

GUIDELINES FOR MENTORSHIP PROGRAMS

OF THE

PINZGAUER AND PINZ²YL CATTLE BREEDERS SOCIETY

OF

SOUTH AFRICA

Document: PGPZ-06

Issue: 1

Date: 22 October 2014



Pinzgauer and PinZ²yl Cattle Breeders Society of South Africa

118 Henry Street

Box 1060

Bloemfontein

9300

Tel: (051) 4100955 or (051) 4100900

Fax: (051) 4484220 or 0866670294

Email: sonja@studbook.co.za

Website: www.sacattle.co.za

This document has been approved on 22 October 2014, at a Council Meeting of the Pinzgauer and PinZ²yl Cattle Breeders Society of South Africa.

TABLE OF CONTENT

1. DEFINITIONS	3
2. ABBREVIATIONS.....	3
3. APPLICABLE DOCUMENTS	3
3.1. Constitution of the Pinzgauer and PinZ ² yl Cattle Breeders Society; doc: PGPZ-01	3
3.2. Pinzgauer and PinZ ² yl Inspection of Breeding Animals; document: PGPZ-03.....	3
3.3. Pinzgauer and PinZ ² yl Shows and Judging of Breeding Animals; document: PGPZ-05.....	3
4. PURPOSE	3
5. APPLICABILITY.....	3
6. MENTORSHIP GROUPS	3
7. HOSTING PROJECTS	4
8. ROLE OF THE SOCIETY.....	4
9. AUTHENTIC VERSION OF CONSTITUTION.....	4
ANNEXURE A: SAMPLE HOSTING AGREEMENT	5

1. DEFINITIONS

Definitions used in this document will be in accordance with Clause 3.1.

In the document, unless the contrary intention appears clearly from the context, words referring to persons in the masculine gender shall include females, and words in the singular shall include the plural, and words in the plural shall include the singular.

2. ABBREVIATIONS

Abbreviations used in this document will be in accordance with Clause 3.1.

3. APPLICABLE DOCUMENTS

3.1. Constitution of the Pinzgauer and PinZ²yl Cattle Breeders Society; doc: PGPZ-01

3.2. Pinzgauer and PinZ²yl Inspection of Breeding Animals; document: PGPZ-03

3.3. Pinzgauer and PinZ²yl Shows and Judging of Breeding Animals; document: PGPZ-05

4. PURPOSE

This document describes some guidelines to members of the Society who wishes to partake in and/or organise mentorship programs for the breeding of Pinzgauer and PinZ²yl stud cattle. The motivation for mentorship programs is driven by one of the mission statements of the organisation: *Support to emerging cattle farmers through mentorship and study groups.*

5. APPLICABILITY

This document is applicable to the mentorship programs for the breeding of Pinzgauer and PinZ²yl stud cattle, which seek acknowledgement and support from the Society.

6. MENTORSHIP GROUPS

6.1. The objective of the mentorship program is, firstly, to share the knowledge of established Pinzgauer and PinZ²yl breeders with “new” and developing breeders through:

- Self-organised study group meetings
- Farmer’s days
- Demonstrations and lectures
- Focused training, i.e. judging and inspection
- Personal 1 to 1 mentorship where applicable (i.e. Hosting and during Inspections)
- Shows and static exhibitions

6.2. Participating members must be paid-up Members (any category) of the Society. The Society must be notified of the formation of the Group and kept up to date of the actual membership.

6.3. Mentorship Groups are to appoint their own chairpersons, who will also represent the Group within the Society. The chairperson must be an Ordinary Member of the Society, unless otherwise approved by Council.

6.4. Activities under the auspices of the Society must be planned and arranged in collaboration with Council.

7. HOSTING PROJECTS

7.1. Where the land and facilities of established breeders allow such activities and such a Society Member/s are willing to provide the services, breeders who do not have their own land, may be invited to run their cattle on land provided by the Member, at a fee and against a regular commercial contract (example attached) between the Member providing the services and the breeder.

7.2. These projects, called “Hosting Projects” by the Society, are optional and not a prerequisite to join the Mentorship Groups. However, paid-up Ordinary Membership of the Society and SA Studbook is an essential requirement.

7.3. Hosting projects provide the opportunity of 1 to 1 mentorship with the breeder’s own cattle, in the field, as well as access to quality bulls or AI, without owning bulls. Participative breeding and selection for stud development becomes an attractive option to new and developing breeders.

8. ROLE OF THE SOCIETY

8.1. The Society or Council do not manage, control or accept accountability for the Mentorship Groups or Hosting Projects, but is in a position to enforce the Constitution of the Society, due to the Membership of all participating parties, in the best interest of the Breeds.

