

2025

The Living Link Annual Report



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Message from Our Chairman.

02.

As I reflect on 2025, I am reminded of the journey The Living Link has taken over the years. Having been involved with the organisation for many years, I have had the privilege of seeing it evolve through changes in leadership, staff, programmes and circumstances. It has not always been an easy journey, but each chapter has contributed to the organisation we are today.

One of the highlights of the year was celebrating the graduation of our students in Cape Town and Johannesburg, recognising their achievements and the dedication of the staff, families and supporters who journey alongside them. We are pleased to welcome our new team members across Cape Town and Johannesburg, including our new Cape Town Manager, a former member of The Living Link team, alongside our new facilitators and Job Coach, and look forward to the fresh perspectives, collaboration and energy they will bring to our work.

2025 also reminded us of the importance of adapting to change while remaining rooted in our purpose. As we look ahead, we are grateful for our committed community of staff, Board members, families, donors, sponsors, employers and partners, whose collective support enables us to continue creating meaningful opportunities for the young adults we serve.

I would like to thank everyone who contributed to The Living Link during 2025 and who continues to believe in its purpose. Having witnessed many chapters in the organisation's history, I know that change is inevitable. What matters is how we respond to it.

As we look towards the future, I remain proud of how far The Living Link has come and confident in its ability to continue evolving, adapting and creating meaningful opportunities for the young adults we serve.

I look forward to seeing what the next chapter brings.



As The Living Link evolves, our purpose remains unchanged: to create opportunities, unlock potential and build a more inclusive future.

Mr Ismail Moola



Message from Our MD.

03.



It is with gratitude that I reflect on my first year as Managing Director of The Living Link. Stepping into this role has been both a privilege and a significant responsibility, and I have been continually inspired by the people who make this organisation what it is: a place where young adults are given the opportunity to grow, develop, and build meaningful futures.

Gregory Sirmongpong

2025 has been a year of both challenges and important progress. Like many organisations, we have had to navigate changing circumstances and difficult decisions, while remaining focused on what matters most: the young adults and families we serve. Through it all, I have been reminded that The Living Link is more than an organisation. It is a community of people who care deeply and continue to show up, even when the road is not always easy.

To our staff in Johannesburg and Cape Town, thank you for your commitment, resilience and the care you show our students every day. To our donors, sponsors, volunteers, advocates, partners and supporters, thank you for believing in The Living Link and walking alongside us. Your support enables us to continue creating opportunities for young adults with intellectual disabilities to develop skills, gain confidence and prepare for greater independence and participation in the world of work.

And to our students, thank you for reminding us every day why this work matters. Your determination, courage and achievements continue to inspire us and remind us of what is possible when people are given the right support and opportunity to grow.

As we look back on 2025, we do so with gratitude for what has been achieved and an honest understanding of the work that still lies ahead. We remain committed to strengthening The Living Link, building sustainable partnerships, expanding opportunities and ensuring that we can continue serving young adults and their families for many years to come.

Thank you to everyone who has been part of this journey. Together, we can continue to create opportunities for young adults with intellectual disabilities to learn, grow, work and thrive.



Our Vision.

04.



To create a society where young adults with learning differences and disabilities are included, valued, and able to live and work with independence and dignity.



Our Mission.

At The Living Link, we are committed to unlocking the potential of young adults with intellectual disabilities and creating the opportunities they need to thrive. Our mission is brought to life through our commitment to:

- 🌍 Provide structured, accredited training that builds practical life skills, work readiness and independence.
- 🌍 Support young adults to access the open labour market through workplace exposure, job placement and on-going support
- 🌍 Work with families, employers and communities to challenge stigma and create environments where people with disabilities are included, valued and able to participate meaningfully.



Our Values.

06.



Courage

Showing up, trying again and taking the next step, even when it feels hard.



Passion

We care deeply about the people we support and the work we do.



Community

We grow through connection, support and working together.



Empowerment

Building skills that lead to confidence, independence and opportunity.



Integrity

We act with honesty, respect and accountability in all that we do.



Our Structure.

07.

TLL Board of Directors & Management Team



Gregory Sirmongpong

Managing Director

Cape Town

Johannesburg



Nabeela Brown

Cape Town Manager



Siphokuhle Alam

Facilitator



Siyanda Makhanya

Job Coach



Andile Mdakane

Facilitator



Rebecca Molefe

Administrator



Shamila Onwhouse

Employment Consultant



Pinky Thabang

Leamership Consultant &
Quality Assurance



Kate Noge

Job Coach



What we do.

08.

