

Speakers Profiles

South African Cemeteries Association National Conference Cape Town

Durbanville Memorial Park, Darwin St, Fisantekraal





Waldi Joubert

Waldi is a seasoned financial professional with a strong background in various industries, and he currently serves as the Managing Director of the Calgro M3 Memorial Parks business, a position he assumed on 1 March 2022. Joining the Calgro M3 Group in January 2012 as Group Financial Manager, Waldi quickly demonstrated his leadership and strategic acumen. On 1 June 2015, he was promoted to Financial Director of Calgro M3 and became an integral part of the Executive team. His comprehensive understanding of the company and its operations made him the ideal leader to further grow the Memorial Parks segment of the business. In addition to his role as Managing Director, Waldi is responsible for the Group treasury function and continues to be an active Executive member of the Board.



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MUTUAL SOCIETY



Wayne Van As

Area Manager-FamilySearch Topic: Family Search

Wayne Van As is the Area Manager of the Southern African region for FamilySearch International, a world-wide non-profit organization that helps government institutions, religious denominations and archives digitally preserve their records for free. Wayne has worked for FamilySearch for over 14 years, managing all aspects of its business in Africa including negotiations, operations, projects and logistics.

He has worked extensively in over 24 countries in Africa, running the records acquisitions and camera operations for FamilySearch, as well as providing training for multiple vendors on projects to digitize records. Wayne holds a Masters in Business Administration and has extensive experience in Information technology and financial services. Prior to working for FamilySearch, Wayne worked in the IT industry as an IT Support Manager and Network Administrator for 12 years, and as a Senior Financial Advisor at Sanlam for 5 years.

Post Life... What Remains

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Prof Somadoda Fikeni

Chairperson of the Public Service Commission of South Africa

Somadoda Fikeni is a public figure who has held various leadership roles in the public sector organizations and as a scholar or public intellectual who has influenced public discourse, institution building and public policies. He is currently the chairperson of the Public Service Commission of South Africa as well as the chairperson of the Indlulamithi South Africa Scenarios Board of Trustees.

Educationally, he holds BA & BA Honours (Unitra), MA (Queens University in Canada) and a PHD (Michigan State University) as well as numerous short programmes in specialized areas. His areas of specialization and interest are political science, public policy analysis and development, history, political economy and heritage. He has lectured in different universities in South Africa and abroad. He has also held management positions at universities and policy institutions as well as think tanks. He is a researcher and an author in the aforementioned fields. His main professional work has been and continues to be in public policy development, higher education and heritage sector. He has chaired a number of boards and councils. He has also participated in establishment and repositioning organizations. He is a visiting professor at the Nelson Mandela University in South Africa.

One of the leading public commentators on politics, policy, economic, social and heritage issues in South African and international media and forums having been recognized with several awards for this work. He is a public speaker as well as a motivational speaker.

He has received several honours and awards in South Africa and abroad and one of these is the honorary chieftaincy that was bestowed on him in Ghana. He is a community development activist and has initiated a number of community development and charity organizations to mobilize resources for assistance of the poor and the disadvantaged. As a student leader and a youth he was involved in anti-apartheid struggle and got detained on numerous occasions for his activism.



Nada Laurie

Topic: Socially constructed death rituals and decision-making regarding disposal after death.

Nada Laurie holds a Master's degree in Sociology from the University of the Free State. Her research focusses on place attachment and the determining factors behind behaviour and decisions concerning body disposal options after death.



Kgosi Thabo Milton Seatlholo, Rapulana!

Chairperson of the National House of Traditional and Khoi-San Leaders (NHTKL)

Kgosi Thabo Milton Seatlholo is the current Chairperson of the National House of Traditional and Khoi-San Leaders elected on 31 October 2022 for a period of five years. Prior to being elected as the Chairperson Kgosi Seatlholo served as the Deputy Chairperson of the NHTKL from January 2022 until 30 October 2022. In addition, Kgosi Seatlholo is a member of the North West Provincial House of Traditional and Khoi-San Leaders. Kgosi Seatlholo is also the Senior Traditional Leader of Barolong Boo Rapulana Traditional Community in the North West Province. In his capacity as a traditional leader and the Chairperson of the National House of Traditional Leaders, Kgosi is passionate about community development, specifically focusing on rural traditional communities. He has participated in different Committees of Houses of traditional and Khoi-San Leaders such as Land and Agricultural development Committee, Planning Committee and Justice and Crime Prevention with the focus on addressing challenges and creating self-sustenance in traditional communities.

