50 Million Voices – Trustees' Annual Report 2025

Message from the Chair

2025 was a year of significant impact and investment for 50 Million Voices, against a challenging financial backdrop as shifting political and corporate priorities led many large employers to scale back their diversity, equity and inclusion budgets, putting pressure on the funding available to front-line organisations like ours.

Despite these headwinds, we deliberately invested in strengthening our team and operating model to support future growth, while achieving an exceptional year of advocacy, relationship-building and international engagement. Although this meant expenditure exceeded income for the year, these were purposeful investments that leave us better positioned to extend our reach and impact in 2026.

Our mission has remained steadfast: to transform the world of work for the 50 million people worldwide who stutter. Throughout 2025 we saw this vision live on the international stage, in the valuable connections forged between hundreds of adults who stutter and employers, and in projects which enhance our operating model for future growth.

Our impact again reached across five continents, including witnessing the life-changing power of our Global Practice Interview events. These provide a safe, stutter-friendly environment in which adults who stutter build their skills and confidence. They also give employers invaluable insights into the lived experience and strengths of the neurodivergent global talent pool of 50 million adults who stutter.

Being named one of 3 finalists in the Business Disability Forum's Disability Smart Awards in April 2025 was a terrific public recognition of the work of our dedicated core team, trustees, ambassadors, and volunteers. We remain ever grateful to all our supporters, and especially to our funders (large and small) for their belief, encouragement and generosity.

As we look ahead, we remain grateful to our partner employers, donors and the stuttering community for walking alongside us (including quite literally on the Thames Path fundraising walk) as we create a more inclusive working future for people who stutter.

Iain Wilkie, Founder and Chair

1. Reference and administration details

This report covers the year from 1 January to 31 December 2025.

Charity name	50 Million Voices
Registered charity number	1189541
Legal form	Charitable Incorporated Organisation, registered 15 May 2020
Registered address	21 Seymour Road, KINGSTON UPON THAMES, KT1 4HN
Charity Secretary	Chris Gemmell
Bankers	Triodos Bank
Independent examiner	Phil Gellhorn

Trustees who served during 2025

- Iain Wilkie (Founder and Chair)
- Helen Carpenter
- Chris Gemmell (Charity Secretary)
- Elias Apreko
- Andrew Janes (appointed during 2025)

2. Structure, governance and management

50 Million Voices is governed by its constitution as a Charitable Incorporated Organisation. The trustees are responsible for the charity and meet to decide its direction, set its strategy and oversee its finances.

Appointment of trustees. In 2025 we were delighted to formally welcome Andrew Janes to the board.

How our work is delivered. Our work is delivered by our chair, trustees, volunteers (including those who give their time to the Practice Interview Events), and self-employed contractors. Additionally, in 2025, we worked with charity and IT consultants to strengthen our charity infrastructure to support our future growth.

Financial controls. The trustees have implemented a Banking and Financial Policy covering controls, budgeting, bank mandates, payment authorisation, expenses and reconciliations. It provides that:

- bank accounts are held in the charity's name;
- payments are made by the Chair and the Charity Secretary, who are the only bank signatories;
- payments over £500, or to new payees, staff, trustees or one-off suppliers, all need a second approval;
- no one may approve a payment to themselves or a connected person

Trustee remuneration and expenses. No trustee received any payment for acting as a trustee or for any other service to the charity. Two trustees were reimbursed for their travel and accommodation and IT costs of £2,366 incurred solely on charity business.

3. Objectives and activities

50 Million Voices is UK-based and supports people who stutter, employers and allies from many countries and cultures. The primary object of the charity is to change the world of work for people who stutter who are often excluded from suitable employment and career progression as a result of this neurophysiological condition.

We pursue this objective by:

- helping adults who stutter to improve their job and career prospects through our Global Practice Interview Programme;
- delivering workshops and participating in expert panels for employers on how to foster stuttering-inclusive recruitment and workplaces
- delivering talks, and participating in events in support of other stuttering community organisations
- providing information to support and enable adults who stammer to maximise their employment opportunities;
- sharing our expertise internationally with other stuttering and disability organisations.

The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when deciding what activities the charity should undertake.

4. Achievements and performance

In 2025 we ran two Global Practice Interview Events, reaching nearly 200 participants from more than 25 countries, while also supporting many other stuttering and employer communities.

The Global Practice Interview Programme

This cornerstone of our work continues to go from strength to strength, incorporating learnings and feedback from each event. We rely on the generous support of our partner employers, which in 2025 included Cargill, EY, AIG, Compass, Markel, Mishcon de Reya and TSB Bank.

