Embrace FARM

Farm Accident Support Network

2019 ANNUAL REPORT

Embrace FARM

Farm Accident Support Network

TABLE OF CONTENTS

Section One: Our Story

Embrace FARM was co-founded in 2014 by Brian and Norma Rohan of Mountrath, Abbeyleix, County Laois, after the tragic death of Brian's father, Liam, in a farming accident on their dairy farm. They found in the months after the accident there wasn't any support outside of their own friends, family and neighbours they could share their experiences with. It was from this Embrace FARM was established.

After many conversations with people in the Agri-Community, Brian & Norma selected a board of directors to serve in the direction and governance of the organization. In 2017, having set up as a not-for-profit organization, Embrace FARM received its charitable status giving it a clear position on the direction of the organization. The board of directors who give their time and expertise freely to Embrace FARM compiled a Strategic Plan from 2017-2021 on the future direction of the charity.

Vision

At Embrace FARM, our vision is a caring and supportive Agri-Community for all affected by Farming Accidents.

Mission

Our mission is to create a support network for those affected by Farming Accidents.

Values

Our Vision and Mission are achieved through the following Values:

- Empathy – Embrace FARM is a supportive point of contact for those affected by farm accidents regardless of when this has occurred.
- Personal Experience & Mutual Support – Embrace FARM aim to build and grow a support network that operates in a non-judgemental, caring and open way for those who need it.
- Transparency – Embrace FARM will be compliant and regulated by its charitable status and to all its stakeholders with integrity and accountability.
- Guiding & Listening – Embrace FARM is here as a network for people to 'reach out' to with confidentiality and understanding of its stakeholders and their details.
- Respect – Embrace FARM as a charitable organisation (Board & Staff) has respect for one another, the people it's here to support past and present. Embrace FARM also holds respect for all organisations it partners with to support those affected by farm accidents

Embrace FARM Further Information

Directors

Brian Rohan
Padraig Higgins
Angela Hogan
Peter Gohery
Gerard Keenan
Seamus Banim
Willie Fahey
Joe Thompson
Gerard Keenan
Pat Griffin

Retired Board Membets

Peter Byrne
Larry O'Loughlin

Company Secretary

Angela Hogan (Appointed 2 February 2019)
Norma Rohan (Resigned 2 February 2019)

Registered Office

Annegrove House
Mountrath, Co. Laois

Accountants

O'Neill Foley
Chartered Accountants
Patrick's Court,
Patrick Street, Kilkenny

Business Address

Annegrove House
Mountrath, Co. Laois.

Company Niumber

564465

Charity Number

20149956

Accountants

O'Neill Foley
Chartered Accountants
Patrick's Court,
Patrick Street, Kilkenny

Bankers

Allied Irish Banks PLC
Portlaoise, Co. Laois

Section Two: Organization's Purpose and Activities

Purpose

The purpose of Embrace FARM is to support all those affected by farm accidents. The organization does this through bereavement services to support those who have lost a loved one fatally, and through farm accident survivor services for those who have been seriously injured in an accident. Our purpose is achieved through our bereavement services in the running of our annual ecumenical remembrance service, residential counselling weekends for families who have lost a child or sibling and for spouses who have lost their partner.

Activities

We support farm families through their journey of grief by listening to any issues arising in the aftermath of a farm accident and sign post them to the necessary service that will help them with their concerns

For our farm accident survivors, we achieve our purpose through running information days for this group of people, having bi-monthly support group meetings facilitated by an accredited counsellor so everyone can share their own experience in a safe and confidential setting. In addition to this we support farm safety events and awareness campaigns run by the wider Agri-community. We act as an advocate for this group of people many of whom find themselves facing life changing decisions as a result of their farm accident.

Objectives

The objectives for the year reported were as follows:

1. Grow awareness of Embrace FARM and its activities to its stakeholders
2. Build on the services Embrace FARM has done to date and encourage more people to participate with the support the charity offers.
3. Build relationship with the wider Agri and Rural communities to grow our profile in the communities around Ireland.

Section 4 outlines the achievements and performance from these objectives for this report.

Chairperson's Statement

As I sit down and put pen to paper for this annual report, I cannot help but think of the many more families that have lost the life of a loved one in a farm accident during the past year. The near misses go vastly unrecorded, and for those that survive a farm accident their life can be changed immeasurably due to serious injury after the accident.

Our aim for the last year was to bring more awareness to the lives lost on Irish Farms throughout the thirty-two counties of island of Ireland. We embarked on this goal in our #drivetoremember with the help of Macra Na Feirme, W.R. Shaw (Tullamore) and the Young Farmers Clubs of Ulster (YFCU) to bring this message deep into the hearth of rural Ireland. One of the most poignant parts of this drive was gathering the wellies belonging to the people who have died in farm accidents around the country. We asked families to put these in the specially designed transport box in the back of the tractor as they met it on its journey. We placed these wellies on display at the Ploughing Championships in September, and many people remarked on what they represent. Many families who gave us the wellies came up to us during this event to share their story of who they lost and through this hope that their pain can make people to be more aware when farming every day.

