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Irish Stammering Association (ISA) is a registered charity in the Republic of Ireland

Address

Carmichael House
4-7 North Brunswick Street
Dublin 7, D07 RHA8
Ireland

Charity Number

RCN 20032647

Company number

CRO 520438

Directors

David Heney
Nora Trench Bowles
Callum Wells
Sarah McCormack
Niall Walsh
Stephen Greene
Veronica Lynch

Staff

Dr Jonathon Linklater
Georgina Dunlevy
Aisling Keogh
Penny Farrell
Cathy Walshe

Twitter

@IrishStammering

Website

www.stammeringireland.ie

Facebook

@StammeringIreland

Phone

+353 (0) 85 169 4317

Instagram

@StammeringIreland

Email

info@stammeringireland.ie

YouTube

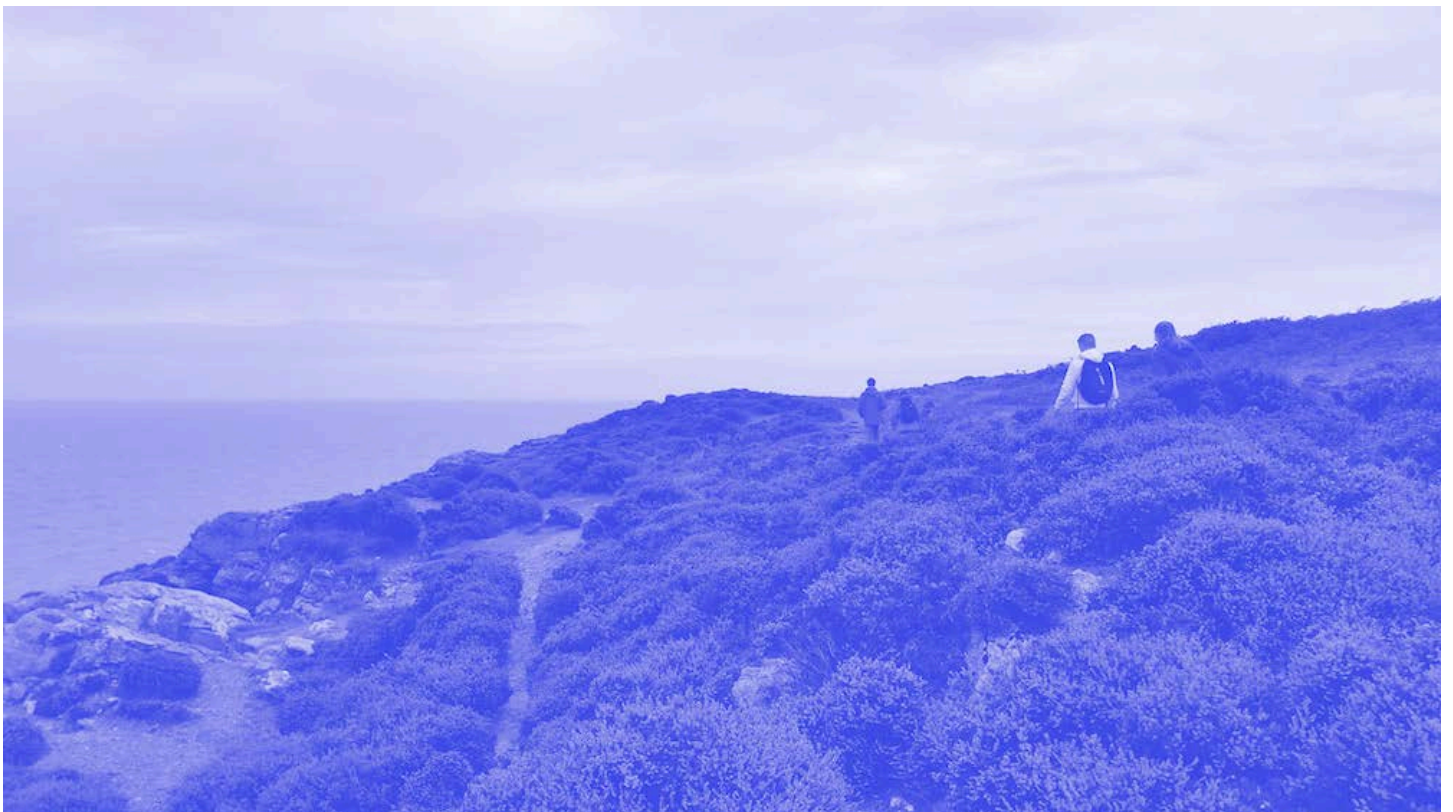
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About Irish Stammering Association

The Irish Stammering Association (ISA) is Ireland's nationally recognised organisation committed to building, developing and supporting the stammering community.

The Irish Stammering Association plays a vital role in supporting the stammering community in Ireland through our range of services, events, workplace and educational initiatives, advocacy and awareness campaigns.



Vision

The Irish Stammering Association is the leading voice and advocate for the stammering community, offering inclusivity and support. We promote a deeper understanding of stammering and affirm its value within society, so that people who stammer are valued and respected.

Mission

The Irish Stammering Association is the nationally recognised organisation committed to building, supporting, and providing services for the stammering community. We advocate for the stammering community, developing links with allies, stakeholders and across wider society to promote equality, access and inclusion for all who stammer. As a primary point of contact for many in Ireland, we are a trusted source of accurate and reliable information on stammering

Values

INCLUSIVE

The Irish Stammering Association is welcoming to all, valuing diversity, including diversity of opinion, and embracing the diverse identities of people who stammer, including intersectionality of identities, experiences and communities.

PERSON-CENTERED

The Irish Stammering Association places the needs and well-being of the person as the focus of our services, in a caring and compassionate manner. We support people who stammer to build connections within the stammering community, to feel empowered, and to realise their full potential.

INTEGRITY

The Irish Stammering Association operates to the highest standards and best practice. We are accountable and trustworthy to our stakeholders and the stammering community.

Chairperson's statement

The Irish Stammering Association (ISA) are currently in receipt of funding under the Scheme to Support National Organisations in the Community and Voluntary Sector (SSNO). The ISA made a successful application for the SSNO 2022 to 2025 scheme. After an initial six month extension, it was recently announced that the current SSNO scheme is to be extended by a further six months, which puts the ISA on a solid financial footing until the end of June 2026.