His academic accomplishments include: B.A. Degree in Political Leadership And Citizenship 2020 (UNISA); B.Tech. in Business Administration, 2011 (UJ); National Diploma in Management, 2009 (UJ) and a course on Introduction To Thought Leadership For Africa's Renewal, 2013 (Thabo Mbeki African Leadership Institute), Kgosi also attended a workshop on Indigenous Systems 2016 (North West University); and a workshop on Recognition of Prior Learning through Indigenous Knowledge Systems in partnership with the Department of Science and Technology in 2015.

In addition to his passion for rural development, Kgosi also has a vested interest in indigenous knowledge systems with the aim of ensuring rural communities also utilise their traditional knowledge passed through generations in navigating life challenges such as sickness and also enabling socioeconomic livelihoods in communities.

As the Chairperson of the National House, the Chairperson is currently leading all traditional leaders in the country into a revolution on developmental monarchs approach in which traditional leaders are development focused, to enable rural development working with public and private partners.



Daniel Ngala Nkuna

Department of Health

- Studied at Mangosuthu Technikon, currently known as Mangosuthu University of technology obtained his National Diploma in Environmental Health, 1993
- Obtained B Tech in Environmental Health at Tshwane University of Technology, 1997
- Started working at Mpumalanga Provincial Department of Health as an Environmental Health Officer, 1994
- Moved to Mbombela Local Municipality in 1999 until July 2004.
- Transferred to Ehlanzeni District Municipality in July 2004 as a result of the devolution of Powers and Functions.
- Started with the National Department of Health in July 2015.
- Currently occupying a position of Deputy Director: Environmental Health at the National Department of Health since 2018.
- Responsible for Municipal Health Support; Key Responsibilities:
 - o Food Control,
 - o MHS Support,
 - o Communicable Disease Control,
 - o Disaster Management,
 - o Management of Human Remains,
 - o Legislation Drafting and
 - o Events Management



Susan Brice

City of Cape Town

Topic: Cremation

Susan Brice completed a three year diploma in Parks and Recreation Management in 1991 at Cape Town Institute of Technology and having worked in the Parks and Recreation environment in the City of Cape Town since 1987, she was appointed cemetery co-ordinator in 2007. Susan has been instrumental in developing Cemetery By-Laws and Policies. The City of Cape Town has 40 cemeteries and one crematorium and Susan Brice has been instrumental in developing new cemeteries and upgrading the Maitland Crematorium to keep up with the demand for 1200 burials and 700 cremations per month.



Vusi Skosana

Department of Forestry, Fisheries and the Environment

Topic: EIA regulations on Cemeteries

Vusi Skosana was born and bred in the then old Kwandebele in Siyabuswa District which is currently falling under Dr JS Moroka Municipality in Mpumalanga Province. His primary and high schooling were both started and completed there ACADEMIC QUALIFICATIONS MSc in Environmental Ecology: (Masters); from the University of Pretoria Masters in Environmental Management: (Masters); from the University of Free State Baccalaureus Technology (BTech Natural Science): Conservation; from University of South Africa (UNISA) National Diploma: (Natural Science): Conservation; from Mangosuthu University of Technology

EMPLOYMENT HISTORY:

Mr Vusi Skosana has over 28 years' experience in Government or Public Service. He worked for: Mpumalanga Provincial Department of Agriculture, Conservation from 1995 to 1998. Gauteng Provincial Department of Agriculture, Conservation and Environment from 1998 to 2000, National Department of Environmental Affairs from 2000 to 2003, National Department of Water Affairs and Forestry from 2003 to 2007. He is currently working for the National Department of Forestry, Fisheries and the Environment since 2007

CURRENT POSITION:

He is a Director: in the unit called Integrated Environmental Authorisations at DFFE which deals among others, the reviewing and administration of Environmental Impact Assessment (EIA) Applications for all National and priority infrastructure projects and developments that require Environmental Authorisations.

He is open minded, Interactive and easy to go with; He is a Sagittarius



Prof Timothy A Fasheun

Topic: “Threats of Physical Remains and the knowledge thereof will drive and promote the re-engineering of processes to foster Environmental Sustainability”.

He is an esteemed environmental scientist and consultant. With a strong academic background encompassing a Bachelor’s degree in Meteorology (Mathematics and Physics), a Master’s degree in Agricultural Meteorology, and a Ph.D. in Environmental Physics, he has established himself as a knowledgeable professional. As a registered Natural Scientist and Environmental Assessment Practitioner, PROF FASHEUN holds prestigious titles such as Fellow of the Royal Meteorological Society, Fellow of the Institute of Physics, and Chartered Physicist. His rich work experience includes roles as a Visiting Associate Professor, Environmental Scientist, and former Director of the KZN Department of Environmental Affairs. Currently serving as the Director of Timothy Fasheun Group Enviromentors (Pty) Ltd., PROF FASHEUN is actively involved in shaping environmental management legislation in South Africa. He has contributed significantly to the drafting of waste management policies and bills, demonstrating his commitment to sustainable practices. He excels in reviewing environmental impact assessment applications, providing technical expertise on rehabilitating contaminated sites and offering guidance on pollution and waste management. His extensive experience also includes conducting investigations into environmental incidents, leading to valuable recommendations for prevention.

