

A large, stylized letter 'A' composed of various colorful icons representing different fields of study and creative arts. The icons include a microscope, heart, book, lightbulb, speech bubble, camera, musical notes, and a person thinking.

Our philosophy

Stamily is an international community of people who stutter, united by shared experiences beneath the surface of non-fluent speech. We aim to create a safe, inclusive space where members can openly share their challenges and triumphs, fostering recognition, connection, and a sense of belonging. By spreading a positive message about stuttering, we work to raise awareness and improve lives through collaboration with like-minded organizations. We support the development of local communities and advocate for living with stuttering rather than seeking unrealistic cures. At the heart of Stamily is a commitment to openness, empowerment, and acceptance — creating a community where people listen to what we say, not how we say it.

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1 Structure and members

Board Members in 2024:

Steff Lebsack	-- Chair
Gina Waggott	-- Vice-Chair
Marc van Kralingen	-- Secretary
Hardi Sigus	-- Treasurer
Gijs Jonker	-- Member of the Board
Venkatesh Kannan	-- Member of the Board
Nicole Kulmaczewski	-- Member of the Board

By the end of 2024, Stamily had 149 members distributed over 33 countries.

1.1 Internal communication

Stamily uses the Whatsapp Community functionally for day-to-day internal communication. Within the Whatsapp Community there are currently 20 groups, each team has a group and there are groups for projects, activities and focus groups.

1.2 Open board meetings

Open Board Meetings re-commenced in February of 2024 with the aim of fostering a transparent and inclusive governance environment amongst board members and Stamily members. This was the second year of introducing Open board meetings as this initiative opened up our board meetings to all members, conducted entirely online to ensure accessibility for everyone. The number of participants in these meetings has been considerably low. However, those who attended contributed to constructive and fruitful discussions.

1.3 Teams

Stamilly is an association with a flat hierarchy with the members driving the board and Stamilly teams, which in return drives the association. See the structure in Figure 1 to get an overview of Stamilly's structure and our teams.