The funding received under the current SSNO scheme includes funding for five part time posts: a Development Manager, a Research Office, an Administrator, an Employment Support Officer and a Youth Development Officer. The Youth Development Officer was a new post created with funding from the current SSNO scheme, and 2024 was its second full year in operation. Along with the very successful Minecraft club, there were several online and in person events, including an afternoon ice skating trip. The role continues to develop with increased advocacy projects to support the voices of young people who stammer.

The Employment Support Officer, which was first provided for in the previous funding cycle, is now firmly established as a core part of ISA services. The Employment Support Service has expanded its remit over the years. As well as helping people who stammer from securing employment. It also helps people who stammer progress in their careers, including going forward for promotion. It runs regular CV clinics and interview preparation courses. It appears that many jobs will now adopt a hybrid model post pandemic, with virtual meetings and more communication over the phone. Both can prove challenging to a person who stammers. The Employment Support Service continues to support the stammering community in dealing with these challenges, both through one-on-one support and through specific focused events. Following on from previous years, a six-part Presentation Skills course

was run in 2024, providing tailored support for members of the stammering community. In March, a special Employment and Diversity event was held in collaboration with Diversity and Inclusion specialist Andrea Dermody; Andrea also spoke at the ISAD event later in the year.

The ISA continued to offer its services using a hybrid model, mixing in person and virtual events. The support groups operate mainly online which suits many of the participants who come from all around the country and who may not be able to travel to a physical location. This was complemented by in person events such as the Adult and Parents' Support groups and the International Stammering Awareness Day celebration which were held in person at the Hilton Hotel, Kilmainham. Along with the Adult Support Group, there is the Parents' Group and during International Stammering Awareness week (see below), there was a special support group run for children aged eight to twelve years of age.

The Walk and Talk events continue to be very successful. While Callum Wells stepped down from the Board in September 2024, he continues to lead the Walk and Talks. The Walks continue to exhibit an uncanny ability to attract good weather, even if the morning beforehand has not been particularly nice. In May 2024, a ten hour Walk and Talk acted as an ISA fundraiser, raising just under €2,300. The Walk and Talks events allow people who stammer, along with their families, to meet other people from the stammering community in a relaxed environment. It is often the first time a person connects with the stammering community. They are a chance to meet other people who stammer in person, while also offering an opportunity for new people to learn about the Irish Stammering Association and its services.

ISAYiT!, the ISA drama group for children who stammer, held another in-person summer camp in 2024. While the hybrid model works well for many ISA activities, ISAYiT has proved the exception, and with the pandemic thankfully well over, a week-long schedule of in-person activities was held, ending with a trip on the Viking Splash. There was also an ISAYiT! Transition to Secondary group for 6th class students who stammer, with four sessions between March and October.

The Youth Council continued to meet in 2024, following its establishment in 2022, running a series of events. This included an online story time

event in March. They also created a free downloadable guide to share with ISAYiT! summer camp leaders. It contained information about stammering and tips to help young participants who stammer to feel confident and comfortable at their summer camp.

International Stammering Awareness Day (ISAD) was again marked by a week of events in October. The keynote event was a conference in the Hilton Hotel Kilmainham which included a parallel event for the ISA Young Drama Group, ISAYiT!, facilitated by Charlie Hughes. The two events conjoined at the conclusion of the day when the ISAYiT! gave the performance they had been working on during the day. Other events during the week include a Walk and Talk, two joint Minecraft sessions, one led by the ISA with the other led by STAMMA, the UK national organisation for people who stammer. There was a launch event for new student resources, a World Café research forum with Dr. Amy Connery of Trinity College, Dublin, and the week ended with an online Stammering Pride Games night.

The Bród Stadaireachta (Stammering Pride) group continued to be active in 2024, with several special events. This included marching in the Dublin Pride Parade, celebrating the intersection of stammering pride and LGBTQ+ pride, and proudly displaying both Pride and Stuttering Pride flags.

Following their début in 2023, the ISA hosted another show about stammering on Phoenix FM. Hosted again by Jonathon Linklater, it included music inspired by or about stammering along with interviews with members of the Irish stammering community and ISA staff. ISA Board members and staff continue to give interviews to interested media outlets. In January 2024, ISA vice-chair, Nora Trench Bowles gave a comprehensive and insightful television interview on Ireland AM. ISA Youth Development Officer, Penny Farrell, provided much of the content for an article on stammering in the Irish Times in February 2024. An opinion piece by Dr Jonathon Linklater in the Irish Independent in October gained further media attention leading to an interview with Sean Moncrieff on Newstalk radio.

In 2024, two long standing Board members, Callum Wells and Sarah McCormack stepped down from their roles. The ISA would like to acknowledge the work that both undertook during their years as directors, helping turn the ISA into the organisation that it is now. While they will both be sadly missed, it also gives the opportunity to bring new directors onto the Board.

Hosted by ISA Board member Stephen Greene, the Speaker Series group ran events every couple of months with speakers from the international stuttering community, including, in 2024, Christopher Constantino and Erik Lamens. These are recorded and then made available through the ISA YouTube channel for those who were not able to make the live event.

The ISA was one of only thirty-five national County Finalists in the National Lottery Good Cause Awards 2024, in the category of "Community - Enriching the Fabric of Irish Life." While ISA didn't win the top prize, it was nice to be recognized for the role that the organisation played in building and developing the stammering community in Ireland. It also brought the topic of stammering into a more visible place in the Community and Voluntary sector.

ISA worked with Diversity and Inclusion Consultant, Andrea Dermody, to create a free downloadable resource for employers / organisations to ensure they are positively supporting people who stammer in the workplace, which was published on the ISA website in July 2024. The ISA also worked with the State Exam Commission to advocate on behalf of people who stammer who weren't accommodated for in the Reasonable Accommodations at Certificate Examinations (RACE) guidelines. This led to a recent update to the RACE 2025 guidelines that clarified that students who stammer are eligible to apply for accommodations if they are needed. This has been complemented by a number of information sessions by Emily Foynes, a French teacher and examiner, on Stammering and State Exams.

The ISA continued to see a high demand for its services throughout the year. The Employment Support service is now well established and continually extending the scope of its remit, and the Youth Development services is quickly establishing itself as a new and distinct service for the stammering community in Ireland, filling in a gap for services that had

been long recognised. Both are helping in the provision of a widening range of services to an increasing variety of demographic groups, and helping to build synergies between the ISA services.

David Heney
Chairperson

December 2024

Finance Director's statement

The ISA's income for 2024 was €100,113, and expenditure was €101,338. This left a deficit for the financial year of €1,095. ISA is largely funded via the SSNO programme, funded by the Department of Community and Rural Development and administered by Pobal.

