games of 2008, accompanied by my wife Elsa and daughters Esther and Christine. The Beijing Olympics were held from 8 to 24 August and were the first ever to be held in China. Despite misgivings as to whether or not the Games could be held there, they turned out to be an extraordinary success. We were all amazed at how well the organising committee had done and how an ordinarily extremely polluted city had become totally cleansed and characterised by fresh and quite unpolluted air. Many Beijing citizens could be seen working through the night to make their city one of which they could be truly proud.

The National Stadium (known as the “Bird’s Nest”) was constructed to house the opening and closing ceremonies and most of the track-and-field athletics events, while the National Aquatic Centre was to stage the swimming and other water sport events. The Games were huge, allowing more than 11 000 athletes from more than 200 countries to participate in 28 sports events. Among these athletes were Michael Phelps once again, with his 8 gold medals in swimming, and Usain Bolt from

Jamaica with his gold medals in the 100 and 200 metres in world record times. What a wonderful privilege it was for us to attend the opening and closing ceremonies and to witness such athletes participating under the motto "One World, One Dream". Elsa and I were extremely happy to meet with Bill and Melinda Gates, who were sitting right behind us at the swimming events in the National Aquatic Centre. Once again my CAS programme made it possible for us to attend all the major swimming, track-and-field and gymnastics events and we could join the sports leaders and media of the world in describing the Games as unprecedented, spectacular and spellbinding.

Once again we were enabled to visit historical sites such as the Forbidden City and Great Wall of China. On my birthday (22 August) Elsa and I were also the guests of our CAS panel chair, Chief Justice Raghunandan Pathak, and his wife Asha,

for an unforgettable dinner at a famous Indian restaurant in Beijing.

I truly enjoyed my experiences as a CAS panel member at the various Games I attended. In the process I wrote a number of judgments on sports disputes, some of which were later to be published in CAS publications. And all this happened while I was a Rotary member committed to service above self!

Deon van Zyl



Rex IP Omameh

Rotaract District 9350 - District Rotaract Representative



Dear Rotaract family,

I would love to welcome every Rotaractor to a new 'Rotary Open Opportunities' year. I trust you are as excited as I am as we enter the new year, with much anticipation and drive.

Today, we are committed, now more than ever, to developing communities and young adults. I urge us to do more, be more and build more. To ensure our communities, and by extension the world, become a better place with our contribution.

We have found ourselves in a world transformed as COVID-19 persists. We have been forced to make decisions that a few months ago may have been inconceivable. However, due to recent realities these decisions are very sensible. Our resolve to keep on doing good has led us to adapt to several changes that have become the new normal.

It is a great privilege to be given the opportunity to serve the district as your Rotaract Representative for the 2020-21 Rotary year.

As we usher in the new Rotary year I urge us all to begin addressing issues that affect us and our clubs directly. For one, I encourage all of us to undertake planning an effective guide that will enrich our clubs and ensure a greater level of service in our community within this Rotary year.

As the District Rotaract Representative, I hope to work in synergy with every stakeholder to support and grow struggling and new clubs. I am passionate about community service, hence I would love to see and encourage clubs to take up low-cost but impactful projects which would in turn increase awareness of Rotaract within and outside our communities.

Also, the synergy with our Rotary clubs in doing joint projects as well as connection with corporate and humanitarian organizations will serve to advance our professional outlook and improve our club locally. We are encouraged to explore every available opportunity to grow Rotaract.

This Rotary year we hope to employ more technologies; organizing interactive sessions with clubs to assist them as building stronger clubs translate to having a stronger Rotaract district.

Human development is key in club growth. Hence, we will organize, run and maintain programs that would develop Rotaractors, while working towards a sustainable mentorship program with the Rotary clubs.

Truth still remains that, although I'm the Rotaract Representative, it is the hope of our district that we all come together as one to enjoy and embrace the fellowship that we have all cherished.

Let's all work together to make the new Rotary year a memorable one.

Vive le Rotaract!

Rex IP Omameh
DRR 2020-2021
Rotaract District 9350

Rotaract IN ACTION

“Sometimes, it falls upon a generation to be great. You can be that great generation. Let your greatness blossom.” - Nelson Mandela



Khayelitsha Rotaractors had an incredibly busy July which included hosting a soup kitchen for local children on Mandela Day and delivering a desperately needed wheelchair.

The club have been active throughout the COVID crisis, delivering food parcels to families in need thanks to a donation from Newlands Rotary Club. While many clubs have embarked on one ambitious project, the Khayelitsha Rotaractors have taken a different approach by working on a number of smaller projects which are easier to manage and fundraise for. Their goal to assist many families in small but important ways was certainly achieved if these pictures are anything to go by.



Before settling down to enjoy the Rotaract District Conference on 18 July, the club woke up at the crack of dawn to cook and serve breakfast to a group of local children in honour of Madiba.

A few days later, their arrival at this young man's family home with his new and comfortable wheelchair - donated via Melkbos Rotary Club - brought tears to his mother's eyes. What a lifechanging gift for this young man!

Bellville Rotaractors hosted a clothing drive in aid of The Homestead and iKamva Labantu Kwahanya Educare. At a time when communities are spending all of their available resources on food, clothing drives for winter are more important than ever - especially for children who, as any parent will know, grow out of their clothes so quickly!

A special shout out from District PI Chair, Shelley Finch, to Bellville Rotaract and Wynberg Rotaract who donated R5 000 and R1 000 respectively to her Nutriwell crowdfunding campaign. That's 24 people fed for one entire month!





**UNLEASHING
AFRICA'S
GREATEST
ECONOMIC
ASSET**

ENTREPRENEURS

QUESTION: WHAT DO THE FOLLOWING INDIVIDUALS ALL HAVE IN COMMON?

- Our newest D9350 DG, Carl Heinz Duisberg
- An interact President from Masiphumelele
- Past Chairman of Anglo American Corporate Affairs & still South Africa's favourite futurist
- A Mitchells Plain student studying at False Bay TVET College
- The CEO of UNICEF (United Nations International Children's Fund)
- An internationally respected Professor from Stellenbosch University & Stellenbosch R.C

ANSWER: ALL have a firm belief in ...

