

The Indian Stammering Association (TISA): Organizational Focus and Core Principles

Executive Summary

This white paper outlines the foundational principles, core values, and organizational focus of The Indian Stammering Association (TISA), established in 2008. It aims to reaffirm our original mission while providing clear guidance on maintaining organizational focus in an evolving landscape.

Introduction

The Indian Stammering Association (TISA) emerged as a pioneering self-help organization in April 2008, following a landmark meeting in Mumbai. Founded by people who stammer (PWS), TISA has established itself as a crucial support system for the stammering community in India. The organization was born from the recognition that stammering requires more than just speech therapy—it needs a holistic approach combining self-help, peer support, and comprehensive communication development.

Historical Context

Foundation and Early Years

- Established: April 2008, Mumbai
- Primary Focus: Self-help movement for PWS
- Initial Vision: Promoting comprehensive communication skills over sole focus on fluency
- Target Audience: People who stammer seeking community support and personal growth

Core Values and Principles

1. Acceptance

- Embracing stammering as a part of one's identity
- Creating a non-judgmental environment for PWS
- Promoting self-acceptance as the foundation for growth
- Understanding that recovery begins with accepting oneself

2. Self-Help Philosophy

- Empowering individuals to take charge of their journey
- Promoting peer support and mutual growth
- Encouraging independence from external dependencies
- Building sustainable support systems

3. Communication-Centric Approach

- Focus on overall communication effectiveness
- Moving beyond the singular pursuit of fluency
- Developing holistic communication skills
- Addressing the psychological aspects of stammering

Current Organizational Focus

Primary Objectives

1. Promoting self-help methodologies
2. Developing comprehensive communication skills
3. Building a supportive community network
4. Facilitating personal growth and empowerment

Supplementary Initiatives

- Meditation programs (including Vipassana)
- Communication workshops
- Peer support groups
- National conferences

Maintaining Organizational Focus

Areas of Consideration

While TISA respects diverse interests and lifestyle choices, the following areas should remain peripheral to our core mission:

- Network marketing initiatives
- Specific product promotions (e.g., SpeechEasy)
- Lifestyle advocacy (e.g., veganism, sattvik lifestyle)
- Non-stammering related social causes

Guidelines for Programs and Activities

1. **Core Programs (TOPG, National Conference)**
 - Should maintain focus on stammering and communication
 - Must align with primary organizational objectives
 - Should promote self-help and community building
2. **Supplementary Activities**
 - Can include broader topics in informal settings
 - Should not overshadow primary objectives
 - Must be clearly designated as peripheral activities

Implementation Framework

Decision-Making Guidelines

1. Evaluate alignment with core values
2. Assess impact on primary objectives
3. Consider resource allocation
4. Consult core group when in doubt

Leadership Responsibility

- National Coordinator and core group to provide guidance
- Regular review of activities and programs
- Maintaining focus on organizational mission
- Course correction when necessary

Conclusion

TISA's strength lies in its focused approach to supporting people who stammer through self-help and communication development. While the organization remains open to evolving needs and methods, maintaining this core focus is crucial for its long-term effectiveness and survival. All activities, programs, and initiatives should be evaluated against our founding principles and core values.

As we move forward, adherence to these principles will ensure that TISA continues to serve its primary constituency effectively while maintaining its identity as a leading self-help organization for people who stammer. Our success depends on regular course correction and unwavering commitment to our original vision: developing self-reliant, happy, empowered PWS who are willing to serve others selflessly.

Recommendations

1. Regular review of activities against core principles
2. Clear communication of organizational focus to all stakeholders

3. Structured evaluation process for new initiatives
4. Continued emphasis on self-help and communication development
5. Maintenance of organizational integrity through focused programming