Other income is provided by membership subscriptions, a monthly grant from the HSE, donations, fundraising by volunteers, and once-off grants provided by organisations such as the National Lottery Fund. In 2024, just under €2,300 was raised by a Walk and Talk fundraiser.

The ISA accounts were audited by Strata Audit, Chartered Accountants and Registered Auditors, who provided an unqualified opinion. The audited accounts are published on the ISA website and are also included as a section in this Annual Report.

The ISA is fully funded for salaries via the SSNO scheme to June 2026, following a second extension of the current SSNO scheme. A new SSNO scheme has just been announced which will commence in July 2026 with a duration of three and a half years.

The range of services provided by the ISA would not be possible without the assistance of volunteers and other supporters. We wish to thank our funders, our service providers, and all those who provided goods and services for free or at reduced cost.

David Heney November 2025
Acting Finance Director

Structure, governance & management

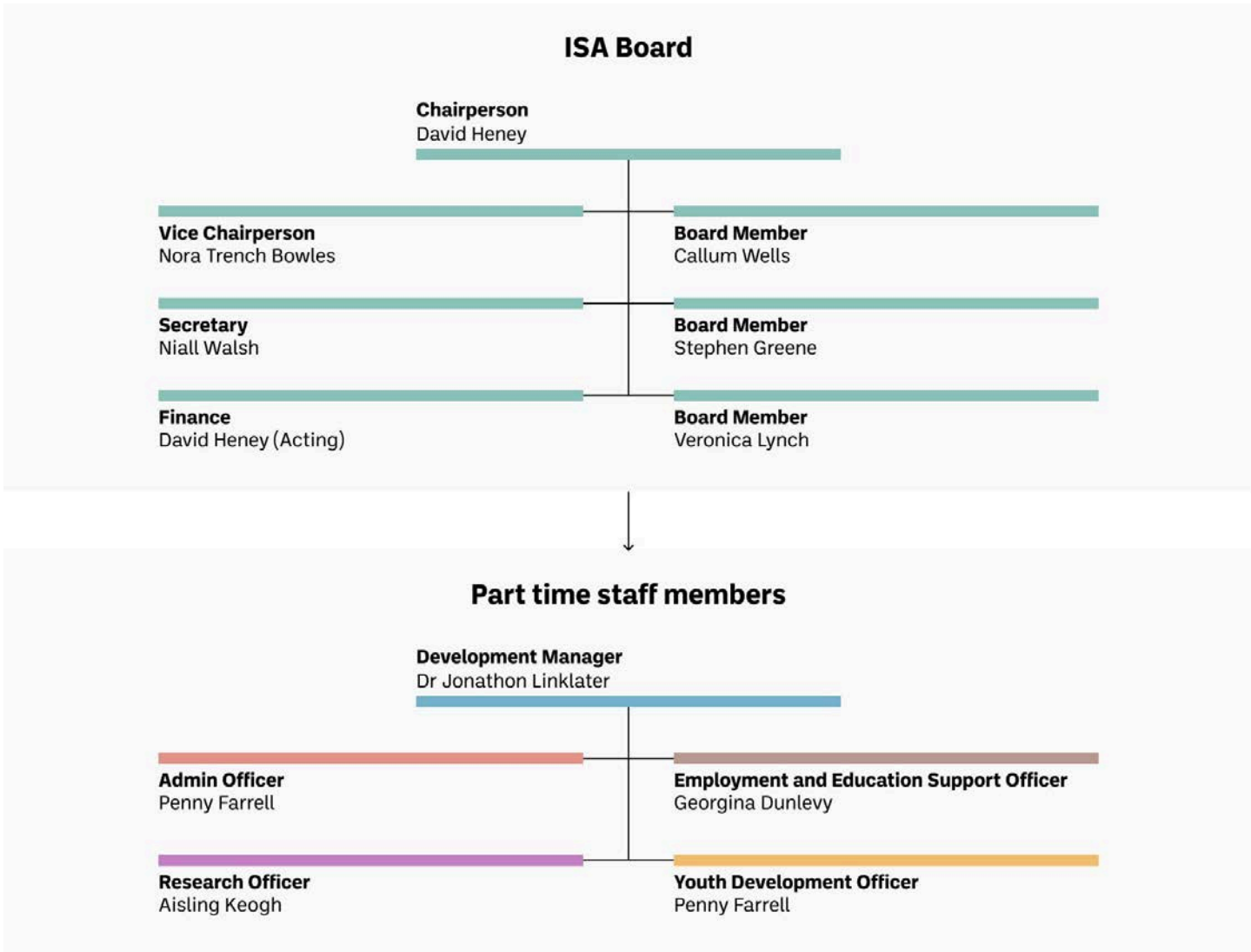
The Irish Stammering Association is a Company Limited by Guarantee and not having a share capital. It was incorporated on 22nd November 2012; previously it had utilised a committee structure with a registered business name.

In line with the new requirements of the Companies Act 2014, it adopted a new constitution on the 22nd of October 2016. This constitution is supplemented by the ISA Board Handbook which includes more specific rules on matters such as the election of directors and the holding of general meetings.

The structure of Irish Stammering Association

The ISA part-time staff work between 7.5 and 20 hours a week, depending on their role. The operations of the ISA are carried out by the Development Manager, ISA Staff and the members of the Board who have been assigned specific operational duties.

Due to Covid 19 restrictions, some travel funding was reallocated to increased staff hours to deal with increased demand for services during the pandemic.



Breakdown of Irish Stammering Association

Employment and Education Support

- Employment support clinics
- Individual coaching
- Workshops and events
- Advocacy and outreach

Board, Admin, Employment/Education

Ongoing Support Groups

- Stammering pride group
- Parents’ support group
- Walk and talks
- Women’s phone group
- Waterford (invited speakers)
- National Online Support Group

Board, Development, Admin, Employment/Education, Volunteers

Youth Support

- ISAYi! drama group
- Young ISA
- Kids Club (8-12s)
- Stammering and... (talks for teens)
- Workshops and events
- Advocacy and outreach
- Youth council

Board, Development, Admin, Youth, Research, Volunteers

Organised events

- National Stammering Awareness Day Week of Celebrations
- Regional open days
- Speaker Series
- AGM
- Social meet up events

Board, Development, Admin

Communications

- Facebook, Instagram, Twitter
- YouTube
- Newsletter
- Media outreach
- Annual radio show

Board, Development, Admin, Employment/Education, Youth

Resources

- Website
- Podcast
- ISAYi! creative outputs
- Employment and Education information

Board, Development, Admin, Employment/Education, Youth, Research, Volunteers

ISA Board
Chair, Vice Chair, Secretary, Finance, Board Members

Development Manager **Admin Officer**

Employment and Education Support Officer **Youth Development Officer**

Research Officer **Volunteers**

Directors of the ISA sign a 'Conflict of Interests Compliance Statement' and a 'Code of Conduct for Board Members' upon appointment.

