

**BTC**



**Baphalane Traditional Council**

**REPORT REVIEW**

**2025**

**BRINGING CHANGE TODAY,  
TO BUILD A LEGACY,  
FOR TOMORROW**

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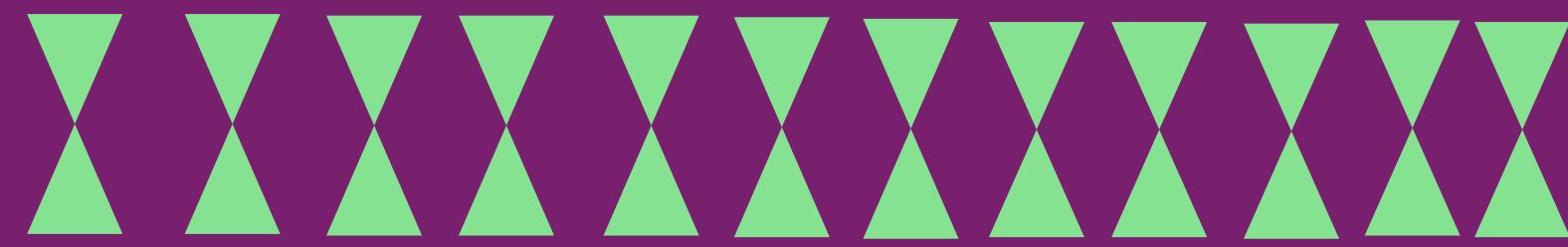
## FOREWORD

### A Foreword By KGOSI Manotshe

#### Ramokoka of Baphalane

Leadership is not bound to any rising failures, instead it is a muscle to strengthen overtime by learning and applying skills to execute results. We are living in contemporary times where leadership is becoming significantly vital from all spaces of government, corporate to Baposi. We are recreating and rebranding ourselves into the race of industrialisation which has long been there since the introduction of 4IR. This is the pinnacle that Baphalane wants to share and reflect to the world by being a merger into the current economies and to embrace this dream.

We are focused on decentralising development where Baphalane gets to be seen with its own diversified resources and a good administration. I am confident about the work my office is delivering to morafe because it is a story that Baphalane wants to hear and etch into their hearts. First and foremost, the significant rise of unemployment in the country is quite alarming and where in North-West it sits at 52% youth unemployment rate which is the highest nationally. This brings a close attention to our regional development where we choose to become a drive of change, I believe that we cannot wait for the government to give us the change we need as Morafe Instead of overlooking at the statistics, we must rescue our youth as they remain our future investment. Unemployment is our priority one where we look forward into intensifying our efforts to empower the youth with skills through skills development programmes. The year 2025 reflects our beginning of harnessing the reality of our objectives getting achieved, the report sheds a light of what we look forward to do as part of long-term planning incorporating social activities and performance making.



## ABOUT THIS REPORT

### KEY PERFORMANCE AREAS

As a Traditional council, our key performance indicators include our operational performance and our commitment to fulfilling the community's needs. These indicators provide a comprehensive view of how we aim to preserve and grow value, support the long-term structural goals to become the change we need and deliver economic growth.

INDICATORS	DEFINITION
Corporate Governance	Structural systems that govern an organisation with business ethics and control to advance management levels and avoid dilemmas
Research and innovation	Inputs of knowledge and expertise to finding information and solutions that bring about human creativity for development
Enterprise Development	Methodology of developing businesses for longevity and competition that will foster sustainable growth
Technology	Collection of science and analytics of information that create smart driven business solutions



## ABOUT US

We are a community of 9 villages situated in Rustenburg, where we uphold standards of good governance in our communities to enhance the level of integrity, stability and long-term success in our operations. We are driven by sustainable development that creates a thriving economic environment, with a focus on continuous improvement that stabilises socio economic needs of our communities.

### OUR MISSION

To grow and become a sustainable economic zone through being a resilient council by investing in Morafe.