Entrepreneurship as the key to the economy and Rotary's ability to support Entrepreneurs

All those listed above are firm believers in the much needed Entrepreneurship Revolution proposed by Clem Sunter, past CEO of Anglo American Corporate Affairs and a well-known international scenario planner & futurist. Clem Sunter was keynote speaker at D9350's first ever Entrepreneurship Conference held for International Ro-

tary President, Ravi Ravindran, attended by over 350 Rotarians from 25 countries in 2016. It was Clem's passionate plea for Rotary to support Entrepreneurship that D9350's Entrepreneurial Focus began in 2016! Now 4 years later, in a recent radio interview with Aubrey Masongo, Clem confirms that while the world of work has changed absolutely, the 4th Industrial revolution means we have to look at radical new ways of working and he reiterates his earlier belief that Entrepreneurship is the key to changing the economy! Clem says NOW is the time to unleash the entrepreneurial spirit that exists among the young people of Southern Africa. He also told us in 2016 that if this country wants to create 5million new jobs we need to support 1million Entrepreneurs! And Rotary can help do this! In the articles that follow, you wonderful synergy between what the world economy needs right now and what all the above people, young and old, Rotarian or not, believe is possible, if we all partner together and focus on entrepreneurship!

So what is your belief? Will you be a bystander or an upstander?

"Everyday, almost all of us find ourselves weighing whether we can or should do something to help others. We decide, on issues large and small, whether we will be bystanders or upstanders" - Samantha Power, US Ambassador to the United Nations, lifelong human rights champion & author, referring to how one person really can make a difference in the world, about The Power of One!

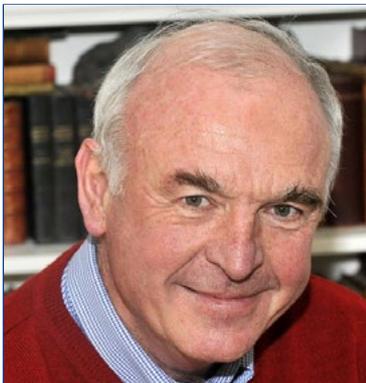
Will you stand by and watch others or will you use your many skills and the opportunities Rotary opens for you to stand up? Will you stand up and be a mentor to an Entrepreneur?

How do you and your club **STAND UP?**

As Rotarians we are all encouraged to follow the Rotary mantra:

- to lead
- to take action"
- and now to "Open Opportunities" for the many looking to add value to the economy!

As a start here are challenges from three high profile Economic experts who understand the need for us to work in the Entrepreneurial field:



CLEM SUNTER

Futurologist, Keynote Speaker and Scenario planner

Past CEO of Anglo American and South Africa's favourite scenario planner and futurist suggests we need to "Start an Entrepreneurial Revolution".

[Click to Listen](#)



HENRIETTA FORE

CEO of UNICEF

Listen to her challenge to Rotarians to become entrepreneurial mentors with the same passion we have committed to eradicating polio (forward to timestamp at 10.56).

[Click to Listen](#)



KLAUS SCHWAB

Executive Chairman of the World Economic Forum

"The pandemic represents a rare but narrow window of opportunity to reflect, reimagine and reset our world." Watch his views on pressing the reset button post-COVID.

[Click to Listen](#)



TOGETHER, WE

FIGHT HUNGER

Hunger hides in every community. That's why Rotary clubs support programs to provide healthy food and develop sustainable solutions to food insecurity. Fighting hunger to build stronger communities — that's what people of action do.

Rotary



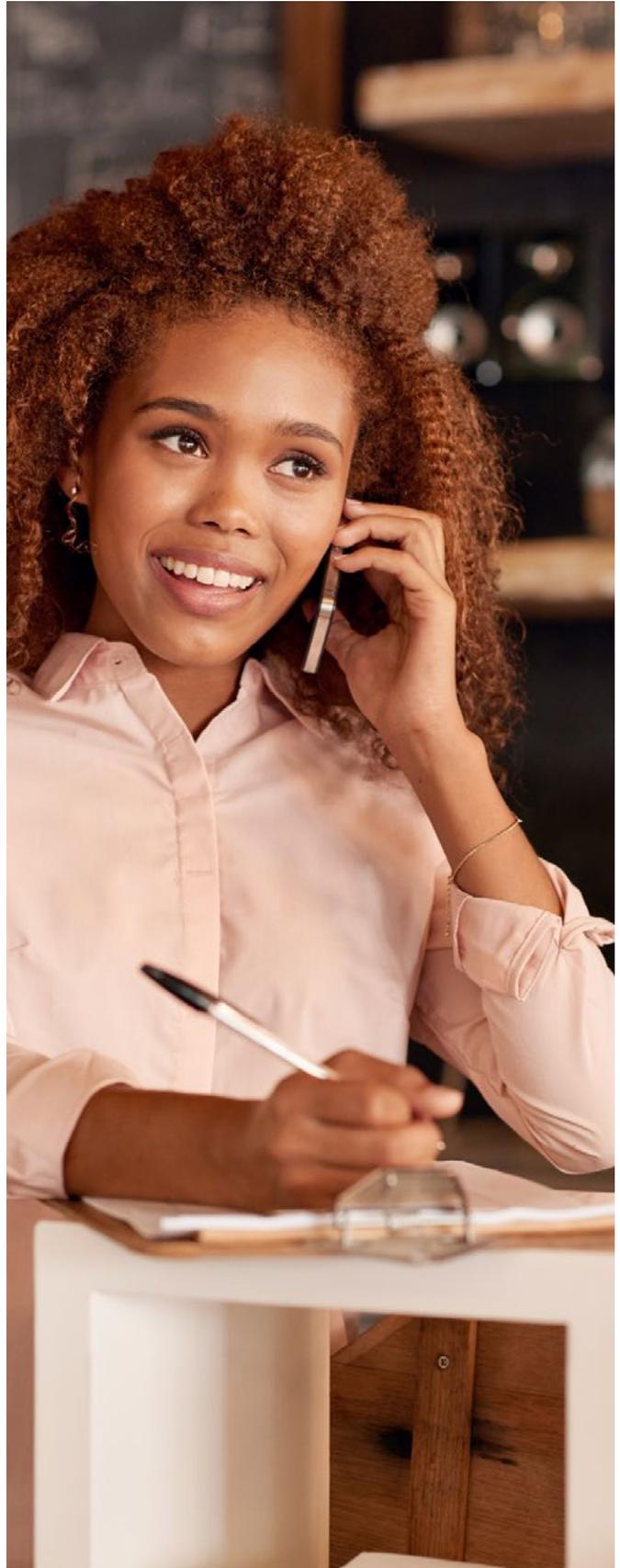
PEOPLE OF ACTION

HAVING GOT THE WORLD VIEW, HERE ARE SOME IDEAS ON HOW TO START, HOW TO BE AN “UPSTANDER” IN EACH OF OUR ROTARY AND ROTARACT CLUBS HERE IN D9350.