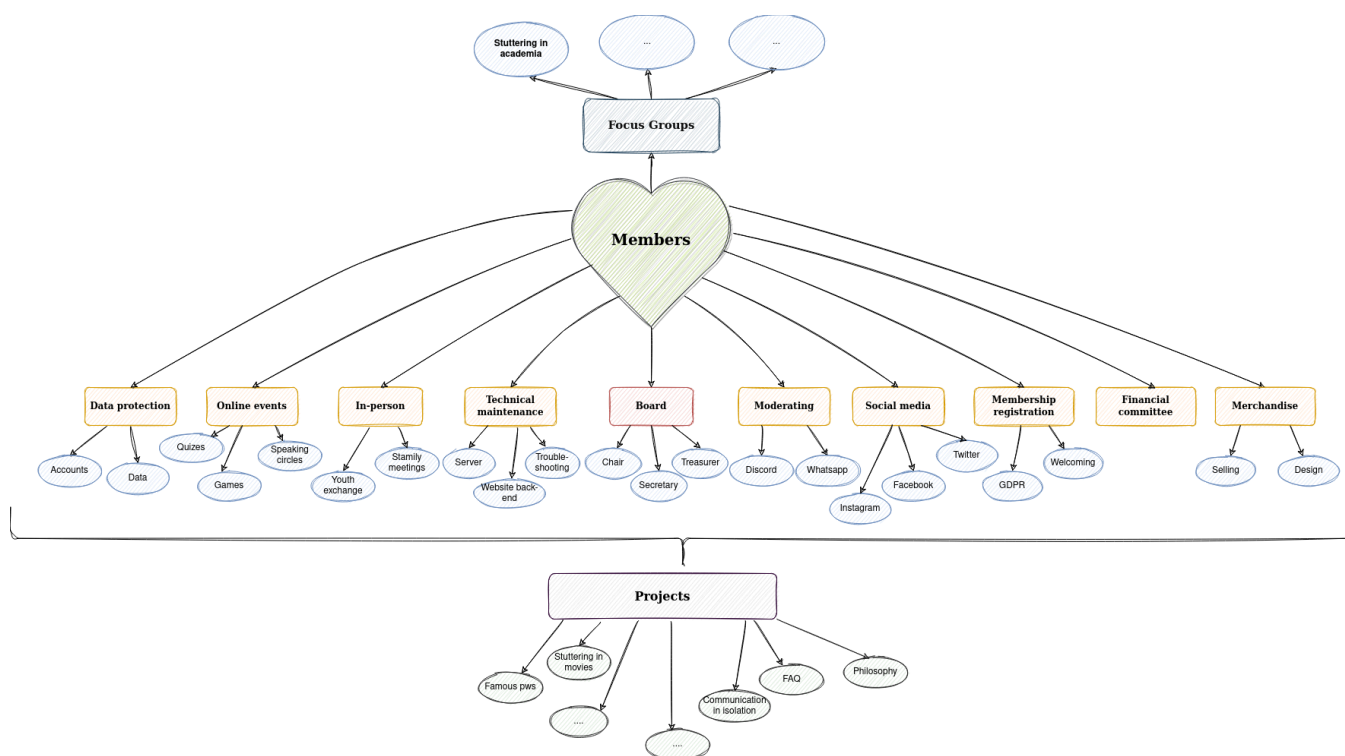


Figure 1. Structure of Stamilly with members in the heart of the association.

1.4 Confidants

In 2024, Stamilly introduced its first team of Confidants to help ensure a safe and supportive environment for all members. The Confidants are available for confidential conversations and offer support when concerns arise. They serve as trusted points of contact, helping to uphold the sense of security within the community. The appointed Confidants for 2024 were Anita Blom and Gareth Walkom. All reported cases during the year were handled with care and mediated appropriately.

2 Events

2.1 Online events

Stamilly continued running a range of online events during 2024. Figures 2 and 3 show examples of the promotion graphics. The **Stamilly and Friends** hangout session is very popular and ran every 4 weeks on Wednesday evenings with a total of 13 hangout sessions during the year. The **Online Games Night** continued with 6 online games night events throughout 2024. . Stamilly also hosted 3 **Online Quiz** nights. All of these event types are open to both Stamilly members and non-members to encourage people to come along to try it out or to allow them to bring a buddy along to support them in joining a new activity. The majority of attendees were Stamilly members but occasionally there were participants who were considering becoming a Stamilly member and wanted to try out an event before joining.

In collaboration with The Stuttering Society Stamilly continued to host the event **Stutterviews** in which Stamilly and Stuttering Society hosted live online interviews with members of the stuttering community. The 3 Stutterview guest sessions held in 2024 were Angelica from Peru, Lois from the US and Emmanuel from Ghana.



Figure 2. Example of new monthly graphics with schedule of upcoming events hosted by Stamilly

Figure 3. Pictured graphics utilized for marketing of events within Stamilly

2.2 Stamilly Cafés

Stamilly Cafés were introduced in 2023 and continued in 2024. Stamilly Cafés are local meetups with people who stutter, organized by Stamilly members, with the aim to enhance local connections and provide in-person contact in a safe environment. Stamilly Cafés have been a great addition to the other Stamilly events. Figures 4–6 show some highlights of the Stamilly Cafés in 2024. Our website provides a full overview of all Stamilly Cafés held so far.

In 2024 we hosted four Stamilly Cafés: in Valencia (Spain), Antwerp (Belgium), Seattle (USA). These meetups have provided enriching experiences for people who stutter in each of these cities. Our members are excited for more offline meetups in their cities, where they can connect with fellow stutterers. Stamilly Cafés contribute to the growth of Stamilly's presence, fostering a stronger community and expanding our reach. They create valuable opportunities for connection and support, helping to raise awareness and bring more people together.



