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MentHer Magazine

#09

JANUARY 2025

NTSIKI MKHIZE

MentHer Magazine has been in remission and now it's making a comeback, why the time off

RESILIENCE

BOUNCING BACK & FORWARD FROM BURNOUT

TABLE OF

JANUARY 2025

Contents



EDITION COVER
JANUARY EDITION

- 5 RESILIENCE COLUMN**
Bookend your day, to self manage so that you can break barriers by Joni Peddie
- 8 COVER**
Bouncing back and forward from burnout . Interview by Pamela Greene

- 15 HEALTH COLUMN**
Nutrition and wellness for Women in Leadership by Kholeka Mkhize
- 18 WELLNESS COLUMN**
Minding the Mind by Dr Mpilo Sithole

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Publisher's

NOTE

COMPLIMENTS OF THE SEASON

It's a heartfelt and excited hello from us at MentHer, it's been a while and we are thrilled to be back with you.

the seed, and build a fence to protect the harvest and diligently water it, but then we have to trust that before the seed sprouts out of the ground, that it has first sprouted roots underground. So don't dig it out or stop watering – get your sun hat and pull up a chair because some harvests take longer than others. In our first edition back, I share my story on our two-year hiatus and bouncing back. In the theme of resilience we revisit articles with a focus on creating and maintaining a space for resilience by Joni Peddie, Kholeka Mkhize and Dr. Mpilo Sithole.

It might seem strange to start the year talking about burn out, but I think it's quite apt, because many founders spend December and January preparing for the year ahead. And with family demands, you might be "away" from the business, but not really off the clock. Also, having come back from the brink of burn out myself, I know it's not just a series of practices you put in place to help maintain resilience. It's a mental game of overcoming the looming concern of "what if" – I burn out, fail, not reach my goals etc. and overcoming the pressure of performing at the level you think you should be at or where you feel you would be had you not had time off.

Your business won't work if you can't, so take care of you.

Happy New Year MentHer Community. I wish you a prosperous, blessed and restful year ahead.

I believe we're entering a season of restoration and divine acceleration and what I've learned is that some of the best results come when we don't labour for them. This doesn't mean we don't work. We create a plan and plant

Purposefully Yours
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Book-end your day, to self-manage so that you can break barriers.

Joni Peddie

Behaviorist & CEO, Resilient People

Self-managing in the face of uncertainty is much easier said than done.

Each one of us needs to look in the mirror and lead ourselves with intentionality. Whether you are 'leading yourself', as a solopreneur or leading a team in a SME (Small Medium Enterprise), or leading many teams in a multinational business – personal and team leadership involves intentional work!

How we 'show up' will influence

how we break barriers and get access to what we want in life. Self-management takes discipline and consistency. Self-management is a key pillar of Emotional Intelligence often referred to as EI or EQ.

This particular article is going to focus on one very practical EQ technique!

Self-managing in the face of uncertainty is much easier said

than done. Mental strain and lack of mental wellbeing seems to be at an all time high! I can almost guarantee that as you read this article, you are reflecting on ways in which you keep yourself 'buoyant' during the 'waves' of turbulent change. Without exaggerating, there are hundreds of great self-management techniques which improve your self-awareness and will help you



If you want to feel in control of your life, start with book-ending each day of the week.

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WEBSITE: www.resilientpeople.co.za

break barriers - the often self-imposed mental barriers. I'll share one technique which is absolutely game-changing. It's a lifestyle approach, which is called the 'book-end your day' technique.

The morning 'book-end' is 99% controllable and so simple and easy to implement. Simply set your alarm 15 minutes earlier than your significant others and / or family wakes up. You then need to start a morning ritual for yourself. Be consistent and do something nourishing, fulfilling and replenishing for yourself. You need to ensure that this ritual is something that you 'do it alone'. My 'intentionality' for each day starts with a cup of steaming good coffee, followed by an eleven minute meditation and prayer. I start my day using this ritual and I do this 7 days per week!

To ensure that you are 'consistent', it is always good to link a ritual to a specific 'place' in your home. Mine is linked to my favourite comfy spot in our lounge. This is where I feel warm, relaxed and can also see the sun rising – a brilliant way to start my day!