- RI President Holger Knaack challenged D9350 Presidents at POETS to ensure each of our clubs complete our club’s strategic plan.
- At D9350 District Conference Rotarians were challenged to rethink your club Visions and to commit to a greener, (environmentally aware), smarter (technologically appropriate), fairer (more equitable) world, with a major focus on the importance of supporting entrepreneurship to help the economy grow, restore self-respect and dignity and thereby contribute to peace and good will so urgently needed.
- In the introduction to this magazine our brand new D9350 DG, Carl Heinz Duisberg, has confirmed his belief that we need to put our Rotarian shoulders to the entrepreneurial wheels.

“I am guided each day by these three questions: ‘What are you fixing?’ ‘What are you making?’ and ‘Who are you helping?’”

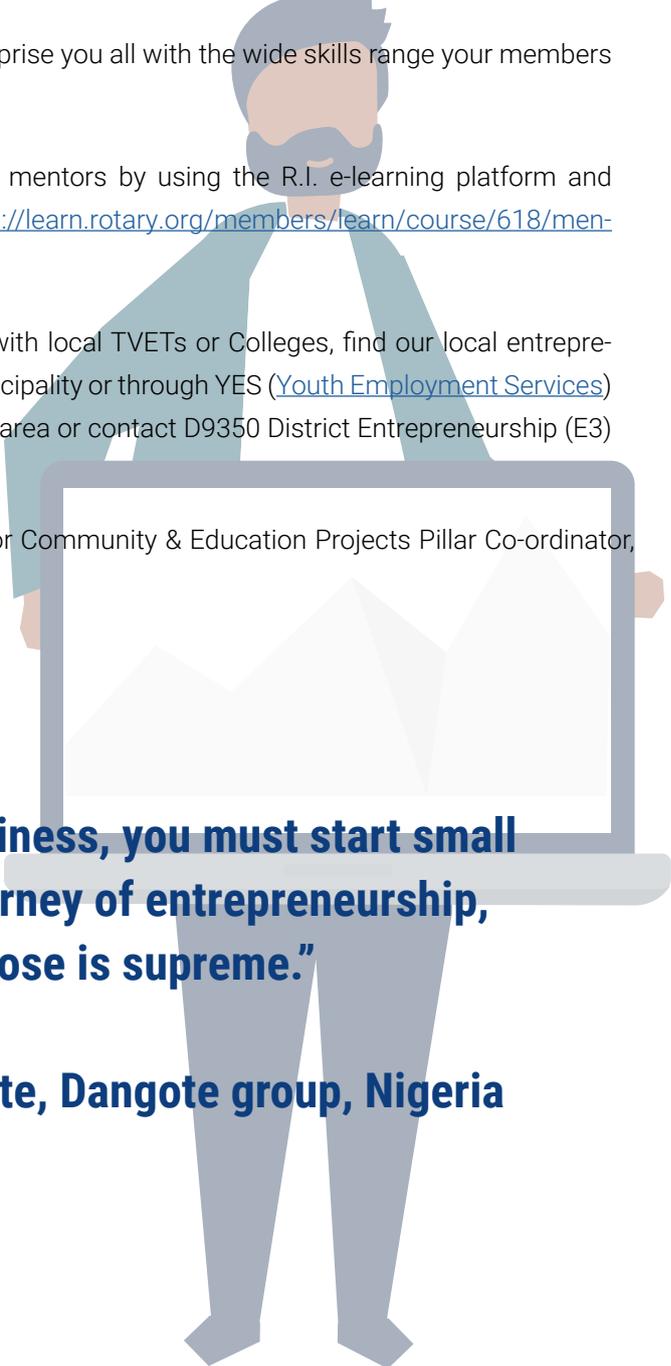
Entrepreneur Juliana Rotich, Ushahidi, Kenya



Here are some suggestions for a 5-point Entrepreneurial plan for you and your club:

- 1** Ensure club's strategic plan and as many projects as possible incorporate Entrepreneurship & Vocation by training mentors for entrepreneurs and provide ongoing work experience opportunities for those training for specific careers.
- 2** President/or board to appoint both a Club Entrepreneurship champion and an Entrepreneurship Committee and ensure the Entrepreneurship champion is on the Club Board.
- 3** Complete a club skills audit which will surprise you all with the wide skills range your members have.
- 4** Encourage all club members to train as mentors by using the R.I. e-learning platform and searching for "mentoring basics" at <https://learn.rotary.org/members/learn/course/618/mentoring-basics>
- 5** Create Entrepreneurship partners either with local TVETs or Colleges, find our local entrepreneurial incubators through your local municipality or through YES ([Youth Employment Services](#)) or other economic focused NGOS in your area or contact D9350 District Entrepreneurship (E3) Committee for help.

Contact PDG David Holtzhausen on davidho@yebo.co.za or Community & Education Projects Pillar Co-ordinator, Geraldine Nicol on geraldinehnicol@gmail.com



“To build a successful business, you must start small and dream big. In the journey of entrepreneurship, tenacity of purpose is supreme.”

Entrepreneur Aliko Dangote, Dangote group, Nigeria

Welcome to Rotary's Entrepreneurship World

(from DG David Holtzhausen, Chairman of D9350 Entrepreneurial Committee = also known as the E3 committee : E3= Entrepreneurship, Employability, Entrepreneurial Education)



WANT TO BECOME A MENTOR TO A BUDDING ENTREPRENEUR? LOG ON TO ROTARY E-LEARNING

<https://learn.rotary.org/members/learn/course/618/mentoring-basics>

Open the catalogue and search for "mentoring basics".