### OUR VISION AND MANDATE

Our journey is deeply rooted in the Vision of Baphalane, whose community ethos forms part of our governance approach



### OUR VALUES

- We are embodied into the trust of Baphalane
- We keep pride in our heritage and customs that build us a community



# ABOUT THIS REPORT

## Our Mandate

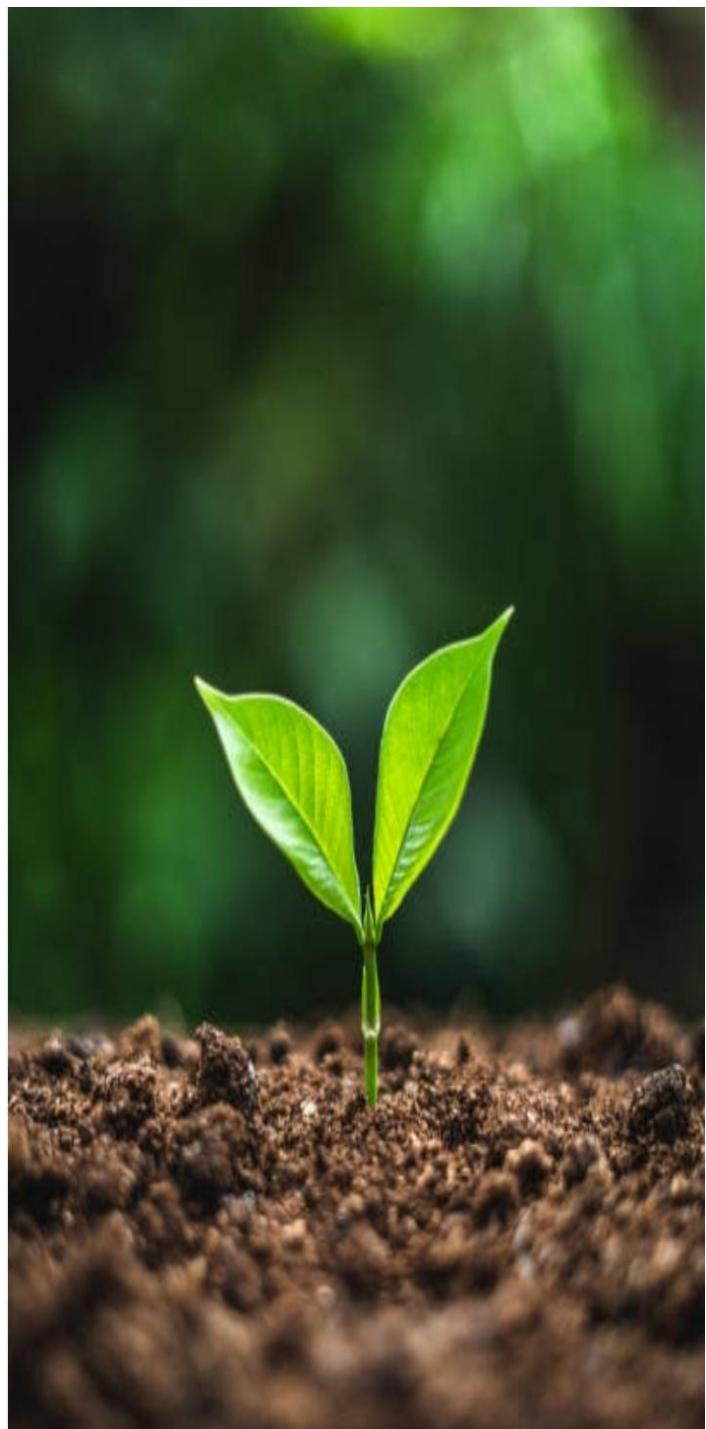
We are committed into building a resilient and sustainable future for Morafe, that drives transformative social and infrastructural development for the benefit of the nation.