8th Global Practice Interviews Event (3–10 March 2025). Over 90 participants from 19 countries across five continents took part. The event began with a 90-minute educational briefing led by our Chair Iain Wilkie, and concluded with a feedback session facilitated by Sam Simpson a leading Speech and Language Therapist. As well as practicing their 1-1 interviews and panel interviews, participants also praised the panel discussion on 5 March on what it means to be a great employer and ally for women who stutter at work. This was chaired by broadcaster Krupa Padhy, with Nora Trench Bowles (Vice-Chair of the Irish Stammering Association) and Lorraine-Maher-Edwards (psychologist and service leader).

- **Impact:** 100% of participants providing feedback found the event valuable, and 94% found it "very" or "extremely" valuable.

- *"The stutter-friendly atmosphere and the positive feedback gave me a big boost in confidence — which I truly needed, especially after some difficult experiences in previous interviews."* (Interviewee who stutters)
- *"Through the programme, the training, the panel sessions and the interviews with excellent candidates (whom I would definitely hire) I gained such valuable insights."* (UK-based Head of Business Development and Interviewer)

9th Global Practice Interview Event (6–13 October 2025). We engaged 95 participants from over 25 countries across five continents. The Educational Briefing session was again led by Iain Wilkie, supported by fellow trustees, and while the closing feedback session was led by Researcher and Lecturer Dr Claire Tupling . Alongside the all-important 1-1 and panel interview practice, we hosted a well-received webinar with Dr Hope Gerlach-Houck from Western Michigan University, "Exploring the impact of AI in the workplace for people who stutter", This sparked fascinating conversations about the HeardAI project in the USA and the future of work for our stuttering community.

- **Impact:** 100% of participants providing feedback found the event valuable, and 96% found it "very" or "extremely" valuable.
- *"As someone who has been struggling with my speech for the past few months, 50 Million Voices is the single most powerful tool I've found to improve my interviewing skills. Thank you once again for running an amazing Practice Interview event." (Interviewee who stutters)*
- *"As someone who interviews frequently, I found the Practice Interview Event really educational and potentially removed some unconscious bias than I might have previously had."(Interviewer who doesn't stutter.)*

Recognition and Advocacy

- **Disability Smart Awards 2025.** We were proud to be named as one of 3 finalists in the Business Disability Forum's awards, in the Global Disability Inclusion category, alongside HSBC and Coca-Cola. Iain Wilkie and our Social Media Manager Iman Sheperia attended the ceremony hosted by Freshfields, with the award going to Coca-Cola.
- **BBC Stammering Support Network (June 2025).** Iain Wilkie participated in expert panel on stammering and job interviews, chaired by BBC News Senior Producer Felicity Baker, open to all BBC staff and live-streamed to the public.
- **ISA World Congress, Finland (August 2025).** Iain Wilkie and our Global Coordinator Shilpa Sagwal represented the charity at the 15th International Stuttering Association World Congress. Their talk, "Interviewing Successfully with a Stutter", drew over 50 attendees and explored cultural factors and practical strategies for workplace inclusion.
- **City Lit and Michael Palin Centre,** (**March & June)** Iain Wilkie gave well-received talks about his career experience as person who stutters with learning groups from City Lit (Interiorised Stammering Programme) and the Michael Palin Centre (Young Adult Course)
- **Insurance Industry Diversity Forum (July).** Iain Wilkie and Shilpa Sagwal presented on our work to the DEI leaders from several leading insurance employers. In October 2025, two of the leaders and their colleagues participated in our 9th Global Practice Interview event
- **Actionable Impact Report launch (July)** Iain Wilkie represented 50 Million Voices at this prestigious House of Lords event.

- **EY UK Annual Impact Report (October).** 50 Millon Voices recognised for the second year running in the Alumni Social Impact section.

Team development and fundraising

- **Strategy Day (July 2025).** Our first face-to-face Strategy Day was hosted by EY at their London Bridge office and facilitated by experienced charity consultant Carla Gill. It was attended in person by our Global Coordinator Shilpa Sagwal (travelling from India) and trustees Helen Carpenter, Chris Gemmell, Andrew Janes, and Iain Wilkie (Chair). Elias Apreko (trustee) joined for part of the meeting via Zoom from Ghana. The insights and ideas from the day directly shaped our plans for 2026 and beyond.
- **Thames Path Challenge (September 2025).** After our first fundraising walk in 2024, which had raised almost £6,000, our 11 strong team walked 28km from Fulham to Hurst Park near Hampton Court. The 2025 challenge raised £5,951, including £385 of matched funding. This money is helping to fund our 2026 Global Practice Interview Events.
- **Core team.** Reflecting our decision to strengthen our operating processes and foundations, in October 2025 we were delighted to welcome Gina Waggott into the new role of Finance and Operations Executive.
- **Digital community.** In late December, we launched a LinkedIn community group, in addition to our existing LinkedIn page. We plan for the community group to be safe and positive space for people who stammer, allies and employers to share experiences and learn from one another.

