2022

ANNUAL REPORT

SOUTH AFRICAN
CHEFS ASSOCIATION

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PRESIDENT'S REPORT

> **We are now, more than ever before, forced to be innovative and tap onto new ways of revenue generation**

Financial Year 2021-2022

I am pleased to present the annual president's report for the 2021-2022 fiscal year. This past year has been a challenging one for our organization and for the culinary industry as a whole. The COVID-19 pandemic has forced us to adapt and find new ways of conducting business, including moving many of our events and meetings online. Despite these challenges, I am proud of the resilience and adaptability of our members and the SA Chefs team.

Introduction:

The financial year 2021-2022 has been a challenging one for the South African Chefs Association (SA Chefs) due to the unprecedented impact of the COVID-19 pandemic on the tourism and hospitality industry. Our members were greatly affected by the economic downturn, as many lost their jobs and businesses closed down. In addition, our partners reduced their marketing budgets, which had a significant impact on our revenue streams. As a result, the association recorded a loss of revenue for the year.

Membership:

The pandemic exposed and exacerbated existing vulnerabilities in our society, especially in disadvantaged communities.

Obviously, when choices have to be made regarding personal and family finances, the association's membership has become one of the focal points as a possible non-essential.

We cannot compete with basic needs for human survival, which is to serve their own lives. We had a period of none growth in membership as well as slow and limited renewals of membership.

By the end of the fourth quarter of the 2021 calendar year, South Africa's unemployment rate stood at 35.3% from the 34.9% of the third quarter, and 43% in the fourth quarter, with youth unemployment at 65.5%. Despite the challenges faced during this financial year, the association has managed to maintain its membership base.

We have continued to provide valuable support to our members through various online platforms. We have also worked closely with our members to provide them with resources and guidance to help them navigate the pandemic's effects on their businesses.

SOUTH AFRICAN
CHEFS ASSOCIATION

> **We are an optimistic that the situation will improve in the coming year.**

Events:
Unfortunately, due to the restrictive protocols on gatherings, the association was unable to host any events during the financial year. This was a significant disappointment for our members, who rely on our events to network, showcase their culinary skills, and learn from industry leaders. We are optimistic that the situation will improve in the coming year, and we will be able to host events again.

Partnerships:
Our partnerships with industry stakeholders have always been essential to the success of the association. Despite the challenges faced this year, we have continued to work with our partners to support the industry's recovery. We have collaborated on various initiatives to promote the culinary arts and support the industry's workforce. We thank our partners for their continued support during these challenging times.

Financials:
Our operating environment FY 2022 was probably the most challenging year the association has ever faced from an external environment perspective. The association's revenue streams were negatively affected by the pandemic's impact on the industry.

This resulted in a loss of revenue for the year. Despite this, the association has remained resilient and has taken steps to minimize expenses while maintaining essential services to our members.

This prudent and conservative approach meant that our revenue numbers remain at a constant. It is incumbent on us, as the association's leaders, to take cognisance of the complications that have emerged and acknowledge, accept and work to resolve this predicament, without relinquishing the longer-term aims and ambitions of the association.

The pandemic and resultant containment measures have caused immeasurable harm globally, but these hardships have also provided individuals, companies and organisations the opportunity to reflect and reset where necessary.

Against this background, it is pleasing to report that the resilience of SA Chefs and the competence of the board as a team again came to the fore to ensure a highly competitive financial and operating performance for the year.

Let us look at the contributing factors to our revenue generation challenges as an association:

The South African tourism and hospitality sector remains under pressure with low economic growth and high unemployment exacerbated by the ongoing impact of COVID-19 and load shedding. In July, the country was hit by devastating rioting and looting across KwaZulu-Natal and Gauteng.

These challenges have been widely documented and have more recently been exacerbated by a number of global issues. These include the advent war in Ukraine leading to global food insecurity and rising inflation as well as a number of South African domestic issues such as increased load shedding, closure of the food supply chain in KZN, and declining consumer confidence. Added to these, was the emergent omicron variant that saw South Africa being banned by the United Kingdom as travel destination.

Unfortunately no one could have predicted that in the latter half, we would be contending with almost unprecedented economic and geopolitical uncertainty, with looming threats of a potential global recession. The above challenges affected the association directly as we could not raise revenue and indirectly as they affected our members & partners.

> **We continue to thank our members, partners and stakeholders for their confirdence and support.**

Nevertheless, whilst operating in a minefield environment, we are confident in SA Chefs's ability to continue adapting to the changing markets, as it has successfully done over its 49 years of rich history and deliver sustainable membership value in line with our purpose and vision.

Governance:

POPIA
On 1 July 2020, the enactment of the Protection of Personal Information Act (POPI Act) commenced, which came into full effect on 1 July 2021. POPIA sets some conditions for responsible parties to lawfully process the personal information of data subjects (both natural and juristic persons). In response to the POPI Act, SA Chefs developed a comprehensive manual and set of guidelines to specifically assist estate agency firms implement the Act.

Changes to the directorate
There were no changes to the directorate in the year under review

Conclusion:

In conclusion, the South African Chefs Association has faced unprecedented challenges during the financial year 2021-2022. The future remains uncertain, this is further compounded by the prevailing global economic pressures, notably increasing risks of stagflation. The Ukraine crisis places additional volatility as we continue to see more disruptions in global supply chains.

Locally, the electricity supply shortages pose a binding constraint to our economic growth prospects. If combined with high inflation and levels of unemployment, it is a real cause for concern. However, we remain committed to supporting our members and the industry's recovery. We are optimistic that the situation will improve in the coming year, and we look forward to resuming our events and continuing our work to promote and elevate the culinary arts in South Africa.

We continue to thank our members, partners, and stakeholders for their confidence and support during these economic challenging times.

I would like to take this opportunity to thank our members for their continued support, commitment and dedication to SA Chefs during these tumultuous times. I would also like to express my appreciation to our board of directors and staff for their hard work, commitment and direction to our organisation.

Looking ahead, we remain committed to supporting and advocating for our members, as well as promoting the culinary arts in South Africa. We will continue to find new and innovative ways to serve our community, and we look forward to an exciting year ahead.
Sincerely,