You are ready to start and with your current skills you will find it easy to complete this on line course which give you the basics in mentoring which include:

1. What is mentoring
 2. Mentor Roles and Responsibilities
 3. What makes a good mentor?
 4. What makes a good mentee?
 5. Benefits of mentoring
 6. Constructive relationships
-

We invite you to be a part of this future. You will be surprised how relevant your skills are to these entrepreneurs, and we can all add value and be part of the solution in changing the economic environment in our District

Our role is not to try and answer the need, but to guide those who have identified the answers into developing into fully fledged businesses that generate an income for the owners and employ more people. This is what makes this so exciting, as we watch new ideas evolve into a successful business.

There are three areas where support for entrepreneurs is important:

NEW IDEAS

The person who has a great idea and needs to turn it into a viable business. Being able to guide the person to the correct support, help them shape their idea on paper and get it going is truly rewarding. Many new business ideas never get going due to lack of focus and the inability to turn an idea into action. Specialised mentorship for budding entrepreneurs starts from an early age, and will change the future business landscape.

NEW CAREERS

Moving from employment to your own business involves two areas of support. Skills training and business training. Here the specific industry experience is relevant, as well as business experience. Until the business is operational, it is unlikely to create additional employment opportunities. In many cases this is where the partnership with TVET colleges and CFE's ensure both are supported

SCALING UP

Here is the biggest impact on job creation – taking a small business that is operational and making it into a larger business that employs more people. This also has levels – from the one-person business now employing someone, to the small business that scales up to a larger business employing a bigger workforce.

Rotary can play a role in all these areas, and each Rotarian who takes up the challenge will be asked to identify where they are most comfortable – so we can all contribute.

It is an exciting time to be involved and watch these businesses develop and make a difference in the lives of the entrepreneurs and their employees.

DAVID HOLTZHAUSEN

**“Everything is possible.
Impossible just takes a
little longer.”**

**Wendy Ackerman, Pick 'n
Pay SouthAfrica**



OLIVER C. RUPPEL

One of our challenges is where to invest our time and energy. Professor Oliver Ruppel, Past President of Windhoek-Auas Rotary Club, Namibia, and now a member of Stellenbosch Rotary Club is an internationally recognized professor who is recently back from 3 years based in the Cameroons and working in Northern Africa. He is currently Professor of law and Director, Development and Rule of Law Programme (DROP), Faculty of Law, Stellenbosch University. He specialises in sustainable development law, world trade law and climate change law and so is able to give us a very balanced view on the importance of both the economy and the environment.



**THE IMPORTANCE OF
WORKING IN BOTH
ENVIRONMENT AND
ENTREPRENEURSHIP**



Why should we invest in nature in order to protect and save our economy? Because it is in our own interest and the interest of our children.

Moreover, the protection of the environment is a constitutional prerogative in South Africa. Section 24 of the 1996 Constitution includes an environmental right into the bill of rights, providing that: **“everyone has the right to an environment that is not harmful to their health or wellbeing and to have the environment protected through reasonable legislative measures.”**

It further provides that: **the environment should be protected for current and future generations through reasonable legislative measures and additional measures that prevent pollution and ecological degradation promote conservation and secure ecologically sustainable development and use of nature resources while promoting justifiable economic and social development.** Section 24 provides both a right and a corresponding responsibility.

There is a growing realisation that the environment actually represents a higher order than the economy and the status quo seriously threatens the earth's eco-systems while the wealth created by the economy will not necessarily result in environmental improvements.

The balancing act of bringing the interests of environmental protection and sustainable development in line with each other can only succeed with a joint effort from all relevant stakeholders.

Moreover, new technologies, smart entrepreneurship, environmentally friendly goods and services need to be promoted and the protection and preservation of traditional knowledge, agriculture and species is important.

All of that requires:

- local participation,
- national commitment,
- buy-in from business,
- international cooperation,
- technical assistance,
- capacity building
- and sound investment.

South Africa has embarked on the implementation of the Sustainable Development Goals (SDGs), within the context of existing regional and national strategic plans - such as the African Union's Agenda 2063 and the country's own National Development Plan (NDP) 2030.

Yet, ever since the end of apartheid, South Africa has been struggling to find and implement a roadmap to address distributive injustices of the past. In this light, unsustainable development is also a threat to human society at large and “not only the environment”.

Lastly, the Corona crisis showed us that governments worldwide are able to take urgent, radical and costly measures at the expense of the economy in a short period of time to counter an immediate threat. Then why are no similar effective measures taken, for instance to address and remedy environmental degradation, pollution or dangerous climate change? Climate change is not contagious, but it threatens the future of generations – including the economy - as a whole.

PARTNERS IN PROSPERITY

MENTORING THE NEXT
GENERATION OF BUSINESS
LEADERS





MEET ABE OLIVIER

Program Manager The Rapid Incubator & Centre for Entrepreneurship



Research has shown that entrepreneurial success is heavily dependent on both the jockey, which represents the entrepreneur, and the horse which represents the business. TVET College students usually only look at a gainful employment and further studies after they have finished their studies. Entrepreneurship and starting their own businesses is hardly ever a first choice.

False Bay College as the driver of the Small Business sector has looked at the triple challenge faced by South Africans namely Unemployment, Poverty and Inequality. The Strategic result was the implementation of the first Centre for Entrepreneurship and Rapid Incubator linked to a TVET institution at False Bay College in 2015.

This gave students an additional gateway to secure a livelihood, namely starting up their own business and exploring entrepreneurship as a viable career option. TVET students are generally at a disadvantage in that they don't have any role

models in their families whom have started their own business. Added to this is the huge failure rate of SMME's, resulting in family and friends discouraging them to explore entrepreneurship as a viable career option. More than 80-90% fail within the first year of operation. In 2016 we partnered with the Rotary Club of Newlands, with a program concentrating on building both the entrepreneurial mind-set of the students and small businesses which are sustainable.