A comprehensive Board and Company Governance Handbook has been approved by the Board and covers matters such as:

1. The responsibilities of the Board of Directors;
2. The role and responsibilities of specific directors;
3. The responsibilities of the Development Manager and staff;
4. The four components of governance;
5. The regulation of Board meetings;
6. Code of Conduct for Board Members;
7. Types of members of the Irish Stammering Association;
8. Election of directors to the Board of the Irish Stammering Association;
9. Rotation/Retirement of directors;
10. Powers and duties of directors;
11. Disqualification of directors;
12. General meetings of the Irish Stammering Association;
13. Accounts.

Section 228 of the Companies Act 2014 is specifically recognised in the Handbook, which outlines the fiduciary duties of directors. These include the requirements to act honestly, responsibly and in good faith. Directors are appointed for a period of three years, and one third of all directors must retire at each A.G.M., with those having the longest term selected for retirement. Directors may consent to stand for election at the same A.G.M. they retire if they so wish. Any member of the Irish Stammering Association is free to stand for election for any vacant positions on the Board if they provide the required notice in advance of the A.G.M.

Occasionally the Board of the ISA may agree to co-opt a person on to the Board of the ISA. Any such person must then stand down at the next A.G.M., though they may consent to stand for election for any vacancies on the Board at that said A.G.M.

Table of attendance at Board Meetings:

	24/01	06/03	09/05	12/11	05/12
David Heney	+	+	+		+
Nora Trench Bowles	+	+	+		
Niall Walsh	+	+	+	+	+
Callum Wells	+	+	+		+
Stephen Greene	+	+	+	+	
Veronica Lynch	+	+	+	+	+

In 2016, the ISA issued a Public Statement of Compliance with the Governance Code for Community, Voluntary and Charity Organisations in Ireland. Prior to this, and part of the process of compliance, the Board agreed several policies covering matters such as child protection, finance, fundraising and data protection. These policies are periodically reviewed by schedule and updated as necessary.

When the Charities Regulator issued a Governance Code under section 14(1)(i) of the Charities Act 2009, the Board of the ISA, led by the Company Secretary, began a process to ensure that the ISA would be compliant with this new code.

The work that had already been undertaken to comply with the Governance Code for Community, Voluntary and Charity Organisations in Ireland meant that the organisation was already largely compliant with the six principles outlined in the code.

By the end of 2020, the Board was confident that it would be able to certify its compliance with the new code in its 2020 Return to the Charities Regulator; this indeed happened in October 2021. In October 2022, the Company Secretary certified that the ISA has complied with all sections of the Charities Governance Code for the calendar year 2021.

ISA volunteers help provide many of our core activities including ISAYIT! children's drama group and support groups across Ireland. Volunteers work with ISA staff and Board members in the provision of services or are supported by them where ISA staff or Board members are not involved. Both volunteers and the ISA are subject to the Code of Practice for Volunteers which was agreed by the Board of the ISA.

Review of the year

Highlights of 2024

2024 was a year of continued demand for the supports and services offered by the Irish Stammering Association. At this stage, ISA has designed a steady programme of supports and events for all age groups in our community of people who stammer. Ranging from young children to adults and parents, as well as offering supports and services to other professionals in the field with our successful Speaker Series event where we host reputable international guests.

We have spent many years nurturing the community element of our services and continue to experiment with different ways in which we can serve and grow our community.

2024 saw new initiatives such as the introduction of our Volunteer Programme to encourage and support people to get involved with ISA on a voluntary capacity.

Another initiative such as our Transition Support Group for young people moving from primary to secondary school allows specialist ISA staff to support the specific challenges that our young people who stammer may face at different stages throughout their lifespan.

By creating this element of support at different life stages, we aim to equip our community with the tools to navigate these various challenges experienced by people who stammer so as they can reach their full potential and contribute in a positive way in their own communities.

2024 saw ISA placed predominantly in various media projects throughout the year. We began the year with a slot on Ireland AM with Nora Trench Bowles as our representative. ISA staff also featured in national print media with Penny Farrell contributing to an Irish Times feature and Dr Jonathon Linklater writing an opinion piece for the Irish Independent. ISA

also took part in international conferences such as Stutterfest increasing the visibility of ISA on an international stage.

We also enjoyed media coverage with the Moncrieff Show as well as the Irish Independent and hosted our own show on Phoenix FM. The radio show with Phoenix FM gave ISA an opportunity to showcase more stammered speech on the airwaves and collaborate with a like-minded community focused organisation. The opportunity to interview, provide vox pops of young people who stammer and even read the news and weather with stammered speech ties in with ISA's aims to make stammering more audible in modern society.

A core component of the ISA and our ability to leverage SSNO funding is the presence of our Strategic Plan. The end of 2024 saw us come together as a team to align our focus for the coming years and create our new Strategic Plan to sign post us into the next funding cycle.



Our Vice Chairperson Nora Trench Bowles appeared on Ireland AM on 10 January 2024 to discuss ISA's services and resources.



TTTTTTransition GGGGGroup for 66666th Class

Starting Sat 09 March
Hybrid: Dublin + Online (Zoom)

More info at
stammeringireland.ie

(Top) Dr Jonathan Linklater, our Development Manager, spoke on the Moncrieff Show on 21 October 2024.

(Bottom) We ran four fun and friendly sessions to help 6th class students who stammer feel prepared and confident for secondary school, from May to October 2024.

Youth Engagement and Activities

Our Youth events and supports continue to go from strength to strength with the ambitious, creative energy of our Youth Development Officer Penny Farrell.

ISA's Youth Council, Minecraft Club, Children's Support Group and ISAYiT! provided vital platforms for connection and creativity. Youth voice remained central in shaping ISA's work in 2024. Many of these groups are held online but ISA were also able to facilitate some face-to-face groups this year, inviting people from all over Ireland to attend.

A highlight of the calendar this year was World Book Day which was celebrated on March 6th by ISA in the form of a vibrant and inclusive Kids Club session! This event was well attended by many colourful characters inspired by literature and it encouraged reading and self-expression among young members. Many young people who stammer can develop a fear around reading aloud in front of their peers so this is an ideal scenario to instil confidence and show that stammering need not hold you back.




