



Tswelelopele Moving Forward - Beweeg Vorentoe

The **Casidra's** Board of Directors fully supports this initiative of measuring how successful the management team is by gauging its Emotional Intelligence (EI). This programme is currently being facilitated by an independent institution called Kitso Khumo.

Emotional Intelligence has been rated globally as a new key to unlocking success in the corporate world. Being self-aware and self-controlled affects how others perceive you and has a major influence on the climate in the workplace.

The methodology of the programme involves 360 degree Emotional Intelligence assessments and eight 2 to 3 hour coaching

sessions conducted over a six-month period.

As part of personnel engagement, employees had an opportunity to suggest possible names for Emotional Intelligence programme. The more relevant name "**TSWELELOPELE**", which is a Setswana name meaning "MOVING FORWARD" ["BEWEEG VORENTOE"], was chosen and officially launched together with a brand in our last Newsflash edition. This is an excellent name as it clearly shows that **Casidra** is moving forward and striving towards CHANGE!

According to Brent Herman of Hay Group Consultants, "Today's leaders have to have the right values, behaviours and emotions in order to develop and enhance their competitive edge"; and **Casidra's** management is looking forward to this.

Emotions influence our decision-making, behaviour and performance at work; hence we want to manage this effectively by filling the loopholes and bridging the gap with this programme.

As a management team, we are committed to position ourselves within seven skills of EI, which are: Emotional Self-Awareness, Emotional Expression, Emotional Awareness of others, Emotional Reasoning, Emotional Self-management, Emotional Management of others and Emotional Self-control.

So far, the programme has borne fruit, as the first session of completing questionnaires was successfully completed. The second session based on feedback/results from Kitso Khumo has been taken into consideration and management is currently working on the seven modules to achieve the positive goals.

The Management team would like to take this opportunity to thank staff and external stakeholders for the feedback they have provided as well as for being part of and continuously supporting this programme.

Personnel and stakeholders will be kept informed on the progress and outcome results at the end of the programme.

GREENING PROJECT



WESTERN CAPE MINISTER OF AGRICULTURE HANDING OVER FOOD GARDENS' SUITCASES IN KHAYELITSHA

Agriculture is the sector which touches our lives on a daily basis, as people need agricultural products such as bread, meat, milk sugar, clothes, animals, etc. on a daily basis. Agriculture also provides direct jobs to more than 200 000 farm workers and their families throughout the Western Cape.

Minister Dowry continues to hand over household food production suitcases to needy families to enable them to address the issue of food insecurity at household level and recently handed over 10 suitcases to families in the Khayelitsha area. These suitcases are the Department's responsibility to address the challenges facing households that have no access to land for food production.



MEC Cobus Dowry & Mr T Fife observing the gardens during the handing over of the suitcases.

Casidra assisted the Department of Agriculture by obtaining suitcases worth R5000 each which consists of a family irrigation system, garden tools (spade, fork, rake, domestic hose, and watering can), seeds and seedlings, fertilizers as well as a wheelbarrow.

During the handing over, Minister Dowry said that his department works tirelessly to fight poverty among the people through different programmes.

He said, "In the Western Cape, Agriculture is one of the cornerstones in our fight against poverty and the social wellbeing of our people. Agriculture is the core department that needs to assist our people when it comes to food security".

"In this regard we have put various programmes in place to empower our people as we are addressing the problems associated with the increasing levels of poverty, global inequality, peace, land distribution, security and stability, financing for rural development, health and capacity building. We took note of this and worked hard to integrate the three pillars of sustainable development, namely economic, social and environmental aspects", said Dowry. He continued by saying that the Western Cape Department of Agriculture is very clear that this forms part of its role to see to the sustainable development of everyone, including the youth and women in Agriculture, as agriculture is the main engine of economic growth in most communities.

Dowry encouraged people to support and become full partners in order to achieve these goals. "I have urged people to become full partners through programmes that will empower all our people, even girls and boys at an early age; to look at agriculture as the very essence of our subsistence and to have the full knowledge about the importance of protecting our resources through Land Care, Environmental

Protection Programmes and Best Practises in Agriculture", said Dowry.