Our strategy remains focused on alleviating poverty in Baphalane with changes to approaching vessels of prosperity. We aspire to make a difference with Morafe through investing in people to bring an economic success.

## Our Approach to Value Creation

Our approach to preserving and building value is guided by our mandate which forms a foundation of our strategy. We prioritise agility in execution and further navigating our financial and non-financial performance. We finally aim to leverage and protect our capital muscle to ensure sustainability that empowers the council to achieve its mission.

Our challenges have shaped our route to making progress, by unlearning and adopting methods that cultivate successful means to our self-reliance and innovation as Morafe.





# OUR VALUE CREATION PROPOSITION

Our value creation is guided by our full commitment to legacy investment to build generational wealth. We aim to concentrate on achieving the objectives and future aspirations to deliver sustainable value. Our strategic intent focuses on four strategic pillars across short run and long run terms.

## Value chain

Creating value has been the central point of the executive council after the unprecedented challenges, where we looked at what can be done to bring the success we need. Getting to familiarise ourselves with the problems we have, shifted our thinking into being community centric, where value was realised through our potential capabilities.

We saw an opportunity of agriculture, entrepreneurship and joint venture creation as values to our scope of success and to differentiate ourselves with economic identity we possess. The traditional council maintains the structured execution list to align its mission with the objectives and promoting competitiveness in the operations



## Execution List

### ENTERPRISE DEVELOPMENT

1

#### Aims:

- Supporting small businesses for market penetration
- Enhancing the supply chain development web

### AGRICULTURE DEVELOPMENT

2

#### Aims:

- Developing agriculture practices from small to large scale farming
- Collaborating with external stakeholders for great facilitation



# Change Management

From how the organisation managed activities through decades where traditional methods were solely employed setting us apart with our competitors by not moving with times, we have currently adopted the philosophy of change management changing with the current times. We realise how important it is to adapt to changing times as a formal institution where we believe that change is inevitable in business.

## Talent Management and Acquisition

Our capacity lies with the ability of sourcing skills in the pursuit of building great Morafe. We believe in driving organizations with intellectual breed where it meets with the demand of sufficient knowledge and skills. Competency is derived from the best results and we are proud to be investing in our own youth. This is so done to equip and pace ourselves with the ethics of organizational development and furthermore endorsing a professional environment.

We want to exemplify a nation of talents and expertise that recycles human capital in our bases, by using education as our key priority into giving Baphalane the future it needs.



## Key Priorities for 2025

The BTC intends to cultivate a strong strategic implementation on asset location, agricultural development and employment creation. These key priorities do not just define our direction but a clear strategic focus in developing Baphalane.

Asset location in our context lies from security and safety, land use and investor relations. One of the great asset location we have made is ensuring peace and safety occur through military, having to attract the South African army in our lands.





# Stakeholder Management

## Engagement

### MESSAGE FROM BTC MANAGER



**Office of Kgosi:** Maggy  
Mopedi

I preside in the office of Kgosi, since the year 2024 to this period with my professional experience spanning from state owned companies such as SASOL and ESKOM. I believe in making the office great by bringing in good governance since I was presented with the challenges of the organisation with regards to matters of Morafe.

Indeed, nothing is impossible till is done, as I oversee the overall management of the office my expectation is to revamp existing loopholes and bring a success Baphalane deserves with a strong economic muscle that yields great efficiency. We need to be more agile and radical in our approach to making this possible.

Stakeholder engagement plays an important role in the BTCs operational performance. The quality of relationships remains central in achieving our purpose by having our community in the centre of our daily operations. We believe that strengthening relationships creates a sustainable value for the organisation, that contributes to creating value for others. This further remains significant in conducting business with our business partners and the entire stakeholder populace.



## Navigating Stakeholder Engagement

Our approach to stakeholder management includes four dimensions, which include **transparency**, **inclusivity**, **responsiveness** and **driving value**. These key dimensions drive our long-term relationship building in growing social performance and enhancing operational performance through making continuous improvement.