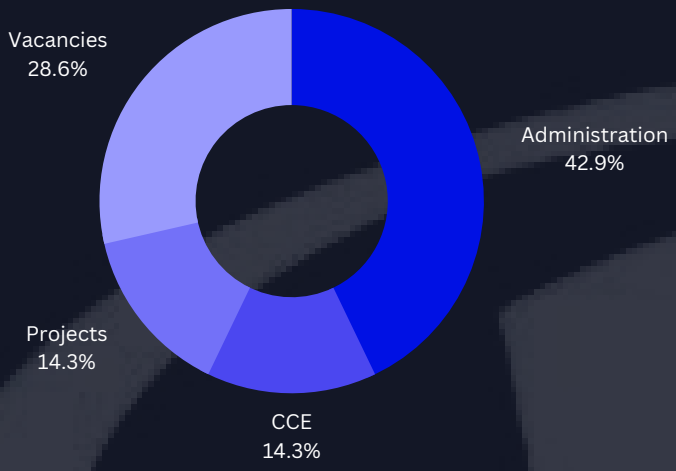
JAMES KHOZA

President - SA Chefs Association

HUMAN RESOURCE REPORT

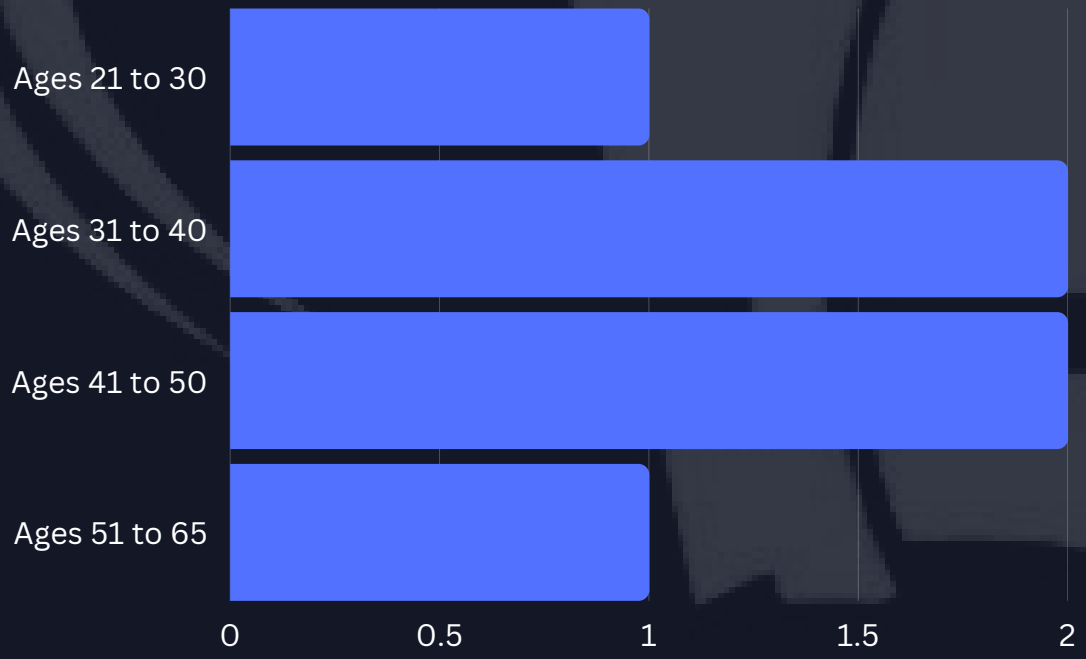
STAFFING DASHBOARD

Staff Strength



Employment Equity

Age Analysis



HUMAN RESOURCE REPORT

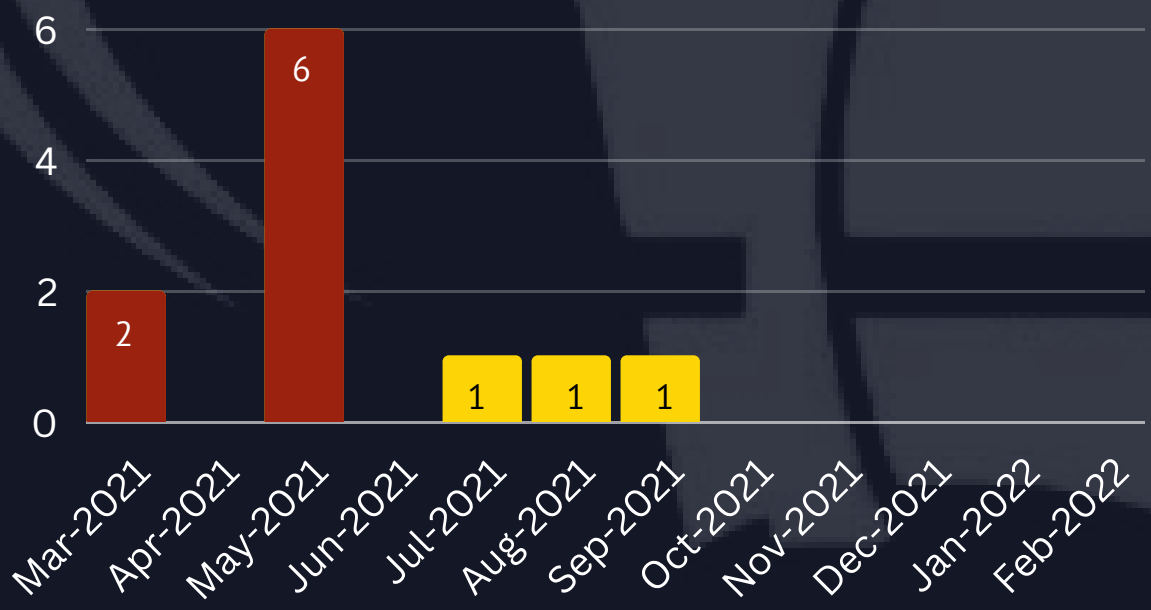
TERMINATIONS

The National State of Disaster level 1 with restrictions implemented from March 2021. Under the Leadership of the General Manager, employees worked from home and from the office. Level 1 was extended in October 2021 with far fewer restrictions.

The SA Chefs Association Board had to make some very tough decisions. These decisions were taken as a direct result of the National State of Disaster due to the COIVD – 19 virus and had a massive negative impact on our business and has resulted in inter alia a loss of revenue / income for the Association, thereby affecting both sustainability and profitability of the impact it had on the Tourism and Hospitality Industry which had filtered through to our Association.

The Board came to a final decision to implement the new staffing structure and started with the retrenchment process. As a result of this process 7 employees regrettably where retrenched. This process was finalised in May 2021.

A further 4 employees resigned during this period.



HUMAN RESOURCE REPORT

VACANCIES

In line with the proposed restructuring, the Social Media position was outsourced. The Personal Assistant's roles and responsibilities were shared amongst the remaining staff members. The Junior Lecturer position was placed on hold. The Head of Lecturing resigned in September 2021, this position remained vacant for balance of the reporting period.

In January 2022 the recruitment process for an Operational Manager started with several rounds of interviews.

REMUNERATION MATTERS

Salary Adjustments

The President approved a salary adjustment for the CCE Cleaner (previously the Kitchen Assistant position). A further request was made verbally to Exco members for a further increase. This request was denied.

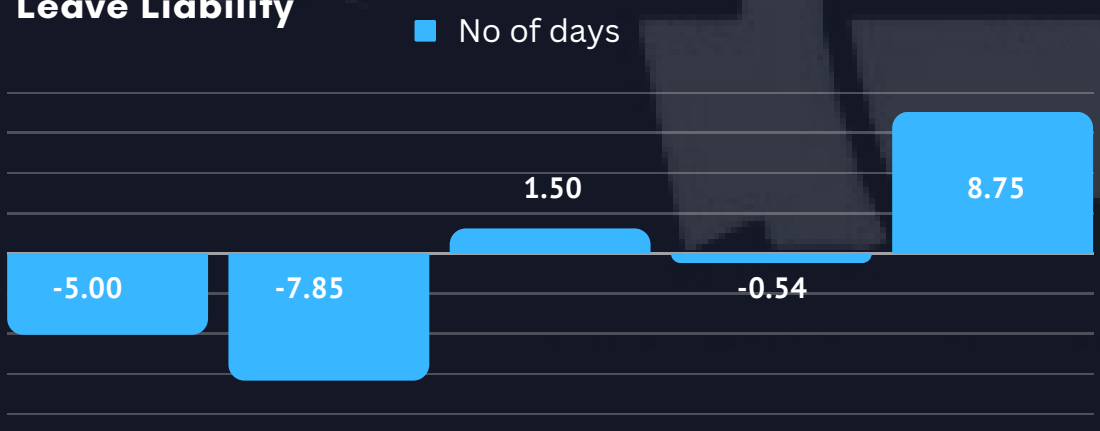
Promotions

No promotions were recommended during this reporting period.

Bonuses

No bonuses were recommended during this reporting period.

Leave Liability



LABOUR RELATIONS

During the retrenchment consultation process in March/May 2021 a non-labour organisation requested several meetings with Management. The Vice President, the General Manger with advice from the Associations labour consultant attend to these meetings.

Notification was received from a SMS of a pending CCMA case lodged by P Sikwebu – General Assistant. This matter has been handed over to Mark Heunis – Labour Consultant. No further development. This matter has been closed.

GENERAL MATTERS

Duty Manager

The Exco members requested the remaining Heads of Department / Coordinators to take it turns as the Duty Manager for a period 1 – 2 months taking responsibility for the day to day running of the office and reporting.

POPI (Protection of Personal Information)

All staff members were made aware of the requirements of the above Act. The President was registered/appointed as required by the Act of the Associations Information Officer.

Two-Day Workshop/Induction

Human Resources and Exco Board Members conducted a 2 day workshop with the staff members during August 2021. All the HR Policies and Procedures were revisited. Various Exco Members made presentations to the staff. Staff members discussed their roles and responsibilities as at August 2021.

TERS (NYCTP Students)

During this reporting period the Department of Labour (UIF) paid an amount into the NYCTP banking account without any remittance advice. This amount was a back payment for TERS to a few students. The payment to the students has been processed. All other monies received during COVID was paid back to the Department in June 2021.

COIDA (Compensation Injuries and Occupational Disease)

MASI are assisting with the COIDA annual assessment of Association for the incorrect assessment amount. At this stage we have a credit with the Department.

SOUTH AFRICAN
CHEFS ASSOCIATION

Reflecting South Africa's Culinary Diversity

The South African Chefs Association (SA Chefs) aims to have a significant impact on the careers of chefs in South Africa, with whom we share the knowledge that our members have acquired, through international food promotions, competitions, workshops, educational conferences and various other learning experiences.