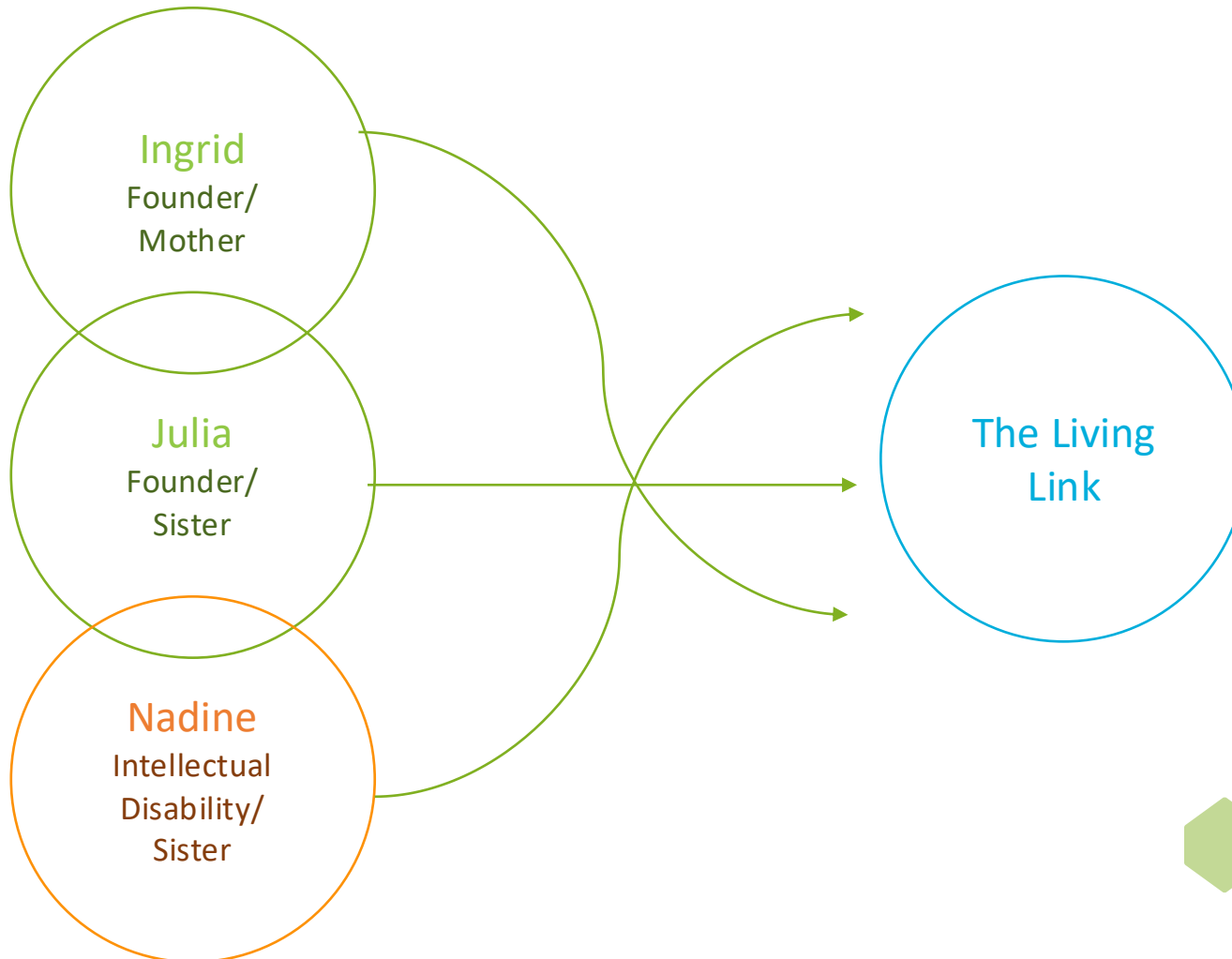


The Living Link is a non-profit organisation that caters to young adults aged 18 - 35 regardless of race, gender and religious background. The centre aims to encourage, enhance and support the development of intellectually disabled adults, and help them attain a high quality of life.



Our History.

09.



The *organisation was started in 2000 by Julia and Ingrid, sister and mother to Nadine, who has an intellectual disability.* Through dedication and perseverance they taught Nadine essential living skills, which have contributed to her independence and her intellectual and spiritual growth. They were inspired to share their knowledge, and allow other such adults to become more valuable members of society.



Our Student Journey.

10.