(Left) We ran online support groups for children throughout 2024.


(Right) Our Minecraft Club continues to be popular with young people who stammer across Ireland.

The Youth Arts Showcase hosted by National Youth Council of Ireland offered a creative platform for young voices in ISA to share their experiences of stammering. This was a well-attended event, the result of close collaboration between ISA and national youth initiatives in Ireland.

As part of our Youth Programme, we also developed a number of Student Handouts to be used in education to support our young people in expressing their needs and supporting educators in developing appropriate supports for young people who stammer. This was a brand new initiative and was warmly received. These handouts can be accessed by all children who stammer in Ireland and be shared with those who work with them; the intention is to remove stigma and barriers around stammering and provide a bridge to support these children to communicate with confidence.

Student Planning Sheet





Name: _____

Class: _____

Everyone is different but here are some ideas for how you might answer. Use this handout to get some ideas. Choose the ideas you like and add your own to the Student Planning Sheet

💡 This is what I would like my teacher/school to know about stammering

- Stammering has a neurological cause. It is a difference in how people talk.
- Stammering can vary - some days I stammer more and other days I stammer less.
- I don't always know why it varies and often there just isn't a reason!

🗣️ My stammer sounds like

• Blocking/words get stuck	• Repeated sounds	• Stretched sounds
• Switch words to a word I might not stammer on	• Avoids talking	
• Pretending I'm thinking	• Pretend I don't know the answer to avoid stammering	

⭐ The following would help me to feel more confident and comfortable in school

- Give me more time to say what I want to say.
- Don't finish what I'm saying or guess the word I am going to say.
- Let me use the secret codes (with the highlighter pen and how I raise my hand).
- Talk about stammering and/or neurodiversity with the whole class and how we can honour different ways of talking and communicating.

👂 This is how I would like my teacher to respond during a moment of stammering

- Don't say anything please - just keep listening.
- Please do not offer advice such as slow down/take a breath: it doesn't actually help!
- Don't finish what I'm saying or guess the word I am going to say.
- Give me time and ensure the other students to wait and give me time when I speak.
- Smile in encouragement whether I am talking or stammering.

📄 This is what I would like to happen at registration


- Let me choose how to reply - I might say my name, say 'here' or wave my hand.
- Consider alternatives such as a tick sheet for the register.

📖 This would me feel more comfortable when I read aloud in class

- Let me choose the reading order when I read (e.g. going first).
- Let me read with a partner (choral reading).
- Let me read to a smaller group instead of the whole class.

www.stammeringireland.ie
info@stammeringireland.ie

#2_ISA Student Planning Sheet with answer suggestions, 2024



1

An example of one of our Students Handouts, available for download through our website.



ISAYiT's Summer Camp returned in 2024 with a variety of activities like drawing, mindfulness and poetry writing.

Support Groups

We continued to run our well attended support groups for adults who stammer, parents of children who stammer, and our young people. These groups continue to foster community, reduce isolation, and affirm that stammering voices matter.

As part of our development of our supports, we organised a sponsored Walk this year across the Dublin mountains. We had a group of enthusiastic supporters who walked together across 42km of the Dublin Mountains raising vital funds and awareness for the ISA. Thank you to all of those involved in this event, Georgina and Cathy for organizing the event, all of our contributors, the walkers and of course Callum Wells for making sure we didn't get lost along the way!



Dublin Mountains Way 42km route Saturday 22nd June 2024



(Above and previous page) We ran a successful fundraising campaign through our Walk and Talk support group, raising just under €2300.

Employment Support

Our Employment Support service has matured into a well-established person-centered service. This unique service works with people who stammer experiencing the various challenges they may meet during their employment.

From getting their first work experience in college, or first paying job, to switching career or job in the later stages of their working life, our one of a kind support service is designed in working specifically with people who stammer. The considered experience and enthusiasm of Georgina Dunlevy has evolved the specialist service to its current level.

We weave in tools and supports from interview preparation and practice to career coaching and mindfulness techniques.

As well as establishing a steady weekly flow of one to one supports, our Employment Support service also offers groups support for CVs, Interview Preparation and our much sought after Public Speaking Course.

Our Public Speaking Course with Fiona O' Meara has developed into a 6 week programme supporting people who stammer to gain confidence with Public Speaking. The feedback from this programme is always very positive with many attendees able to apply the learnings not only in their professional life but in their personal life also.

As part of our outreach service, ISA have also delivered outreach support in education and employment, namely we were invited to speak to a group of Speech and Language Therapy Assistants in Colaiste Dhulaigh this year. Feedback for the talk by Aisling Keogh and Georgina Dunlevy was hugely positive with practical tips and experience bringing a meaningful talk to life. This service is available to Employers, education groups and community groups.

Public Speaking Course

6 week course with Fiona O'Meara
From 13 March to 17 April
7pm, online (Zoom)

More info at
stammeringireland.ie

Employment Support Clinic

Wednesday 01 May
Contact gd@stammeringireland.ie

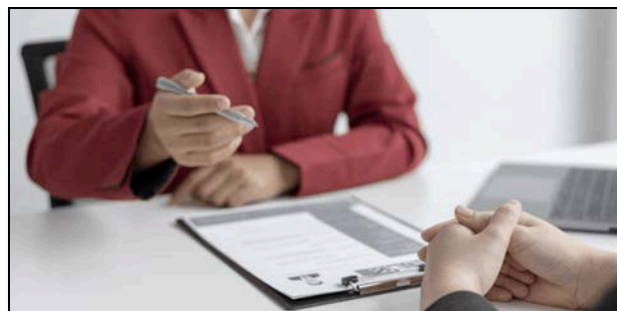
More info at
stammeringireland.ie



CV Workshop

Thursday 11 April
7 pm, Online

More info at
stammeringireland.ie



Interview Skills & Techniques

Wednesday 15 May
7pm, Online

More info at
stammeringireland.ie

2024 saw several online courses, workshops and clinics from our Employment Support services.

Professional Outreach

ISA was also visible at a number of conferences and events this year, such as Pride Festival in Dublin and STAMMAfest in the UK where we delivered a workshop on to an international audience.

Penny Farrell and Aisling Keogh delivered a piece for STAMMAfest in August 2024. This was a multimedia celebration presentation of young narrators and creators from the Irish Stammering Association.



