



NEWSLETTER

Keeping you updated with the
latest COMENSA news and
events

PRESIDENT'S CORNER



COMENSA President's Column – October 2025

Time has flown by so quickly—it's hard to believe it has already been two years since I had the honour and privilege of leading this prestigious organization, dedicated to serving our nation through the coaching and mentoring fraternity.

Although the first year was marked by significant disruption and change, I firmly believe those challenges were necessary and purposeful. COMENSA needed to realign, reengineer, and liberate itself from outdated processes, systems, and operations that were limiting our progress.

It was a difficult and often painful journey—one I wouldn't wish on anyone—but I'm proud to say we've emerged stronger. Leadership comes with its own tests, and being at the helm of any organization demands resilience, character, and the ability to weather doubt and scrutiny.

In the first year of my tenure, we witnessed a complete overhaul of the Board—a necessary step toward rebuilding. That paved the way for what has become an incredible and transformative second year. As the saying goes, sometimes it had to get worse before it could get better. Change is inevitable, and aligning with it is not a choice but a necessity.

When I assumed the presidency, I was asked about my vision for COMENSA. I said I wanted to upscale and grow COMENSA by broadening our national footprint. This was going to be done through three priorities. First was the establishment of new chapters in the **Free State** and **Eastern Cape**—with more to come. I'm pleased to report we've achieved this.

Another key priority of my vision was expanding COMENSA's reach beyond South Africa and positioning it as a continental body—on par with global organizations like the EMCC. The upcoming **COMENSA Africa Conference 2026** is a critical step in that direction. It is set to become a flagship event, opening doors to Coaches, Mentors, and Supervisors across Africa, while our acronym still remains the same **Coaches, Mentors & Supervisors of Africa COMENSA** it is.

We're particularly excited that the Conference is underway and it will coincide with our 20th anniversary celebration next year, with the **inaugural COMENSA Africa Conference**, scheduled for **16–17 April 2026** at the **Birchwood Hotel & Conference Centre in Boksburg, Gauteng**, while annually honouring excellence within our industry and profession. This will be a platform for honouring and awarding excellence within our industry and profession, annually going forward.

My third priority was organizational streamlining—ensuring COMENSA operates efficiently and effectively. I can confidently say this mission has been accomplished. We've reduced our internal structures from 12 to 6 Board Committees, transforming a once-bureaucratic system into a leaner, faster, and more responsive organization. This work was achieved within the first 10 months of the new Board's term, culminating in the strategic replacement of the outgoing COO with our newly appointed CEO, **Ms. Veronica Kietzmann Cronje**.

As I close, I want to express my deepest gratitude to all who supported me throughout my presidency. To the **Chapter Chairs and their Committees**, the **Board Committee Chairs and members**, our **Administrator Ms. Tamara Naidoo**, and our **Company Secretary Ms. Melissa Voller**—thank you for your unwavering support. Special thanks to our **Vice-President, Ms. Mpho Modisaesi**, for her tireless efforts in overseeing operations during the time we were without a CEO.

To the entire Board— these are men and women who rolled up their sleeves, accepted the call to serve, and committed to "implementation and delivery"—thank you. Your dedication has been the engine behind this transformation. Your energy, commitment, and vision to elevate COMENSA have been nothing short of inspiring. And to all our valued members—thank you for your trust and confidence. Every decision and action we've taken has always had your interests at heart.

If I am re-elected, I believe there will be continuity to solidify and strengthen the current initiative that have been started and I will be honoured and humbled to serve once again. If not, I remain deeply grateful for the opportunity to make a lasting contribution to COMENSA's journey thus far.

CHIEF EXECUTIVE OFFICE (CEO)

We are thrilled to announce our new and improved website. The redesigned platform is more user-friendly and effective, featuring a fresh brand identity that reflects the evolving spirit and culture of COMENSA.

We aspire to be more than a professional body for coaches, mentors, and supervisors. Our vision is to become a vital resource for individuals hungry to self-improve, grow, transform, and contribute to the greater good of our country and society at large.



Our upcoming Africa Regional Conference in April will inspire us to rethink our current narratives and realities. Together, we'll explore innovative ways to improve, reinvent, and reimagine the landscapes we inhabit.

COMENSA is a functional and relevant platform where our members and the broader community can engage meaningfully, have important conversations, and envision the future of our beautiful world.

One practical way we're enabling participation is through our **Metaphors and Analogies for Africa e-book**. This resource will inspire, empower, and equip coaches and mentors to guide

people into new paradigms of awareness. We've already received powerful contributions from our network, but we invite everyone to share their most impactful metaphors and analogies to bless those who walk this journey with us.