To date, we have over 9,804 members, including catering and hotel company directors, restauranteurs, chefs, cooks, culinary educators, apprentices, and learners, who can be found in every type of catering field.

SA Chefs was originally founded in 1974 by a group of six chefs who had the vision of an association that would represent the interests of chefs across the country, as well as promote the art and science of cookery in South Africa.

This report represents SA Chefs' performance for twelve months, which ended on 28 February 2022. It showcases the roles and responsibilities of SA Chefs, as well as the different activities and events we have participated in to fulfil our role as both a Professional Body and supportive function for the hospitality industry, by nurturing chefs in their chosen career path.

Vision

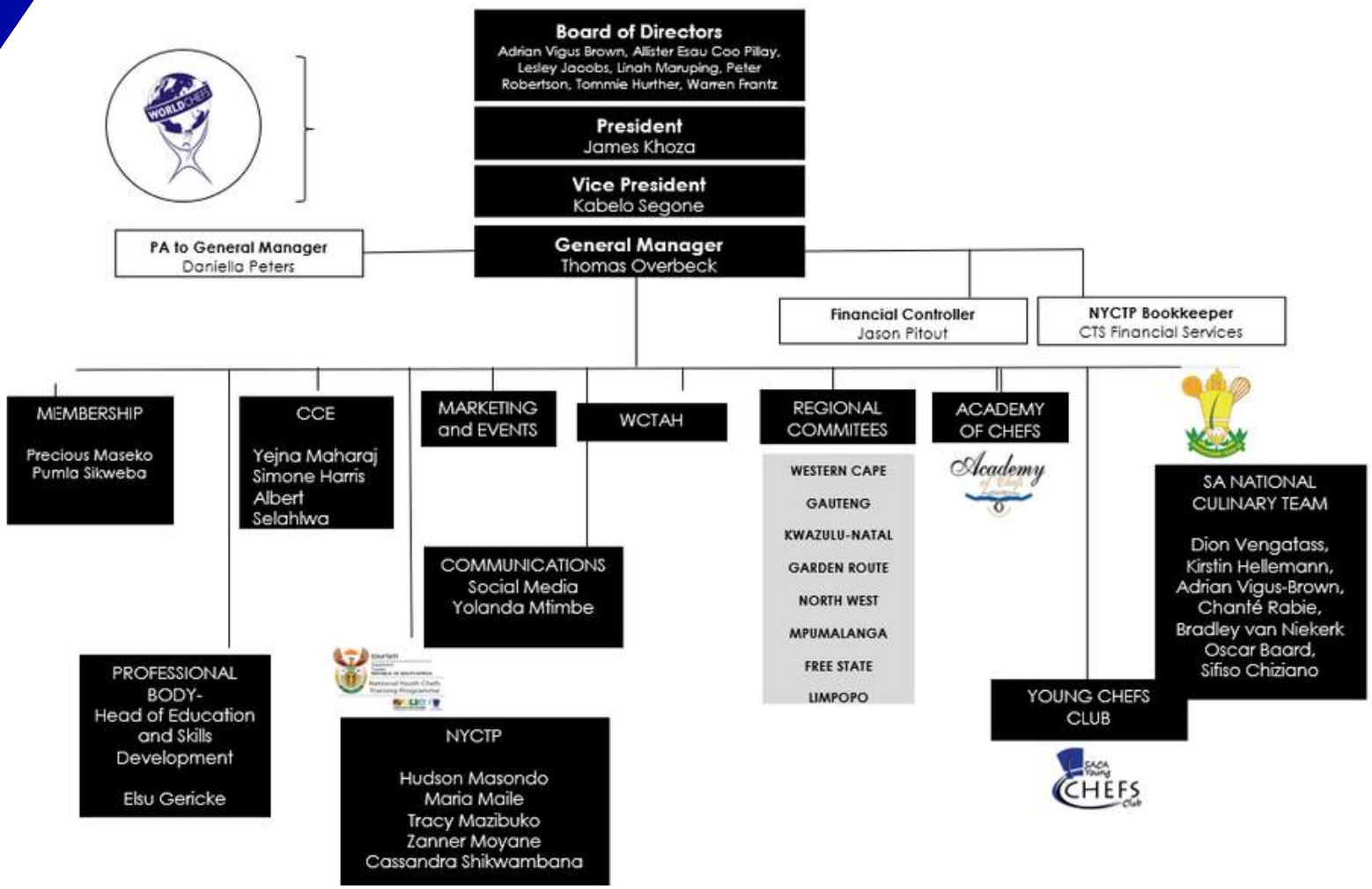
To reflect South Africa's culinary diversity, promoting the art and science of cookery in South Africa.

Mission

To set and maintain the highest level of culinary excellence, food standards, and professionalism throughout South Africa's hospitality industry.

Values

- Integrity and honesty
- Trust and respect
- Open communication
- Fairness and equality
- Loyalty and commitment
- Reliability and supportiveness
- Leadership by example
- Development of skills through education
- Innovation and transparency
- Equal opportunity for all members



OFFICE TEAM


JASON PITOUT


SIMONE HARRIS


DANIELLA PETERS

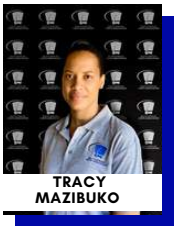

THOMAS OVERBECK


YEJNA MAHARAJ


PRECIOUS MASEKO


PUMLA SIKWEBU


ELSU GERICKE


TRACY MAZIBUKO


CASSANDRA SHIKWAMBANA


ALBERT SELAHLWA


ZANNER MOYANE


SOPHIE MOLOI


HUDSON MASONDO


MARIA MAILE


YOLANDA MTIMBE

BOARD OF DIRECTORS 2021 - 2022

James Khoza

PRESIDENT AS FROM 28 MARCH 2018 TO PRESENT

James is the Executive Chef of the Sandton Convention Centre. His previous experience includes working across Europe and Africa under the guidance of Chef Klaus Beckmann and working in a Michelin-starred restaurant in Berlin. James has competed in numerous SA Chefs accredited competitions, culminating in him being endorsed as a category-A judge by SA Chefs and category-B judge by WACS.

Candice Adams

Chef Candice was the regional chair for Gauteng. Chef Candice has worked with a multitude of chefs and hospitality professionals which has enhanced her skill set. She can navigate through complex and difficult situations and enjoy working as a team.

Chef Candice believes that SA Chefs partners need the support to be able to service the members' needs and have the best interest of the members. Her main focus would be on competitions and equality and as well as female empowerment.

Jocelyn Myers-Adams

Chef Jocelyn has been a Chef for the past 25 years, and has worked and traveled to expand her culinary knowledge and experience to an international level. She is passionate about the culinary industry. Her main passion is to share her knowledge and experience as a student and a teacher to help others realise their dreams. She has high standards, a strong work ethic, and perseverance.

Chef Jocelyn was the committee chair for the Western Cape region. Her aim is to grow and develop the culinary landscape of South Africa through opportunities and experiences, and build a more cohesive and successful Association.

Linah Pinky Maruping

Linah has gained a vast amount of industry experience since graduating. She worked as a Sous Chef and Executive Sous Chef at numerous establishments, before moving over to Tiger Brands Out of Home Solutions as a Research and Development Chef.

Here, she was responsible for new innovations, development of new product benchtop prototypes, continuous product improvement and drafting of recipe specifications. Since then, Linah has been appointed Regional Customer Manager for Unilever Food Solutions, where she is a welcomed addition to the team.

BOARD OF DIRECTORS 2021 - 2022

Adrian Vigus-Brown

Adrian is the Executive Chef of the African Pride Melrose Arch Hotel Autograph Collection. He was elected onto the SA Chefs board in 2019, where he is currently involved in upgrading and improving the Competition portfolio.

In 2017 Adrian was selected for the South African Olympic Culinary team and took part in the 2020 Culinary Olympics in Stuttgart. Adrian was involved in SA Chefs Young Chefs Club and held the position of Chairman since 2013 to 2017.He is also the WorldChefs Mentor Ambassador for Middle East and Africa. Adrian is also an active SA Chefs level "A" judge with international and national judging experience

Chef Coo traded a career in commerce, for chef whites. A graduate of the International Hotel School and the Executive Chef at Protea Hotel by Marriott OR Tambo Airport.
He was elected to the SA Chefs Board in 2019 heading up the Youth Portfolio and also assists with SA Chefs events. A firm believer in grooming and mentoring young Chefs for the betterment and longevity of the industry.