Figure 4. Stamily Café in Valencia, Spain (Jan 2024)



Figure 5. Stamily Café in Antwerp, Belgium (March 2024)



Figure 6. Stamily Café in Seattle, USA post ASHA Conference (Dec 2024)

2.3 Youth Exchanges

Erasmus+ Youth Exchanges are international youth gatherings where participants aged 18-30 meet to learn more about each other's cultures, learn new skills by actively participating in various activities, and of course sharing their stuttering experiences. Stamily took part in two Youth Exchanges in 2024. There have been two events in 2024:

- Stamily was the main applicant for the Youth Exchange in Lemele, the Netherlands, with partner organizations from the Netherlands, Sweden, Finland, Hungary, Italy, Spain and the United Kingdom. The YE was not only a great success also

this year, making a positive impact on the participants, it again resulted in a lot of media attention on radio, TV and in newspapers, for the camp and for Stamily, as well as new members, documented on stamily.org/in-the-media. They highlighted the positive impact it has on people who stutter.

- Stamily was a partner organization in a Youth Exchange in Kniebis, Germany for which the Estonian stuttering association was the main applicant. The event comprised organizations from the Netherlands, Estonia, Germany, Portugal, Belgium and France.

All credits are going to all the (voluntary) work that has been done by our Youth Exchange organizers. They have been working very hard to make this possible.



Figure 7: Youth Exchange group 2024 in Lemele, the Netherlands.



Figure 8: Youth Exchange group 2024 in Kniebis, Germany.

2.4 Stamily Meetup in Prague, Czech Republic

From the 25th to the 28th of October 2024, we organized a Stamily weekend in Prague, Czech Republic. This weekend was a great opportunity to reunite with friends from previous Stamily weekends or the Youth Exchanges, and also a chance to meet new people from the stuttering and cluttering community. The group comprised 35 participants from Italy, Turkey, Portugal, France, Greece, Switzerland, Germany, Belgium, the Netherlands, the United Kingdom, Hungary, Sweden, Finland, Estonia, Brazil, and India (see group picture in Figure 9).

During the first day, some members gathered in downtown Prague for lunch and then went together to the cottage in the outskirts of the city for the check-in. That Friday was marked by a cheerful feeling in seeing other members and for the upcoming weekend. Saturday morning, an Estonian and a Greek member shared some practices in meditation so that we could calm our minds before the brainstorming could start. We worked in separated teams on various ideas and projects for Stamily, for example a Language Exchange Project, a Stamily app and offering guidance for new, local stuttering organizations. One group produced content for the social media channels. Every group had a team leader and everyone was encouraged to participate actively.

On Sunday we revisited our projects and presented our ideas and discussions to the broader group. We had breaks in which we could go to downtown Prague to enjoy a bit more of its tourist attractions and some members extended it further, staying later for its nightlife. The evenings were marked by a casual tone, during which we could spend some leisure time together talking about diverse topics and getting to know each other better.

With 35 participants from 16 different countries this was the largest Stamily meetup so far. This high attendance rate is a testament to the increasing global reach of Stamily and is also a sign that people who stutter are eager to make international connections, learn from the different ways that stuttering is experienced in different cultures, and overall want to contribute to a better world for people who stutter. The beauty of these types of meetups are the fact that with a small budget we manage to do a lot. This is in particular due to the motivation of members to pick up tasks. Some participants were for example preparing every meal in detail, while others were responsible for cleaning up the common areas, or organizing workshops. Stamily meetups are important because they provide a safe and supportive space for people who stutter. Read more about this meetup on our website [here](#).



Figure 9: Stamily in Prague.

2.5 Event collaborations and seminars

Many of our members submitted stories, research and support and creative expressions for the [ISAD online conference](#).

Many members from Stamily attended the Nordic Seminar in Tartu (Estonia). This was a great event to meet more people who stutter in the Nordic countries, and outside.

Stamily was represented at StammaFest (see Figure 10), with around ten members attending the event. They actively engaged in networking with STAMMA and other visiting organizations, strengthening international connections and exchanging ideas for future collaboration.

Stamily members were also represented at Stutterfest, presenting as well as participating in other ways.