My evening 'book-end' is my 'full stop' to the day. I guess that's about 90% controllable for me as my children are now adults. I choose to have an Epsom salts bath and read a really good, gripping novel. This is

the place and time of the day when I make a concerted effort to consciously and intentionally switch-off, in order to recharge my brain and body. I allow myself to be absorbed in the drama of the novel (normally history-related human dramas), and I completely escape the stressors of the day. I make sure that I use lavender oil (or fresh lavender if I can find it) in my bath. This is a well researched neuroscience brain-calming trick. And then, at the end of my bath, I make a point to watch the water running down out of my bath, as it runs down the drain. This is a trigger to remind myself, and remember to take DEEP, SLOW breaths. At the same time, I say out loud (to myself) one or two things that I am grateful for, on that particular day. I do this even if it was tough feedback from a colleague or family member. The important aspect of a gratitude practice is to ensure that you do it consistently everyday and to be specific.

Building your confidence to be influential and break barriers takes self mastery. Self-mastery takes discipline and self management. If you want to feel in control of your life, start with book-ending each day of the week. In that way, you are in control of each day, then each week and then your months ahead! 🌸

2025

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JAN

23

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Speed networking

JUNE

19

COFFEE TASTING

Lessons from a brew master & introduction to trade export

FEB

20

POLEFIDENCE

Confidence through pole workshop

JULY

10

COOKING EXPERIENCE

Managing team dynamics & project planning workshop

MAR

20

BREW DAY SITE VISIT

Startup visit, brewing workshop & strategy at Distillery

AUG

24

SOCIAL IMPACT FOUNDERS LIST ANNOUNCEMENT & CELEBRATION & GLOBAL HANGOUT

*Women's Month

APR

17

CEO BRUNCH

Exclusive brunch with a Founder CEO

SEPT

18

RAISE THE BARRE

The art of resilience and grounding for leaders

MAY

22

GOLF HALF DAY

Introduction and basics of golf workshop & networking master class

OCT

23

POWER OF IMAGE

Hair, beauty and image workshop

NOV

MentHer Summit

HYBRID
*GEW

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MENTHER
Chief Social Entrepreneur

“Social entrepreneurs, simply put, are individuals who choose to set-up a business (social enterprise) with the objective of doing good (creating positive change, impact or introducing social innovations).“

BOUNCING BACK AND FORWARD FROM BURNOUT

Pamela Greene

MentHer Magazine has been in remission and now it's making a comeback, why the time off?

It's good to be back! Our last issue came out December 2022 and was titled; "Pause and rethink, reevaluate, reimagine", and it featured an illustration piece by Xolani Sivunda with a woman expressing three different faces – which to me spoke to contemplation. The pause at the time was needed as I'd been going full steam solo for about 18 months before our community manager Zuzile joined the team. Even though we had various contributors to the magazine, I was reviewing and editing articles before sending them off to our production team and then doing post-production reviews for approval. In addition to that we had our weekly Instagram Live conversations and monthly webinars which needed to be coordinated. And the world was in recovery mode from the pandemic and I was grappling with generating

revenue, creating impact and having enough fuel in my tank to keep going. The break was meant to be for a year – just off the magazine – but I didn't have the energy to get back at it and after a year, everything else in our community slowed down. I hit a wall. I no longer felt I could do it and strongly doubted if we had any impact or were even helping anyone. And in the midst of dealing with personal issues I just chose to breathe and do what I could – which was motivational posts here and there, keeping our WhatsApp members group alive and putting on our Social Impact Summit – which I was so close to canceling, but Zuzile insisted we push ahead.

In your time off reflecting, what did you find led to burnout?

Perceived failure: Sometimes things don't work out the way we plan and that's okay. Be it your product launch didn't resonate how you expected or there hasn't been a strong market response

to a new service or brand overall, whether you're chasing sales or subscriptions, or a big sponsor or investor, or just helping more people in the area of impact you've identified. All those goals or targets are linked to hope and that hope has a plan that's linked to your effort and when your efforts don't yield results it feels like you've failed and it takes a lot to not take that personally. Founders can often brush off a few blows, those are expected – it's the unexpected ones that throw us. The ones that happen from people you thought would support you but don't, customers who expect you to operate like a well-resourced machine when it's just you and then give the most critical feedback, sales not happening by the time you projected and time, not seeing results in time.