8.2. Council will support Mentorship Groups, on request of the Groups, by identifying knowledgeable Members, Inspectors and external specialists, and pay for these services where applicable and feasible.

9. AUTHENTIC VERSION OF CONSTITUTION

This document hereto having been drawn, submitted and considered in English, the English version shall be deemed to be the authentic version.

ANNEXURE A: SAMPLE HOSTING AGREEMENT

APPLICABLE TO THE

PINZGAUER and PINZ²YL CATTLE BREEDERS SOCIETY

AGREEMENT ENTERED INTO BETWEEN:

XYZ (Pty) Ltd, herein represented by _____, being duly authorized thereto

Of: Big Tree Farm,
Pofadder,
Northern Cape.

(Hereinafter referred to as "XYZ")

And _____, SA Stud Book Registration no
_____, herein represented by _____,
being duly authorized thereto

Of _____

(Hereinafter referred to as the "Breeder")

1. Hosting model

1.1 Cattle stud breeders who are paid up members of the Pinzgauer and PinZ²yl Cattle Breeders Society of South Africa and who are registered with SA Stud Book, are contracted by XYZ to run their stud cattle on the XYZ property.

1.2 For a monthly management fee as stipulated below, XYZ will accommodate the Breeder's cattle and provide stud management services, animal husbandry services and advice. The fees include VAT where applicable.

- From birth to weaning there is no charge.
- Weaning heifer calf (V2): From weaning age (8 months) to putting to the bull at Rxxx/head
- Heifer (V3): From putting to the bull to first calf at Rxxx/head
- Cow (KT): With calf or without calf at Rxxx/head
- Weaning bull (B2): From weaning age (8 months) to 12 months at Rxxx/head
- Young bulls from 12 months to 2 years (B3): at Rxxx/head
- Phase C and D Bulls: Tests are for the Breeders account.
- Bulls 2 years and older (TB): at Rxxx/head
- Show cattle: This category is negotiable depending on the expectation of each Breeder.
- Other requirements to be agreed.
- These fees will be revised on an annual basis.

- 1.3 Participating Breeders must be willing to sign this Agreement, stipulating the terms and conditions, for a period of at least 12 months.
2. Risk of Ownership
The risk of ownership will remain with the Breeders, although XYZ will take all reasonable precautions, as if it were its own animals, to protect the cattle against serious injury, death and theft.
3. Maintenance, Care and Management
 - 3.1 The cattle will be cared for and managed by XYZ, at the sole expense of the Breeders. It is noted that all expenses, except for the management fee and emergency expenses, must be authorized by the Breeder before being incurred by XYZ;
 - 3.2 The management fee as stipulated include:
 - Grazing;
 - Basic feed and licks when needed;
 - Basic treatment against ticks;
 - Basic medicinal treatment.
 - 3.3 The management fee will not include the following and not limited to:
Any additional feed, treatments, medicine, vaccination, veterinarian and or any other professional fees, transport, entry and/or show fees. The aforementioned will be strictly for the Breeder's account and only administered upon formal request and payment from the Breeder. Exceptions are described in paragraph 3.4;
 - 3.4 Should there be any unforeseen expenses (emergency expenses) with regards to the cattle's health and welfare, XYZ has sole discretion to obtain the services of any veterinarian and or any other required professional care and the Breeder will bear the costs involved;
 - 3.5 XYZ agrees to assist the Breeder in the marketing process upon formal request of the Breeder and the Breeder undertakes and agrees to bear the costs involved.
4. Security and Access
Fencing and road access will provide the necessary security, but will also allow Breeders free access to their cattle upon prior arrangement with XYZ.
5. Duration
This Agreement shall come into operation on _____, notwithstanding the date of signature thereof and shall continue until otherwise agreed in writing by either the Breeder or XYZ with one months' notice after the 12 month validity period has expired.
6. Payment
All fees and other costs are payable within 30 days against an invoice from XYZ (Pty) Ltd.
7. Remedy for non-payment
In the case of non-payment by the Breeder for a period of three (3) months, XYZ retains the right to sell cattle belonging to the Breeder to settle the outstanding payments. This will only take place after XYZ has given another thirty (30) days written notification to the Breeder of such intent.

8. Entire agreement

8.1 This is the entire agreement between the parties.

8.2 No variation or consensual cancellation of this Agreement shall be of any force or effect unless reduced to writing and signed by both parties.

SIGNED at _____ on this _____ day of _____

AS WITNESSES:

1. _____

XYZ

2. _____

SIGNED at _____ on this _____ day of _____

AS WITNESSES:

1. _____

Breeder

2. _____