Figure 10: Stamily at Stammafest in Nottingham, the United Kingdom.

3 Website and Content

Our website www.stamily.org is an important source of information for people who stutter. Not only for our members but also for other visitors around the world. Several members are part of the 'Website & Content Team', which is the team responsible for maintaining the website which is hosted on Wix. In the following paragraphs, we give more details about what has been done and highlight some statistics related to website visits.

3.1 Content

In the media (<https://www.stamily.org/in-the-media>)

This is a new webpage with links to newspapers, radio stations, news websites, and YouTube videos, where Stamily has been mentioned.

Stamily Cafés (<https://www.stamily.org/cafes>)

Pictures taken during the Stamily Cafés in Valencia, Antwerp and Seattle are added to this webpage.

Useful Links (<https://www.stamily.org/links>)

A new category 'research' is added with some links, reaching in total over 100 entries. The list is also referred to in H. Hurwitz's book.

Blogs (<https://www.stamily.org/blog>)

Three new blogs were published in 2024, about "The Power Threat Meaning Framework", "Stamily In-Person Meeting 2024, Prague" and "Stuttering - from Shame and Anxiety to Confident Authenticity".

Confidants (<https://www.stamily.org/confidantsguide.pdf>)

This webpage is not available through the website but through the group info of the 'We are Stamily' Whatsapp group, see Figure 11.

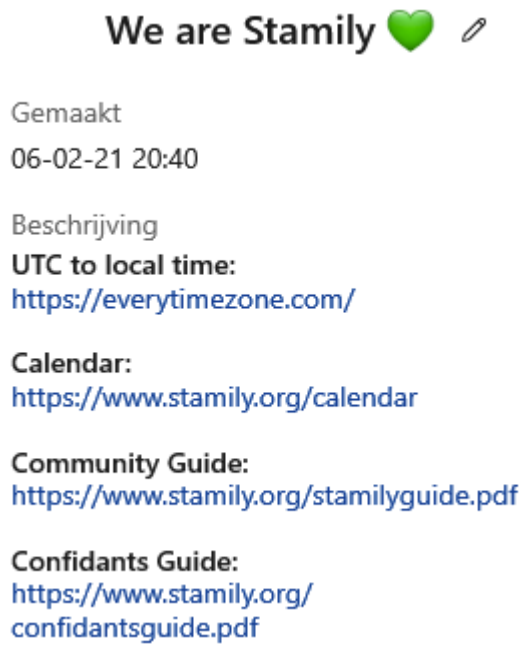


Figure 11. Reference to the Confidants Guide in the Whatsapp group info

3.2 Member Registration

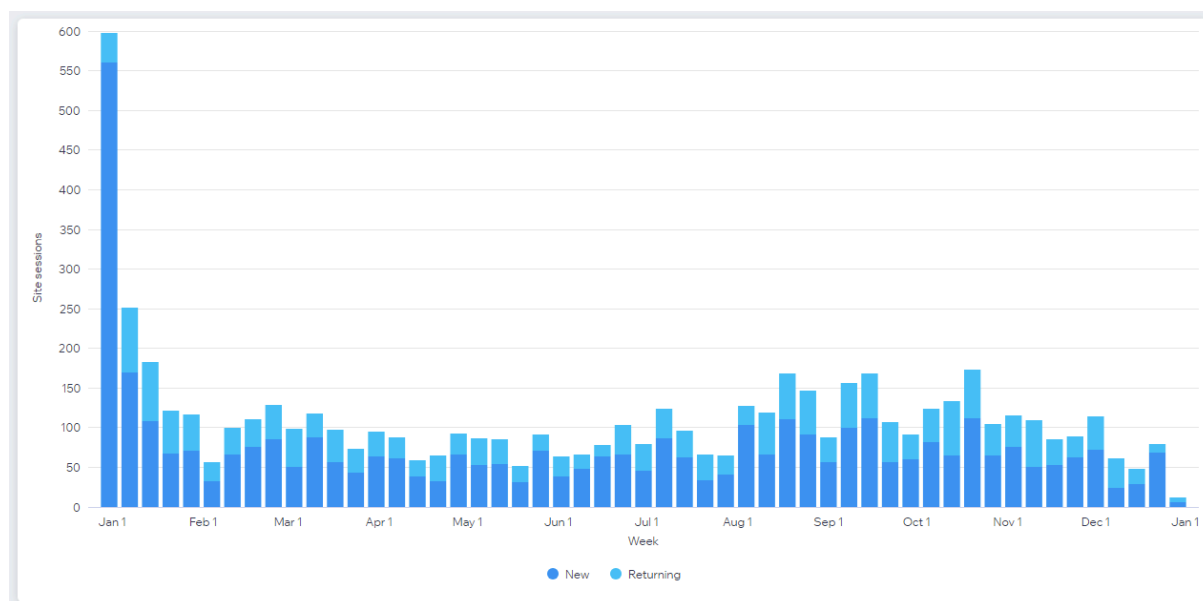
The process for member registrations has been further automated. Members can now register through the website directly ('Join Stamily' button in the header), instead of through a Google form and manual verification by the membership team. It makes renewing membership a lot easier as well as managing the registrations.