Leveraging his broad expertise in various environmental areas, PROF FASHEUN provides consultancy services and accredited training, catering to diverse needs within the field. PROF TIMOTHY ADEBAYO FASHEUN’s outstanding academic qualifications, professional affiliations, and practical experience make him a highly respected expert in environmental science and consultancy.



Lexi Verhoef

Area Manager-FamilySearch

Topic: Origins of the Waste created by Modern Funeral Practices in Tshwane, South Africa using an Urban Political Ecology Lens.

Lexi Verhoef is a regenerative deathcare activist based between London and Cape Town. She is a French South African with a master’s degree in Sustainable Territorial Development with a passion for making this world a more regenerative, resilient and just place to live in. She is particularly interested and motivated to work within the regenerative deathcare field and currently open to collaborating with individuals and organisations which aim to further the natural deathcare movement. Up until this point, she has collaborated with the Green Burial Council, the Conservation Burial Alliance, Prairie Creek Conservation Cemetery, Freddie Johnson, Lee Weber and Will Brown from Return to Nature in Scotland.

When Lexi is not training as a death doula or volunteering in hospices and cemeteries, she is working as a sustainability and environmental science editor for academic journals from around the world.



Dr Julie Rugg

Reader in Social Policy at the University of York

Topic: Social Justice and Cemetery Systems: some Reflections from Europe

Dr Julie Rugg is a Reader in Social Policy at the University of York, UK. She is a research fellow who routinely undertakes contemporary policy analysis, principally in the field of housing. She has also, since 1987, been active in researching the history and policy of disposing the dead in the UK and globally. She is an honorary Vice President of the Institute of Cemetery and Crematorium Managers. Dr Rugg is particularly interested in the ways in which communities make decisions about how to dispose the dead, and how leading rationales change over time. She has published on the ways in which – initially erroneous – understanding of the causes of disease led to the creation of cemetery management as a science. Graves were designed to absorb the supposed toxic emanations from decomposing bodies, and cemeteries were ordered to minimise impact on public health. In publishing on the history of burial in the UK in the 19th and 20th centuries, she has charted the operation of the highly arcane Burial Acts, defined the declining influence of the Church of England as a principal burial supplier and outlined the rise of cemetery management as a distinct profession. Dr Rugg has also published on the intersection between cemetery tourism and heritage. She is editor of the Routledge series reviewing funeral practice in different countries: texts have been produced on England and Wales, the Netherlands, Czech Republic, Serbia, Russia, and Portugal. This year, Dr Rugg has revised and republished the Cemetery Research Group website, which includes a fully interactive bibliography. See, for example, <https://www.cemeteryresearch.org/?s=South+Africa>

Dr Rugg's more recent work has focussed how it might be possible to distinguish distinct 'cemetery systems' in each nation state. Attending the 2nd Pan-African Cemeteries-Crematoria Conference in 2019 has provoked a strong interest in the challenges facing cemetery management in African nations.



Thandeka Phamphe

Johannesburg City Parks and Zoo

Thandeka Phamphe is an Environmental Researcher born and raised in KwaZulu Natal but currently based and working for the City of Johannesburg under Johannesburg City Parks & Zoo as a specialist. I'm currently focusing on all the City's environmental issues like illegal dumping, acid mine drainage, water pollution and contamination, land degradation, soil erosion, rivers and wetlands monitoring to name a few. I currently hold a Master's degree from the University of Zululand and a working experience of 13 years which 7 years have been dedicated to looking into the City's major environmental issues like Climate change, energy, and water scarcity. One of the major focus areas is water quality and quantity monitoring around the City of Johannesburg Cemeteries.



Letta Madla

A seasoned marketing, communications and public relations professional, who has worked in these fields for over twenty years and occupied senior management roles for over ten years, Letta Madlala has both the technical and leadership skills in marketing, brand management, digital marketing, research, events management, Public Relations, stakeholder management, customer relationship management, project management, change management communication, crisis communication, internal communication, sales and staff management. Her experience is in both the public and private sector. Letta Madla is also a marketing scholar having attained an Honours Degree majoring in Marketing from the University of the Witwatersrand and a Master in Business Management, with a dissertation on corporate brands in South Africa, from the University of Johannesburg. Her current area of interest is the role of marketing in the public sector and the appropriate marketing tools and practices for the sector. She holds a second Master's degree from the University of the Witwatersrand, and a Master in Management in the field of Governance. She was also a member of the City of Johannesburg's brand council.