Coo Pilay

Warren Frantz

Chef Warren was elected on the SA Chefs Board since 2019, heading up the Regional Committee's Portfolio. Previously he was the SA Chefs KwaZulu Natal Committee Chairman. With a local and international career spanning almost three decades, he is considered as a highly accomplished leader with vast experience in motivating, training and developing multicultural teams in the Food and Hospitality Industry.

Chef Allister was previously a Director of SA Chefs from 2009 to 2018. He was the Senior Vice President. He has still remained an active member of SA Chefs. Reflecting over 20 years' experience (South Africa and England) in the Hospitality sector. He has General Management and Chef experience in Restaurants, Hotels, Project management, Conference and Events organization, Operations Management in full facilities, Culinary skills in training and development, Sales and Marketing in aquaculture with Food Safety in the kitchen

Allister Esau

Lesley Jacobs

Chef Lesley Jacobs, co-founder and current national program director of the FBI Chef Schools has been an active member of the SA Chefs Association since 1997 when he commenced his studies at the then Technikon Free State.

He has strong industry connections through his time spent as an active chef and also through the current structures of their training schools. Apart from ample culinary expertise, Lesley also holds an MBA degree from the UFS and constantly strives to improve his knowledge and skills of culinary training and management. Lesley was the logistics manager of Team SA who competed in Stuttgart Germany.

MEMBERSHIP TYPES & BENEFITS

JUNIOR MEMBERSHIP

R165 for 2 years.

This membership is for trainees and students in the industry, and members whose careers are based on practical rather than academic or structural foundations.

This grade is available for 2 years, at which point the member is automatically upgraded to a Youth member. They have the right to use the SA Chefs logo, and can take part in competitions. They do not, however, have voting rights.

YOUTH MEMBERSHIP

R82.50 per year

This is for the Junior/Commis chefs as well as practising trainee chefs or in-service training within recognised programme. Youth members have voting rights, right to use the Logo on their jackets. They can partake in competitions and receive magazines.

PROFESSIONAL MEMBERSHIP

R147.50 per year

This membership is for practising chefs, hotel school graduates who have been in the industry for more than 3 years and persons directly involved in the hotel, hospitality and catering industry. They should hold a position of responsibility and have followed a recognised training course or have been a Junior and inter mediate member.

Professional members may use our logo on their chef jackets indicating their membership. They may be able to Judge, vote and enter competitions. Professional members receive magazines.

ASSOCIATE MEMBERSHIP

R147.50 per year

This is for those not eligible for full membership, but associated in some way with the industry. They do not have voting rights.

MEMBERSHIP TYPES & BENEFITS

FOREIGN VISA MEMBER

R600.00 for 2 years.

These members are non-South African practicing chefs; hotel school graduates who have been in the industry for more than three years, and people directly involved in the hotel, hospitality and catering industry. They receive the same benefits as a Professional member, but do not have voting rights.

CORPORATE MEMBERSHIP

R1875.00 per year

This membership is open for suppliers of goods and services within the industry. They may use the SA Chefs' logo on their stationery and chef jackets. The company is listed on the SA Chefs' website, featuring their logo and a link to their website, as well as a primary contact person. We distribute three free mailers to our database of over 10,000 members, marketing the business in the form of a flyer.

Members have the opportunity to co-exhibit with us at shows, like Info Chef, promoting your brand. Six magazines are issued per year and we provide regular correspondence, updates, industry information and invites in the form of emails and SMSs.

TRAINING PROVIDER MEMBERSHIP

R1600.00 per year

R1600.00 is open to all cookery schools, training institutions and colleges with industry. They may use our Logo on your stationery and Chef Jackets.

Their company is listed on our Website with a link to your company website and main primary contact person with your logo.3 Free mailers that we send to our database with 10000 members marketing your business in form of flyer.

An opportunity to co-exhibit with us at the shows like Good Food & Wine shows or Info Chef promoting your brand (Brand Awareness). Discounted price on featuring on the quarterly magazine that we send to your address. 6 issues per yearof magazines. Regular correspondence, updates, industry information and invites in form of emails and sms.

MEMBERSHIP MATTERS

AIMS & OBJECTIVES

- Membership discount in the covid period.
- Patron, Corporate and Training Providers visits to strengthen relationships.
- Grow membership in remote regions or provinces with the assistance from the Committee members.
- Maintain the Age Analysis on a month-to-month Bases, to avoid a large write-off.
- Revise benefits – work with Corporate members, patrons and offer membership 5 years deals as specials.
- Develop and implement new CRM (MMS) System for database management.
- Offer Certification and Designation program to Chefs.
- Promote the 10% discount for the Skills Training at CCE to all members.

WE PLAN TO ACHIEVE OUR GOAL IN THE BELOW MENTIONED WAYS

- Working more closely with our Training Providers and Corporates
- Market, build and maintain new corporate relations
- Constant feedback and liaising with Corporate clients and professional members.
- This year we are working with MMS team - implemented changes to smooth line the application process and improving our communication with our members.
- The Association's main goal, as it always has been, is to continue to grow the membership database, as well as to improve our service offerings for existing members.
- In the year ahead the membership department will maintain the Age Analysis on a month-to-month basis, in order to avoid a large write-off of members during the financial year end.
- There will be a big focus on improving knowledge and systems in 2020 in the form of a new Certification assistant for Data loads Submissions onto the NLRD

MEMBERSHIP MATTERS

ACHIEVEMENTS AND CHALLENGES

A big challenge for membership has been the retention of members and this has been in our Junior Membership.

Once their membership has expired after two years and the responsibility becomes theirs, these students do not renew membership. In trying to combat this, we introduced a student retention drive to address the importance of remaining as a member and collaborating with SA Chefs as they build their professional careers.

Our greatest achievement is developing the MMS and improving on the sale of the certification and designation program.
50% Discount has made it easy for most of the members to renew.

SOCIAL MEDIA REPORT

SOUTH AFRICAN CHEFS ASSOCIATION

HIGHEST-PERFORMING POSTS

Title		Type	Date published	Reach
Are you unemployed youth looking for an opportu... The South African Chefs Association	Boost post	Post	Apr 21, 2021	203.7K People reached
SA Chefs is deeply saddened to hear of the pa... The South African Chefs Association	Boost post	Post	Aug 30, 2021	70.7K People reached
SA Chefs is saddened and devastated to hear ... The South African Chefs Association	Boost post	Post	Jul 12, 2021	59.1K People reached
Why did I join the #SAChefs? I love belonging ... The South African Chefs Association	Boost post	Post	Sat Feb 26, 2:33pm	50.8K People reached