5. Financial review

The accounts are prepared on the Receipts and Payments basis and have been independently examined.

In 2025 the charity received £29,169 and spent £39,050.

The deficit of £9,881 was met from the cash reserves which we had built up in 2024.

Receipts were less than in 2024 (£53,238) due to the timing of several receipts in the second half of 2024, and due to budget tightening by some large employers responding to short-term DEI challenges.

Payments were higher than 2024 (£20,532) due to some carefully selected activities such as speaking at the International Congress in Finland Congress, the new Finance and Operating Officer role, and the non-recurring consulting costs to strengthen our infrastructure for future growth.

Receipts in 2025

Source	£
Donations and legacies	18,434
Charitable activities	9,895
Investments – bank interest	840
Total receipts	**29,169**

Payments in 2025

Purpose	£
Charitable activities – Regular	28,296
Charitable activities - Strengthening foundations	10,583
Bank charges	171
Total payments	**39,050**

The cost of 'Charitable activities - Strengthening foundations' was for non-recurring specialist Charity and IT consultants helping us strengthen our underlying operations for future growth.

Cash at year end

Reflecting the lower receipts and higher payments, cash in the bank held fell by £9,881 over the year, to £47,197.

	£
Cash at 1 January 2025	57,078
Receipts less payments	(9,881)
Cash at 31 December 2025	**47,197**
of which: Current account	346
of which: Deposit account	46,851

In addition to the cash in the bank of £47,197, at 31 December 2025 the charity had assets of £300 and liabilities of £3,499. These arose as part of our normal activities.

Funds. All funds are shown as unrestricted.

Reserves policy. The trustees' policy is to hold reserves of at least six months of running costs, plus the committed costs, net of guaranteed income, of running one Global Practice Interview Event or similar during that period. Six months reflects our virtual operating model. We have no property leases or major long-term commitments, and 6 months is in line with comparable disability and stammering charities, which hold between five and twelve months. The policy is reviewed each year.

Reserves held. At 31 December 2025 the charity held £47,197 of cash reserves, none of it designated for specific purposes. Annual costs are typically £40,000 and our cash reserves therefore represent approximately 14 months payments.

6. Looking forward

In 2026 we plan to continue to work passionately towards our goal of creating a stuttering-inclusive world of work.

We will achieve this through our proven strategy of bringing people who stutter together with leading employers in joint learning activities. Specifically, these will be our proven Global Practice Interview programme, while also increasing the number of talks and joint activities with large employers.

We anticipate that the investments we made in 2025 to strengthen our operations will help us in supporting our 2026 growth and increasing our impact in helping people who stutter into work and to thrive in their work

We will stay alert to opportunities and threats to our strategy, for example the speed at which AI is evolving and the consequential impacts for people who stutter.

7. Approval

This report was approved by the trustees on 27 October 2026 and is signed on their behalf by:

Name	Iain Wilkie, Chair
Signature	Iain Wilkie.
Date	27 October, 2026

CHARITY COMMISSION FOR ENGLAND AND WALES

50 Million Voices	1189541

Receipts and payments accounts

CC16a

For the period from	Period start date 1-Jan-25	To	Period end date 31-Dec-25

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations & Legacies	18,434	-	-	18,434	30,876
Charitable activities	9,895	-	-	9,895	21,702
Bank interest received	840	-	-	840	660
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
***Sub total**(Gross income for AR)*	29,169	-	-	29,169	53,238
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	29,169	-	-	29,169	53,238
A3 Payments					
Cost of Charitable activities	38,879	-	-	38,879	20,414
Bank charges	171	-	-	171	118
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	39,050	-	-	39,050	20,532
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	39,050	-	-	39,050	20,532
Net of receipts/(payments)	- 9,881	-	-	- 9,881	32,706
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	57,079	-	-	57,079	24,373
Cash funds this year end	47,198	-	-	47,198	57,079

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	47,198	-	-

	-	-	-
	-	-	-
Total cash funds	**47,198**	**-**	**-**
(agree balances with receipts and payments account(s))	OK	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
Debtors	300	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
Creditors	3499	-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Iain Wilkie	

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	50 Million Voices		
On accounts for the year ended	31 December 2025	**Charity no (if any)**	1189541
Set out on pages	1 and 2		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended .

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

* *Please delete the words in the brackets if they do not apply.*

Signed:	[signature]	**Date:**	27/10/2026
Name:	PHIL GELLHORN		
Relevant professional qualification(s) or body (if any):			
Address:	168, PARK ROAD LONDON N8 8JT		

Section B	Disclosure
	Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).
Give here brief details of any items that the examiner wishes to disclose.	