We are moving from **seed to significance**—through sharing, caring, and investing in one another. COMENSA is more than an organization; it is a community and movement of like-minded, powerful, innovative, and transformational change makers.

Audit, Risk and Finance COMMITTEE

Navigating Risk in Professional Coaching: A Dual Perspective on Organizational and Practice-Level Risk Management

By Theresa Vivian Moila, Chairperson: Audit, Risk and Finance Committee

In the evolving landscape of professional coaching and mentoring, risk management has emerged as a critical competency that extends beyond traditional business concerns. For COMENSA as an organization and for individual coaches and mentors, understanding and managing risk effectively ensures sustainability, protects stakeholders, and maintains the integrity of the professions affiliated to and those associated with COMENSA (coaching, mentorship, supervision and perhaps even research?) .

Understanding Risk in the Professional Coaching Context

Risk in coaching and mentoring environments differs significantly from conventional business risks. While financial and operational risks remain important, our profession introduces unique dimensions including ethical boundaries, professional liability, confidentiality breaches, and reputational considerations that can impact both individual practices and the broader professional community.

The interconnected nature of our industry means that risks affecting individual practitioners can cascade to impact COMENSA's reputation, while organizational risks can influence member confidence and professional standing. This dual relationship requires a comprehensive approach to risk management that addresses both levels simultaneously.

COMENSA's Organizational Risk Management Framework

As South Africa's leading professional body for coaching and mentoring, COMENSA faces distinct organizational risks that require systematic management and continuous monitoring.

Regulatory and Compliance Risks: The professional coaching landscape continues to

evolve, with increasing regulatory scrutiny and emerging compliance requirements. COMENSA must stay ahead of these changes to maintain its leadership position and ensure member protection. This includes monitoring legislative developments, maintaining professional standards, and ensuring certification processes remain relevant and rigorous.

Reputational Risks: Our organization's reputation directly impacts member value and industry credibility. Risks include member misconduct that reflects poorly on the association, inadequate response to professional standards violations, or failure to adapt to changing industry expectations. Managing these risks requires robust member vetting processes, clear ethical guidelines, and swift, appropriate responses to professional conduct issues.

Financial and Operational Risks: Like any organization, COMENSA faces traditional business risks including cash flow management, investment decisions, and operational continuity. However, as a membership-based organization, these risks are amplified by their potential impact on member services and professional development programs.

Stakeholder Relationship Risks: COMENSA's effectiveness depends on strong relationships with members, corporate partners, training providers, and regulatory bodies. Risks include misaligned stakeholder expectations, communication failures, or inadequate service delivery that could erode these critical relationships.

Risk Management Strategies for COMENSA

COMENSA's approach to risk management centers on proactive identification, systematic assessment, and strategic mitigation of potential threats to organizational objectives.

Governance and Oversight: The Audit, Risk and Finance Committee provides ongoing oversight of risk management activities, ensuring board-level visibility and strategic alignment. Regular risk assessments identify emerging threats and evaluate the effectiveness of existing controls, while comprehensive reporting keeps leadership informed and engaged.

Member Standards and Compliance: Rigorous certification processes, continuing professional development requirements, and ethical standards enforcement help mitigate risks associated with member conduct.

Financial Controls: Robust financial management systems, regular audits, and diversified revenue streams protect against financial risks while ensuring resources remain available for member services and professional development initiatives. New revenue streams have been identified to ensure increased finances and sustainability of COMENSA.

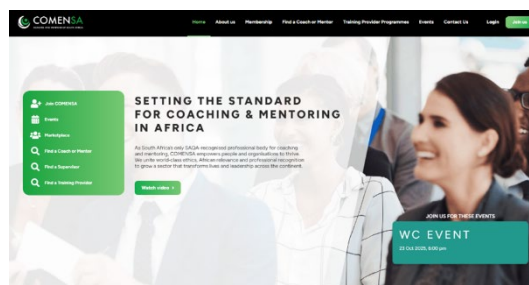
Communication and Transparency: Open communication with members, stakeholders, and the broader professional community helps manage reputational risks and builds confidence

in COMENSA's leadership and decision-making processes.

Membership Criteria and Standards of Competence Portfolio Committee (MCSC)

We continue to implement the board strategies to redesign and rework the Website which will launch in the next two weeks. Our External marketing resource, Tinashe Mujera is working together with our web designer and social media provider to add a lot more functionality to the website balancing internal and external access modalities. Keep your eyes open on social media for our countdown towards launch date in October.

You will notice that COMENSA is pushing out advertising on LinkedIn and Facebook which will remain ongoing as part of our brand rebuilding strategy. Our web designer and social media provider, Marike Groot for Mary & Me, is driving greater social media engagement.