The South African Chefs Association

@thesachefassociation

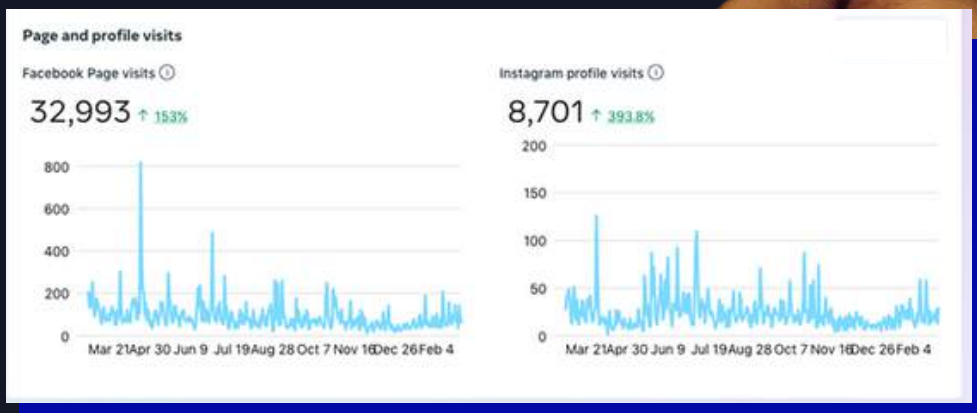
South African Chefs Association

The South African Chefs Association

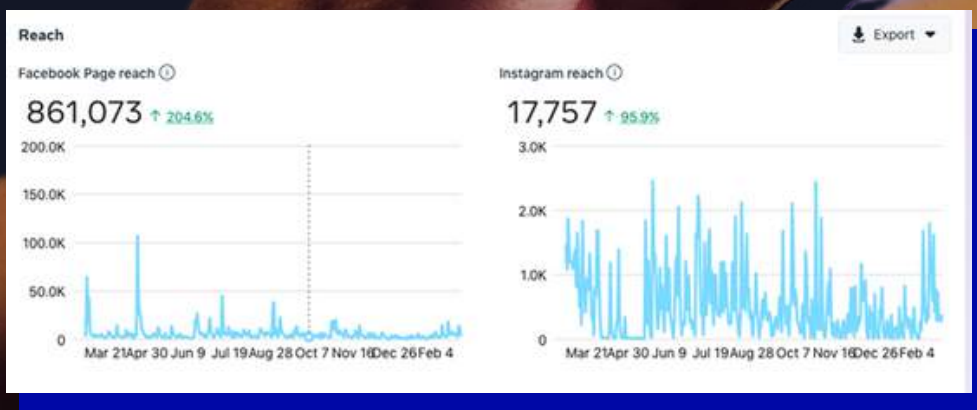
@sa_chefs

@sachefs

SOCIAL MEDIA PROFILE VISITS



SOCIAL MEDIA REACH



PATRONS & PARTNERS

PATRONS

Our SA Chefs annual Patrons provide the backbone of SA Chefs' sponsorship, with companies' annual sponsorship, contributing towards critical operational costs. Many of these companies have been supporters of SA Chefs for decades, and it is with sincere gratitude that they are recognised for their support.

PARTNERS

For all SA Chefs' events and competitions, the Association aligns itself with partners that kindly assist with equipment, services, and products. Over the years, SA Chefs has been present at more events and demonstrations, and its success in this field would not be possible without the following partners:

EVENTS

EVENTS

SA Chefs actively participated in various events in this year under review. Regardless of the challenges that the pandemic presented, this helped to showcase the skills within the SA Chefs membership pool and inspire young and up-and-coming chefs to become members of SA Chefs.

EVENTS AND COVID

Due to the ongoing Covid-19 Pandemic very few events were held through the year.

EVENTS

NELSON MANDELA DAY 2021

Mandela Day 18 July 2021 – Two African Feeding Scheme homes and the Alexandra children's home, collected the items from SA Chefs and cooked at the individual homes. SA Chefs team also assisted with a Cook Off at the Radisson Bridell together with the Chef with Compassion team.

CWC in producing 24 000 Litres of soup, which was distributed to needy communities throughout the East Rand. The transport of the soup was facilitated by the CWC hubs.

EVENTS

2021 INTERNATIONAL CHEFS DAY

Since its creation by esteemed chef, Dr. Bill Gallagher, in 2004, Worldchefs has committed to using International Chefs Day as a celebration of our noble profession. It is our duty to pass on our knowledge and culinary skills to the next generation of chefs, with a sense of pride and commitment to the future, and this is what International Chefs Day is all about.

Over the past few years, Worldchefs has partnered with Nestlé Professional to teach children around the globe about the importance of healthy eating, by hosting fun-filled workshops worldwide.

SA Chefs celebrated International Chefs Day on 20 October by inviting several schools to their offices to experience what being a chef is all about. The theme for the day was How Healthy Food Works.

Many other companies and chefs took part in the festivities, including Radisson Blu Sandton, who hosted their day with Gauteng Young Chefs Club (YCC) members Keegan Maistry and Kirti Kamal. Nestle fed around 1 000 children and were involved in International Chefs Day as well.

EVENTS

BCE HANDOVER 2021

SA Chefs would like to thank BCE Foodservice Equipment for donating operating equipment to the value of R600,000. Their generosity has allowed us to uplift township catering businesses, and upskill more than 650 small business owners over the past eight years. This, in turn, has allowed them to employ more people and have more profitable businesses.

TSOGO SUN CENTRE FOR CULINARY EXELLENCE 2022

Launched in 2009, the Tsogo Sun Centre for Culinary Excellence (CCE) was developed in response to South Africa's skills shortage within the hospitality industry. A modern, well-equipped kitchen and demonstration space has become an important hub for the upskilling of young chefs and for specialised skills development.

Overview 2022

The CCE has been severely impacted by the COVID 19 shutdown. 1 of our major income streams Tsogo Sun has cancelled all their training until further notice. A lot of food businesses have closed or down scaled majorly.

Courses at CCE

- Online Food Costing Workshop
- Knife Skills
- Hot & Cold Desserts

EDP Training

The EDP training conducted by the CCE

- Excella Wilmar SA - 1 Group of 12 Students
- Nestle YOCUTA - 1 Group of 16 Students
- Lucky Star - 1 Group of 16 Students

TSOGO SUN

PROJECTS AND NYCTP REPORT

NESTLE YOUTH CULINARY TALENT (YOCUTA) - GRADUATIONS 2021

In the year 2021 the programme graduated Sixteen (16) youth in Gauteng, hosted at the South African Chefs Association offices on the 16th of November 2021.

PROJECTS AND NYCTP REPORT

WILMAR EXCELLA ENTERPRISE DEVELOPMENT PROGRAMME (EDP) - GRADUATIONS 2021

·The graduations of 11 Wilmar Excella EDP beneficiaries graduated and received their certificates. The graduations were hosted at the South African Chefs Association office on the 28th of October 2021.

PROJECTS AND NYCTP REPORT

LUCKY STAR ENTERPRISE DEVELOPMENT PROGRAMME (EDP) - GRADUATIONS 2021

The 14 Lucky Star Enterprise Development Programme (EDP) beneficiaries graduated and received their certificates on the 25th of November 2021.The graduations were hosted at the HTA School of Culinary Art.

CHEFPRENEURS WORKSHOPS AND GOLFDAY

Chefpreneurs Talk (Entrepreneurs Interviews)

The Chefpreneurs Talks platform is a pre-recorded interview Facebook broadcast between a Chef and a Host, where entrepreneurs share their experiences and motivational support to fellow entrepreneurs. The Businesses also get to sell their services on the platform.

Women's Month live workshop (WIB livestream)

August is Women's Month on South African yearly calendar and a need to pair High profile Women In Business personas and new entrants Women is business was sought by the committee. This workshop's aim is to develop strong networks between female owned business. The previous event hosted TV personalities and well-established female business owner. The speakers will share their experiences and potential opportunities with the audience.

Heritage Month live workshop (Indigenous Food Business Livestream)

Heritage Month Feature where local food businesses meet and share experiences and offer support to one another. The platform opens a strong networking platform amongst those small businesses.

Cape Town Workshop (Hybrid)

The Chefpreneurs committee have managed to set up a subcommittee in Cape Town following a hybrid workshop that took place at the makers landing.

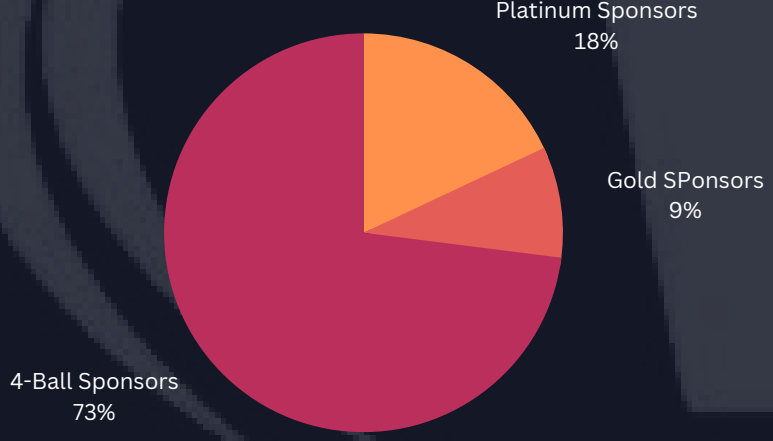
CHEFPRENEURS WORKSHOPS AND GOLFDAY

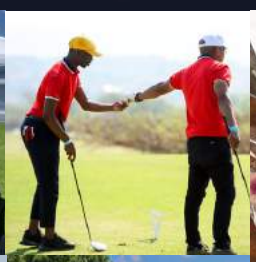
Golf Day Fundraising for Entrepreneurs

- Golf day was hosted successfully with two (2) Platinum sponsors, one (1) Gold Sponsors and eight (8) other sponsors between four (4) balls and One (1) balls.
- The funds raised were disbursed to three (3) Female owned businesses that applied for assistance.

Financial Sponsorship

The Chefpreneurs committee have managed to set up a subcommittee in Cape Town following a hybrid workshop that took place at the Makers Landing.