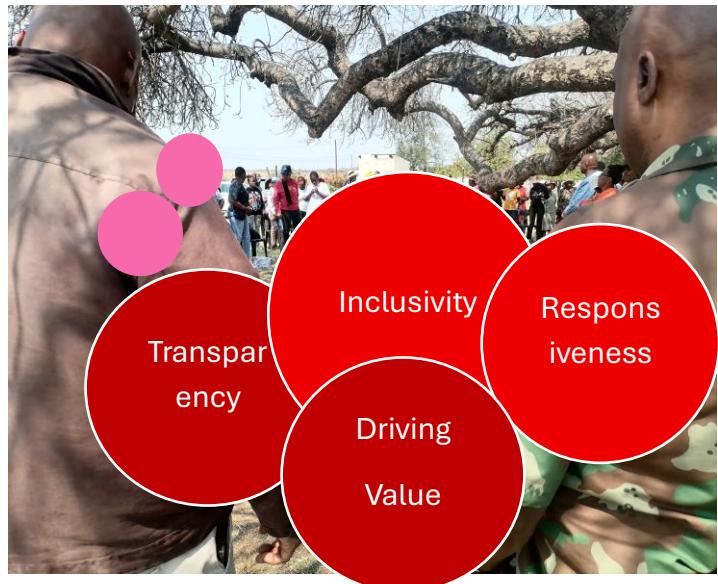


## 2025 Highlights

Through embracing a forward-thinking approach, the BTC has managed to strengthen relationships with its stakeholders from community engagements to tightening external relationships.

We understand how important it is to keep growing relationships which bring a sense of unity and belonging in Morafe to building great business networks which brings forth success in communities. The BTC has in place took an approach of building systems and structures that govern the institution known as corporate governance.

This marks a first step into embracing change and this comes in partnership with North-West University. This form of an alliance provides a radical innovation towards reinforcing strategic approach to improvise consultancy level with efficient knowledge management and blending technical methods with traditional systems.





## BAPHALANE PILL OF SUCCESS



### The New Beginning

We have heightened our philosophy of investment, where we look at our competitive advantage, from over the years of stagnation. We have come to see the importance of renewal and economic reconstruction at our introspect. Finally we have reached our main discourse in making things start happening for Morafe.

Making our first meet up with SANDF has been of a good purpose in finding our best ways to move ahead like other nations of Merafe and finally bringing solutions to our problems.

### Looking Ahead

Through knowing our keen interest to have investors in Ramokokastad, it was first good to ensure that security and safety are well equipped in Ramokokastad. Our greatest threat currently is the toll of crime in the community, therefore the great success we require as part of investment attraction needs safety and security to be secured.

This has led our seriousness in trying to resolve our major problems with ongoing discussions to have the military base around us. The SANDF is happy to be finding their space in Ramokokastad and officially marrying their forever partner "Baphalane".





# Redefining Community Engagement

As part of our relations with external stakeholders, we value the capacity of taking our communities as a central phase of our projects, activities and interrelations. With this marriage theme between SANDF and Baphalane, our communities are considered a seed of this happening where inclusivity has to be integral...

## Introducing SANDF

Our formal meetings with SANDF were concluded with a mutual understanding of land use, where we as the traditional authority had to ensure undivided transparency to our communities as part of information sharing.

Our communication processes were implemented with an outlined project plan. As BTC we are proud that the project roll out was held successful in Ramokokastad, where community leaders and members were all included. This initiative was jointly led by the Traditional council and the CPA in four main villages as part of lekgotla. This has been a matter of being transparent to our communities, as we believe everything starts with our people.

## Community leadership and Diagnosis

KGOSI JEM Ramokoka as the head of the mainstream of Baphalane, has long envisioned a village economic promotion happening in Baphalane for years and is beyond grateful to seize the opportunity of building a military base and sharing the opportunity with Morafe.