CCCreators & Narrators

Call for submissions for the ISA Youth Celebration Presentation for STAMMAFest '24

ISA presented at STAMMAFest 2024 in Nottingham, a conference about stammering organised by STAMMA.

International Stuttering Awareness Day 2024

The Irish Stammering Association ran with a theme of 'One Community Many Voices' to mark International Stammering Awareness Day 2024.

This week showcased the breadth of work from the ISA- including supports for children who stammer, care givers, adults and allies.

ISA used this week to raise the voices of people who stammer by collaborating with Phoenix FM to produce a 2 hour radio show- showcasing the work of ISA and challenging the stigma of stammering voices on radio.

Our annual celebration day in the Hilton Hotel Kilmainham saw contributions from guest speakers Fiona O'Meara and Andrea Dermody who made contributions to ISAD this year in their areas of expertise. Our sincere thanks to both Andrea and Fiona for their continued support of ISA and their significant contributions to our community and the lives of people who stammer..

This year also saw an international Gaming Club organised by our Youth Development Officer Penny in collaboration with STAMMA. This was a first for ISA and a very welcome initiative to connect children who stammer internationally through the medium of gaming! Since establishing her first Minecraft club in 2022 it is hugely positive to see its expansion to be able to welcome other organisations to the realm!¹

1. ["Minecraft Clubs: Build Community, Smash Isolation, and Craft Connections – Penny Farrell"](#)

OOO One Community,
MMM Many Voices—
SSSSSSS Seo Linnnnnnnnn



**Irish
Stammering
Association**

Register for events at
stammeringireland.ie/isad



(Above) Our main event for International Stuttering Awareness Day 2024 was held in Hilton Hotel, Dublin 8. We had a range of speakers from public speaking coach Andrea Dermody to poets and activists Bevin Murphy and Stephen Greene. An ISAYit! Workshop is photographed in full flow!

Challenges and Learnings

Engagement with ISA remained strong overall, however challenges still exist. For example, turnout for in-person events has been mixed in their attendance. Many media projects are time intensive and as ISA is a small organisation, this means a limited reach despite the considerable amount of work that goes into promoting the services of ISA.

We are a small organisation with 5 part time staff across our team of the Development Manager, Employment Support, Youth Development, Research and Administration. Our Whole Time Equivalent (WTE) number is 1.6. We often have to find creative work arounds for different organizational challenges, which we as a team enjoy, however, it can be difficult to consistently have to create different ways of doing things on a specifically low budget and with limited staff resources and time.

However, Irish Stammering Association staff and volunteers are dedicated to creating an active community and to create change and awareness for people who stammer all over Ireland and we have been very successful at implementing creative and useful resources and supports with these constraints.

As a team in 2024 we also had some staff changes which created some uncertainty in the team and some staff taking on additional duties outside of their own roles. Our team has always been very adaptable and we are grateful to each of them for always pulling together in challenging times to ensure our supports and services continue to be offered.

We are always trying new things to support our community, and sometimes, this proved difficult in 2024. Specifically in person events have a less than predictable attendance, and this can negatively impact us when there is a cost involved for organizing an event. We are aware that this is not solely an ISA issue and is a modern phenomena of signing up to events but not attending. However, we note that this issue when combined with a communication difficulty such as stammering and its associated avoidance, it can be an additional challenge to attract numbers to in person events.

We are a flexible and adaptable organisation with creativity in abundance. We like to try new things in service to our community. We use our planning and reporting methods to analyse how each year works for us so we can use the data to inform any other decisions we have for the year ahead.

Aside from the delivery of our supports and services, a growing organisation requires more management/ planning time and specifically human resource expertise. This is something we continue to explore and develop to ensure the sustainability of ISA.

Audited accounts as published

Registered number: 520438

**IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)**

**ABRIDGED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

**3 Harmony Court
Harmony Row
Dublin 2**

**Strata Audit
Statutory Audit Firm**

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

COMPANY INFORMATION

Directors	Stephen Greene David Heney Veronica Lynch Sarah McCormack (resigned 4 March 2024) Nora Trench Bowles Niall Walsh Callum Wells (resigned 19 October 2024)
Company secretary	Niall Walsh
Registered number	520438
Charities Regulator number	20032647
Revenue number	CHY 11694
Registered office	Carmichael House North Brunswick Street Dublin 7
Independent auditors	Strata Audit Statutory Audit Firm 3 Harmony Court Harmony Row Dublin 2
Bankers	AIB Crumlin Cross West Dublin 12

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

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IRISH STAMMERING ASSOCIATION
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INDEPENDENT AUDITORS' SPECIAL REPORT TO THE MEMBERS OF IRISH STAMMERING ASSOCIATION

On 19/6/25 we reported as auditors of Irish Stammering Association to the directors of the Company on the abridged financial statements for the year ended 31 December 2024 on pages 5 to 14 and our report was as follows:

We have examined:

- (i) the abridged financial statements for the year ended 31 December 2024 on pages 5 to 14 which the directors of Irish Stammering Association propose to annex to the Annual Return of the Company; and
- (ii) the financial statements to be laid before the Annual General Meeting which form the basis for those abridged financial statements.

Respective responsibilities of Directors and Auditors

It is your responsibility to prepare the abridged financial statements which comply with the Companies Act 2014. It is our responsibility to form an independent opinion that the directors are entitled under Section 352 of the Companies Act 2014 to annex abridged financial statements to the annual return of the Company and that those abridged financial statements have been properly prepared pursuant to Section 353 of that Act (exemptions available for small companies) and to report our opinion to you.

This report is made solely to the directors in accordance with Section 356 of the Companies Act 2014. Our work was undertaken so that we might state to the directors those matters we are required to state to them in our report under Section 356 of the Companies Act 2014 and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the directors for our work, for this report, or for the opinions we have formed.

Basis of opinion

We have carried out the procedures we consider necessary to confirm, by reference to the financial statements, that the Company is entitled to annex abridged financial statements to the Annual Return of the Company and that the abridged financial statements are properly prepared. The scope of our work for the purpose of this report did not include examining or dealing with events after the date of our report on the full financial statements.

Opinion on financial statements

In our opinion the directors are entitled under Section 352 of the Companies Act 2014 to annex to the Annual Return of the Company the abridged financial statements and those abridged financial statements have been properly prepared pursuant to the provisions of Section 353 of that Act (exemptions available for small sized companies).