Members also have access to a login page ('Log In' button in the header) where they can update their profile, their subscriptions, and payment details.

3.3 Website statistics

Gathering website statistics over a year can lead to some deeper investigation.

It appeared that January 2024 had the most site sessions with a maximum on January 2 of 201 new and 20 returning sessions. What could be the reason for the peak in January, especially on January 2nd.? Well, 2023 ended with the conclusion of an Erasmus+ project named ‘Stuttering is Beautiful’ and publishing the ‘Support manual for people who stutter’ in different languages. This was announced on the website of the Italian Stuttering Association and made many people visit our website, 66 of them on January 2nd.



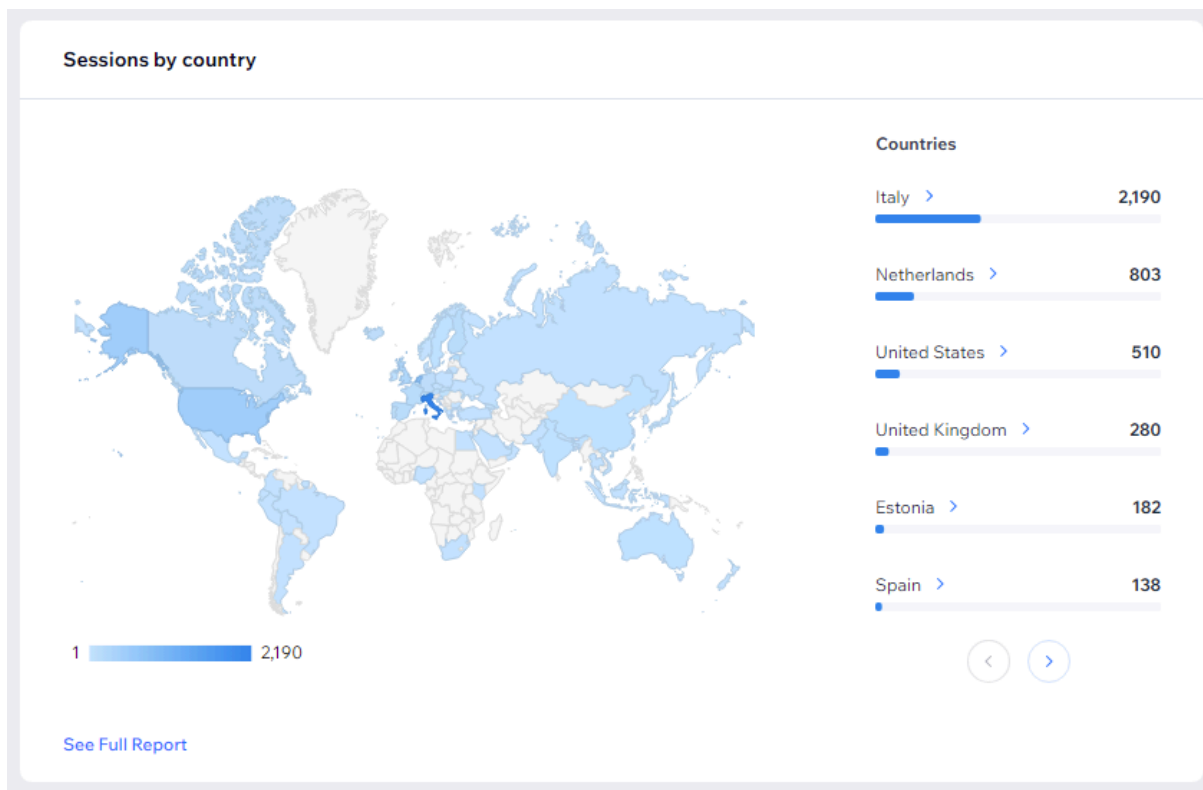


Figure 13. Sessions by country in 2024

Remarkable is that only 3% of all visitors are 'returning visitors'. And that tablets are hardly used to visit our website. Since Stamily has about 100 - 150 members, it is possible that they form most of the returning visitors group.