Get Ready to Advertise!

The new website has been designed with the following advertising spaces available:

WHO MAY ADVERTISE?

This is an exclusive advertising platform. Other than on the Home page, only COMENSA members or COMENSA approved Training Provider Programmes are eligible to advertise on the Coach or Mentor Search and Training Provider Programme pages, respectively.

If you have a product or service other than coaching, mentoring, or coach/mentor specific training programmes, then the Home page is your ideal platform.

THE COST

The advertising rate quoted is for one week of exposure per booking.

Launch introductory offer:

- Non-members:
 - R 100.00 per week (Ex VAT) per advertisement
 - R 4 000 (Ex VAT) per month – A R 400 discount for booking a month
- Members:
 - R 500.00 per week (Ex VAT) per advertisement
 - R 2 200 (Ex VAT) per month – A R 400 discount for booking a month

PLACEMENT AND ROTATIONAL POLICY

To ensure that all our advertisers enjoy equal potential exposure, the advertisements are rotated on a continuous 30-second loop.

SPECIFICATIONS & DEADLINES

Complete material must be provided, two weeks prior to the Monday of the week that you have booked. We require your advertisement in two formats to ensure correct display on desktop and mobile devices.

Specifications

Home / Coach or Mentor Search:

- Desktop size: 1100 x 300 pixels
- Mobile size: 320 x 100 pixels

Training Provider Programmes:

- Desktop size: 500 x 100 pixels
- Mobile size: 320 x 100 pixels

Format: Static banners only (no video or motion format), png or jpg files only

- Home Page
- Find a Coach or Mentor
- Training Provider Programmes

In each case, a maximum of 4 banner ads per section will feature on a 30-second exposure, rotational basis. This ensures that during the average time spent on each page, the website visitor will see your ad at least once.

The Rate card shown here will be sent next week as we advertise before the website launch with instructions on how to book and pay for your advertising space. Note beneficial rates for members.

Evaluators Training

SAQA has advised that the word “Credentialing” is incorrect. The word “Designation” is the correct word used for the award of a professional body status. This means that this section will be rife with the word to pre-load your frontal cortex to the new language we will use going forward.

The role of a Designation evaluator in COMENSA is very important. As designated Coaches and Mentors, their task is to assess the competence of coach and mentor applicants against the COMENSA Behavioural Standards Framework. The recent Evaluator training was run to upskill and align the evaluation process with the SAQA assessment requirements.

The evaluators provided input into the online process and wanted to improve the experience of both evaluator and Designee. These changes are currently under development and will be in place by December this year.

We used the opportunity to launch the “**Designation Champion**” – a small group of evaluators who will be paid for their time to assist the designee to get ready for their designation process. We planned to have **Designation information's sessions** for members to be guided on how to prepare for the designation journey... keep an eye out for the 2026 calendar.

Signing off

MCSC and SPC work together under MCSC leadership to reduce the number of Directors on the board. Synergistically we form part of the engine room of COMENSA and so the amalgamation makes sense. We are testing the synergies.

In our recent joint committee meeting we set the strategy and event dates for 2026 which will be published for all members as one large COMENSA Calander which can be downloaded in December off our new website.

Keep your eyes open for group Supervision session dates and webinars, training events and external facing events to engage with the broader world and build our brand.

Take Care

Sean Fenn

MCSC Chairperson

RESEARCH AND DEVELOPMENT COMMITTEE

Supporting Cancer Caregivers During Breast Cancer Awareness Month

In South Africa, October is Breast Cancer Awareness Month, a national campaign to increase public knowledge of this crippling illness. The campaign to educate individuals about breast cancer, its risks, warning signals, and the significance of early detection is supported by the R&D committee.

Breast cancer is the most frequent disease among women of all races, with a lifetime risk of 1 in 27. While raising awareness of the disease is important, it is also critical to recognise the often-overlooked role of carers, according to the National Cancer Registry. As coaches, we are essential in assisting cancer carers in overcoming their obstacles.

The Impact of Caregiving

One's social life, financial stability, physical health, and emotional well-being can all be greatly impacted by providing care.

The Benefits of Coaching

For carers, coaching can change everything. Here's how:

- **Decrease Anxiety and Stress:** Instruct students on stress reduction and relaxation techniques.
- **Boost Your Emotional Health:** Offer coping mechanisms, validation, and emotional support.
- **Improve Your Self-Care:** Assist carers in putting their emotional and physical needs first.
- **Boost Resilience:** Learn coping mechanisms and techniques to handle the difficulties of providing care.
- **Boost Communication:** Develop your ability to communicate in order to negotiate intricate healthcare connections and processes.
- **Encourage goal setting:** Assist carers in prioritising tasks and creating reasonable goals.