Disappointment/ Frustration:

Disappointment is a close cousin to feelings failure, but you still have some fight. This is more a constant critique of self and feeling like you can do more or that your team can do better. Along with this is frustration at

feeling stuck and not quite knowing how to break out of it and feeling maxed out, because you don't have budget and you're bootstrapping and you've done the most with what you have and it simply doesn't feel like enough. Then there's the things out of your control – like covid or key people in positions changing and now you have to start over with building a relationship with a potential client or sponsor. Then there's the feeling of dealing with it all at once and all alone.

Heartbreak: Life happens while you're trying to build and grow a business. And one of the big things that happened in this time for me was navigating heartbreak from a canceled engagement turned psychologically abusive scenario that I just never saw coming. When I talk about resilience, I often remind people that they are the heartbeat in the role – in a corporate if you tap out, they can replace you, but in a start-up, that's a critical hit to the team. And you have to be fully there to function and perform and I wasn't. I was mentally out the game on many levels and I just couldn't get the engine going.

How did you recover from burn out and what “recovery plan” can you recommend for other founders?

A big thing for me in 2023 was Talk therapy and TRE (trauma release exercise therapy). I probably wouldn't have gone down this path if not for my therapist. Who I'd started seeing in 2022 for general housekeeping. When I sat on her couch February 2023 and explained to her what had happened and the anxiety/ stress overload sensation

in my body, she asked me to rest and recline into the couch and as the words left her mouth “you've been through psychological abuse”, I burst into tears. But that was the first step of recovery. We had a few more discussions as I really needed to map out and understand how this happened and how to not end up here again. She'd also recommended some exercises and activities to calm my nervous system and get back to feeling safe in my body.

Exercise, journaling and affirmations, was the next step. I took up mobility training to build strength and grounding and later took up swimming – water has always been my happy place. I started gratitude journaling, everyday I'd write 3 – 5 things I was grateful for and some days it was pages full and I found this helped shift my focus to what mattered most. I also created a list of affirmations that I wrote out and went over as needed, but I had 3 sticky notes I'd stuck to my mirror with the I AM statements that I needed to consistently remind myself of most.

A support system, prayer and worship – for me there's no substitute for community. Having key people that I could rely on to pick me up was integral, especially on the hard days. And I had songs that lifted my spirit on a high rotation playlist which is all I listened to in the car or while getting ready. And praying at all times with every request, frustration, annoyance, fear, disappointment and later with expressions of gratitude and hope and thanks.

Popular EDITIONS



MARCH 2021
LAUNCH EDITION



JUNE 2021
YOUTH MONTH EDITION



SEPTEMBER 2022
HEALTH AND WELLBEING EDITION


What was a highlight for you in the time off?

I started 2024 feeling much of myself again. I felt through covid and after a year not being fully in the game that I didn't quite know where everyone was at – I didn't have my finger on the pulse, so I travelled. For work, for inspiration and to connect with self and others. I came back with wealth in insight, inspiration and invigorated to start again with a refined vision and zeal for impact. As part of my travels, I got to interview women in different parts of the world on how they build and create impact for our Close Podcast season 1.

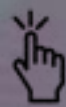
What can we expect for 2025

I started MentHer in May 2020 as a response to some of the challenges I identified from my master's research on how the social entrepreneurship ecosystem supported female founders. 2020 highlighted just how much women are needed in society as they fill up the front-line staff and many of the care giver roles that weren't deemed front-line and often go unnoticed and unfunded, but the impact of their absence was loud. I set out to create a global mentorship network supporting female founders running organisations with a social mission.

MentHer reimagined is a global mentorship and investment network for female founders, investors and leaders building sustainable enterprises creating social impact.

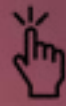
We've launched our new membership offering for founders, investors and professionals and we will be hosting a series of bootcamps and demo-days, MentHer Magazine is here to stay with a shorter monthly issue. We're working on s2 of The Close Podcast and launching a behind-the-business (BTB) video series. We will have monthly virtual and in-person events, including golf for beginners. Giving people in the community more opportunities to connect, build and grow together. 