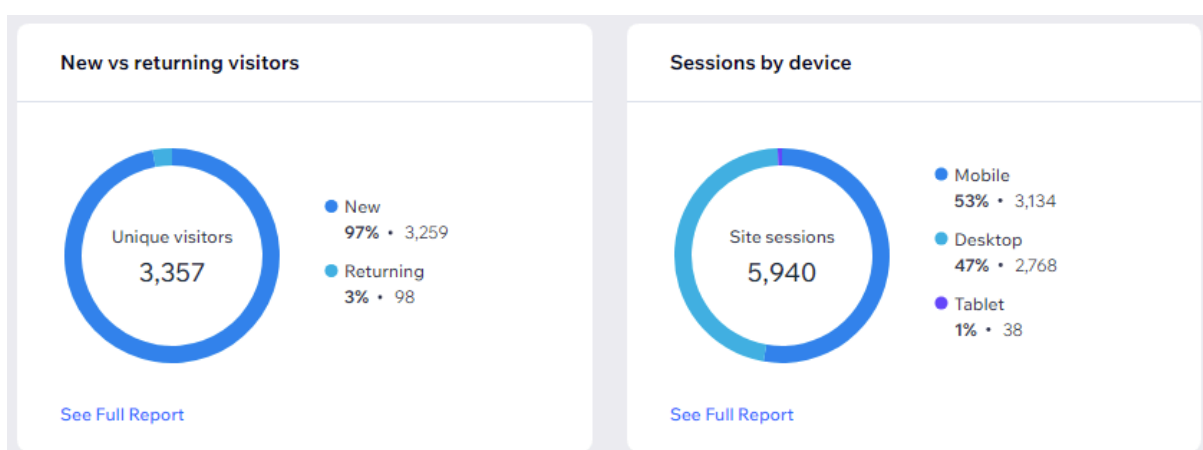


Figure 14. New vs returning visitors and Sessions by device in 2024

4 Social Media

As an international community, we aim to have a strong social media presence, as it is one of the major ways for people to find Stamily. Stamily currently has 1295 followers on [Instagram](#), 695 followers on [X](#), 845 followers on [Facebook](#), and 38 followers on [TikTok](#).

Most interactions with members are going through Instagram. We see the least amount of interactions through X and a decline in the number of followers compared to previous year. This may be explained by the major recent changes on this platform that has affected users and made X-users decide to deactivate their account. We also observe a decline in interactions through Facebook. We have not invested much effort in maintaining TikTok.



Figure 15: Stamily's social media channels

5 Merchandise

In the past year, we successfully launched Stamily merchandise for the first time, offering T-shirts and pinned badges. The response exceeded our initial expectations, demonstrating strong interest from our community.