This resulted in a holistic LCM Model approach with:

- I. Transformative, targeted Learning to build the business (Horse)
 - II. Internal Coaching to build student entrepreneur (Jockey)
 - III. Mentoring which concentrates on both the jockey and the horse (Trainer).
-

“We realised that in order for student entrepreneurs to succeed they need to be exposed to businesses minded people, entrepreneurs who have the skills, knowledge and experience. We found such a partner in Rotary.”

We realised that in order for student entrepreneurs to succeed they need to be exposed to businesses minded people, entrepreneurs who have the skills, knowledge and experience. We found such a partner in Rotary. This Mentoring partnership concretised the Learning and Coaching which resulted in confident entrepreneurs and profitable businesses.

Over the past three years we have modified and adapted the model to where it integrates a holistic approach to entrepreneurship development. This model has been presented in 2019 at the EDHE (National Entrepreneurship Development in Higher Education) conference where it was well received. Internally at False Bay College we hosted our own Mentoring Indaba in 2019 highlighting the benefits of mentoring experience and celebrating the Mentor, Mentee and Coach team successes.

Through the effort and participation of Rotarians sharing their expertise I have seen transformation happen and businesses growth acceleration. Thank you Newlands Rotary for sharing your skills, to combat unemployment and poverty within Western Cape and South Africa as a whole.

Contributed by Abe Oliver



What were your dreams when you were younger? And what did you eventually settle for and why?

When I was younger I wanted to be a tower crane operator and a code 14 plant driver. As I got older I had my heart set on becoming a qualified Civil Engineer. My goal has always been to be a loyal South African citizen and a be a loving family man.

I managed to do a certificate in civil engineering and I am a tower crane operator, I am still working towards finding true love and becoming a code 14 driver. I have a lot of experience on construction and civil engineering on the building side and road construction. I am still studying part time in order to reach my dream and I work full time for my business Born Free construction.

What business did you start? And what obstacles did you encounter?

I started a business called Born Free Construction. It is a civil engineering and building contractor business. I initially encountered problems such as being let down by partners, broken contracts, and ignorance of certain business systems. In addition lack of funding, where equipment and materials had to be purchased up front hampered any momentum. Being alone in the business and often having no one to go to for advice, and not having anyone to bounce decisions off, was a struggle.

How did you overcome these obstacles? What assistance did you seek and what did you get?

I managed to join the False Bay College Centre for Entrepreneurship (CfE). There I was able to learn the theory of business skills, including marketing,

customer relations, finances and regulatory requirements. I was also introduced their Mentorship program which matched me with a Rotarian mentor and a College staff member as coach. This came at exactly the right time for advice and recommendations for me as an entrepreneur striving to grow in my business.

How has your business grown? Turnover and number of and type of customers, number in employees?

I have been able to secure new corporate and also a number of new and repeat private clients. Born Free Construction employs workers and artisans on a contract by contract basis. Employment has increased from one to two people initially, to eight to ten people per job as we land bigger contracts. When we started, the business's annual turnover was around R 50k. This year our turnover could reach R 350K. In the beginning Born Free Construction ran from hand to mouth. It is now running profitably.

How have you developed as a person?

I have grown in knowledge ever since I started this journey and I have a lot of experience now in running a business. I am more patient and accurate in everything I do. Life as a Civil Engineer running my own company has become a reality. I'd like to add that my mentor from Rotary and teachers from False Bay College went out of their way to support me and to see me grow. I am really grateful to part of a good team
My journey is bringing me closer to my dreams and also my goals and I am grateful for the people who joined me on my journey.

MEET

TENCHWILL SOLOMONS

Rotary Mentee



“Being alone in the business and often having no one to go to for advice, and not having anyone to bounce decisions off, was a struggle.”

You can support BORN FREE CONSTRUCTION by contacting Tenchwill on solomons@bornfreeconstruction.co.za or 071 878 5779.

MEET PAMINUS NDADZURINGA

Rotary Mentee

What were your dreams when you were younger and what did you eventually have to settle for & why?

Growing up I aspired to become a pilot. This changed when I finished high school as I then enrolled for engineering. In the middle of my studies I got a permanent job as a technician for a design company. I was happy with my job and decided that it was the best career opportunity that I could get as there was a promise of international exposure and opportunity. Unfortunately these did not materialize and I was overlooked.

What business did you start? What obstacles did you encounter?

I started Classy Gates Engineering Pty Ltd with its core business being steel fabrication and installation. The biggest obstacles were not having financial support to grow the business, and not affording proper premises to operate from. Operating from an informal premise the business lacked credibility and negatively influenced the quality perception of the products and workmanship.

How did you overcome these obstacles and what assistance did you seek & get?

The biggest breakthrough came through joining the False Bay College Centre for Entrepreneurship Incubator (CfE). This allowed us the use their facility as office as well as factory premises. Critically the Entrepreneurship Program comprising a. the academics of practical business, b. access to a Coach, and c. being assigned a Mentor gave me and my business the injection it needed to develop and grow.

How has your business grown?

Immediately after joining the CfE the business has grown rapidly, and our annual turnover has doubled from half a million to just under a million Rand. Over the same period the business doubled its customer base, also completing bigger projects. This expansion generated additional employment in the form of an office manager, a bookkeeper, a product (specialist) engineer, and additional factory personnel.

“I am forever grateful for the support through the mentorship and learnership programs as it has completely changed the game for me.”



How have you as a person developed?

There has been an improvement in my interpersonal, planning, time management and administrative skills. The mentorship program has allowed me an opportunity to stop to reflect and bring the necessary structure to my business approach. I have grown in confidence as an entrepreneur. I am developing a clearer understanding of the business infrastructure as well as how to navigate the business terrain. I am forever grateful for the support through the mentorship and learner-ship programs as it has completely changed the game for me.

You can support

CLASSY GATES ENGINEERING by

contacting Paminus on

info@classygates.co.za

or 073 188 5533

Browse their website at

www.classygates.co.za

MEET

ANDY ISMAY

My Rotary Entrepreneurship and Mentoring Experience

I have had the privilege of mentoring two young entrepreneurs who were students of the Rapid Incubation Programme at False Bay College. I have also recently started mentoring a third mentee. The Rotary Club of Newlands' and my journey through the "Entrepreneurship Ecosystem" started in 2015 when our new president, Wybe Meinesz, in his induction speech challenged the members to start Entrepreneurship in our club in order to make a difference to the country's worsening unemployment crisis. For my sins I volunteered as I was looking for something new in the Vocational Service area.