My biggest message is to thank everyone that has supported us throughout the last year in helping us support the families that have been affected by farm accidents. Thank you all for your donations both small and large, for without these we would not be able to continue what we do. Our board of directors who all give their time to us voluntarily and the volunteers that help us on our residential weekends we also owe our deepest gratitude to. Their time and guidance help us help the families, to govern the charity we have founded and to be transparent in all that we do.

Our deepest wish for people to take their time as they go about their daily work. The pressures of farming exist everywhere as we discovered in a very deep context at our Resilient Farmers Conference we held in conjunction with Rural Support (Northern Ireland) and Farm Safety Foundation (UK) in the spring of this year. Farming is everyone's business.

Be kind to those around you and stay safe.

Brian Rohan
Chairperson and Co-Founder of Embrace FARM

Treasurer's Statement

Embrace FARM solely relies on the generosity of donations and fundraisers to support the work of our network. We spend the money received on supporting and advocating for the families and individuals in touch with us who have been affected by farm accidents. Everything the organisation plans we keep the needs of those whom we support at the core. Having strict governance and financial reporting procedures is embedded into the operations of Embrace FARM due to how we are funded and in compliance to our charitable status.

The surplus for the year amounted to €20,909 (2018 - €24,318). At the end of the year, the company has assets of €116,489 (2018 - €88,913) and liabilities of €14,307 (2018 - €6,906). The net assets of the company have increased by €20,909 (2018 - €24,318).

Embrace Farm CLG had total income of €106,954 in 2019 (2018 - €71,306). Income is mainly derived from fundraising and donations, total unrestricted income received was €106,954 in 2019 (2018 - €70,306).

There was a surplus in unrestricted income of €20,919 which when added to the opening balance in reserves gives a closing unrestricted reserves balance of €101,916.

Total Expenditure in Embrace Farm CLG was €86,045 (2018 - €46,988) and the €86,045 was attributed to direct event costs – Family and bereavement (€37,903), Accident Survivor (€28,775) and Resilience Conference (€13,448).

GOING CONCERN

The company is dependent on donations from the general public and fundraising events either hosted by them or on behalf of the company. Therefore, the financial statements have been prepared on a going concern basis.
Reserves Policy

Embrace FARM has a reserves policy that 15% of the year ahead budget will be retained to support the function of the charity for the first three months of the following year.

RESTRICTED FUNDS

Restricted funds represent funding, grants, donations and sponsorships received which can only be used for particular purposes specified by the donors and binding on the directors. Such purposes are within the overall aims of the charity.

UNRESTRICTED FUNDS

Unrestricted Funds represent amounts which may be spent or applied at the discretion of the directors in furtherance of the mission of the company. They may include designated reserves which are earmarked by the directors for specific projects.

POST BALANCE SHEET EVENTS

Since the end of the financial year (30th June 2019) there have been the significant event of Covid-19 which has affected Embrace FARM in terms of restricting activity since mid-March 2020. With restrictions continuing on through summer 2020 and likely though the whole year, the restrictions may affect normal fundraising in the important period September to Christmas so Embrace FARM directors have initiated a number of new fundraising strategies for 2020.

POLITICAL CONTRIBUTIONS

The company did not make any disclosable political donations in the current year.

Signed on behalf of the board

Gerard Keenan
Director

Willie Fahey
Director

CONSTITUTION

Embrace FARM is registered as a company limited by guarantee not having a share capital CRO registration number 564465. The company was established under a constitution which established the objects and powers of the charity and is governed under its constitution by a board of directors. The company has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 197, charity no. CHY21837. The company is registered with the Charities Regulatory Authority and its CRA number is 20149956.

GOVERNANCE

Following the governance code issued by the Charities Regulator in November 2018, Embrace FARM is committed into complying with the code and its full operation for 2020 utilizing the time in 2019 to address any governance records it wishes to achieve for full compliance. A sub-committee has been appointed to focus on this work as it is a core part in the values and operations of the Charity.

SELECTIONS, INDUCTION AND ELECTIONS OF DIRECTORS

All directors serve in a voluntary capacity and do not receive any remuneration from the company or otherwise for this service.

BOARD ROTATION

Each director can serve a maximum of two terms, at three years per term starting Jan 2018. Founding members identified as those personally affected by farm accidents - Brian Rohan, Angela Hogan, Padraig Higgins & Peter Gohery, and may continue to serve past two terms, for as long as they so wish. Industry trustees will retire as rotation applies. As the board does not want to lose all industry trustees at the same time, it was proposed that retirement begins with one trustee retiring starting in Jan 2020, drawn by lot at the May 2019 board meeting. Unless a trustee would have a preference to going first, then that person may retire first. Industry Trustees can each serve a maximum of six years. Legal advisor to the board, Aisling Meehan, co-opted on to the board for another year. Board agreed that founding members would propose their own replacements which would then be subject to board approval.

DECLARATION OF CONFLICTS OF INTEREST

Trustees reminded to declare as applicable at each board meeting.