To ensure engagement, Stamily members participated in selecting the T-shirt design. Our first sale took place at the Youth Exchange in the Netherlands, where the shirts were priced at €20. We also made them available at the Youth Exchange in Germany, further expanding our reach.

So far, we have sold 41 T-shirts, and we plan to continue sales throughout 2025, including at the World Congress and upcoming Youth Exchanges.

Below are images of the T-shirts from the launch.



Figure 16: Stamily's social media channels

6 Finances

Over the 2024, our organization achieved a profit of € 14 875, bringing our total bank account funds to € 26 519. In this section, we summarize the highlights and refer to the appendices for further details. The financial reports have been included as appendices to this report.

- The Stamily annual membership for 2024 has been € 10,-. In 2024, Stamily received membership fees up to € 1 092.
- Stamily in-person meetup in Prague resulted in profit of € 235 (in 2023 there was a loss of € 1 504).
- The Youth Exchange gained € 14 690 profit (from which € 7 576 was the profit from 2023 Youth Exchange, that the Erasmus+ transferred to Stamily after the audit was completed).
- The T-Shirts sale was € 854,86 and the costs associated with t-shirts were € 1 298,01, thus resulting in storage of € 443,15.

The Operational expenses were -€ 1 197,67, consisting of:

ABN Amro bank fees	190,08
Website workday	132,46
Zone web hosting	124,95
Wix	57,93
Zoom	181,38
Office subscription	144,47
Nordic meeting participation fee	280,00
Badges	86,40

The sum of our funds € 26 519,05 was distributed over bank accounts:

- Wise's bank account was € 6 319,09.
- Paypal bank account was € 770,84.
- ABN Amro bank account was € 19 329,12.
- PRINTFUL WALLET was € 100.

Further details are provided in the financial reports (appendices).

7 Outlook: Working plan coming year

Our focus is to sustain and continue the successful projects currently in progress. Stamily has become more member driven in the past years, as most teams are now self-sufficient, without much involvement of the Stamily board.

The ambitions to be highlighted are:

- Online events: Continue and support the strong and independent teamwork, which has developed the online events as cornerstone of the Stamily community. Continue to build members to host additional game nights and continue to enhance membership involvement.
- Stamily Cafés: Continue organizing Stamily Cafés around the world, including new locations. Several new Stamily Cafés are being prepared for 2025.
- Social Media: We wish to explore additional social media platforms to expand Stamily's presence and message with consideration made for Blue Sky.
- Website: Further develop the login functionality to allow members to update their own registration details.
- Youth Exchanges: Based on the successes in the past years we will attempt to work towards an Erasmus+ Accreditation, which is a line of funding only for trusted and experienced organisations, to be able to continue to host, organise and join Youth Exchanges.
- In-person Meetup: We aim to organize another Stamily meetup.

We expect to attract new members through:

- Offering services to non-members, like online events ('Stamily and Friends') and resources on our website (courses and general information about stuttering).
- Visibility at in-person stuttering events, like the ISA World Congress in Finland.

- Visibility through online events, for example and Stutterviews (collaboration Stamily and Stutter Social) and participation at the ISAD online conference.
- Continuing our strong presence on social media.
- Promoting Stamily at the Youth Exchanges and other events.

Board approval

By our signatures below, we, the Board of Stamily, endorse the entire Annual Report, including the Financial Report and Audit Report in the Appendix, affirming their accuracy and completeness.

Name: Stephanie Lebsack

Date: 20 March 2025

Place: , United States

Signature:

Name: Gina Waggott

Date: 21 March 2025

Place: , the United Kingdom

Signature:

Name: Marc van Kralingen

Date: 21 March 2025

Place: , the Netherlands

Signature:

Name: Hardi Sigus
Date: 22 March 2025
Place: , Estonia
Signature:

Name: Gijs Jonker
Date: 21 March 2025
Place: , the Netherlands
Signature:

Name: Venkatesh Kannan
Date: 21 March 2025
Place: , the Netherlands
Signature:

Name: Nicole Kulmaczewski
Date: 21 March 2025
Place: , United States
Signature:

Appendix A. Stamily financial report 2024

Balance Sheet 2024 (euros)

	<u>31.12.2024</u>	<u>31.12.2023</u>
ASSETS		
Cash and Bank accounts	26 519	14 875
Accounts receivable	4 250	775
TOTAL ASSETS	30 769	15 650
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable	4 780	4145
TOTAL LIABILITIES	4 780	4145
Net assets		
Current year's profit / loss	14 484	6 131
Last years' profit / loss	11 505	5 374
TOTAL NET ASSETS	25 989	11 505
TOTAL LIABILITIES AND NET ASSETS	30 769	15 650

Income statement 2024 (euros)

	<u>31.12.2024</u>	<u>31.12.2023</u>
REVENUES		
Membership fees	1 092	923
Events fees	3 520	1 200

Grants	50 168	33 549
Donations	0	5 500
T-shirts sales	855	0
Other income	106	221
TOTAL REVENUES	55 741	41 393
EXPENSES		
Events expenses	-40 059	-33 657
Other expenses	-1 197	-1 364
TOTAL EXPENSES	-41 256	-35 262
TOTAL NET PROFIT / LOSS	14 484	6 131

Cash flows statement 2024 (euros)

	<u>31.12.2024</u>	<u>31.12.2023</u>
Net profit / loss	14 484	6 131
Change in accounts receivable	-3 475	-775
Change in accounts payable	635	1 788
Total cash flow from activities	11 644	9 501
Cash at the beginning of the year	14 875	4 909
Change in cash flow	11 644	9 501
Cash at the end of the year	26 519	14 875

Appendix B. Audit report 2024

We present a scanned copy of the 2024 audit report, signed by the auditors. Should you require the copy of the original document, it is available upon request.

Stamily AGM 2024 audit report

We have audited the attached Balance Sheet of Stamily of 31 Dec 2024 and also the Income & Expenditure Account and Receipts & Payments Account for the year ended on that date, annexed thereto and report as follows:

- We have obtained all the information and explanations which to the best of our knowledge were necessary for the purpose of our audit;*
- In our opinion, proper books of account as required by law have been kept by the Society so far as appears from our examination of the books;*
- The Balance Sheet, Income & Expenditure Account and Receipts & Payment Account dealt with by this report are in agreement with the books of accounts;*
- In our opinion and to the best of our information and according to the explanations given to us, the accounts give a true and fair view;*
- We propose to grant the board discharge from liability for 2024*

Auditor's signature

Auditor's name

Sybren Bouwsma

Place

Date

17th March, 2025

Auditor's signature

Auditor's name

Gareth Walkom

Place

Date

14th March, 2025

Appendix C. AGM agenda

Please note: This version of the Annual Report agenda is provided prior to the Annual General Meeting (AGM).

Agenda:

1. Opening of the AGM
2. Election of person to chair the meeting
3. Election of person to take the minutes
4. Election of one or two adjusters
5. Approval of the agenda
6. Presentation of the approved meeting minutes from the previous AGM
7. Establishment and approval of electoral roll
8. Verification on whether the meeting has been duly summoned
9. Presentation and approval of the Board's annual report
10. Presentation and approval of the financial statements
11. Auditor report, including grant of discharge from liability
12. Voting for granting of discharge from liability for 2024
13. Setting of membership fees for 2025
14. Presentation and Approval of the budget
15. Election of Board Members
16. Election of two Auditors
17. Signature and representation
18. Motions
19. Any other business
20. Closing of the meeting

Appendix D. Budget plan 2025

Budget 2025 (euros)

Membership fees	1 100
Events fees (Stamily meetup)	0
Donations (YE Germany surplus)	7 000
YE 2025	10 000
Bank costs	-200
Zone web hosting	-120
Wix	-60
Zoom	-180
Other costs	-250
TOTAL NET PROFIT / LOSS	17 290

Cash flows statement 2025 (euros)

Cash at the beginning of the year	23 382
Change in cash flow	17 290
Cash at the end of the year	40 672