Other information

On 19/6/25 we reported as auditors of Irish Stammering Association to the members on the Company's financial statements for the year ended 31 December 2024 to be laid before its Annual General Meeting and our report was as follows:

"We have audited the financial statements of Irish Stammering Association (the 'Company') for the year ended 31 December 2024, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Cash Flows, the Statement of Changes in Funds and the notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued in the United Kingdom by the Financial Reporting Council.

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' SPECIAL REPORT TO THE MEMBERS OF IRISH STAMMERING ASSOCIATION (CONTINUED)

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2024 and of its deficit for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' SPECIAL REPORT TO THE MEMBERS OF IRISH STAMMERING ASSOCIATION (CONTINUED)

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities and restrictions on use

Responsibilities of directors

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

IRISH STAMMERING ASSOCIATION
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INDEPENDENT AUDITORS' SPECIAL REPORT TO THE MEMBERS OF IRISH STAMMERING ASSOCIATION (CONTINUED)

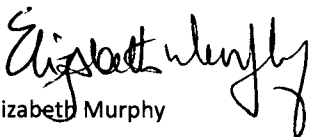
Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <http://www.iaasa.ie>. This description forms part of our Auditors' Report."

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.


Elizabeth Murphy

for and on behalf of
Strata Audit

Statutory Audit Firm

3 Harmony Court
Harmony Row
Dublin 2

Date: 19 June 2025

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

ABRIDGED BALANCE SHEET
AS AT 31 DECEMBER 2024

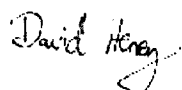
	Note	2024 €	2023 €
Fixed assets			
Tangible assets	7	279	448
		<u>279</u>	<u>448</u>
Current assets			
Debtors		203	203
Cash at bank and in hand		15,837	15,839
		<u>16,040</u>	<u>16,042</u>
Creditors: amounts falling due within one year	8	(6,152)	(5,228)
Net current assets		<u>9,888</u>	<u>10,814</u>
Total assets less current liabilities		<u>10,167</u>	<u>11,262</u>
Net assets		<u>10,167</u>	<u>11,262</u>
Total funds			
Income and expenditure account		10,167	11,262
Members' funds		<u>10,167</u>	<u>11,262</u>

These financial statements have been prepared in accordance with the small companies regime.

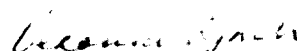
We, as directors of Irish Stammering Association, state that:

The Company has relied on the specific exemptions contained in section 352 of the Companies Act 2014; the Company has done so on the grounds that it is entitled to the benefit of that exemption as a small Company and the abridged financial statements have been properly prepared in accordance with section 353 of the Companies Act 2014.

The financial statements were approved and authorised for issue by the board:



Director



Director

Date: 19th June 2025

The notes on pages 8 to 14 form part of these financial statements.

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2024

	Income and expenditure account €	Total funds €
At 1 January 2023	16,360	16,360
Surplus for the year	(5,098)	(5,098)
At 1 January 2024	11,262	11,262
Deficit for the year	(1,095)	(1,095)
At 31 December 2024	10,167	10,167

The notes on pages 8 to 14 form part of these financial statements.

IRISH STAMMERING ASSOCIATION
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024	2023
	€	€
Cash flows from operating activities		
(Deficit)/Surplus for the financial year	(1,095)	(5,098)
Adjustments for:		
Depreciation of tangible assets	169	213
Decrease in debtors	-	50
Increase/(decrease) in creditors	924	(1,925)
Net cash generated from operating activities	(2)	(6,760)
Net (decrease) in cash and cash equivalents	(2)	(6,760)
Cash and cash equivalents at beginning of year	15,839	22,599
Cash and cash equivalents at the end of year	15,837	15,839
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	15,837	15,839
	15,837	15,839

The notes on pages 8 to 14 form part of these financial statements.

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. General information

These financial statements comprising the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Funds, the Statement of Cash Flows and the related notes constitute the financial statements of Irish Stammering Association for the financial year ended 31 December 2024.

Irish Stammering Association is incorporated in the Republic of Ireland and is a company limited by guarantee. The Registered Office is located at Carmichael House, North Brunswick Street, Dublin 7. The nature of the company's operations and its principal activities are set out in the Director's Report.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2014.

2.2 Income

Income comprises mainly grant income (note 2.3), donations and member subscriptions.

Income is recognised to the extent that it is probable that the economic benefits will flow to the Company and the income can be reliably measured. Income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before income is recognised:

Rendering of services

Income from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

2.3 Government grants

Grants are accounted under the performance model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to the Statement of Comprehensive Income at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Grants of a revenue nature are recognised in the Statement of Comprehensive Income in the same period as the related expenditure.

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.4 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	15%
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The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.5 Debtors

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.6 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Company's cash management.

2.7 Creditors

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.8 Financial instruments

The Company has elected to apply the provisions of Section 11 "Basic Financial Instruments" of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Company's Balance Sheet when the Company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.8 Financial instruments (continued)

Basic financial assets

Basic financial assets, which include trade and other receivables, cash and bank balances, are initially measured at their transaction price including transaction costs and are subsequently carried at their amortised cost using the effective interest method, less any provision for impairment, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Discounting is omitted where the effect of discounting is immaterial. The Company's cash and cash equivalents, trade and most other receivables due with the operating cycle fall into this category of financial instruments.

Impairment of financial assets

Financial assets are assessed for indicators of impairment at each reporting date.

Financial assets are impaired when events, subsequent to their initial recognition, indicate the estimated future cash flows derived from the financial asset(s) have been adversely impacted. The impairment loss will be the difference between the current carrying amount and the present value of the future cash flows at the asset(s) original effective interest rate.

If there is a favourable change in relation to the events surrounding the impairment loss then the impairment can be reviewed for possible reversal. The reversal will not cause the current carrying amount to exceed the original carrying amount had the impairment not been recognised. The impairment reversal is recognised in the profit or loss.

Financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Company after the deduction of all its liabilities.

Basic financial liabilities, which include trade and other payables, bank loans and other loans are initially measured at their transaction price after transaction costs. When this constitutes a financing transaction, whereby the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Discounting is omitted where the effect of discounting is immaterial.

Debt instruments are subsequently carried at their amortised cost using the effective interest rate method.

Trade payables are obligations to pay for goods and services that have been acquired in the ordinary course of business from suppliers. Trade payables are classified as current liabilities if the payment is due within one year. If not, they represent non-current liabilities. Trade payables are initially recognised at their transaction price and subsequently are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial.

2.9 Company Name

The company received approval under Section 1180(1) of the Companies Act 2014 to omit the words 'Company Limited by Guarantee' from its name.