These early Rotary entrepreneurship beginnings were followed by the RI Economic Development Conference in Cape Town, February 2016, with its 10 action areas. Soon after that we formed the Rotary Entrepreneurship Partnership Initiative (REPI) committee at District level. This committee consolidated the 10 action points to 4 key focus areas of entrepreneurship ie. a mind-set change mainly through education, awareness, mentoring and partnerships. After a few meetings we realised that the best way for Rotarians to contribute would be through mentoring as many of us had our own businesses.

After about a year of many meetings with possible partners in the Entrepreneurship ecosystem, I thought about how best I could personally pass on my work experiences and knowledge to young

people in general. I have made several career changes over the years and have always found family and friends who were willing to mentor me. The result is a fund of knowledge and experience which needs to be shared with those who are starting out.

Our growing team of Rotarian mentors and our partners at False Bay are learning and improving all the time and have made a number of positive changes which have increased the growth of our mentees and their businesses.

I try my best to encourage and confirm with my mentees that they have thought things through and not missed any factor which could influence the successes of their businesses. I am not there to train or coach, but to support them in their own ideas.

As a mentor who has attended three mentor training sessions and mentored for nearly three years, I still need to listen and question more and encourage my mentees to take carefully calculated risks to develop themselves and their businesses.

Through all these hands on experiences, I am growing not only as a mentor but on a personal level too. It has been an enriching experience.





MEET
**JOHN
STEPHENSON**

The standard of education is questionable, the formal corporate environment unstable, political and health systems are erratic, and jobs are scarcer than hen's teeth....!

There is no greater need than to, not only looking at the future differently, but looking at it with new eyes. Our young people have a huge burden of responsibility to create and construct a different way forward – individual survival and prosperity will only be assured if this different way is forged out of new, creative thinking.

It is critical that that this new thinking is however accompanied by a foil of 'what if...?' and a mirror held up to reflect 'in addition, perhaps consider this...?'. This is the role of us as mentors – offering balance, guidance and support in an environment of listening.

The Rotary Club of Newlands works together with the False Bay College Centre for Entrepreneurship's Rapid Incubator in a Mentorship Program, using a model that has demonstrated a good level of success over the past three years. With the hiatus brought on by the Covid-19 pandemic the program will restart again virtually and continue 'face-to-face' when it is safe to do so.

At last year's 9350 mini-Conference in Beaufort West an appeal was made to the Clubs for the immediate need of 200 Mentors for a number of identified programs in 2020.

Clubs are encouraged to join this drive to meet this challenge and become involved in mentoring. Assistance in setting up a program, marketing the concept to your members, and training support, are available from the District E3 offices

Contact John on Johnws1955@icloud.com



CLUB SPOTLIGHT

NOON GUN ROTARY CLUB

Imagine the scene

A group of friends get together for drinks and nibbles and Street Side Bakery's low lactose shortbread on a roof terrace in the City, watching the sunset over the Atlantic

Yep! That's a Noon Gun Rotary Club meeting.

The club was chartered 10-years ago but a few years ago it experienced some trouble and was reduced to 3 members and almost certain closure.

Then about 2-years ago it was decided to re-establish the club as one that is more relevant to its membership of young professionals. In fact, the idea started some years before that, in conversation with three senior Wynberg Rotaractors. They were interested in staying part of the Rotary family but were not attracted to any clubs. We jested that we would start a new club! At the same time conversations were taking place between the Noon Gun's AG, President and Treasurer about the future of the club.

Everyone agreed that it should be a more modern club, suited to the lives of its members and free of outdated traditions, but no one was sure exactly what that was. So instead of starting a new club we got together and occupied the shell of Noon Gun Rotary and slowly crafted the 'new' club. It was an organic process (specifically avoiding the strategic meeting process), getting together as and when we were available, usually socially or at small hands-on projects. There was



Handing over of dough mixer to Street Side Bakery

no pressure to formalise and no pressure for anyone to join. Eventually, we set the first Wednesday of each month as the date for business meetings, and we developed the club's Vision Statement, which gets reviewed every year.

The club reaches out to professionals with specific skills sets that are needed on projects and then over time invites them to join. This seems to work well as immediately the new member has a role within the club. The club also decided that it wanted to play a more meaningful role in Cape Town's townships, so two young entrepreneurs from Khayelitsha were invited to join. They already had their own small non-profit organisation which the club now supports.

Over 2-years the club has tripled its membership, although nurturing what we have is more important than growing too quickly. Now the club consists of a group of young like-minded professionals with a collective vision of creating opportunities for positive change. The main focus is to connect like-minded entrepreneurs and professionals who have plenty of ambition, but limited resources, with organizations who can guide and support them.

So how do we do things differently?

- We only meet once a month for a business meeting.
- The other monthly meeting is a social or a hands-on project.
- We have a 'flattened' structure – we have a president, secretary, and treasurer in name, but all sit around a table and collectively chat about and decide on projects – the project leader will usually lead the discussion.



Strawberry picking with the graduates of Siyakhula Educare Centre



Hosting the Swedish VTT team



Kennel building at Mdzananda Animal Clinic one of Noon Gun Rotary's favourite projects

- We keep meeting costs as low as possible to attract young professionals – the venue belongs to one of the members so no venue costs, and members take turns in bringing refreshments to meetings so no meal costs.

- Our emphasis is on networking and facilitation, and not on big budgets.

Projects include:

- Street Side Bakery, Khayelitsha – facilitating job shadowing in commercial bakery, facilitating the donation of a kneading machine, ongoing mentorship.

- Arts Beat Crime, Khayelitsha – organizing and hosting a music workshop, supporting regular soup kitchens, supply of facemasks to children at risk together with Covid-19 information sessions. The masks were obtained from NGO, Lavender in Lavender Hill.

- Siyakhula Educare Centre, Barcelona Informal Settlement, Gugulethu – facilitating and sponsoring the centre’s renovation – this project is ongoing.

- Mdzananda Animal Clinic, Khayelitsha – participating in kennel building drives and organizing a Dog Show promoting sterilizations.