Phalane, Bojating, Phadi and Mmorogong have been part of the long drive in introducing SANDF. The first phase which was held in Bojating where leadership candidacy was present, to witness and harness the reality.



## Meeting Calendar 2025

P

Present

A

Absent

	09 Sep	10 Sep	10 Sep	12 Sep
Kgosi	P	P	P	P
Committee	P	P	P	P
CPA	P	P	P	P

### Lekgotla with Phadi

Phase two was held in the village of Phadi and Mmorogong where the Traditional council together with the CPA were continuing to engage with the community. The continuation of introducing the SANDF continued to be an unwavering success where members were excited about the opportunity of hosting a military base.

This was a chance given to the communities to express their emotions about allowing this seed to be planted and the support that is required for the seed to grow. Winning the trust of the community is one of the pillars the BTC prioritises in recognition of stakeholder management and its continued success.

### Harnessing the Reality

By addressing the social challenges that Baphalane have, is a main purpose into inviting SANDF in our space. Pressing on real issues where unemployment and crime have rose and are of daily dose, are the priorities we consider and have to alleviate.

With the military management where the head of defence and his team, Colonel Koloane have been carrying out their purpose of interest of why they would want to build their operations in Baphalane. We as the leadership and community have gathered to answer this call in our advantage where we believe it is a generational investment we are starting and want to have.



## Lekgotla With Phalane

Third phase of meeting with the community was held and concluded in the village of Phalane were SANDF was outlining its main objectives behind the proposed settlement of land use.

Colonel Koloane with his esteemed defence force briefed in with “all things to know” about this interest of SANDF in being part of Baphalane community for building a camp site. As BTC this is the beginning of a great investment infiltrated into the region of Ramokokastad. The SANDF represents a great investment in our land development and a great



## All Things to Know

Building a camp site is not about a personal mandate, but it is about a mutual benefit which is a permanent operation as words shared by Colonel. The land will be of a rent free to the SANDF as per agreements of Memorandum of Understanding between SANDF and Baphalane Traditional Council.

We are not looking to conduct a business but rather to create a generational wealth for Baphalane with this opportunity, where small businesses will start scaling and jobs will be created for Morafe. The opportunity is futuristic and serves as a positive injection to our rural economy. We want to expand our networks as Morafe changing and growing the space of Logistics, Supply Chain Development, Agriculture to Tourism and eventually becoming a well facilitated township economy.





## Moving Forward

On 17<sup>TH</sup> September 2025 the final wrap was being concluded, where the SANDF higher management level particularly the supply chain Department was off laying their mandate to Kgosi and his esteemed office.

Chief Mokondo in the department of Logistics within the defence gave a visit to Ramokokastad, accompanied by his senior management General Kekana and esteemed general personnel of the Defence force.

Chief Mokondo alludes that their concern stays with the shortage of land and they are searching for a land where their operations are not getting compromised. The urban areas are slowly running out of land use because of many recreational activities taking place, as words shared by Chief Mokondo.

## Breaking the Odds

Our demand for land is of a serious concern, commands the Chief. From logistics, farming and livestock form parts of supply chain we work with, the objective is to promote self-reliance and self-sustainability in communities we would be in.