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Ntsiki Mkhize
Founder, MentHer



BTB

BEHIND THE BUSINESS



2025

Online Events



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JAN
23

LAUNCH & GLOBAL HANGOUT

Meet the team & community
Speed networking

JUNE
12

SOCIAL MEDIA & SALES

6pm SAST
Live Master Class

FEB
6

RE-DEFINING PURPOSE

6pm SAST
Live Webinar
w/ Ntsiki Mkhize

JULY
10

MONEY MATTERS

6pm SAST
Live Webinar
*Savings Month

MAR
6

PITCHING & STORYTELLING

6pm SAST
Live Master Class
*IWD

AUG
23

SOCIAL IMPACT FOUNDERS LIST ANNOUNCEMENT & CELEBRATION & GLOBAL HANGOUT

*Women's Month

APR
10

SIP & PITCH

6pm SAST
Virtual pitch event
Practice & Feedback
Funding referral

SEPT
11

BUSINESS CANVAS & PLAN

6pm SAST
Live Master Class

MAY
8

AI FOR STARTUPS - BASICS

6pm SAST
Live Master Class

OCT
9

SIP & PITCH

6pm SAST
Virtual pitch event
Practice & Feedback
Funding referral

NOV

MentHer Summit

HYBRID
*GEW



You are what you eat, so don't be fast, cheap, easy or fake.

NUTRITION AND WELLNESS FOR WOMEN IN LEADERSHIP

Kholeka Mkhize

Dietitian

The year 2025 started with a bang and it looks like it is going to just fly by as it leads us into new frontiers. This will require skill-full leadership where leadership is the ability to adapt the setting of goals, so that everyone feels empowered to contribute creatively to solving problems and adding value.

Qualities of a leader

- Integrity
- Delegation
- Humility
- Vision
- Compassion
- Empathy
- Accountability
- Transparency
- Confidence
- Grit
- Creativity

A leader that has most of the above qualities has the ability to

empower the team sufficiently to reach one goal. A leader should lead by example as part of the team in any organisation, business and at home. Nutrition plays a pivotal role in leadership; a leader who eats well is able to focus throughout the day and remain on top of their game. Women in leadership should start by teaching their families how to eat well, especially their children. Children are like the team at work, they need a leader and act on what they see, therefore giving them these tools at a young age will help them develop good habits as they grow.

Taking care of business and positively contributing to the growth of the business is important, however that can't be achieved while neglecting one's own family and health.

In this society we are judged

by our families' behaviours, we care to provide for our families financially and should equally (if not more) care about their health, so ensuring that they're well cared for should be the start and the results will be replicated in other areas of life. A good leader (leading by example) will always reap excellent results wherever placed. A balanced diet is therefore necessary which is one that contains carbohydrates, proteins, vegetables, fruits and water which can only be achieved by eating a variety of food throughout the day divided in six meals. The main meals are constituted by breakfast, lunch and dinner while in-between these meals, a snack is important to keep the body's energy constant.

A balanced diet in conjunction with good exercise helps the



body utilize the food adequately and to keep fit; therefore; it is important to choose what is eaten wisely to get the ultimate health benefit that maintains the body, mind and spirit on a daily basis.

Here are some examples of how to carry oneself nutritionally healthy to lead a healthy team:

1. Meal prep can be a game changer. Using weekends or spare time to prep foods like meat, which can be frozen and keeps well, can save you time and thinking about meals on the day. And makes it easier to stick to a plan.

2. Always eat breakfast
It is the most important meal of the day as you “break” the “fast” to get energized in the new day.

3. Snack in-between meals
Nuts, fresh fruits and vegetables keeps you full and provides

vitamins and minerals needed by the body during the highest brain functioning times.

4. Prepare a lunch box to work
Take-away food can be costly if eaten on a daily basis and may contain much higher salt, fat and calories which may lead to weight gain and lifestyle diseases.

5. Carry clean & safe water to drink
It is very important to keep one’s body adequately hydrated, therefore, ensure to have some water to drink throughout the day. You can also add fruits to your water to make it taste great.

6. Make time to eat with family
Work will always keep one busy as it can often be never ending. Dedicate dinner time to eat with family so children can be taught what sort of healthy and enjoyable food to eat; table manners; how to chew properly and have good quality time with

them to learn how their day went. Things learned as children become embedded within us to be executed as adults. Childhood memories should be building and enjoyable.

7. Purchase food enjoyed by the family
Most people label healthy food as not delicious and expensive. Make a grocery menu that covers everyone’s favourite healthy food and stick to it. Buy food high in fibre for gut health, fresh and colourful fruits and vegetables; legumes that can be added to stews; lean meat and low-fat dairy products. Limit sugar, salt/salty-spices and oil.