"We believe that we have to create opportunities for our children and the people who work in Agriculture. We must have well trained staff to take care of your needs when you approach the department for help", Dowry ended.

GREENING REVOLUTION CAMPAIGN

Casidra fully supported the Department of Agriculture in their 6-day greening campaign which took place in the Delft area. This campaign seeks to encourage communities and all stakeholders to unleash a green revolution on the arable fallow land by tilling it to feed themselves and the nation.

This campaign was rolled out as part of the Ilema/Letsema Programme which was launched late last year to promote the concept of backyard gardens in their fight against food insecurity, unemployment and high food prices.

The aim was also to review the availability and release of unused land publicly owned (especially schools and hospital land), to be used productively for food availability as well as to ensure that available land is released for the establishment of food gardens.

Casidra, in conjunction with the Department, set up a vegetable garden and lawn for each new household in the area.



From L-R: Michael Mackenzie of Casidra and Ando Dreyer of the Dept. of Agriculture preparing a vegetable garden in Delft.

GROWING INITIATIVES

OPENING OF THE 13TH RED DOOR CENTRE IN RETREAT

A long awaited 13th RED Door centre has officially been opened in Retreat. This centre will provide services to the entire Retreat, Muizenberg and their surrounding areas.

The RED Door is a one stop shop where SMME's are able to access business information, advice and assistance. Every centre has an office manager, business administrators and office administrators who offer professional business help in a friendly manner. Staff unleash the potential of emerging and existing entrepreneurs. They inspire and encourage them to achieve what they aim for as well as make their dreams come true.

The RED Door is aimed at increasing levels of participation in the economy by all, especially by the previously excluded and presently marginalised individuals. It also aims to increase the number of newly established businesses and support and finally help to grow, strengthen and develop new and existing businesses.

The RED Door offers a whole range of services which includes RED Finance, which covers a Small Business Fund, a Survivalist Fund, Co-operative Support Fund and Bridging finance. There is also a RED Voucher Programme where clients are assisted with Business Plans, Feasibility Studies, Mentorship, Health check, Co-operatives Set-up and Marketing tools' acquisition. Furthermore, clients enjoy services of the RED Campus (Business Training Programme) and Company Registration of Closed Corporations and Co-operatives.

Among the guests who attended the opening of RED Door in Retreat, were the Minister of Finance, Economic Development and Tourism in the Western Cape, Garth Strachan, who officially opened the centre, as well as various heads within the department, John Peters, Litha Kutta and other officials.

They were also accompanied by **Casidra's** General Manager, Thembi Mlonyeni, and other officials who ensured that the day was a success.



***Caption:** MEC of Economic Development & Tourism - Garth Strachan (middle) with John Peters, Chief Director : DEDT (left) and Retreat RED Door Client, Natasha Priestley during the opening of the Retreat RED Door facilities.*

ROUTE 62 DEVELOPMENT

*T*he Department of Economic Development and Tourism appointed **Casidra** to assist with the further development of Route 62. The existing

tourist route meanders through two districts of the Western Cape Province and links with the N2 National Road at Humansdorp in the Eastern Cape.

The project was aimed at contributing towards one of the Province's strongest tourism products by developing two viable tourism businesses along the route.

On the 28th January 2009 **Casidra** successfully implemented the Amalienstein Tea-room project identified with assistance from the stakeholders. The project consists of a tea-room which seats up to 40 delegates and is located in Amalienstein [approximately 300 kilometers from Cape Town] en route to Oudtshoorn.

The beneficiary of the project is Bertram Johannes, a Black Economic Empowered entrepreneur, who is currently leasing the building from the Amalienstein farm [which belongs to the Western Cape Department of Public Works]. With assistance of the Eden District Municipality and the Local Tourism Officer, Ms Hettie Weyman, the project will be marketed to gain effective utilization thereof.



RED Door Success Stories



SOSO SPAZA SHOP AT JOE SLOVO INFORMAL SETTLEMENT

*S*paza shops come a long way with the history of this country and they have been very popular in formal and informal townships. These are very small types of

shops which is the reason why they are called 'Spaza shops' (a Township lingua loosely meaning 'Small Shop'.)