DIRECTOR'S LEGAL RESPONSIBILITIES

As per the charities act 2009 trustees were reminded of their legal responsibilities regarding the charity regardless of who makes a decision.

Management

Embrace FARM is a company limited by guarantee and is a registered charity. It is governed by a voluntary board of directors who set the strategic objectives for the organization and ensure these are achieved. There are three sub-committees – 1. Governance, 2. Finance and 3. Business Development. Meetings are held quarterly with minutes recorded. There is a representative from the board (as relevant to tasks/ skill set required) and relevant members of staff participating on each committee. The day to day running of the organization is run by the finance administrator and the business development manager reporting to the board of directors for each board meeting."

Bibliography of the Board of Directors & Embrace FARM Staff

BRIAN ROHAN – CHAIRPERSON

Brian Rohan, Chairperson of Embrace FARM is a Dairy Farmer, husband, father of 3 and Co-Founder of Embrace FARM with his wife Norma following on from the death of his father from a FARM accident in June 2013. Brian originally wanted to host a Remembrance Day for all Farmers who died from a FARM accident and have one day in the year where we could remember them.

Following on from phone call after phone call from families who lost loved ones and listening to their stories Brian quickly realised there was little or no help available to these families. Brian felt they had to try and provide some assistance to these people who found themselves in this situation through no fault of their own and so Embrace FARM was born.

ANGELA HOGAN – COMPANY SECRETARY

Angela Hogan is a civil servant living and working in Nenagh, Co. Tipperary. Angela is a single parent to an 18-year-old boy and a 9-year-old girl. Becoming a single parent because of a FARM accident that claimed the life of her partner Brendan Kelly and changed their lives forever. Brendan was a very popular Agri-contractor in North Tipperary and was well thought of in the community.

The aftermath of a FARM accident is a very traumatic and stressful time. Along with trying to deal emotionally with what has just happened, there are also the practical details that do not go away. Brendan's accident occurred in July 2011 and it took until May 2017 (the day before our daughter's communion) to officially finalise matters in court, but even then, it's not fully over.

PETER GOHERY – BOARD MEMBER

Peter's life was changed forever in 2009 because of a simple farm accident. He lost one leg and very nearly lost the other, and as a result has limited the work he can now do on the farm.

Pater became a director of Embrace FARM, and now helps other people like me, when they suffer an amputation because of a farm or traffic accident. Peter tells his story and show the type of prosthetic that he wears. Peter is an advocate for farm safety and highlighting the awareness of farming accidents. His place on the board is invaluable.

WILLIE FAHEY – BOARD MEMBER & JOINT TREASURER

Willie Fahey worked with IFAC Accountants for 39 years. He started his career in 1976 as a statistical analyst with the IFAC unit in An Foras Talúntais (AFT). In 1979, he was appointed head of the IFAC analysis unit in the Irish Farm Centre. He served as area manager for the Munster region from 1998 to 2004. He was IFAC chief executive from 2004 until his retirement in

2015. He holds a national certificate in agriculture from Pallaskenry Agricultural College, a national certificate in management and industrial relations from the National College of Ireland, a national diploma in personnel management from Dublin Institute of Technology and a BA (Business Studies) from Portobello College, Dublin. Willie stepped on the board of directors with Embrace FARM in March 2020.

Outside his career with IFAC, he has been involved for more than 40 years in voluntarynational, local and community organisations. Currently he is treasurer of Cashel Lions Club and a volunteer with Citizens Information – Tipperary Town. He is married to Kate since 1978,they have 4 sons and 3 grandchildren. From a family farm in Killenaule-Moyglass in Tipperary, he lives in Dualla, Cashel, Co Tipperary.

GERARD KEENAN – BOARD MEMBER & JOINT TREASURER

Ger Keenan was invited by Brian Rohan to serve as one of the founding directors of Embrace FARM in 2014. The Rohan's and Keenan's go back a long way through Brian's dad, Liam, and Ger's dad, Richard (Dick) Keenan. Dick Keenan came from a 60-acre farm in Tullaroan, Laois, and in 1942 with his two brothers set up Keenan's of Bagenalstown, most famous for its hay sheds. In 1978 with his dad and three brothers, Ger Keenan was a co-founder of Keenan's of Borris, the company best known for the green diet feeder wagon.

From 1992 to 2016, Ger Keenan was CEO of Richard Keenan & Co., leading the development of the Keenan System (diet feeder supported by nutrition advice) and business growth across Europe, Australia, New Zealand, America, and Africa. For his success in building export markets, Ger was appointed by Minister for Trade, Mr. Enda Kenny TD, to the Irish Export Board in 1996.

JOE THOMPSON – BOARD MEMBER

Joe Thompson is currently the Youth Officer for Laois and Offaly Education and Training Board (LOETB), he works corroboratively with various state bodies, statutory and voluntary organisations, agencies and community groups to develop strategies, policies and programmes to meet the diverse needs of young people and their communities in Laois and Offaly.