- Water Project, Europe Informal Settlement, Gugulethu – a project to manage the stormwater problems. This is a joint project with RC Newlands.

FIND NOON GUN ROTARY ON FACEBOOK FOR PROJECT UPDATES:

<https://www.facebook.com/rotarynoonclub>

10 ABILITIES OF A GOOD LEADER
by Angolan Rotaractor Pepe Hatewa

1. **Good example:** take down your sleeves and lead by example (participate), don't over emphasise your position.

2. **Passion:** show enthusiasm and motivation to your subordinates daily by words and actions.

3. **Neatness:** a good secretary is essential but self-untidiness can have serious consequences.

4. **Delegation:** give tasks and responsibilities according to each subordinate's capacity and talents.

5. **Responsibility:** a leader is responsible for the production of other people, act according to your capabilities and autonomy.

6. **Communication:** express your thoughts clearly, what to be done, how it should be done and the importance of the tasks.

7. **Courage and Honesty:** being a leader goes beyond delegating and executing documents, unforeseen circumstances occur and difficult decisions need to be made.

8. **Know how to Listen:** is a good communication ability, with silence things don't work visibly, a leader needs to listen to his/hers team demands.

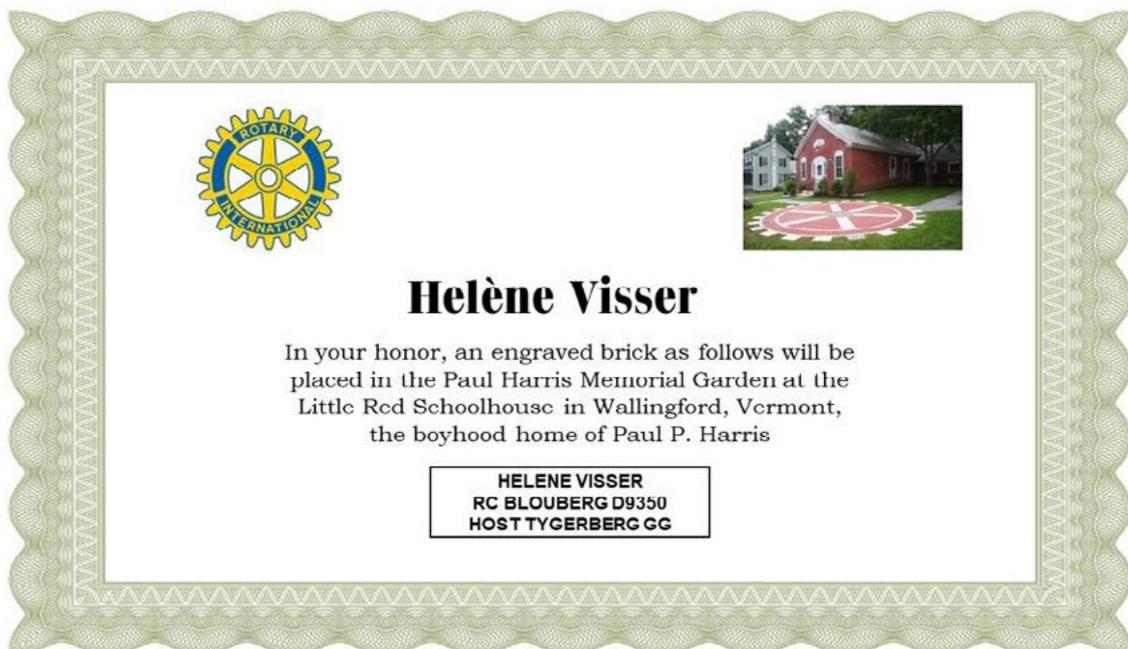
9. **Know your Team:** members of your team do not need to be your best buddy but you need to know them, their personalities, how they communicate, what motivates them and also a bit of their personal history in order to work with them with ease.

10. **Also be a Good disciple:** be humble and learn from others and avoid being arrogant or a dictator.

NEWS SPOTS

HELENE VISSER HONOURED

"Randell Barclay from the Wallingford Rotary Club is pleased to award HELENE VISSER (RC Blouberg) an engraved brick in the Paul Harris Memorial Garden for her service to Rotary and her work on the Tygerberg Global Grant."



AM KAP RAISES R100 000

Rotary Am Kap managed to sneak in their annual Garden Festival at the German Consulate *just* before Corona hit.

With over 400 guests and over R100,000 donated, it was a lavish celebration as it is every year!

We look forward to enjoying another event with you again in 2021.



GROOTE SCHUUR CELEBRATES 50TH ANNIVERSARY

Members of Groote Schuur Rotary and guests enjoyed an online celebration marking the club's 50th anniversary.

There were 19 people in attendance on the Zoom including guests from Ireland, the Netherlands and India. A truly international event indeed!

One of the club's members in Melbourne, PP Shirley Bird, could not attend due to time zones but sent a message which Zalia read on her behalf:

'Hello and Salutations to my fellow Rotarians. Having been introduced to The Rotary Club of Groote Schuur in 1988 I have travelled with you on many roads and crossed more bridges than most.

Over the years there have been changes, however we can look back, not without pride at the many activities and projects that the club supported. As a result we have established some rewarding associations and long lasting friendships. With the ebb and flow of life our Tuesday meetings remain a special memory of fellowship, enjoyed with friends endeavouring to contribute in a meaningful way to the improvement of life in our community.

My thoughts are with you for this Anniversary celebration and a cheer for the next 50 years which will no doubt be a challenge but certainly with rewards.

Please do not forget a toast to absent friends of

*which we have many.
My best wishes in Rotary.
Shirley Bird'*

Wishing the members of Groote Schuur another successful 50 years ahead!



NEW CAPE OF GOOD HOPE PRESIDENT UNVEILS GLENCAIRN'S ROTARY MANDALA

President Koos Burger 'Opened Opportunities' in great style when he took a video of his induction with the use of a drone.