They are situated in remote areas that are far from the towns or big supermarkets, and are very helpful as most people depend on these shops to buy basic daily goods such as bread, butter, washing soaps, etc. that are urgently needed at the time and not for buying family groceries.

Late last year, an emerging entrepreneur in the Joe Slovo Township next to Table View, Nosiphelo Ngedle, identified the need to have such a shop in her area. She then decided to own her own business called SOSO SPAZA SHOP. One of her dreams was to have a self-sustainable business, so she approached RED Door Table View for business advice.

Ngedle didn't go wrong by making that move; her idea was fully supported by the RED Door Centre.

Peter Mentoor, the Centre Manager, assisted this entrepreneur with all the relevant business assistance she needed. She also received a start-up capital loan which enabled her to buy the initial stock for her shop. Despite business challenges, Ngedle is very excited about what she achieved thus far with her business.

What makes her more excited is that she is able to supply her community with prepaid services, such as electricity and cellphone airtime.

One of her future plans is to expand her business and to build up more capital to sustain the business.

THE STAFF AGENCY AT BLAAUWBERG

*G*ideon Williams is the proud owner of a recruitment agency and labour consulting firm called Staff Comp. He started this business last year after working in the retail business for almost 12 years. Aiming for a career change, Williams started focusing on skills gaps in the market and looked at the way of turning these opportunities into viable business ideas.

Williams said that he never followed through on any of these types of projects because he lacked certain knowledge and did not know how to go about it. He set

aside all negative mindsets and approached the RED Door Centre in Table View to share his business ideas with them. Williams was positively motivated, inspired and felt so confident about himself after his first visit to the RED Door. His potential was unleashed by this centre and he started realising his operational expertise and 'know-how'.

Williams has built up a solid network of potential clients while he was still in retail and used them as a foundation for his business.

He personally financed the business start-up capital and the RED Door Table View assisted him with the development of a business plan and other business training,

such as tender training which he found very relevant and informative. Furthermore, the RED Door Centre provided him with R50 000 for working capital and equipment.

So far, Williams with his Staff Comp is progressing very well with many achievements. He has managed to develop a substantial client base, particularly in the wholesale and retail sectors with excellent opportunities for 2009.

His future plans include moving into the office premises, exceeding projected income, growing his business and employing two more recruitment consultants to cover the Banking and Finance sector as well as the FMCG sector.

RED Door Success Stories



SMOKEY FISH TRADING

In 2006 Yusuf Sulaiman started a business called Smokey Fish Trading in Wellington and supplies local shops within and outside the Western Cape Province with fish. Sulaiman started this

business with the aim of creating employment opportunities for people in the Wellington and surrounding areas.

According to Sulaiman, one of his biggest challenges when he started the business was access to finance and lack of support from the local municipality. RED Door Paarl made Sulaiman's dream come true by assisting him with a business plan through the Business Voucher Programme and the Plek Plan Programme.

Smokey Fish's business plan was submitted by RED Door Paarl for funding and all went well. Funding to the value of R1,5 million was

approved which will be used to assist Smokey Fish Trading with structural renovations on the factory site that was bought for the business in Wellington's industrial area.

Sulaiman said that he is very proud to announce that his business created almost 36 jobs in total and has provided food for his workers and their families, and delivers quality products to clients.

With assistance from the RED Door Centre in Paarl, Smokey Fish Trading has achieved a lot and earns a monthly turnover of approximately R80 000 – R100 000.

ZWELIHLE ART

Zwelihle Art Co-op recently signed a Memorandum of Understanding (MOU) at the Hermanus RED Door office.

The Co-op received funding to the value of R20 000 from the Provincial Department of Cultural Affairs.

This cash injection will go a long way in meeting this Co-op's needs,

such as buying art materials and advertising. The Hermanus RED Door office assisted them with registering a Co-op and the writing of a proposal. The core business of the Co-op is to showcase art in the form of paintings.

Paintings include oils, acrylics, craft paints all on canvas as well as a rare type of art called three-dimensional. A sizeable room has

been made available to the art Co-operative, at the RDP centre, where paintings can be done.