Joe represents the Youth Sector as a member of the Laois Local Community Development Committee (LCDC), he has worked on the development of the Plan and the Local Economic and Community Plan (LECP) 2016-2021 and chairs the Social Inclusion and Community Activation Programme (SICAP). He also sits on the boards of the Laois and Offaly Education and Training Board (LOETB) and Mountrath Community School (MCS)

Joe has worked and volunteered with two of Irelands leading youth organisations (Youth Work Ireland and Foroige), working corroboratively with young people, youth professionals / volunteers and key stakeholders to design, develop and deliver programmes, workshops, events, and conferences to promote / enhance youth mental health and well-being.

Joe is a qualified Counsellor/ Psychotherapists and Teacher/ Educationist. He has worked as a Counsellor/Psychotherapist with Portlaoise College / Portlaoise Institute for Further Education and subsequently as the Director of the Mountmellick Further Education and Training Centre (incorporating Youthreach).

Joe has worked both nationally and internationally (USA, France, UK, Chez Republic and Japan), held senior management positions in operations, production, engineer andqualitymanagementdisciplines, within the manufacturing sector (Wyeth/pharmaceutical, Schneider Electric/control equipment, C&M Europe/electronic cable).

Joe is married to Jennifer with four young kids and lives in Portlaoise. He holds a BA (Ord) in Counselling and Psychotherapy (QQI Level 7), BA (Hons) in Counselling and Psychotherapy (QQI Level 8), Postgraduate Diploma in Management (QQI Level 9), and is accredited with Association of Counsellors and Psychotherapists, registered with the Teaching Council and Irish Youth Officers Association.

PAT GRIFFIN – BOARD MEMBER

Pat Griffin is the Senior Inspector for Agriculture and Forestry Safety with the Health and Safety Authority. Pat joined the Authority over 27 years ago and is totally committed to helping to improve safety standards in Farming and forestry.

Pat works in the prevention area developing advice, information and guidance to assist the Farming community. Understanding the absolute need and importance of the support network that is Embrace FARM, Pat has been involved with Embrace FARM from day one.

PADRAIG HIGGINS

Padraig Higgins has been a board member with Embrace FARM since the beginning. His own personal story of the loss of his six-year-old son, James, who died in 2008 due to a farming accident. Padraig shares the story of his son to all; his story highlights the heart of Embrace FARM and its ethos of being a support to those affected by farming accidents.

Padraig is an advocate for farm safety, his experiences of being a farmer, of his trauma and grief are completely invaluable to Embrace FARM.

SEAMUS BANIM BOARD MEMBER

Seamus Banim is a fellow board member at Embrace FARM. As Director of Communications with ABP Food Group, Seamus brings a wealth of knowledge, experience and expertise to the board. Being an advocate of farm safety, with ABP having won awards for their farm safety initiatives in the past.

Seamus brings a grounded and well researched opinion and influence on the direction of Embrace FARM. With a strong background in communications throughout all his career having worked with other larger organisations such as Tesco and Eircom, he is a very valued member to the Embrace FARM family.

ADDITIONAL TEAM MEMBERS

AISLING MEEHAN – LEGAL COUNSEL

Aisling Meehan is a qualified solicitor, tax consultant and Farmer. She trained in the Tax Department of one of Ireland's top five law firms and subsequently set up her own practice on her family's award-winning dairy FARM in County Clare specialising in agricultural law and tax advice and has a nationwide client base. She takes an active part in shaping agricultural legal and tax policy and was awarded a Nuffield Scholarship, a scholarship awarded to future leaders in the agriculture industry.

She is regularly asked to speak on national television and radio and is solicitor to the Irish Farmers Journal. She serves on a number of boards and committees including Embrace FARM, Pallaskenry Agricultural College, the Taxation Committee of the Law Society of Ireland, the Gazette Editorial Board and the Public Relations Committee of the Law Society of Ireland, Communications Committee of Nuffield Ireland, Board of Management of Ballycar National School. Aisling guides the board of Embrace FARM on legal and tax issues and helps in promoting the organisation in the media.

NORMA ROHAN – HEAD OF ADMINISTRATION & FINANCE

A stay at home mother to three children, originally from West Limerick, now settled in Laois married to dairy farmer Brian Rohan – Co-Founder and Chairperson of Embrace FARM. Norma's earlier life was spent working in manufacturing quality and supply chain industry. Brian and Norma married in 2011 and their first child was born on the 13th June 2012, when Julie was six days old Brian's Father was involved in an accident on their farm yard, which left him on life support for three days that was turned off on the 22nd June and there began their journey into grief, trauma and loss. Being a newly married couple with their first baby was meant to be a joyful time, they found their whole lives suddenly turned upside down.

About a year and half later they decided to hold a remembrance service for those killed and injured on the farms of Ireland, Brian wanted more for his father, he didn't want him remembered as a statistic, he was husband, a father, and grandfather and well-respected within his community, he was more than just a number to his family and friends. There began Embrace FARM with the very first national remembrance service on the 26th June 2014. Embrace FARM is now officially registered as a charity to support those affected by farm accidents where Norma is head of administration and finance in running the charity on a day to day basis.