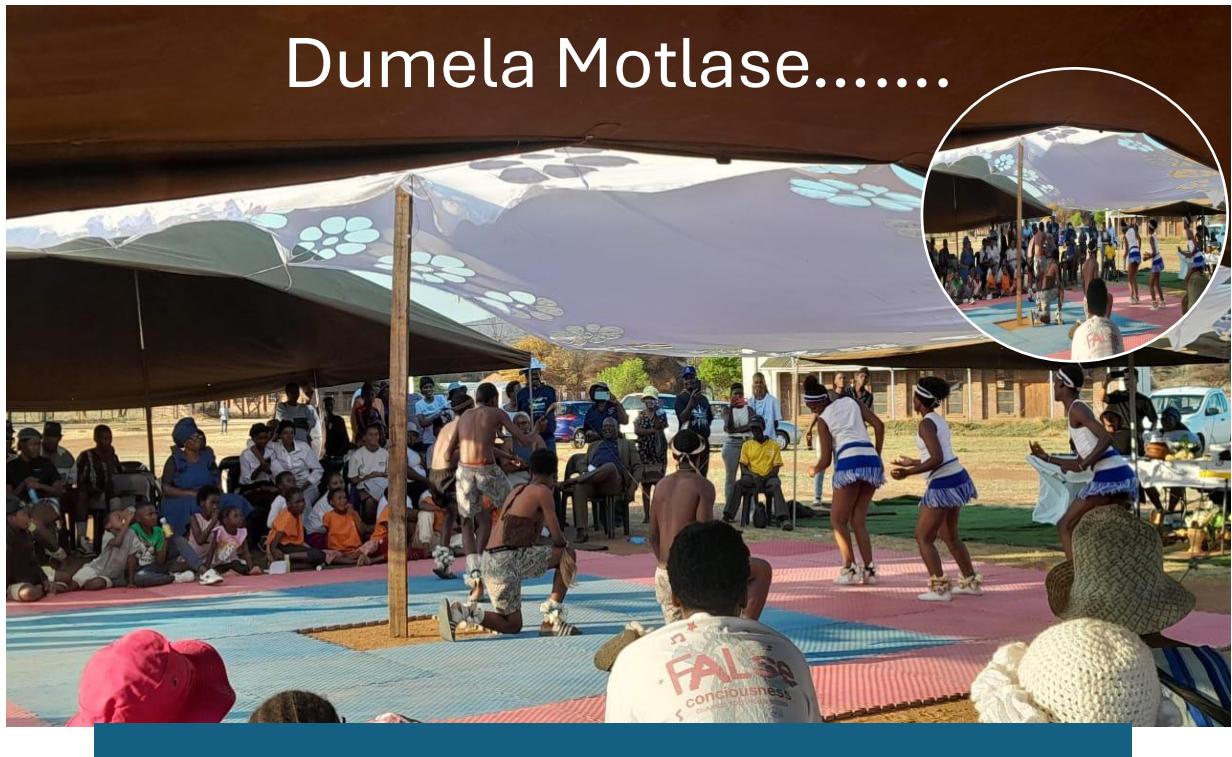
We remain human central about this, where livelihoods and standards of living should be uplifted by the automation of creating jobs. KGOSI/JEM Ramokoka is beyond happy to have consulted with Morafe as they are welcoming the SANDF with two hands. However, as KGOSI of Baphalane I look into making a difference in Baphalane by creating a living legacy through embracing change in all forms.

This is part of the legacy we want to breed as it signifies our transition from being rural to being a town of Baphalane. It is a landmark we need as a whole and carry as a sign of pride in our communal land to reach a destiny of success we want to be seen and known with.



“

## Uniting through embracing Cultural Roots



### Togetherness Through Heritage

Heritage Day is an annual event where we gather to embrace our common cultural roots, for a first time we celebrated this type of an identity theme. As Morafe we continue to be rooted as to what makes us one, to making great ends meet with our communities.

The 27<sup>th</sup> of September 2025 was a way of showcasing our commitment into doing activities with Morafe as we believe they are the mechanism of our everyday duties. This means more than just celebrating heritage but an emphasis on how we value our stakeholders.

This event initiative was successfully held in Phalane-Ramokokastad and proudly represented our hands of unity as the BTC management to our community leaders and members at large. Fostering inclusivity is part of our community ethos and will always remain the core principles we serve with, from our youth to our esteemed leaders.

Learners from various community schools were a puzzle of this social event making, showcasing their cultural pride and most importantly their characterised compassion in teaching about cultural values with creative poems and dances. Being a culturally driven society reminds us of where we originate from, to how should we work together as a beacon of ants.