STEP 1

Student Screening

- Complete the prospective student screening questionnaire
- Do the screening with our OT
- Results are given & if appropriate the student is then accepted at The Living Link

STEP 4

6 Months of work experience

- The second 6 months is where the students go to different job sampling sites to get work experience

STEP 2

Onboarding & Joining a group

- Student comes through for their onboarding meeting
- Student joins a group either at the beginning of the year or in the middle of the year on the 1 year Cleaning & Hygiene Qualification

STEP 5

Graduation

- Complete a 1-year life skills and work readiness programme which incorporates a NQF Level 1 Cleaning and Hygiene qualification. The programme focuses on the following areas – Math literacy, Communication, Team Work, Financial Literacy, Cleaning, Use of Chemicals & computer literacy

STEP 3

6 Month Training in Class

- The first 6 months is where the student comes to The Living Link each day to complete their “classroom” based training



Snapshot: Training.



11.

At The Living Link, we believe that meaningful training goes beyond achieving an accredited qualification. It is about equipping each young adult with the skills, confidence and support they need to participate more independently in everyday life and the workplace.

Our training programme integrates life skills and work skills into an accredited Hygiene and Cleaning curriculum, creating a holistic learning experience that recognises the whole person. While accreditation provides an important pathway towards employment and formal recognition of skills, we place equal value on developing practical life skills, workplace readiness, communication, self-advocacy, problem-solving and interpersonal skills.

Our approach is grounded in person-centred practice. Each student is supported to identify individual strengths, needs and aspirations, with personalised goals guiding their development throughout the programme. Teaching is adapted to different learning styles and abilities through practical demonstrations, visual supports, repetition, experiential learning and opportunities to apply skills in real-world settings.

We also recognise that meaningful inclusion requires learning beyond the classroom. Through collaboration with researchers and academic partners, The Living Link contributes to a growing body of knowledge around disability, inclusion, transition and employment. By opening our programmes and practices to research, we create opportunities for our students' experiences to inform broader understanding and challenge assumptions about what young adults with disabilities can achieve.

Ultimately, our training is about more than preparing students for a job. It is about building capability, confidence and choice, while creating pathways towards greater independence, participation and belonging.



Results at a glance.

12.

Statement of Financial Position as at 31 December 2025

Figures in Rand	2025	2024
Assets	7 469 069	6 631 292
Property Plant and Equipment	18 667	0
Trade and other receivables	608 128	382 102
Bank and cash	6 802 624	6 237 440
Staff Loans	39 650	11 750
Liabilities	738 757	310 594
Grants received in advance	525 000	294 584
Trade and other payables	213 757	16 010
Accumulated Surplus	6 730 312	6 320 698

Statement of Cash Flow

Figures in Rand	2025	2024
Net cash from operating activities	390 668	2 959 281
Net cash flows from investing activities	(55 900)	351
Net Cash from investing activities	351	6166
Net cash from financing activities	230 416	(599 427)
Cash at the beginning of the year	6 237 440	3 877 235
Cash at the end of the year	6 802 624	6 237 440



Note

Registration Number: 1999/024246/08
Financial Statements for the year ended 31 December 2025



Results at a glance.

13.

Statement of Comprehensive Income		
Figures in Rand	2025	2024
Income	7 421 829	10 617 394
Donations	2 452 852	4 489 886
Training Fees	2 111 415	3 059 546
Rentals Received	799 423	754 598
Lotto - Grant	726 259	1 464 605
Other Income	695 056	358 209
Investment Income	636 824	490 550
Expenditure	7 012 215	7 738 905
Direct Training	311 275	363 058
Salaries & wages	3 462 480	4 123 748
Lease rentals	1 086 818	1 017 221
Other Expenses	1 742 028	2 234 878
Surplus	409 614	2 878 489



Note

Registration Number: 1999/024246/08
Financial Statements for the year ended 31 December 2025





Meaningful employment begins with meaningful opportunity. Job sampling programme provides young adults with intellectual disabilities with the opportunity to experience real workplaces, develop practical skills and discover their strengths in authentic working environments.

Job sampling is about far more than practising tasks. Students develop the generic workplace skills that are essential for sustainable employment, including communication, time management, teamwork, problem-solving, adaptability and workplace etiquette. Working alongside colleagues also creates genuine opportunities for inclusion and integration, allowing students to contribute as members of a team while building confidence and independence.

Our approach is informed by the principles of supported employment. Each student is supported by a Job Coach who works alongside them throughout the process, from identifying suitable opportunities and understanding workplace expectations to providing on-site support, developing skills and gradually reducing assistance as confidence and competence grow. Individualised support ensures that the focus remains on what each student can do, rather than on perceived limitations.

Job sampling also creates an important opportunity for employers and colleagues. By working alongside young adults with intellectual disabilities, workplaces gain a better understanding of inclusion in practice and can identify practical reasonable accommodations that enable individuals to participate and contribute meaningfully.

In this way, job sampling becomes a two-way learning experience. Students gain experience, skills and confidence, while employers have the opportunity to challenge assumptions, build inclusive practices and see first-hand the value that people with intellectual disabilities can bring to the workplace.