Letta Madlala boasts numerous accolades, having been nominated as one of the top women in MICE in 2019. She won numerous international and local advertising awards; exhibition awards and continue to make a meaningful contribution in her current employment.



Reggie Moloi

Reggie has been in the employment of the City of Johannesburg for 35 Years, and this gave him the opportunity to occupy different positions. He Joined his Favourite department... Cemeteries & Crematoria in 2006 where he is still the Head of the Cemeteries in Johannesburg. In truth Reggie is a Labour Law enthusiast as well ,he worked as a Labour Relations Manager for 10 years and is in possession of an Advance Diploma in Labour Law before he was moved to Managing the City's tree canopy before he was moved to Cemeteries & Crematoria. The Establishment of the South African Cemeteries Association could not have come at a better time, when the Cemeteries Units with our Cities were crying out for coordination and Reggie is a Executive member been involved in the coordination and Networking with various other colleagues in the Cemeteries form various City's Cemeteries in the Country.

Reggie is in the final year of his employment by the City of Johannesburg because he will be retiring this month September 2023.



Katharine Sarabjiet (Sar-rab-jeet)

COGTA KZN

Topic: *The KZN Provincial Protocol for the Establishment of Cemeteries and Crematoria in the KZN Urban Context*

"In the words of Albert Einstein: The definition of insanity is doing the same thing over and over again, and expecting different results."

Kate Sarabjiet is a Professional Town and Regional Planner currently working at The KZN Department of Cooperative Governance and Traditional Affairs (CoGTA). Graduating with her Bachelor of Technology in Town and Regional Planning from the Durban University of Technology (DUT), she has worked in the Ethekwini Municipality, the South African Medical Research Council, and the Msunduzi Municipality before spending over a decade with CoGTA, based in Pietermaritzburg.

Her current expertise is in developing user-friendly and practical content on planning and development issues within KZN. This content includes: the Provincial Protocol for the Establishment of Cemeteries and Crematoria within KZN; a Provincial Protocol for the Coordination and Processing of Development Applications for Integrated Settlement Planning; and a Guideline for the development of Practical Spatial Development Frameworks (SDFs) and Spatial Development Plans (SDPs).

Kate also provides administrative and technical support to various intergovernmental platforms and task teams, across the Province, on matters and decisions related to planning and development.

In terms of overall alignment, Kate is currently the DDM Planning Champion supporting the development and implementation of the Umgungundlovu District Development Model and its One Plan.

Kate has noted that her two main goals in her profession are to: enhance alignment between long-term planning, infrastructure provisioning, and budgeting; and capacitate various public and private stakeholders on how planning and development impacts on the functionality and sustainability of spaces within Municipalities.



Nondumiso Twalo

South African Local Government Association

Topic: Evolving management of human disposal methods in changing times

Ms. Twalo has a career spanning over 17 years in the local government sector. She started her career working for consultancy company developing local economic development strategies and IDPs for municipalities. She then moved to Msunduzi municipality as an organisational development practitioner. She has worked for SALGA as an Advisor in the Eastern Cape and a Programme Manager in KwaZulu Natal, dealing with disaster management, cemetery management, Municipal Health Services and other portfolios, before serving as the Director for Community Services in a municipality in the Eastern Cape. She is currently the Senior Manager for Community development and social cohesion at SALGA. She has facilitated various strategic planning and capacity building sessions for local government. She has facilitated a number of research studies for local government.

She holds a Master of Public Administration (cum laude) with her theses focusing on the efficacy of placing municipalities under administration, a postgraduate in Policy and development studies and a Bachelor of Social sciences.



Mr. Felix A. Nathan

Topic: Cemetery Management Information System

Mr Nathan who was born and brought up in a middle-class family from the financial capital of India (Mumbai), he Graduated in Commerce with a keen interest in Electronics, Computers, an attentive listener to learn new concepts and accepting challenges at any given time or opportunity in whichever area of work during his 4 decades of experience. He is been influenced by this father and his achievements, which he has been following in each and every walk of his life. He enjoys listening to old Indian film songs, music and watching movies. With his passion in writing, he has authored and published his maiden book "Simran – The Hero" Revenge by a Redeemer in 2020.

With 3+ decade of experience in Healthcare and Allied service, he has handled training of varied personal in the Organisational hierarchy, Designed and Developed about 4 Products catering to various industries. He has handled Implementation, Coordination and Managed many Healthcare Projects. He is an Advisor, Consultant, and Global Business Integrator for his Clients either Domestic or International who are into varied Healthcare Products and Services.

Currently, in a new role as "Product Conception, Designing, Developing and Marketing" of "Cemetery Management Information System – CMIS" which manages the Grave and Burial issues digitally.