Coaches can help carers enhance their general well-being and develop resilience by offering a secure environment for them to express themselves and create coping mechanisms.

R&D Symposium Titled: Resilience Reimagined: Advancing Coaching through research and theory Symposium Advertisement request

Speaking of resilience, our Research and Development Committee recently 18 September 2025 held a successful virtual research symposium on "Resilience Reimagined." The symposium explored ways to advance coaching through research and theory, featuring

esteemed speakers Dr. Jessica Versveld, Ms. Nishani Ford, and our chairperson, Ms. Joyce Baloyi. The event concluded with a thought-provoking panel discussion facilitated by Karen Aaron and Joyce Baloyi, with presentations from Dr. Marisa Leask, Zonke Cebekhulu, and Ms. Matjatji Mothapo. The robust discussions provided valuable insights and perspectives on building resilience in coaching.

Upcoming events: COMENSA / SIOPSA Webinar 09 October 2025

Titled: Team and Group Coaching for high performance and career advancement.

Brief overview

Attending this webinar would be greatly appreciated by the COMENSA/SIOPSA MOU collaboration stakeholders. We invited renowned professionals to share their enlightening thoughts on a range of topics. Coaching is a powerful tool for enhancing communication, building cohesive teams and groups, and organising common goals. Team development and group cohesiveness are among the most crucial objectives for organisations navigating volatile, unpredictable, complex, and ambiguous (VUCA) situations. While traditional consulting focusses on providing expert solutions, modern consulting uses coaching and mentoring strategies to empower teams, foster collaboration, and build sustainable skills. From the first concept of mentoring as a dyadic relationship between a senior and a junior employee to team-based and group mentoring, mentoring has developed into a strategic tool for promoting collaboration, enhancing learning, and preserving talent pipelines.

Don't Miss out. Register and attend the paid event.

Regards

Ms Matjatji Mothapo

R&D Committee

SUPERVISION COMMITTEE

Building Professionalism Through Supervision

Supportive:Transformative:Qualitative

The SPC and MCSC will be working closely into making COMENSA a sought-after professional body that adds value to their members and the coaching world.

Did you know?

ICF competencies have been updated to add supervision into their second competency.

Competency 2: Embodies a Coaching Mindset

The definition of this updated competency now includes (in green):

- Engages in ongoing personal and professional learning and development as a coach. Works with coaching supervisors or mentor coaches as needed.
- Develops and maintains a mindset that is open, curious, flexible and client-centered.

CHAPTER CHATTER



Greetings from KZN as we head towards the last quarter of 2025. Soon we start making Year End plans and reflect on what we set out to do in 2025. Just where has the time gone! Our September AGM did not meet quorum, and it was therefore adjourned to 02 October 2025, where the new committee was announced. Alison, our Chairperson, did a short presentation highlighting the key achievements and milestones of 2024/25.

2024/2025 – KZN Event Highlights



She also shared our membership stats for the year. Whilst KZN membership has grown our number of credentialed members has dropped by 3 and it would be great to see this number shift upward in the next year. Please reach out to Alison at kznchair@comensa.org.za if you are thinking about or wanting to become credentialed.

Details of the new committee:

- Chair: Alison Coates
- Deputy Chair: Michael Cloete
- Secretary: Smah Rantsoabe
- Committee Member: Dr Pat Mazibuko

We also extend a ***huge thank you and appreciation to Rajeshree Dessai***, our outgoing Deputy Chair, for all her work in supporting COMENSA KZN these past 2 years. ***"Volunteers do not necessarily have the time, they just have the heart"***

We will be hosting a coffee meeting on 31 October where you will be able to meet the new committee. Please look out for the registration link and details.

Our next online event is 27 November and remember the **COMENSA AGM on 22 October** – a key event in the annual calendar.

Mindful Reflections

Alison Coates (Chair), Rajeshree Dessai (Outgoing Deputy Chair)



COMENSA

LIMPOPO

“We delight in the beauty of the butterfly, but rarely admit the changes it has gone through to achieve that beauty.” – Maya Angelou

September has been a month of growth and transformation for the Limpopo Chapter. At our **Annual General Meeting held on 23rd September**, we reflected on our progress as a Chapter and looked ahead with renewed energy. We are delighted to share that **Mia De Bruyn** was elected as Chapter Chair and **Maishibe Mabelele** as Deputy Chair. We sincerely thank our members for the trust and confidence you have placed in us. Together, we are committed to serving our community of coaches and mentors with dedication and vision.

