

2025

The Living Link Annual Report



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Message from **Our Chairman.**

2024 was a year of transition, growth, and resilience for The Living Link.

We bid a fond farewell to our outgoing Managing Director, Stanley Bawden, whose leadership and dedication have left a lasting legacy. At the same time, we warmly welcomed Gregory Sirmongpong as our new MD, bringing fresh vision and energy to lead us into the future.

Despite challenges in the local environment, The Living Link continued to grow through innovation and steadfast commitment. By adapting to changing circumstances, we maintained strong connections with our students and delivered the vital training services that empower young adults with intellectual disabilities to achieve greater independence and dignity.

Through strategic partnerships with sponsors, donors, and work sites, our reach expanded, effectively responding to the evolving needs of those who walk through our doors each day.

On behalf of the Board, I extend heartfelt thanks to our sponsors, staff, parents, supporters – and above all, our students. Your generosity, dedication, and courage are the driving force behind The Living Link's success. Together, we are building brighter futures and creating a world where every young adult with an intellectual disability has the chance to thrive.



Together, we are building brighter futures and creating a world where every young adult with an intellectual disability has the chance to thrive.

Ismail Moola



Message from **Our MD.**



Your courage to embrace new challenges, your determination to learn and grow, and the joy you bring to each achievement remind us daily of what is possible when we believe in ourselves and in one another.

Gregory Sirmongpong

It is with great joy and deep gratitude that I share my first message as the new Managing Director of The Living Link. Stepping into this role, I am inspired every day by the incredible people who make this organisation what it is – a place of hope, growth, and opportunity.

To our remarkable staff in Johannesburg and Cape Town – thank you. Your passion, dedication, and tireless efforts are the heartbeat of The Living Link. You embody the spirit of this organisation, and I am humbled to walk this journey alongside you.

To our generous supporters – donors, sponsors, volunteers, advocates, and partners – your belief in our mission makes all the difference. The impact you create extends far beyond The Living Link – it ripples into families, workplaces, and communities.

And to our students – you are the true inspiration behind everything we do. Your courage to embrace new challenges, your determination to learn and grow, and the joy you bring to each achievement remind us daily of what is possible when we believe in ourselves and in one another. You are the reason we strive to do more, to be better, and to keep creating opportunities that matter.

As we reflect on the successes of 2024, we also look ahead with excitement. Together, we are creating brighter futures where every young adult with an intellectual disability has the chance to learn, to work, and to thrive.



Our Vision.

“

To make the **biggest positive impact** possible in the lives of intellectually disabled young adults in a sustainable manner .

”



Our Mission.

At The Living Link we promise to continuously develop and enhance the potential of intellectually disabled young adults.

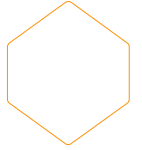
Our aim is to allow them the opportunity for full integration and equal participation in the mainstream of our society so as to improve the quality of their lives.

We strive to facilitate growth and change by empowering our members, their support network and the community by creating an environment of

- understanding,
- acceptance and
- possibility



Our Values.



Courage

Courage does not always roar. Sometimes courage is the quiet voice at the end of the day saying “I will try again tomorrow”.



Passion

At The Living Link we are passionate about enhancing the lives of intellectually disabled young adults through life skill development and the potential opportunity of working in mainstream society.



Family

Together acting as a family we will achieve more than many give us credit for.



Empowering

Knowledge is power as Sir Francis Bacon once said. The knowledge gained through the adult life skill training programme empowers the intellectually disabled young adults to realise opportunities and achieve their hopes and dreams.



Honesty & Integrity

At The Living Link we will engage with each other, the parents and young adults honestly and with integrity to ensure an environment of trust and respect is always maintained.



Our Structure.