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

3. Judgments in applying accounting policies and key sources of estimation uncertainty

The directors consider the accounting estimates and assumptions below to be its accounting estimates and judgements:

Going Concern

The company continued to operate during 2024, and had a deficit of €1,095. At 31 December 2024, it has net current assets of €9,888 and net assets of €10,167.

The directors have prepared budgets for the upcoming 12 months which show that the company will continue as a going concern. This principle of going concern is dependent on future funding from Pobal and others.

The financial statements have been prepared on a going concern basis.

4. Income

An analysis of income by class of business is as follows:

	2024 €	2023 €
POBAL	90,554	75,875
HSE	3,118	5,046
Other Grants	1,000	2,931
Fundraising	2,506	-
Donations	566	1,864
Membership/Subscriptions	550	685
Other	1,839	726
	<u>100,133</u>	<u>87,127</u>

All income arose in Ireland.

There is a contingent liability to repay government grants received if the grant is not used for the purpose for which it was advanced.

5. Employees

The average monthly number of employees, during the year was as follows:

	2024 No.	2023 No.
Co-ordinator - Part time	1	1
Clerical - Part time	4	3
	<u>5</u>	<u>4</u>

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

6. Taxation

No charge to taxation arises as the company has been granted exemption under Section 207 and 208 of the Taxes Consolidation Act, 1997.

7. Tangible fixed assets

	Fixtures and fittings €
Cost or valuation	
At 1 January 2024	1,575
At 31 December 2024	<u>1,575</u>
Depreciation	
At 1 January 2024	1,127
Charge for the year on owned assets	169
At 31 December 2024	<u>1,296</u>
Net book value	
At 31 December 2024	<u>279</u>
At 31 December 2023	<u>448</u>

8. Creditors: Amounts falling due within one year

	2024 €	2023 €
Taxation and social insurance	3,507	2,768
Accruals	2,645	2,460
	<u>6,152</u>	<u>5,228</u>

Deferred grants at year-end represents income received in advance of the performance related tasks and expenditure being completed.

9. Company status

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1.00 towards the assets of the company in the event of liquidation.

IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

10. Contingent liabilities

As outlined in Note 2.3, the company has received government grants for revenue purposes. Should these assets not be used for the purpose specified, the grants will become repayable in whole or in part. The directors have implemented controls to ensure that all grants are used for the purpose specified.

11. Capital commitments

The company had no material capital commitments at the year-ended 31 December 2024.

12. Related party transactions

Directors are reimbursed for travel and other expenses incurred during the course of carrying out their duties. During the year ended 31 December 2024 the total expenses reimbursed amounted to €85 (2023: €Nil). No other related party transactions took place during the year.

13. Post balance sheet events

There were no material post balance sheet events.

14. Pobal grant

In 2022, Irish Stammering Association (ISA) received a grant from Pobal, for the period from 1st July 2022 to 30th June 2025. On December 2024 it was extended to 31st December 2025. The grant is for the Scheme to Support National Organisations (SSNO).

The total monies that will be awarded in respect of the grant are up to €271,375 of which €90,554 was in respect of the current year. The grant has been awarded and restricted to assist with staffing and core overhead costs and is not capital in nature. No capital grant was received from Pobal during the year or from any other source.

The grant was used by ISA in accordance with the signed agreement between Pobal and themselves.

ISA have obtained an up to date Tax Clearance Certificate as in compliance with the relevant Circulars, including Circular 44/2006.

	2024 €	2023 €
Balance at 1 January	-	-
Amount received in year	90,554	75,875
Expenditure in year	(90,554)	(75,875)
Balance at 31 December	-	-

15. Controlling party

The company is controlled by its members. It is the members responsibility to elect management to look after the affairs of the company.

**IRISH STAMMERING ASSOCIATION
(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

16. Approval of financial statements

The board of directors approved these financial statements for issue on the 19th June 2025

Looking ahead

Looking Ahead to 2025

Our current funding cycle finishes in 2025. This brings a level of uncertainty to the ISA and our ability to plan and deliver services. We of course are prepared to create our next application for the next funding cycle along with our revised Strategic Plan - and we look forward to being creative with how we can move ISA forward.

This application process is time and resource heavy, so it will be important for us to be able to plan effectively to ensure ISA can deliver another successful application to secure the future of the organisation.

However, we are keenly aware of our need to diversify funding streams, especially as our services grow and expand.

One area identified for expansion is the pilot of a drop in advice clinic which we plan to trial in 2025. This has arisen from listening to our community, and it is intended that this drop in clinic is facilitated by Speech and Language Therapists - not as a therapy service but as a short meeting where people can go to access signposting, further support, and reputable, evidence-based advice.

Why Support the ISA?

Whether you stammer, love someone who stammers, or want to support inclusion and diversity, being part of ISA connects you to a nationwide community. Here's what supporting the ISA can offer you:

- Access to support groups and events for all ages
- Youth-focused activities, clubs, and summer programmes
- Professional workshops, webinars, and podcasts
- Regular updates, resources, and personal stories via email and social media
- A place to be heard, understood, and to belong

What We Do With Your Donations

Your donations directly support services and opportunities for people who stammer across Ireland. Here's how your support helps:

- Running 60+ support groups annually for adults, children, teens, and parents
- Hosting youth events, Minecraft Club, Children's support groups, and ISAYiT! summer camp
- Hosting Walk and Talk events throughout the country.
- Offering one-to-one employment coaching and public speaking courses
- Creating accessible online resources and professional development for SLTs
- Publishing stories, podcasts, and awareness campaigns that challenge stigma
- Offering one-to-one support to SLTs and Teachers working with children and young adults who stammer.



Our Walk & Talks engage people who stammer and their allies from around the country.

What would happen without the ISA?

Young people who stammer would have limited availability to join creative events such as our Drama events, summer camps or gaming clubs.

People who stammer would have nowhere to access Employment Support when facing difficulties of job interviews or challenges of moving role

Young people and young adults may have difficulty accessing the vital supports for their education without the support of the Youth Development Officer and Employment & Education Coordinator.

Adults who stammer would not have nationwide & frequent opportunity to access support groups, social meet ups and other supporting resources

The voices of people who stammer would not have the Association advocacy in areas of education & employment.

All of the above supports can reduce isolation, shame and stigma associated with stammering. Without these supports people who stammer are likely to miss opportunities in their lives, not be as fulfilled and not have the confidence and supports to explore reaching their potential.



Penny Farrell, our Youth Development Officer, leads ISA's summer camps for children who stammer.