CATHERINE COLLINS – BUSINESS DEVELOPMENT MANAGER

Catherine came on board to Embrace FARM in February 2018. With more organisation for the charity since it received its charitable status in 2017, the board of directors felt it was advised to engage the services of someone who could help with the business development of the organisation in the delivery of its strategic plan, ongoing governance, operations and events. Hailing from West Cork and coming from a farming background, Catherine has brought both a natural understanding and empathy to the work of the charity.

Section 4: Achievements and Performance 2019

Strategic Goal	Operational Objective	Achievements and Performance 2019
To remember those who have been involved in farm accidents	To provide appropriate opportunities to remember those who have been involved in farm accidents	Hosting of Annual Ecumenical Remembrance Service Christmas Card Contact and twice annual newsletter to affected farm families Resident Counselling Weekends Farm Accident Survivors Group Meetings
To support those affected by farm accidents	To organize events/activities whereby those affected by farm accidents can network with each other and provide mutual support	Residential Counselling Weekends Farm Accident Survivors Groups Remembrance Service WhatsApp Groups for those bereaved and survivors of farm accidents
	To facilitate the development of alliances and cooperation within the Agri community to support those affected by farm accidents	Resilient Farmers Conference - cross border initiative to highlight the impact of farming on the community to Agri businesses and officials Fundraising events between farming community and corporate industries to bring mutual awareness to the awareness of farm accidents and safety Speaking at events hosted by the Agri business community Attendance to key Agri and mainstream events throughout the year
To increase the public profile and awareness of Embrace FARM	To effectively utilize online and social media technologies to enhance the profile and public awareness of Embrace FARM	11105 Likes on Facebook for 2019 411 followers on Instagram 1524 followers on twitter
	To engage with the media and the public on issues of relevance to Embrace FARM	79 Print (Digital & Hard Copy) Hits during 2019
To become an effective and recognized advocate on behalf of those affected by farm accidents	To engage in awareness and promotion activities and events	Development of Farm Accident Survivor Group to grow the need nationally for how many people have been affected and living with life changing injuries from farming accidents
To manage and operate Embrace FARM to the highest standards of governance	To develop a policy for seeking and receiving funding	Ongoing development of policy for the types of funding, frequency, accessibility for the charity
	To adhere to the requirements as set out by the Charities Regulator	Commitment to the Charity Regulator Governance Code launched November 2018 and in compliance for 2020
	To identify the critical areas for which the organization needs specific policies and procedures	Policies developed in line with the structure and expansion of the organization into the future
To manage and operate Embrace FARM to the highest standards of governance	To maintain an active Board of Directors	Development of a Board Rotation Policy with good governance best practice

Section Five: Activities and Services 2019

BEREAVEMENT SUPPORT SERVICES – FARM ACCIDENT AWARENESS

Embrace Farm 'Drive to Remember'

One of the main objectives Embrace FARM had for this period was to raise awareness for the charity and the work it does. We embarked to do a national campaign to reflect this objective. The purpose of the campaign was to raise awareness of the 290 lives killed in farm accidents in the Republic of Ireland and Northern Ireland from 2007 – 2017. In addition to this, it's aim was to highlight farm safety to everyone who encountered the tractor to remind them to work with awareness on their farm and save their own life from potential fatality or serious injury.

Thanks to the generous sponsorship of 'W.R. Shaw' Tullamore, they gave us the lend of a New Holland Tractor to drive the 32 counties of Ireland.

The driving of the tractor was to be done in conjunction with Macra na Feirme and the Young Farmers Clubs of Ulster. It was the first time that both organizations joined forces to do an event cross border to this scale.

We asked families who had lost a loved one if they met the tractor in their area to please insert the wellies that belonged to this person into the basket on the rear of the tractor.

The drive was launched at the Tullamore Show on August 12th and it was to conclude at the opening day of the Ploughing Championships in September 17th 2018 giving the tractor just over one month to circumnavigate the countryside. In terms of achievement the whole campaign was measured out as follows:

Collaboration between key Agri organizations –

- National Ploughing Association, WR Shaw, Macra, YFCU and Easytrak GPS Systems.
- 150 Drivers from over 100 farming clubs nationally
- 5764kms of a journey over 32 counties.
- Appearances on local radios: Ocean FM, iradio, Midlands 103FM, Farmtalk on C103FM Cork, Clare FM, Kerry Radio, Shannonside FM, Northern Sound (Monaghan) etc.Print Media – Features on Farming Life, Farming Independent, Laois Today, Limerick Leader,Famers Journal etc
- Fundraising - €4633.00
- Overall Exposure – immeasurable.

Bereavement Support Services –

Residential Counselling Weekends

We held our Residential Family Weekend in November 2018 in Birr, County Offaly for families who lost a partner or child in a farming accident. Taking away 10 families affected on this weekend, there were activities held for older and younger children with facilitated counsellors/volunteers during the day on the Saturday. For the Saturday evening, there was the option for parents to attend a group workshop to discuss their journey of grief. On the Sunday morning, each child and family together participated in a children's remembrance service. Each child decorated a leaf in memory of their loved one and placed it on the tree of life. The weekend concluded with everyone having lunch together and saying their goodbyes.