BCE Equipment donations to Entrepreneurs

SA Chefs BCE has volunteered to support food entrepreneurs with equipment and plates.

La Bonne Vie	Restaurant (Seat down)
Leanno Lannete	Restaurant African Cuisine
Sammy's Pizza	Pizza Shop
Weza Events Management	Catering business
Craving Dairy Kitchen	Catering business
GL Motaung	Caterer (School of disabled)
Khabo Gcina	Restaurant Local Cuisine
Fit Chef	Private Events Catering
Mathandos General Trading	Catering business
Chizianos	Confectionary Business

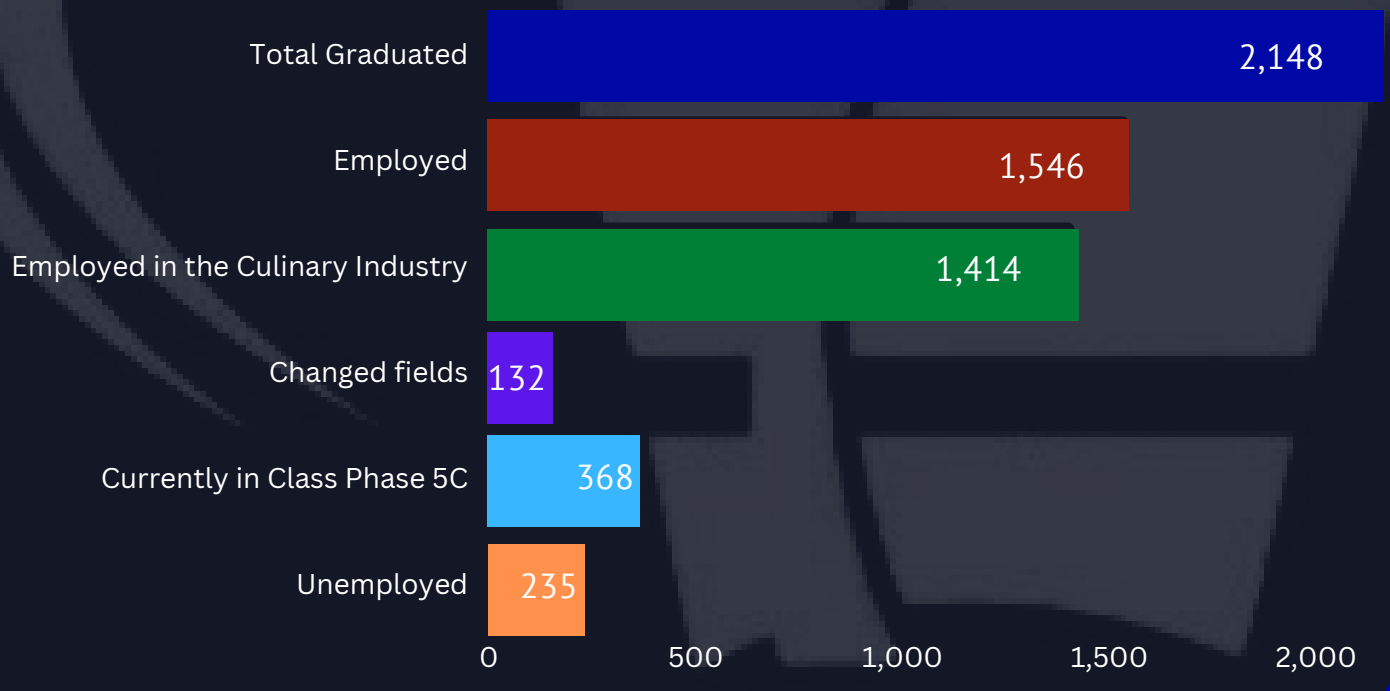
NATIONAL YOUTH CHEFS TRAINING PROGRAMME

The National Youth Chefs Training Programme is formed in partnership between the South African Chefs Association and the National Department of Tourism which to date has trained 2146 youth across the Country in City & Guilds Food Preparation and Cooking (Certificate/Diploma and Pastry),

As a result of this National programme some beneficiaries have managed to open their own businesses and unlocked employment opportunities in Local, International Hotels and Cruise ships.

Since its inception in year 2011 the National Youth Chefs Training Programme has proven to be the fit for purpose vehicle for Job creation as we can proudly record a more than 72% employment rate of beneficiaries of this skills programme.

NYCTP Employment Statistics



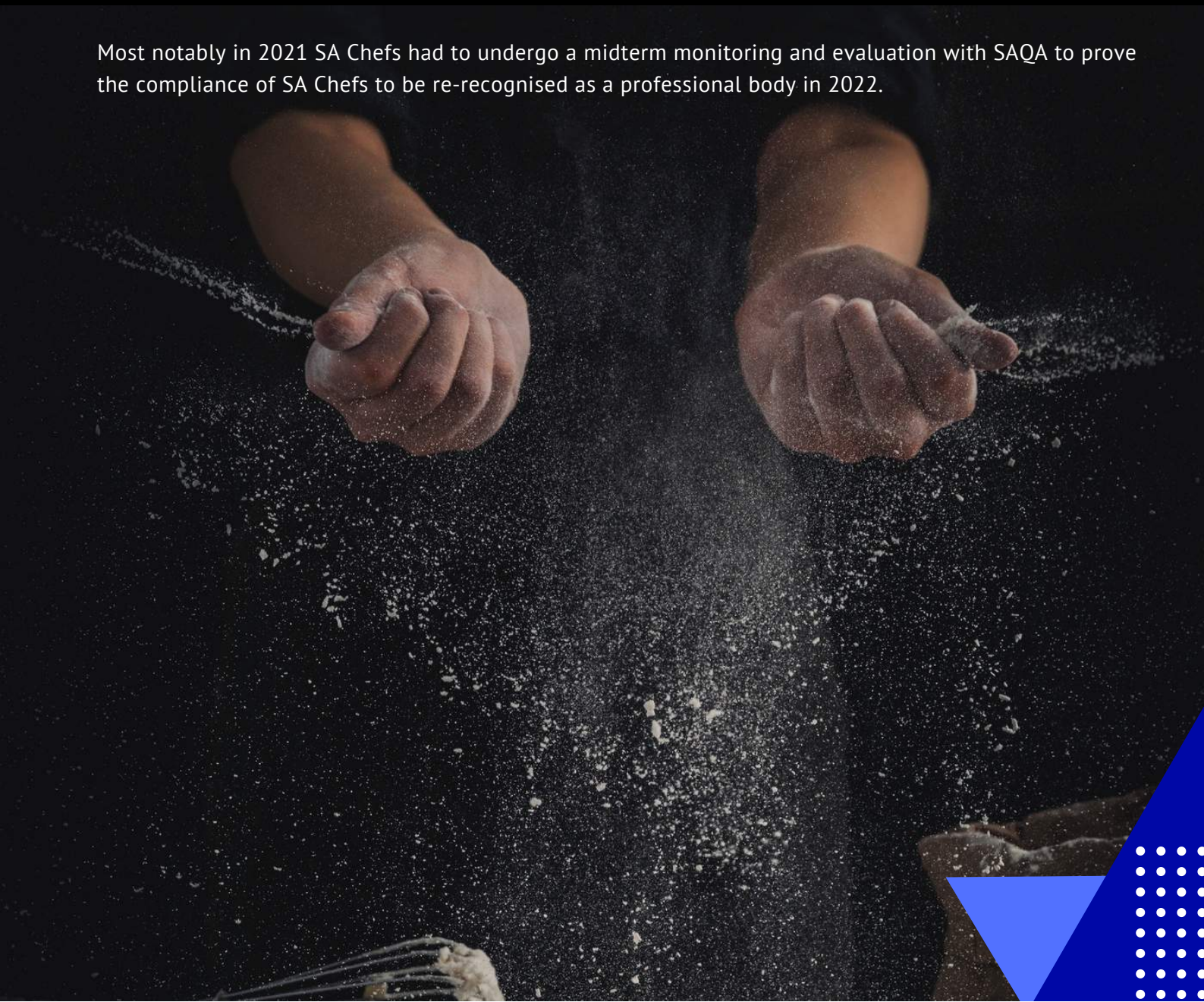
EDUCATION AND SKILLS DEVELOPMENT

Professional Body Matters

The Covid pandemic continued to ravage our industry across the globe with lock downs being implemented throughout the year. In October 2021 South Africa was moved into level 1 and some of the restrictions eased, allowing the industry to try and recoup some of the severe losses it faced during higher levels.