The handover took place in the newly constructed Mandala at the Rotary Youth Camp in Glencairn, when President Gillian Anderson placed the chain of office around his neck and inducted him as the new President of the Rotary Club Cape of Good Hope

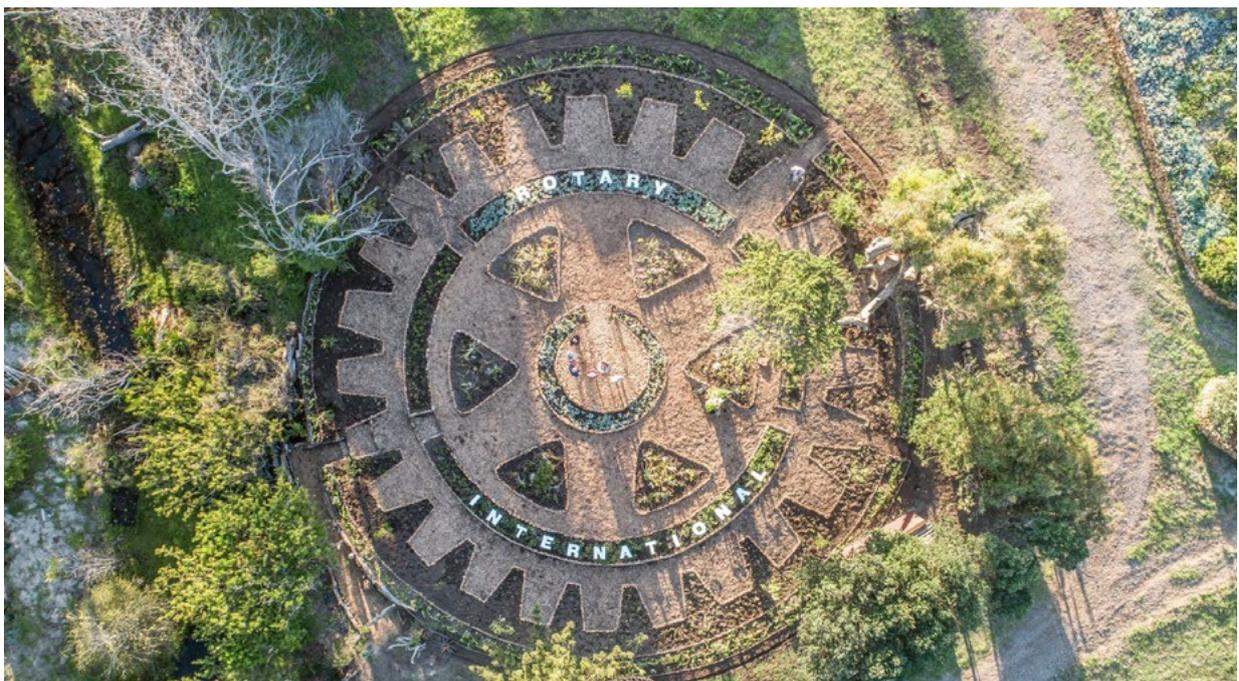
We are all so excited and proud of this fantastic ground-breaking and novel way of doing Rotary business. ... in Corona-19 style.

In attendance were Past President Susan O'Hagan Ward, Rotarian Kirtikant Patel and Antoinette Burger, Koos' proud wife.

The new Mandala at Rotary Camps Glencairn is a 36m diameter Rotary wheel. It was created using fynbos plants and was created to make a positive mark on the planet. This is another way to celebrate Rotary's involvement in Environmental Sustainability. It also celebrates the day Rotary International decided to add, "Supporting the Environment" to their 6 Areas of focus, as a seventh area.

We are so lucky to have this passionate man leading us at this time in Rotary. D9350 will stand out as one of the BEST districts in the Rotary world in Environmental projects and action. Respect and accolades to you Koos....you have truly Opened the doors of Opportunity.

WATCH THE VIDEO HERE: <https://web.facebook.com/watch/?v=603608480575447>



PROJECT SPOTLIGHT

KNYSNA ROTARY FOOD DRIVE

The Social and Humanitarian Relief Programme for Knysna has now entered its fourth month. Our club set itself an initial target to assist 4500 households with food relief. However, generous support from partners and donors has enabled us to reach twice that number.

Knysna Rotary's contribution to the project has moved on from first response humanitarian aid and we are no longer sending out grocery vouchers and food parcels in bulk.

We are now focusing on targeted food relief for specific sets of circumstances.

We continue to provide weekly support to 16 soup kitchens across a spread of areas within the Knysna municipal district. These soup kitchens receive both Rotary soup hampers and frozen chicken procured by KILT through the Do More Foundation. The team from partner organisation, Knysna Hope, has provided invaluable logistical support to Rotary during these weekly deliveries.

A huge thank you to all our donors! Without you it would have been impossible for our club to implement and sustain a project of this magnitude.

Some thank you notes received:

"Thanks a lot and thanks again Knysna Rotary, I've received a voucher earlier, God bless."

"I've just received my voucher from Knysna Rotary and I have to say they've really helped me during this pandemic. I'd like to thank Knysna Rotary for being a pillar of strength."

"Good evening Knysna Rotary team, I'd like to say thank you from the bottom of my heart to everyone who helped me. May God bless you, thank you, thank you, thank you."

"Thank you so much for the grocery donations - it would be downhill without these."

"The impact on my community is visible. People are so grateful to receive a meal without being judged. There are less people going hungry to bed. I think, in this time of this pandemic, the real unsung heroes come to the forefront. Much appreciation, Knysna Rotary."

To donate, please click on <https://knysnarotary.co.za/covid-19/> **Credit Card facilities available**

IT'S RAINING CHICKEN!

At the Rotary Club of Knysna, Wednesday is now Chicken Delivery Day! Over the past few weeks, more than 12 tons of Rainbow frozen chicken – procured by KILT through The Do More Foundation – arrived in Knysna for distribution to people affected by the Covid-19 lockdown.

A Knysna Rotarian provided freezer storage facilities while other members delivered more than two tons of chicken to soup kitchens, old age homes, Epilepsy SA and other needy organisations.

To date, the Rotary Club of Knysna has given food to more than 8 000 households. Frozen chicken was also included in the food parcels distributed to households in need.



Master Chef Mick Furman cooking a chicken stew that was later delivered to a local old age home



R 1 011 342 in Public Donations

**186 Soup Kitchen Hampers
3066 Food Parcels
6051 Vouchers**



**See you again next
month!**