This Zwelihle Art Co-op consists of skilled and artistic individuals who participated in a competition based on blending a wooden bottle into an attractive art feature at a wine farm in Hermanus. The co-op has engaged with local internet service provider companies that have given them a free e-mail domain for a year and will develop the website .

This will be the main source of patronage and a driving tool for growth. Hermanus, being a tourist destination, presents huge opportunities and Zwelihle is profoundly blessed to be part of this.

Their role is to ensure that, while their guests experience the Co-op's Eco-adventures, they also capitalize on selling art work with an African flair.



From L-R: Clyde Mamase (RED Door Business Administrator), Irvin Ntsiba-ntsiba (Chairperson of Zwelihle Art), Anita van der Merwe (Representative from Cultural Affairs) and Zolile Baleni (Co-op Secretary).

CASIDRA IN THE SPOTLIGHT

Casidra accompanies Living Land Crew of SABC 2 to the Southern Cape

Casidra had the fortunate opportunity of accompanying the SABC 2 Living Land crew to two farms in the Southern Cape region on 19 and 20 March 2009.

The Living Land crew were very impressed by and excited about the apple farm, Anhalt, which is successfully managed by **Casidra** on behalf of the Department of Agriculture in Haarlem (which falls in the Langkloof area).

Their timing was excellent as their visit fell during the harvesting season giving them an opportunity to enjoy the farm's crispy Pink Ladies and Golden Delicious apples. The farm also produces a variety of apples such as Royal Gala, Granny Smith, Fuji and Braeburn which are for exporting and supplied locally to Pick 'n Pay and other fruit and vegetable supermarkets/outlets. The purpose of this visit was to film the farm's activities for the Living Land Programme which will be broadcasted on SABC 2 during August 2009. This crew was accompanied by

Casidra's Public Relations and Communications Officer, Experience Matshediso, George's Regional Office Manager, Johan Bronkhorst, and Anhalt's Farm Manager, Ricardo Du Preez who showed them the farm.

The second day was exciting for the crew as they acquired more knowledge about milk when they visited the Jackalskraal dairy farm of the Griqua community which is situated between the of Plettenberg Bay and Kranshoek. This was a wonderful experience for them to see a productive dairy farm managed by their own Griqua community.

Casidra's personnel, accompanied by the Kranshoek Griqua Community Trust members and the farm manager, Quinton Hoffman, took the crew members to the various corners of the farm and shared highlights of the farm with them.

This farm is a good example of the Land Reform programme which was handed over to the community sometime ago and is successfully managed by the Kranshoek Griqua Community Trust with the help of **Casidra** in an advisory capacity.

This event was a huge success as crew members confessed that they had learned a lot about the two farms. One of the crew

presenters, Sibongile Ngele, said, "It was a great experience to know and see where most of these products, such as apples and milk which we buy every day, come from and how they are prepared before being sent off to the markets". "I am also impressed to see how professional farm workers are, and I must congratulate the people behind all this, **Casidra**, for managing these farms to make them more productive and profitable", she ended.



STEM IN DIE BOS

Dagse Urinne...

Nog 'n Stopsel uit die twaksak van Stem in die Bos

Kyk, die herfs is darem besig om nou vinnig in te tree. Hoor ek die anderdag daar in die Paarl waar onse hoofwerf geleë is het die wêreld glo so lelik gebrand. Dit maak ons boere altyd bekommerd as die veld so brand, want die volgende is verspoelings in die winter.

Ek verstaan daar by die hoofwerf is die ooievaar besig om litte los te maak. Verneem ek mos vertroulik dat die

Algemene Patattrapper se regterhand, Rebekka, swanger is. Ai ons wens jou alles van die beste toe Becky. Hoop dis 'n bulletjie – sien ons het boere vir die toekoms nodig.

Dan hoor julle oom ook dat die nuusman glo so 'n lelike ding oorgekom het met 'n vark saam. Nou kyk, hier op die plaas sê ons dis net die dommerige donkies wat hulle pote twee maal teen dieselfde klip stamp. So vrind XP, as jy dan nou weet vark akordeer nie met jou nie, vir wat loop staan eet jy die ding. Of was dit nou 'n geval van te veel vark

gewees. Die ding het mos die manier om bietjie ryk te wees en mens gal te gee. Nee oom vra maar net.