8. Prepare food in the most delicious manner
If cooking is not for you, try using recipe books which can assist with the cooking skills in order to make healthy food tastier. Remember: **“YOU ARE WHAT YOU EAT, SO DON’T BE FAST, CHEAP, EASY OR FAKE.”**

MENTHER NETWORK NEW MEMBERSHIP PACKAGES

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Minding The mind

Dr Mpilo Sithole
MBBCh (Wits)

We must keep talking, sharing, asking, listening, calling out and advocating

The conversation about Mental Health is one that has progressively occupied more and more airtime over the last three to five years. In this time we've seen prominent figures such as Naomi Osaka and Simone Biles withdrawing from major sporting competitions and speaking out about their struggles with mental health and most recently the adoption and championing of The Athletes Code by Powerade and elite athletes. Such acts of bravado register a win in the campaign to raise awareness about mental health on a global scale. The conversation about psychiatric disorders (mental health disorders) and mental health is indeed one that can no

longer afford to be side-lined.

So then, what is mental health? The World Health Organization (WHO) describes mental health as, "a state of well-being in which an individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community".

Along with physical and social health, mental well-being is an important component of the overall health of an individual.

Psychiatric conditions are categorised under a wide array of classifications such as mood, anxiety, psychotic, personality and eating disorders- to name a few. Many of us are more familiar with the mood and

anxiety disorders, typically Depression, Bipolar and Panic Disorders. This is probably because this group of disorders occur more commonly in society. The WHO estimates that at least 264 million people globally and of all ages suffer from depression and that these groups of mental illnesses collectively consume about one trillion US\$ of the global economy annually.

It is not clear at this stage what specifically causes most mental illnesses however several risk factors have been identified. Risk factors include a family history of mental illness, use of alcohol and/or drugs, a chronic pattern of sleep deprivation, sustained malnutrition, stressful or

traumatic life experiences and various types of abuse. I must highlight that these are only risk factors, therefore it is not necessarily guaranteed that the presence of any of these factors will lead to the development of mental illness in the future.

Symptoms that are typically associated with depression are a feeling of sadness, crying more often, sleeping significantly more or fewer hours, losing interest in activities usually enjoyed, feeling of worthlessness and lack of energy for at least TWO WEEKS. Symptoms of Anxiety include sleep disturbances, constant headaches, irritable bowel symptoms, feeling of shortness of breath and chest pain. Should you notice any of the above symptoms it is important to consult your general practitioner or seek help at your local clinic.

Just as we employ measures to avoid developing non-metal health diseases there are practices that we can exercise to protect against developing mental health illness viz:

a) Eating healthily

b) Physical activity

A personal favourite! Running in the open air became a sweet escape from many of life's stressors for me in the final years of medical school. I find that the mind reaps great benefit from disconnecting from electronics and just hearing, seeing and feeling the natural elements. Physical activity releases endorphins and tackles the tension that knots up in our shoulders, neck and head.

c) Having confidante(s)

A resonating quote when I think of confidantes is that "no man is an island", we're social beings. In times of intense stress, the mind can become

a very vicious and a tricky maze.

Having a trusted person to walk with you in such times is invaluable. One advantage, inter alia, is that they can often help you identify an error in the way you've been approaching a situation and help you abolish a potentially unhealthy pattern of thinking - even if they're not a professional psychologist.

d) Routine debriefs

e) Identifying and leaving toxic/unhealthy relationships and/or environments

f) Prayer/quiet-time/meditation

g) Time out: chilling/ quality time with friends /family, new experiences.

Mental health disorders need to be appreciated as organic diseases; a condition whereby somewhere, somehow something has gone biologically wrong! This can be something chemically or structurally wrong in the brain which can, in most cases, be remedied or palliated by a meticulous collaboration of pharmacological and non-pharmacological therapies. Pause, and think about it. Nobody ever says, "focus on the positive" or "just go out" to a person presenting with an appendicitis or a broken bone.

It is therefore important that we continue to push-back against the stigma and misinformation that surrounds mental health disorders. We must keep talking, sharing, asking, listening, calling out and advocating.

The fact that we have an entire month, October, dedicated to raising awareness about mental health delights me and inspires the hope that we shall indeed champion the gross (and unnecessary) negativity associated with psychiatric disorders.



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