## Celebration and Honor

Kgosi and Makgosi were respectfully honoured, as their participatory and presence always reflect a sign of dignity. The office Kgosi was a leading mechanism of this heritage making, through inviting people and every stakeholder. The aim was to learn and celebrate our culture and most importantly strengthening our cultural relationships as Morafe.

The SANDF offered their unwavering support in making sure the event successfully happens as they continue to show their full presence in our community.

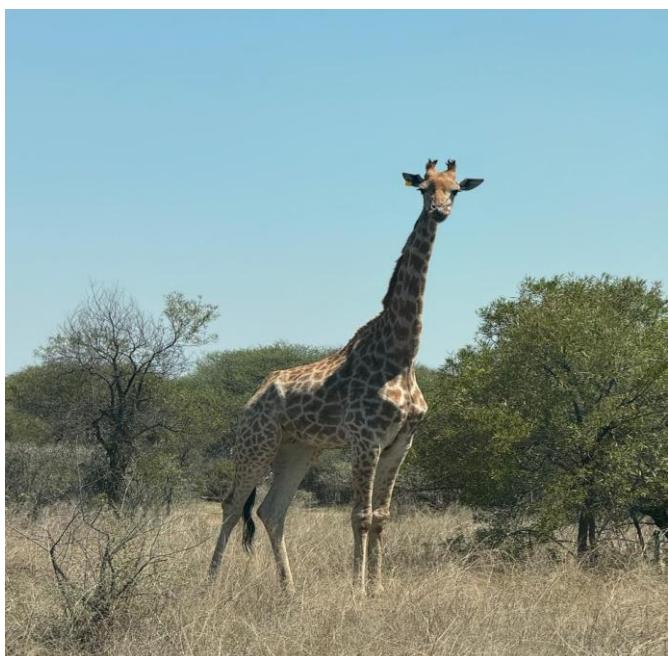


## The Call of Hang Call

Hang Call is one of the nature reserves that Baphalane has, as one of the biggest farms with a greatest feed of wild wealth. Through the efforts we are making in expanding our rural economy, our mission to social investment and security continues to be a seed to grow.

We have seen it best to start formalising having the SANDF with us to build a base were future investments get to meet with current investments. Our future stands to give a positive outlook were our governance making is transitioning with the demands of corporate governance in the leadership of Morafe. The new construction of an office symbolises the change we want in facilitating a futuristic development.

On the 1<sup>st</sup> October 2025 an office construction was started by Limberg mine in collaboration with LIMA construction development.





## Employment Strategy

We continue to make power efforts of dealing with unemployment crisis that continues to be a living stigma in our villages. As numbers remain much important in business operations, our analysis gives a side view of our local employment.

Our population of working individuals are generally employed in mines which the most average are mine workers. Then followed by government where most individuals are employed within government sectors. Our take off strategy is to reduce over reliance on mining where we aim to source the skills and build an entrepreneurial and agricultural nation, which is part of our tactical planning for the next 5 years entailed in our Enterprise Development plan.

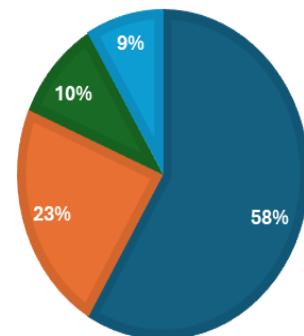
## Current Developments

The BTC is currently on a facilitation of receiving a new office, which is part of the renovations and expansions of the old office. While the changes are taking place, we are also looking into areas of improvement externally and internally where this speaks to the problems of Morafe.

This part of a construction making was independently ran by Limberg mine and we are happy to have monitored this project, were compliance in terms of our BEE requirements was met were about 5 employees locally were employed into our office construction, creating an injection into the job and skills creation.