In education the culinary schools adopted a hybrid method of teaching to accommodate students and be compliant with the regulations. This eased a bit and the beginning of 2022 saw many colleges returning to full contact classes.

Most notably in 2021 SA Chefs had to undergo a midterm monitoring and evaluation with SAQA to prove the compliance of SA Chefs to be re-recognised as a professional body in 2022.



EDUCATION AND SKILLS DEVELOPMENT

Designations and RPL for Designations

SA Chefs has also continuously engaged as part of the TSHRD (Tourism Sector Human Resources Development Strategy) with the department of Tourism and has streamlined the RPL pilot project that was delayed for a year.

The project was launched in Gauteng in the 2nd quarter of 2021, and 15 chefs from 3 companies were chosen by the department of tourism to participate.

The candidates submitted their Portfolios of Evidence and were visited by SA Chefs in their workplaces in January and February 2022.

EDUCATION AND SKILLS DEVELOPMENT

Training Provider Engagement

During 2021 culinary students and lecturers were highlighted through the EduChat feature SA Chefs launched in 2020 as well as through the SA Chefs Magazine articles. of students and lecturers were also highlighted, and SA Chefs introduced a range of engagements that benefitted the culinary students and training providers of South Africa. The EduChat dates and topics covered in 2021 was:

- 10 March 2021 – the Wild Food Revolution and introduction of Brenda Ngcukayitobi as a member of the Education Committee.
- 7 April 2021- Trade testing processes with the QCTO, NAMB and CATHSSETA
- 4 August 2021- A presentation by MSCJ regarding the POPI and PAIA act
- 8 September 2021- The Education committee feedback and task team formation
- 13 November 2021- Trade Test process for SDPs by Adele Stiehler-vd-Westhuizen from Prue Leith Culinary Institute
- 2 February 2022 - Training for Trade Tests, the Education Tour, Social media advertising and Magazine articles

The SA Chefs Magazine, the official voice of the South African Chefs Association, has published several educational focused articles during the year that sheds light on the activities of the education team as well as informs members of developments within the education landscape. These articles were:

- Update on Culinary education Issue 23
- Strength and Insight through connections issue 24
- SA Chefs and TVET Colleges working together Issue 25
- The NQF and SA Culinary qualifications Issue 26
- A Class Act: What it takes to be a culinary educator Issue 27

EDUCATION AND SKILLS DEVELOPMENT

The Education Committee

The Education committee conducted two training initiatives, one in Gauteng and one in the Western Cape with training providers. The training in Gauteng was focused on the trade test and trade test centre accreditation and conducting of a trade test and the ARPL process. The Western Cape training included an engagement with TVET colleges.

Other Activities of the Professional Body

The MOU with the Department of Higher Education was in its final stages of approval and is set to be signed in 2022. SA Chefs Education hosted activations with Tork, a patron of SA Chefs.

We also attended various engagements with Training providers to consult and upskill lecturers, students and assisted in various challenges faced by providers with regards to regulators.

Conclusion

Education is one of the pillars on which SA Chefs stand. Recognition, engagement, and the upliftment and support of all students and training providers are at the forefront of everything SA Chefs education does.

The continued constraints that the Covid-19 pandemic has placed on not only the hospitality industry, but the country continues to create an environment on uncertainty but also opportunity and resourcefulness. SA Chefs Education will continue to serve the industry in the remainder of 2022 and will continue to support and uplift the future and current chefs of South Africa.

SA CHEFS YOUTH PORTFOLIO ANNUAL REPORT

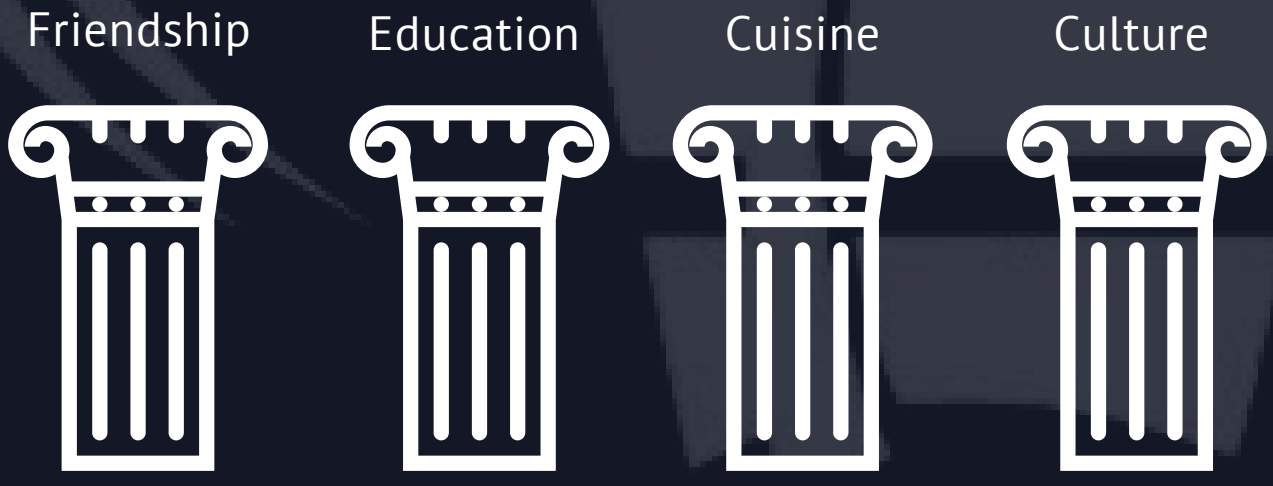
> **We cannot always build the future for our youth, but we can build the youth for our future.**
> - Franklin D Roosevelt

Portfolio Strategic Imperatives

Our mission is to reach out to our members, connect youth around the world through SA Chefs, WACS, BGF: to drive and encourage the development of Young Chefs Clubs while mentoring our young chefs to develop and deliver initiatives.

1. SA Chefs YCCs – Regional
2. Young Chefs – In Industry
3. Culinary Students
4. Gr 10 – 12 Learners

YCC Pillars



SA CHEFS YOUTH PORTFOLIO ANNUAL REPORT

Forming Part of the Greater YCC Global Network

Guided by our four pillars – Friendship, Education, Cuisine and Culture, we provide mentoring support to our network of Young Chefs Clubs.

Building an educational mentoring forum to engage and promote friendship among the Young Chefs Clubs, empowering culinary excellence through fostering a culture of lifelong learning and leadership while underpinning the importance of Cultural understanding and Humanitarianism.

Establishment of the Youth Advisory Committee

- Invites for application were shared via SA Chef social media channels and communicated to SA Chefs Networks via regional committees, in May and June 2022.
- Applications were open to all South African Chefs Association Members across the country.
- Applications were collected via Microsoft Forms.
- 86 applications were received. Only applications submitted via the official form were considered for the committee in a transparent and fair process.
- Applications were reviewed, 8 applications were selected to form the committee of which 5 have formed the active working committee.

2022/2023 YOUTH ADVISORY COMMITTEE

CHAIR LADY

- **Chef Kamo Thole (Free State)**

Chef Kamo was elected Chair-Lady of the committee in July 2022. Given her extensive knowledge and experience and network within the chef community and a passion and drive for creating successful young chefs, her skill set and knowledge profile lends excellently to the imperitives of the portfolio. SA Chefs Board is incredibly excited to have Chef Kamo at the helm of this incredibly important committee.

Members

- Chef Tebogo Geoffrey Masopye – Free State
- Chef Emmanuel Philani Ncube - KZN
- Chef Jeremiah Mamabolo – Gauteng
- Chef Donovan Miller – Eastern Cape

Board Advisory

- Candice Adams – Gauteng

2022/2023 Committee Strategies

- Regional YCC establishment / growth
- Youth Focused Networking Events
- Establishment of a sustainable mentorship programme in collaboration with Regions and AOC
- Collaboration with World Chefs YCC community
- Competition training
- Regional Info Chef

ACADEMY OF CHEFS

The Academy of Chefs (AOC) is the honour society of the South African Chefs Association and is the vehicle for SA Chefs to recognise the achievements of its members.

The Academy's Mission

The primary goal of the Academy is to create a platform where members across the country can network and interact. We strive to promote programmes that benefit upcoming chefs, by co-ordinating with schools and other training providers.

We always demonstrate the highest standards of professionalism in the industry, and all Academy members are accountable for presenting a positive image throughout the local, regional and national communities.