TLL Board of Directors & Management Team



Gregory Sirmongpong

MD

Johannesburg

Cape Town



Palese Mothibe

Trainer



Pinky Thabang

Learnership Consultant & Quality Assurance



Nabeela Brown

Cape Town Manager



Kate Noge

Job Sampling Coach



Siphokuhle Alam

Trainer



Rebecca Molefe

Administrator



Stephanie Press

Fundraiser



Shamila Onwhouse

Job Coach & Employment Consultant



Nina Crawford

Fundraiser



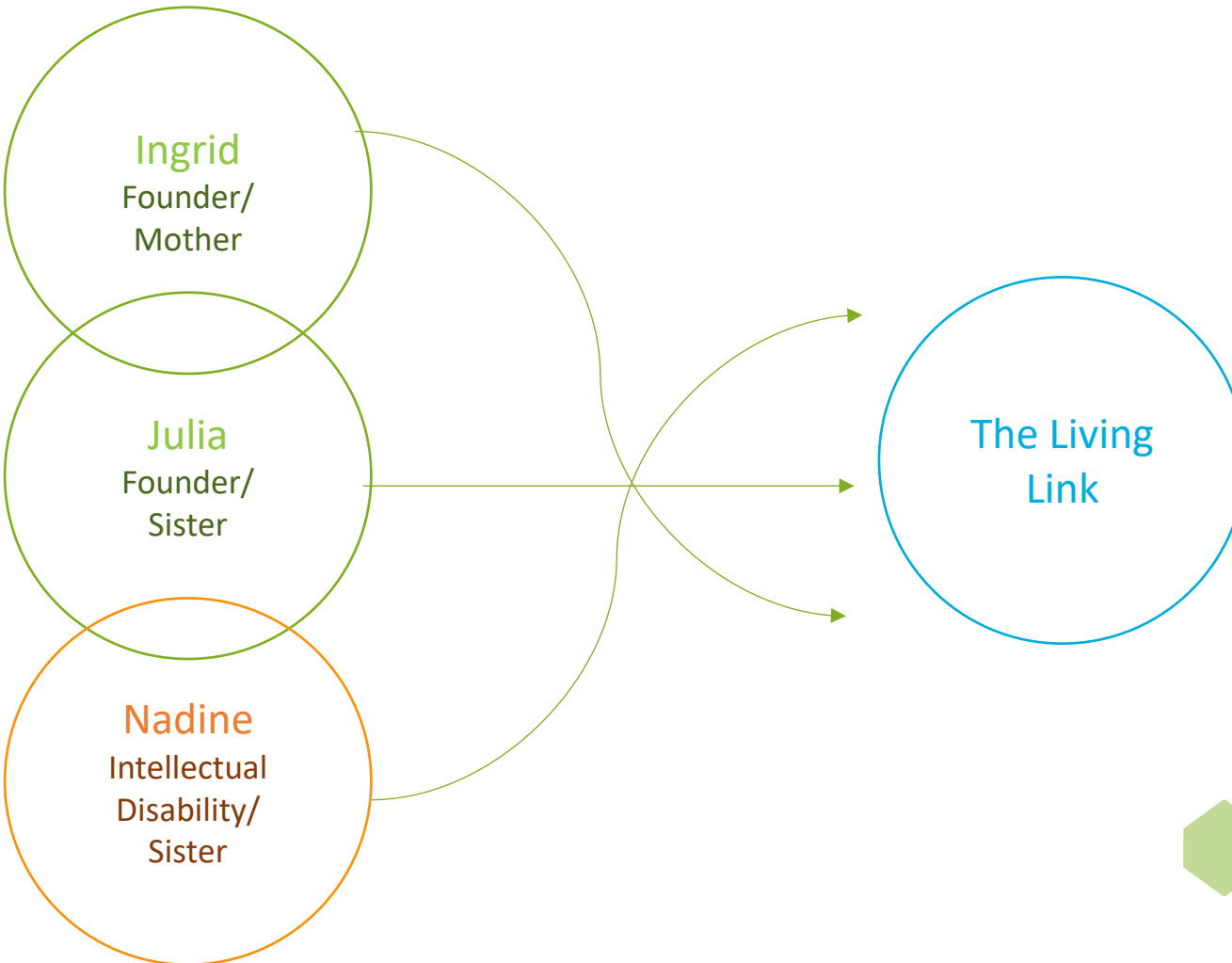
What we do.



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.



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.

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 getting 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



What we do in detail.



Students at The Living Link 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. Job sampling placements during the training year allow the students the opportunity to experience different types of jobs and prepares them for the realities of work.

On completion of their training The Living Link seeks to place graduates into open labour market employment by implementing the Supported Employment Model. Adults with disabilities are placed in ordinary working environments, doing regular work where salaries and benefits are real and reflect work performance. The Living Link provides placement support and ongoing Job Coaching and training to both employer and employee.

The Living Link is continuously exploring opportunities for the graduates who have completed the programme to be meaningfully occupied while we find them permanent employment – Gap Skills Development Programme.

The types of tasks suitable would be entry level, repetitive simple jobs.

Based on the idea of full inclusion, The Living Link encourages and facilitates the transition of their members into employment and independent living. Adults with disabilities who have employment are supported in making the move away from their parents and into the community. With structured interventions these adults manage their own lives and households.

The Living Link strives to facilitate growth and change by empowering their members, support networks and the community and by creating an environment of understanding, acceptance and possibility.



Results at a glance.