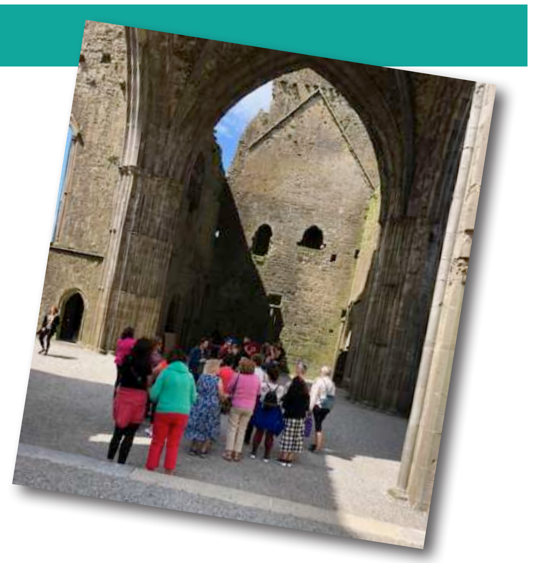
Bereaved Support Services –

Christmas Contact

We keep in contact with farm families in our bereaved support services at least twice annually. The main event is our Remembrance Service (see following) and the second time is for Christmas. We write out to each of the over 150 families we have on our database who have contacted us to remember their loved ones lost in farm accidents

Bereavement Support Services –

Spouses Residential Weekend



2019 saw Embrace FARM bring together a group of 35 people who have lost their partner/spouse in a farming accident. The weekend was facilitated by counsellor Brid Carroll, who held a group counselling session for the people affected to see where everyone was in their journey of grief. Part of the weekend is to bring people away to give them a break from their normal day to day lives. For 2019, the outing was to the Rock of Cashel and Holy Cross Abbey. Many find the weekend both reflective and supportive for them personally and look forward to meeting people they have met the year previously.

Bereavement Support Services –

Remembrance Service 2019

The 6th annual ecumenical support service was held in Abbeyleix to commemorate lives lost and injured on farms across the 32 counties of Ireland. The services bring together more than 150 families annually whose loved one has their name called out during the service in their memoriam.

Adults and children alike partake in the service, with families for the 2019 service asked to bring up a candle to light in the loved ones honour. Key people from the Agri industry, farming organizations, governmental departments attend the service in support of those passed on.

After the service all families are invited for a cup of tea and refreshments. It is in this time that people can share their own personal experiences and feelings and is one of the most powerful and healing parts of the day.