This includes at events they attend or sponsor. Knowledge sharing is at the heart of all our activities, and members continually promote education in the industry by passing on their skills and expertise. For this reason, Academy Members often serve as culinary advisors to the Tsogo Sun Centre of Culinary Excellence (CCE) and assist at Academy dinners.

ACADEMY OF CHEFS

The positiveness with which my vice chair Bruce McKay and I started taking the helm of the AOC allowed us to lead from the front and hopefully by example in addressing issues that needed addressing, in particular:

The AOC Database

This was a 3 month long project reviewing current AOC members details where correct, and if not got updated to ensure effective communication could take place going forward. In addition pertinent information pertaining to every member previously not recorded where added, specifically:

- Inauguration dates
- Birthdates
- Current areas of residence

Finance

The AOC finances where not in the shape I was made to believe and in fact I established that the AOC account with SA Chefs and most likely still is in the red.

International Chefs Day 2021

The AOC had two initiatives running on the day.

- The WorldChefs initiative focusing on “Healthy Food for the Future”
- Culinary workshops focusing on tomorrows professionals and sharing our experiences with them

For the first activity acknowledgements must go to Trevor Boyd, Fortunato Mazzone, Elias Letswele, Phillipe Frydman and Jean Pierre Siegenthaler. Apologies if I left anyone out. Acknowledgements must also go Kevin Gibbs and Brian McCune, who presented the culinary workshop at the International Hotel School in Cape Town, to Kevin Warrick of Warrick Hotel School in Hermanus and Francois Ferreira and his academy in George.
I presented at two culinary institutions myself, namely at HTA
in Johannesburg and NDS in Vereeniging.

ACADEMY OF CHEFS

Developing A New AOC Logo

This was a contentious issue with a number of AOC members asking for a more modern, more visible, clearer and e-friendly new logo, and in the other camp AOC members not so much in favour for change.

The process however was managed in total transparency with all AOC members and in a democratic way. We had 19 AOC fellows engaging with us on the new logo project. I thought there would be a bit more enthusiasm and passion from everyone on this. But it is what it is.

Out of the 19 votes, 5 went with Logo option 1, a modern and gender neutral design, and 14 for logo option 2, which incorporated the SA flag colours and the solid font. Option 3 with the shadow font did not receive any votes.

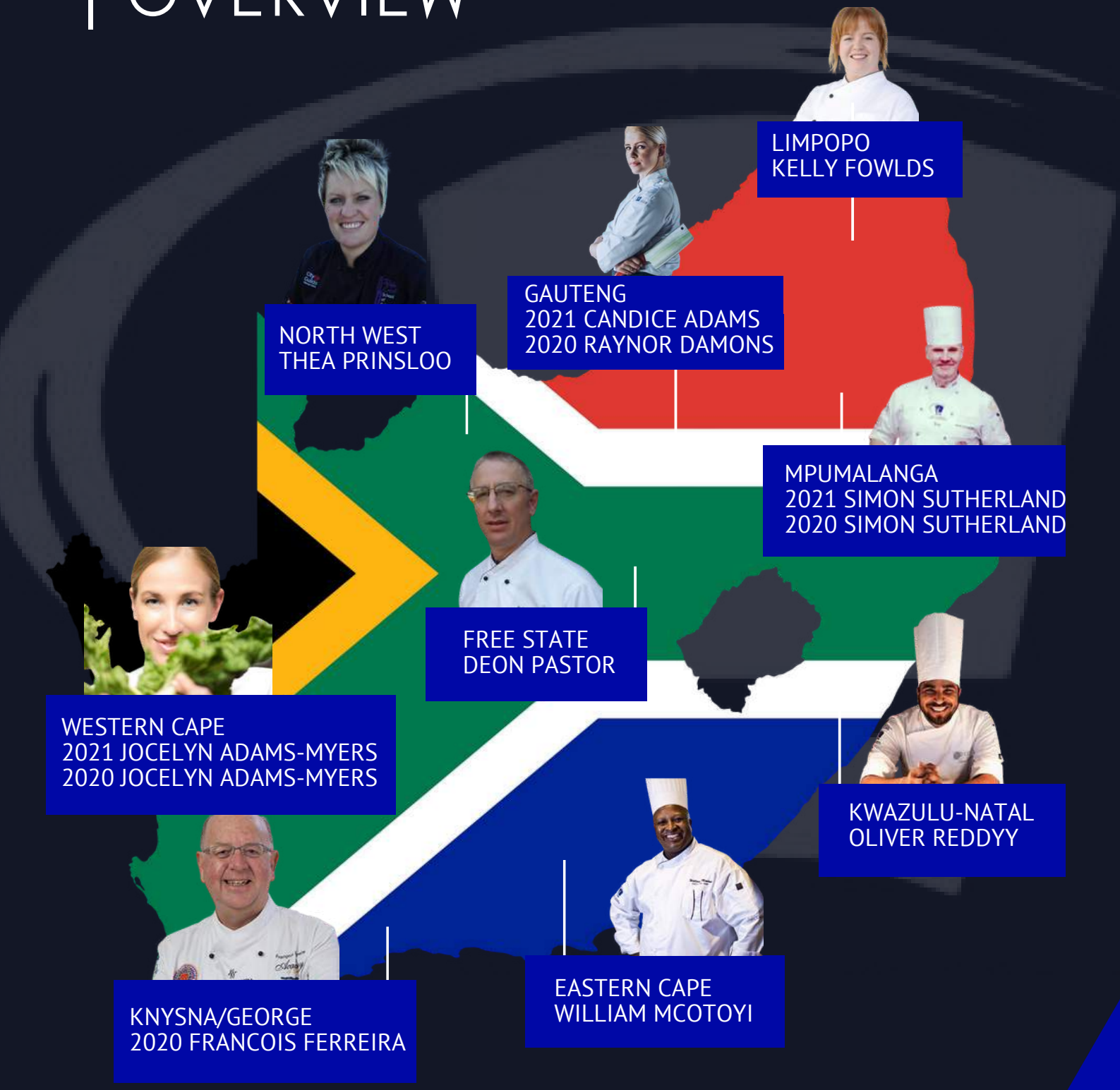
The AOC now had a new, clear, legible, e-friendly logo.

THE ACADEMY OF CHEFS MEMBERS

Alicia Wilkinson
Manfred Muellers
Andrew Atkinson
Manfred Reinhart
Antonette Kennedy
Arnold Tanzer
Marc Guebert
Brian McCune
Martin Kobald
Bruce McKay
Michelle Barry
Bruce Burns
Craig Elliott
Norbert Piffl
Daniel Dehon
Paul Hartmann
Elias Letswele
Eugenie Ravenscroft
Peter Hallmanns
Eugene Van Wyk
Peter Kingham †
Fortunato Mazzone
Philippe Frydman
Francois Ferreira
Reinhard Nanny
Franz Knuttel
Thomas Bosch
Trevor Boyd
Fritz Flatscher
Vince Gibbons

Garth Shnier
Garth Stroebel
Wolfgang Heiduck
George Bopape †
Dr. Bill Gallagher †
George Georgiou
Christina Martin †
George Willi Germann
Daniel Chapat †
Gianni Mariano
Gavin Rose †
Glynn Sinclair
George Mazibuko †
Heinz Brunner
Gordon Tuckett †
Jean-Pierre Siegenthaler
Hans Heinz Kerber †
Jeff Schueremans
Kevin Michael Gericke †
Kenneth Clark
Marina Altini †
Kevin Garratt Mark Charlish †
Kevin Gibbs Trevor Basson †
Kevin Warwick
Walter Ulz †
Werner Koch †
Wolfgang Voigt †
Lucas Ndlovu †
Nicholas Froneman †
William Stafford (Resigned)

2022 REGIONAL OVERVIEW



SA CHEFS COMMITTEES

EDUCATION
LESLEY JACOBS

CULINARY
ADRIAN VIGUS-BROWN

COMPETITION
ADRIAN VIGUS-BROWN

WOMEN IN CULINARY
PINKY MARUPING

CHEFPRENEUR
KELVIN JOEL

FINANCIAL
COOVASHAN PILLAY

REGIONAL
WARREN FRANTZ

TRANSFORMATION
JAMES KHOZA

COMMUNICATION
PINKY MARUPING

YOUTH
CANDICE ADAMS

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South African Chefs Association

SOUTH AFRICAN CHEFS ASSOCIATION