Hoor ek ook die anner dag dat daar groot konsternasie by die Streekkantoor was met Sakkie wat hoender-kuikens in die kantoor se voorportaal laat oornag het.

Die kuikens het glo 'n taamlieke gemors gemaak en toe was dit nogal op die 1^{ste} April ook. Sakkie se ander kollegas het hom 'n lelike streep getrek deur te bel en te maak of hulle die "landlord" is en erg omgekrap is oor die

gemors. Sakkie het homself glo bleek geskrik.

Ai manne, dis darem nie mooi om 'n man so te laat skrik nie en Sakkie wou net die ou kuikentjies gemaklik laat slaap.

Sakman jy sal maar moet proppe indruk volgende keer om die oepsies te keer.

Nou ja, groetnis van huis tot huis en hou nou maar matigheid voor oë veral dié wat gaan vark eet.

Groetnis

STEM.



Chief Financial Officer, Freek van Zyl

out of “~~C~~ROOKING ^ THE BOOKS”

How To Make Hot Cross Buns

Hot cross buns were traditionally eaten on Good Friday, but their popularity has outgrown their religious roots. They are sweet and delicious and so easy to make. Instead of buying the buns from the shop, why not make your own Hot Cross Buns at home?

Serves: 6

Preparation Time: 10 minutes
Cooking Time: 1 hour 30 minutes
Oven Temperature: 170 °C

Step 1: You will need

2 tsp dry yeast
120ml warm milk
1 egg
15g butter, at room temperature
a pinch of salt
45g sugar
240g flour
70g currants
a pinch of cinnamon
a pinch of Allspice
1 egg, mixed with 2 tbsp water,

for the egg wash
some extra flour
1 mixer with the flat beater (or mix manually)
1 bowl, lightly oiled
1 baking tray lined with parchment paper
1 knife
1 spoon
1 tea towel
1 brush

Step 2: Begin the dough

Into the mixer add the milk, yeast, butter, egg, sugar, flour, cinnamon, allspice, salt and currants. Mix it together, but only until it just combines. Sprinkle a little flour onto the dough. Remove the bowl from the mixer.

Step 3: Continue the dough

Dust the work surface with flour. Remove the dough from the mixer bowl. If it seems to be too sticky then add a little more flour. Knead it with your hands until it has an elastic consistency. Shape it into a ball, place it in a bowl, cover it with a towel and let it rise until it doubles in size.

Step 4: Make into buns

After the dough has risen, remove the cloth from the bowl and sprinkle over a little flour. Punch the air out of the dough with your knuckles. Remove it from the bowl. Place it onto the surface and shape it into

a log. Cut it into six pieces. Take one piece and shape it into a ball, by first folding the dough inwards then rolling it with the palm of your hand. Roll all the 5 remaining pieces into balls.

Place them onto the pre-lined baking tray. Cover them once more with the towel. Let them rise again for about 30 minutes.

Step 5: Preheat the oven

While you are waiting for the dough to rise, set the oven at 170 °C.

Step 6: Wash and bake

Once your buns have doubled in size, uncover them. Brush the buns all over with the egg and water mix. Then using your knife, cut a deep cross into the centre of each bun. The deeper the cut, the more pronounced the cross will be when baked. Place them in the oven and let them bake for about 15 minutes, then remove.

Step 7: Cool and serve

Let them cool for a few minutes and serve them hot or cold. But be warned, served warm with lashings of butter you could be up until midnight making more! I wish you and your families a Blessed Easter 2009. Till next time, keep on ~~c~~rooking.

THE GOOD ~~C~~ROOK
With compliments to Videojug

BODY AND MIND

HOW TO HELP YOU TO THINK POSITIVELY

Article by: Tamzon Morton

An affirmation is a declaration of something that is true, but it is also a way of practicing positive thinking.

What is within is without

No matter who you are or where you are, everything you think about is revealed to you through your experiences in life. It's almost hard to believe it's that straightforward.