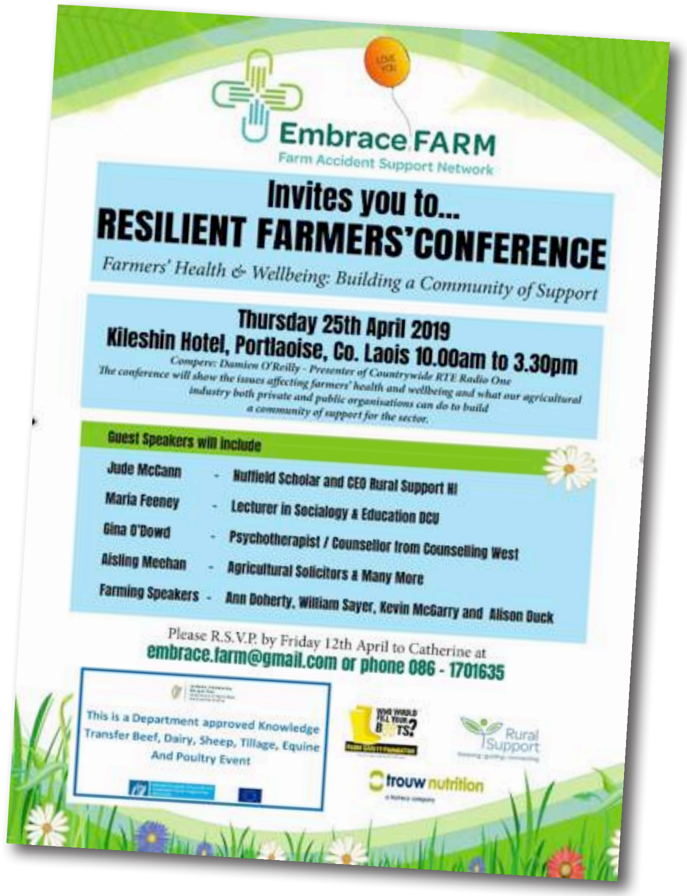
Survivor Support Services –

Survivors Group Meetings Launch

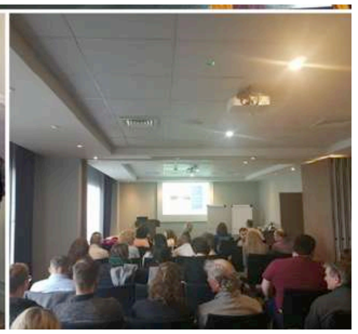
Following on from our first Farm Accident Survivors Conference (November 2017), January 2019 saw the launch of our Farm Accident Survivor support group meetings. The first was held at the Shamrock Lodge Hotel in Athlone. The main consideration was to choose a location that suited many of the survivors who had already identified themselves to us by contacting Embrace FARM volunteers about their story, those that had attended any of our previous events or those who had been through the National Rehabilitation Hospital in Dun Laoighaire as part of their recovery. Gina Dowd, of Counselling West was brought on board to facilitate the group, mainly because of Gina's experience of grief and trauma but also of her own understanding of farming and agriculture in Ireland. The group meeting is held every quarter in Athlone with numbers attending varying from 12-20 people. The driving force behind the support group is farm accident survivor, Peter Gohery, who is a director of Embrace FARM and an advocate for farm safety.

Back row from left Paddy Coughlan, Aengus Manion, Martin Moran, Padraig Lowry, Peter Gohery, Embrace FARM Director, Geroid Hurley. Front row from left Gina Dowd, Counselling West, Joe Bracken, Deputy Mayor Councillor Gabriel Cronnelly, Niall Dempsey , Leo Kavanagh, Helen Bracken.

Embrace FARM – Advocacy Work



Each day had circa 120 participants attending from both industry and individual farmers to highlight the resilience of this occupation, the challenges faced in farming today and the impact this has on mental health, farming retention and farm safety in the workplace. The day was opened by Mairead McGuiness (VP of EU Parliament) and had many valued keynote speakers throughout the day through panel discussions, Q&A from the floor and personal stories from farm accident survivors and mental health advocators.



Embrace FARM in conjunction with Rural Support (Northern Ireland) and the Farm Safety Foundation (UK – England) teamed up to put together a trilogy of conferences on the subject of 'Resilience in Farming'. The conferences held in each of the jurisdictions consecutively in March, April and May 2019 focused on the following objectives:

- Highlight the issues impacting farmers' health and resilience and the responsibility of everyone including the Government and Industry •
- Ensure stakeholders and policy makers understand and act on the fact that farmers' health and resilience is everyone's business
- Identify opportunities and actions which can be taken forward across sectors to safeguard farmers' well-being

The key themes and issues that emerged from the day were:

- the vulnerability farmers face in their lives - the reluctance to reach out and ask for help or talk about what a person is going through impacts on the health and well-being of a farmer and his family.
- Farmers supporting farmers – the power the personal story must help another person in a similar situation is one of the most powerful ways to help and raise awareness of the realities of rural life and society.
- The ill-considered engagement from policy makers and government departments with the farming community needs to be addressed. It is clear from both conferences in Ireland that a more meaningful approach, where the farmer is front and central, is required rather than policies that are simply deemed 'farmer/farm friendly'.
- The requirement for farming and other rural dwelling communities to come together and highlight the shared visions for rural life is necessary to ensure the long-term economic and environmental sustainability of our countryside.

Feedback from the people Embrace FARM supports

Anonymous Bereavement Support Feedback

"Ability to reach out to all ages/ profiles of person touched by farm fatalities."

"I think I was listened to without talking all the details which I didn't want to mention, as I'd be overcome. But I felt 'safe' to cry when I saw so many others in the Church I know I wasn't the only one who was grieving."

"It's lovely to have this support group and to show a person they are not the only family going through a difficult time after a farm accident. It is great to talk to other people in the same situation"

Anonymous Farm Accident Survivors Support Feedback

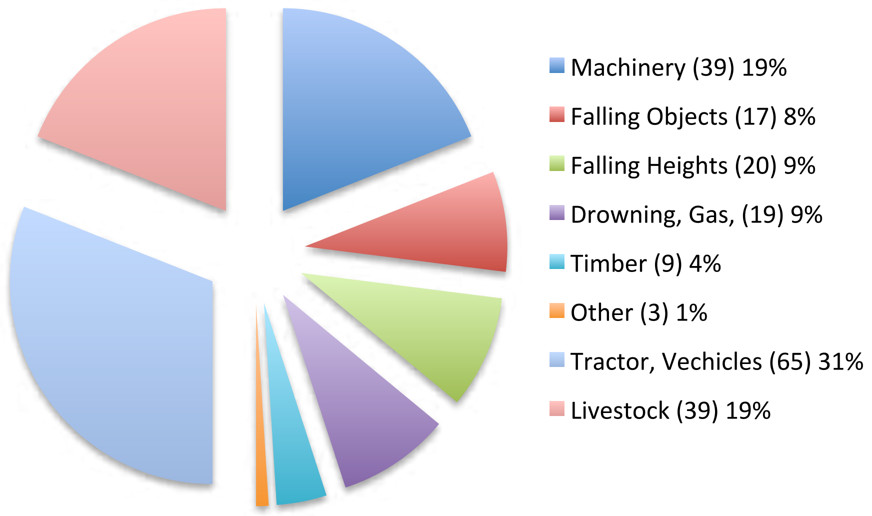
"Talking to people in a similar situation means everything."