Snapshot: Job Sampling.



JHB Highlights.

15.



Note

We're so grateful to FNB for their generous donation of tablets to The Living Link, helping us equip our learners with the tools they need to learn, connect and thrive.



Johannesburg Highlights.



Job Sampling

As part of his job sampling placement, Lihle Nobevu is gaining valuable hands-on experience at JHB City Parks and Zoo, building important life and work skills along the way. From learning in the classroom to discovering where she feels most at home in the workplace, job sampling is all about exploring possibilities and building confidence.



Our Voices Matter

At The Living Link, learning goes beyond the classroom. We create space for our students to engage with real-world issues that affect their lives and communities, including gender-based violence. We believe our students have the right to form their own opinions, speak up about what matters to them, and be heard. Inclusion means having a voice, too.



Opportunity to Employment

With the support of The Living Link, Mathapelo Masoko has secured permanent employment at Alexander Forbes, working in the Occupational Health and Safety Department. Employment is about more than earning an income. It brings purpose, independence, confidence, belonging and the opportunity to contribute. We're so proud to see Mathapelo take this next step in her journey.

Cape Town Highlights.

17.



Mandela Day



The Living Link visited Robben Island on March 20, 2025, in partnership with Professor Anna Jaysane-Darr from Massachusetts College of Liberal Arts! It was an incredible experience with Anna and her students, creating a space for inclusion and integration. The experience encouraged reflection, built knowledge beyond the classroom, and inspired learners to value inclusion, freedom, and active participation in society. A big thank you to the Sociology department for sponsoring this meaningful journey!



Cape Town Highlights.

18.



Graduation

Graduation Ceremony celebrated learners' achievements and reflected our vision of empowering young adults with learning differences and disabilities to live and work with independence and dignity. By recognising learners alongside their families and stakeholders, the event honoured personal growth, strengthened community support, and celebrated readiness for the next stage of their journey.



Diversity Day

Diversity Day celebrated the unique cultures, traditions, and identities of learners and staff, reinforcing our vision of an inclusive society where everyone is valued. Through shared meals, cultural stories, and traditional attire, the event promoted respect, belonging, and meaningful connections across the community.



Political Party Presentations

The Political Party Presentations supported reinforced our mission by developing learners' leadership, teamwork, communication, and critical thinking skills. Through exploring democracy and civic responsibility, learners gained confidence to participate meaningfully in their communities while strengthening their work readiness and independence.

Big things happen when people believe in what's possible.

Our donors make it possible for The Living Link to create opportunities for young adults with intellectual disabilities to learn, grow, work and thrive. Every contribution helps turn possibility into opportunity, and we are incredibly grateful for your support.

-  Energy Mobility Education Trust (EMET)
-  Thebe Foundation Trust
-  Sygnia Asset Management
-  The Albert Wessels Trust
-  Industrial Development Corporation (IDC)
-  Tuboseal Services (Pty) Ltd
-  Corination Asset Management (Pty) Ltd
-  DP2 Construction (Pty) Ltd
-  Traidcor (Pty) Ltd
-  RH Bophelo

-  MIH Holdings (Pty) Ltd (Naspers)
-  Filter and Hose Solutions, a division of Hudaco Group
-  Sasol Oil (Pty) Ltd
-  Makareng Electrical Industries (Pty) Ltd t/a Wilec
-  Spencer Stuart
-  Von Lieres Cooper & Barlow
-  Ore & Metal Company Ltd t/a Ore & Metal Services
-  Chase Business Systems

-  Orizen Electric Solutions (Pty) Ltd
-  3M South Africa (Pty) Ltd
-  South32
-  ASSORE
-  Deutz Dieselpower
-  Bisset Boehmke McBlain Attorneys
-  Profumi D'Italia Marketing CC
-  Malan Scholes Incorporated
-  Nicarela Charity NPO

Thank you • Dankie • Enkosi • Ngiyabonga • Kea leboha • Ke a leboga • Ke a leboga • Ngiyabonga • Ndi a livhuwa • Ngiyathokoza • Ndza khensa



Creating abilities from disabilities.

20.

Contact Details & Company Information



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Instagram: https://www.instagram.com/the_living_link/

LinkedIn: <https://www.linkedin.com/in/the-living-link-3a6826224/>

Our Locations

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Johannesburg

2193

The Living Link Cape Town

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Woodstock

Cape Town

Legal Status

Company Registration Number: 1999/024246/08

NPO Number: 022 – 273 -NPO

PBO Number: 130004792

18A Number: 18/11/13/4792

Services SETA Accreditation Number: 12608