Statement of Financial Position as at 31 December 2024

Figures in Rand	2024	2023
Assets	6 631 290	4 491 537
Property Plant and Equipment	0	1819
Trade and other receivables	382 100	600 383
Bank and cash	6 237 440	3 877 235
Staff Loans	11 750	12 100
Liabilities	310 594	1 049 329
Grants received in advance	294 584	894 011
Trade and other payables	16 010	155 317
Accumulated Surplus	6 320 696	3 442 208

Statement of Cash Flow

Figures in Rand	2024	2023
Net Cash from Operating Activities	2 959 281	1 278 908
Cash Generated from Operating Activities	2 468 731	956 775
Interest Income	490 550	322 133
Cash Flow from Investing Activities	351	6166
Repayment of other liabilities	(599 427)	344 678
Cash at the beginning of the year	3 877 235	2 259 815
Cash at the end of the year	6 237 440	3 877 235



Note

Registration Number: 1999/024246/08
Financial Statements for the year ended 31 December 2024



Results at a glance.

Statement of Comprehensive Income		
Figures in Rand	2024	2023
Income	10 617 394	8 291 795
Donations	4 489 886	5 716 835
Training Fees	3 059 546	886 138
Rentals Received	754 598	732 594
Lotto - Grant	1 464 605	0
Other Income	358 209	634 095
Investment Income	490 550	322 133
Expenditure	7 738 905	6 723 030
Direct Training	363 058	446 526
Salaries & wages	4 123 748	3 873 569
Operating Expenses – The Village	1 017 221	929 220
Other Expenses	2 234 878	1 473 715
Surplus	2 878 489	1 568 765



Note

Registration Number: 1999/024246/08
Financial Statements for the year ended 31 December 2024



Our Training



Being a facilitator at The Living Link is both challenging and deeply rewarding. Our learners arrive with diverse needs, backgrounds, and strengths, and every class is a journey of growth—for them and for us.

Breaking Down Barriers

Language differences are a daily challenge: I speak Sesotho, while many learners speak Zulu, and English is often limited. This can slow progress and cause misunderstandings, especially when learners struggle to express themselves. Emotional and psychological barriers also play a role—anxiety, trauma, or low self-esteem often affect participation and performance. In addition, some learners face learning disabilities or stop their prescribed medication, which impacts concentration and behaviour. With patience, referrals, and encouragement, we continue to walk this journey alongside them.

Different Needs, Different Approaches

Our blend of theory and practical learning is key to success. It allows visual, auditory, and kinesthetic learners to engage in ways that suit them best, making concepts easier to grasp and apply. We see learners thrive when teaching meets them where they are.

Community and Support

One of the most inspiring parts of this work is watching learners help each other. Stronger students often step up as leaders and mentors, guiding their peers and building confidence in the process. This spirit of teamwork strengthens the entire group.

Gratitude and Impact

The gratitude expressed by learners is humbling. From heartfelt thanks to small tokens of appreciation, each gesture is a reminder of the impact this programme has. It is in these moments that we see the true value of The Living Link: creating opportunity, growth, and dignity for every learner.



JHB Highlights.



2024 Graduates

The students who started their studies in February 2024 all graduated in September 2023. After a long wait for their certificates everyone really enjoyed the day & the celebration of their graduation.



Mandela Day

The Living Link Johannesburg was able to give back on Mandela Day 2024. The new group of students made a delicious chicken stew for the pensioners at Footprints Hospice in Orlando East Soweto. The students delivered the food to the pensioners & helped serve the food & also took time to chat with some of the residents of Footprints.



Job Sampling

2024 was a good year for both groups February and July.

Both groups for did exceptionally well which resulted in the majority of them being accepted as interns for the Yes 4Youth Programme when they completed The Living Link Program.

We still have a challenge with limited job sites and are always looking for more sites, where our students can do their job sampling.



JHB Highlights.



Note

The students who started in August 2023 graduated from The Living Link in November 2023. All students received their certificates of competence for the NQF Level 1 Cleaning & Hygiene qualification.



Cape Town Highlights.



Graduation

After months of hard work and commitment, our students proudly marked the completion of their course. The event was filled with emotion, as students delivered heartfelt speeches reflecting on their journey. We were grateful to host the celebration at a venue generously sponsored by Collab Training Solutions, one of our valued job sites, and honoured to have representatives from our sponsor, IDC, join us for this special occasion.



Diversity Day

Diversity Day was a vibrant celebration of culture, identity, and inclusion. Students were encouraged to express and embrace who they are - through clothing, stories, food, and performances. It was a joyful reminder of the strength that lies in our differences and the importance of creating spaces where everyone feels seen, valued, and respected.



Golf Day

The Living Link students were invited to enjoy a memorable Golf Day in Stellenbosch, hosted by the Ernie Els Foundation. The day included a professional golf lesson and plenty of time to practise their skills in a supportive and fun environment. The event concluded with a celebratory gathering, certificate ceremony, and a delicious snack. It was a fantastic opportunity for our students to try something new, build confidence, and enjoy the spirit of inclusion and encouragement.

Cape Town Highlights.