The Secret explains laws of attraction

As Bob Proctor explains in the phenomenal book "The Secret": "Everything that's coming into your life you are attracting into your life. And it's attracted to you by virtue of the images you're holding in your mind. It's what

you're thinking. Whatever is going on in your mind you are attracting to you."

Keep your thoughts loving and positive

So what images are you holding in your mind? You are a powerful force with a frequency that radiates into the Universe calling in everything you hold in your mind. Wow, it's a daunting thought.

Keep your thoughts loving, positive and focused by using affirmations and think everything you want and need into your life.

Tony Robbins, Robin Banks, John Kehoe, James Arthur Ray and Bob Proctor, but to mention only a very few, understand the importance of keeping your thoughts pure, loving and focused on whatever it is you want for your life.

They live their dreams and teach many others worldwide on the importance of affirmations and the power they possess.

Make your affirmations real by repeating them until you create them

Very often when one starts with affirmations there's a strange feeling of "yeah right, this is so not true", but it's important to understand that despite the fact that whatever it is that you want in your life might not be true yet, you are creating it in your mind every time you read them and say them to yourself.

In this way, you are allowing your subconscious mind to pick up on your conscious positive thoughts, ensuring that they are captivated and thereby creating the life of your dreams.

Start with loving affirmations about yourself

So start with loving affirmations about yourself and allow your love and focus to radiate into every area of your life. Heal yourself, heal your life, then heal your world.

HUMAN RESOURCES

BIRTHDAYS

Congratulations to the following colleagues who celebrated their birthdays during the past quarter

HEAD OFFICE

February

Anelda Le Roux
Andre Otto

March

Lynette Neethling
Sean Klassen

April

Hermien Swart
Evelyn Salies
Yolanda Marais

FARMS

February

Nico Gysman

March

Shane Golden

April

Lucrethia Misimila
George Bell
Sarah Cornelius

RED DOORS

February

Desmond Alie
Candice Heugh
Yolanda October

March

Peter Mentoor
Carlette Egypt
Katie Booyesen

April

Nazlie Van Der Lilly
Romeo Losper
Mary-ann Adams
Stuart Botha

BEREAVEMENTS

We would like to convey our condolences to the following colleagues and their families who lost their loved ones during this quarter:

Freek van Zyl (Head office) was blessed to have a grandmother until the rich age of 96 years. She recently passed away and was buried on Saturday, 28 March 2009.

Katie Booyesen, our colleague at RED Door Atlantis, whose father passed away and was buried in Springbok .

APPOINTMENTS

- **Maxwell Gaji : HEAD OFFICE**
Project Co-ordinator : Technical
- **Stuart Botha : RED DOOR**
Office Manager: Retreat
- **Ezzad Pakkier : RED DOOR**
Business Administrator : Retreat
- **Clive Benjamin : RED DOOR**
Cleaner: Retreat
- **Jeanine Gordon : RED DOOR**
Administrative Assistant : Vredenburg
- **Farrol Abrahams : RED DOOR**
Business Administrator: Hermanus

INTERNAL APPOINTMENTS

- **RED DOORS**
Grant Lintnaar
Candice Heugh

RESIGNATIONS

- **PLEK PLAN**
Eben Phillips
Lee-Hendor Ruiters
- **RED DOORS**
Gerschwin Williams
Bernarco Rhooode
Pelisa Mbawu
David Mithani
S Roqo
- **FARMS / PROJECTS**
W Draai

TRAINING

- **Pay Day Seminar and Practical Workshop**
(Audrey Jackson)
- **Office Up-keeping**
(The RED Door Office Cleaning staff of all the 12 centres)

EMPLOYMENT EQUITY COMMITTEE

We congratulate the following colleagues who will be our new representatives on the Employment Equity Committee:

HEAD OFFICE

Elize van Deventer
Lieneke Thyssen
Michael Mackenzie
Jannine de Klerk
Clovis Bhiya
Lynette Neethling
Sean Klassen

RED DOOR

Romeo Losper
Peter Mentoor
Chris Bangaza

PROJECTS/FARMS

Elizabeth Bernadus
Jolian du Preez
Ricardo du Preez

PLEK PLAN

Cecil Davids

REGIONAL OFFICE

Johan Bronkhorst