Welcome to Our New Members

We are thrilled to welcome three new members who joined our Chapter recently:

- **Hanlu Van der Merwe** (joined July 2025)
- **Isabela Mmatlou Mabitsela** (joined August 2025)
- **Machel Lombard** (joined September 2025)

We are excited to have them on board and look forward to learning, sharing, and growing together.

Upcoming Face-to-Face Event

We are excited to invite all members and non-members to our next in-person event:

Date : Saturday, 11th October 2025

Time : 10h00 – 13h00

Venue: Magoebaskloof Mountain Lodge, Plot 30 Magoebaskloof Road, R71, Tzaneen, 0850

Speaker: *Mia De Bruyn*

Theme: *“Achieving Better Results as Coaches and Leaders through the Art of Listening”*

Listening is more than hearing words — it is a leadership practice that inspires trust, builds collaboration, and drives meaningful results. We look forward to an engaging session where we will learn, share, and connect as a Chapter.

Our Role as Coaches and Mentors

As coaches and mentors, we play an important role in shaping the future of our communities, businesses, schools, and universities. We guide individuals to unlock their potential, foster resilience, and cultivate leadership that ripples outward into society. By listening deeply and coaching with intention, we empower others to grow, succeed, and make lasting contributions to the world around them.

We warmly invite you to join us for this enriching experience and to continue building a powerful table of support, growth, and impact here in Limpopo.

With appreciation,

COMENSA Limpopo Chapter Leadership

Mia De Bruyn

Chapter Chair

Maishibe Mabelele

Chapter Deputy Chair



COMENSA Gauteng Chapter | October 2025 Newsletter

Empowering Coaches. Inspiring Leaders.

A Heartfelt Thank You!

We extend our deepest gratitude to every member, volunteer, and partner who contributed to the phenomenal success of the LeaderEx 2025 Conference. Your presence at the COMENSA stand, participation in coaching demos, attendance at workshops, and support during our keynote and panel sessions made a powerful impact in showcasing the strength of our coaching and mentoring community.

Your energy, collaboration, and professional spirit were felt throughout all three days. Together, we made COMENSA's presence stand out!

A Message from Our Chairperson

As we close off another impactful quarter, the Chairperson of COMENSA Gauteng encourages all members to elevate their professional journey by considering Credentialing.

Being credentialed is no longer optional — it's a key differentiator in an increasingly competitive market. It demonstrates credibility, competence, and commitment to ethical coaching and mentoring practice.

If you're ready to take your next step in professional development, save the date for our upcoming face-to-face event in November, where we will unpack everything you need to know about Credentialing and Supervision.

October is Breast Cancer Awareness Month

We stand in solidarity with everyone affected by breast cancer and take this moment to remind our community of the power of early detection, regular checkups, and support. Let's use our coaching platforms to promote awareness, emotional well-being, and compassionate conversations.

 Did you know? A coaching conversation can be a safe space for clients to process health fears, trauma, and grief. Let's continue to hold space for healing.

 **Upcoming Event: Credentialing & Supervision for Coaches & Mentors**

 **Face-to-Face in November 2025**

 **Details to follow soon – stay tuned!**



COMENSA
WESTERN CAPE

The Western Cape Chapter successfully held its Annual General Meeting on 18 September, after the original date had to be postponed due to a lack of quorum. A heartfelt thank you to everyone who attended and supported the process, your participation is what keeps our community strong.

We are delighted to welcome three new members to the committee: **Ekaterina** as Deputy Chair, **Sino** as Events Secretary, and **Lorraine** as Membership Secretary. At the same time, we bid a sad farewell to **Merlinda**, who has stepped down from her role as Deputy Chair. Merlinda has served the Western Cape Committee with dedication, professionalism, and competence across various roles over the years, and we extend our sincere gratitude for her outstanding contribution.

As we embrace this transition, it's helpful to think of our committee as a garden. Over time, some plants grow tall and strong, while the soil, our shared purpose remains rich. But seasons change. As gardeners, our role isn't only to nurture existing plants; it's also to replant and rotate crops so the garden continues to flourish. New plants bring fresh colour, diversity, and vitality. Change in committee structure isn't about loss, it's about preparing the ground for the next season of growth.

Looking ahead, we're excited about the months to come. Plans are underway for a final event before we close the year with a festive social gathering. Keep an eye on your inbox for more details, we look forward to celebrating the year's achievements and sowing the seeds for what promises to be an inspiring year ahead.

Sincerely,
Yolanda, Ekaterina, Lorraine, Sino and Paul
WC Chapter Committee

Mohau Mphomela
COMENSA President

Mpho Modisaesi
COMENSA Vice President