Mandela Day



In celebration of Mandela Day, our students headed to Blouberg for an exciting surf lesson with Atlantic Surf. Despite the chilly water, they embraced the challenge with courage and enthusiasm. The day ended on a high note with a generously sponsored and much-enjoyed meal from Mozambique Restaurant. It was a day of bravery, new experiences, and joyful memories.



Cape Town Highlights.



Entrepreneurship Day

Market Day offers our students a hands-on introduction to entrepreneurship. Each participant is responsible for developing a business plan, preparing and presenting their products, and managing all aspects of sales and customer service. This initiative provides a practical platform to apply key skills such as planning, problem-solving, communication, and professionalism in a real-world setting.



Flapjack Extravaganza

Flapjack Extravaganza is a team-based event where students create and present a unique flapjack dish using their own ingredients. They are judged on taste, presentation, teamwork, and hygiene, while building kitchen skills, time management, and teamwork under pressure.



Interviews

Students participated in mock interviews to practise their interview skills in a safe and supportive environment. This experiential learning opportunity allowed them to build confidence, strengthen communication, and deepen their understanding of the interview process. Repetition is key for our students, and through this hands-on experience and peer feedback, they were able to learn, reflect, and grow in a meaningful way.



Presentations

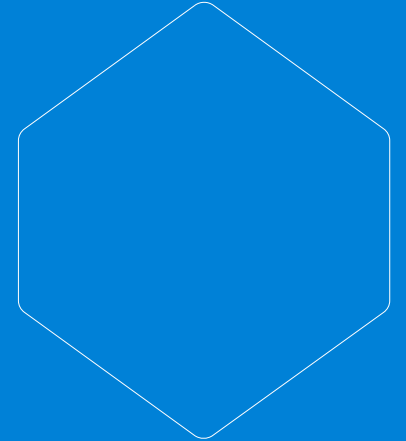
As part of their learning journey, students researched and prepared a speech on an inspirational South African leader of their choice. This activity gave them the chance to explore stories of resilience, leadership and positive change. It was also a meaningful opportunity to practise public speaking, build confidence, and reflect on the importance of strong role models in our country.



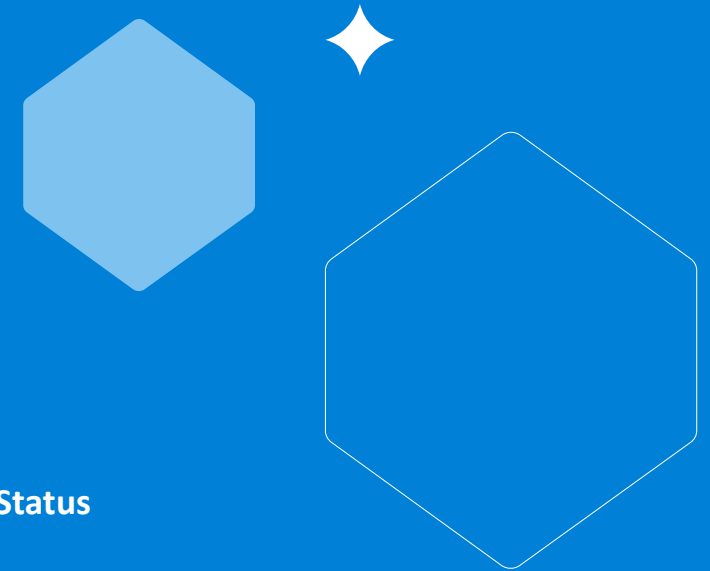
A Heartfelt Thank You to Our Donors

As we reflect on 2024 at The Living Link, we are filled with deep gratitude for the incredible support of our donor community. Your generosity has been the lifeblood of our mission. Each donation, whether large or small, has made a tangible impact.

- Tuboseal
- Sasol
- Bisset Boehmke
- MSP Condev
- Van Lieres Cooper Barlow
- Profumi d'Italia
- South Architects
- Cornel
- Van Der Merwe Roberts
- Quantech
- RH Bophelo
- DP2 Construction
- Makareng T/A Wilec
- Naspers Labs
- Eyethu BEE Youth
- Thebe Foundation Trust
- Spencer Stuart
- Profumi d'Italia
- Lotto fund
- EMET
- M Bawden
- WESCO
- Orizen Electric
- Thebe Foundation Trust
- Ore and Metal Services
- Hudaco
- Right Side Up
- Vicki
- Cornel
- Different.Org
- Chase Business Systems
- Sygnia Asset Management
- IDC
- Deutz Dieselpower



Creating abilities from disabilities.



Contact Details & Company Information



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Facebook: <https://www.facebook.com/thelivinglinknpo>

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

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

Our Locations

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No 1 – 17th Street

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Johannesburg

2193

The Living Link Cape Town

Unit 110A, First Floor

66 Albert Street

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