### LOCAL EMPLOYMENT BY INDUSTRY

■ Mining ■ Government ■ Business ■ Agriculture



# 2

# Creating Sustainable Future



## Key Achievements

We extend our pride to weigh in the efforts taken for the year 2025 as a sign of stability and developmental scaling, where social impact has been of a high priority. Our social impact is a source of our good governance where social activities form part of our community CSI.

As we continue to quantify the results of 2025, construction projects involving road constructions and office constructions have thus been the key achievements considering the past historical hurdles. However, this is the beginning of major future projects taking place as we still look forward to constructing other community projects in Ramokoka. We believe that enforcing these revamps makes our infrastructural development to grow as required and making Ramokoka a great investment take. We have further improved and designed our new website, through acquiring skills relevant to the IT.

By knowing the importance of how technology evolves and gets to serve the business needs, we are ready to pace ourselves with the speed of AI and incorporating these tools together were training our professionals is of our main objective.

We continue to grow our professional space where we have developed a Graduate Programme 2025, where we acquire talents and aim to train them to equip them with expertise they need. Currently we have made an input of 4 employed graduates with the BTC which are from Ramokoka.

Unemployment rate is what we take our stance on, as we aim to decrease average unemployment in our communities. We have thrived to have our first Learnership programmes under SETA in Ramokokastad, were about 30 Learners have been trained through Seonyatseng Learning Institute.



## Everything About Bogosi

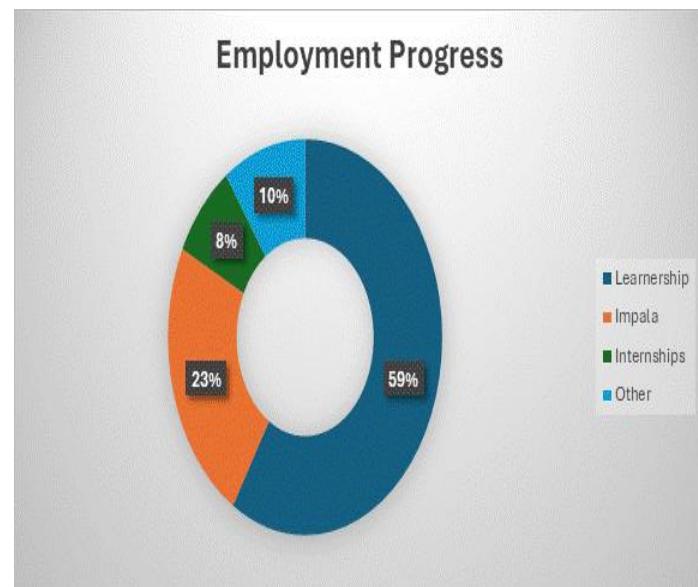
In early November 2025 KGOSI Ramokoka was co-hosted to a breakfast show by one of the outstanding commercial radio station in Brits. Madibeng Radio station had a privilege to interview Kgosi of Baphalane about the leadership of Bogosi in “Everything to Know” conversation.

*KGOSI Ramokoka* gave a brief view about the history of Baphalane and its governance in the contemporary economic landscaping. He emphasised the historical challenges that have been faced by Baphalane in a holistic view, to later managing to overcome the drawbacks in his leadership candidacy. He further expressed how leadership is complex in the context of Bogosi and having to adopt a winning attitude as Merafe to achieve a resilient success.

## The Pivotal Success

We stand to be grateful for the opportunity to air our identity in the changing times of technology and being amongst the leading Merafe to reach the spaces of media on a highest setting. However, the turning point for 2025 remains our strategy to breakthrough unemployment where we have seen progressive results.

Our analysis of employment has been very impressive by witnessing a continual progress in Learnerships and mines that continue take in workers. So far Impala mine has successfully employed 12 out of 30 individuals from Ramokokastad. This indicates a clear picture of the progress made in employment efforts with the given success rates in 2025. By this we continue to make our financial and operational performance a priority to promote a great governance environment.



BTC



Baphalane Traditional Council



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