"I nearly always think before the meeting that I won't bother, but I am always glad that I've come because I get something out of it."

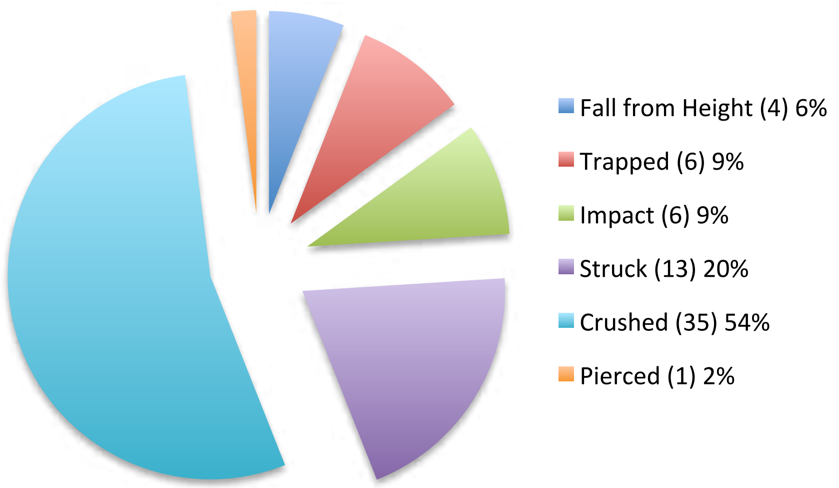
"I would go to this (support group) three times a week if I could. "

(reference:http://www.hsa.ie/eng/Your_Industry/Agriculture_Forestry/Further _Information/Fatal_Accidents/ accessed March 2020)

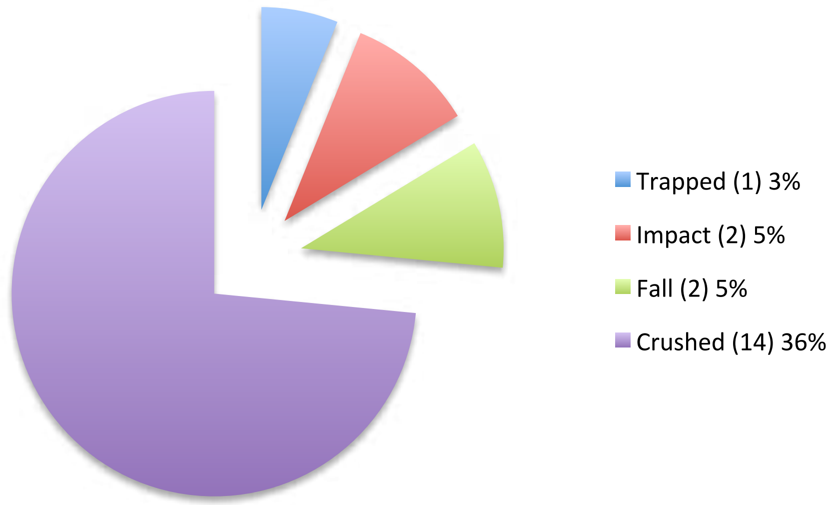
MAIN CAUSES OF DEATHS IN AGRICULTURE AND FORESTRY OVER THE LAST 10 YEARS 2010-2019



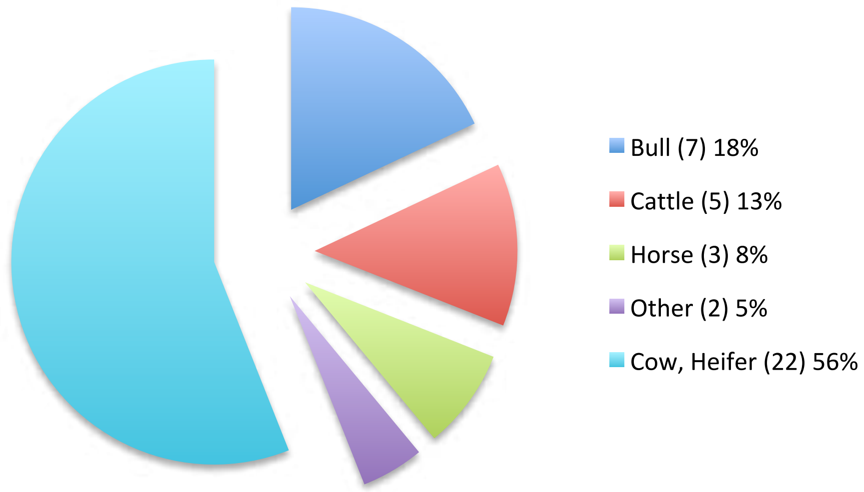
DEATHS DUE TO TRACTORS AND FARM VEHICLES 2010-2019 (30% OF ALL FATALITIES)



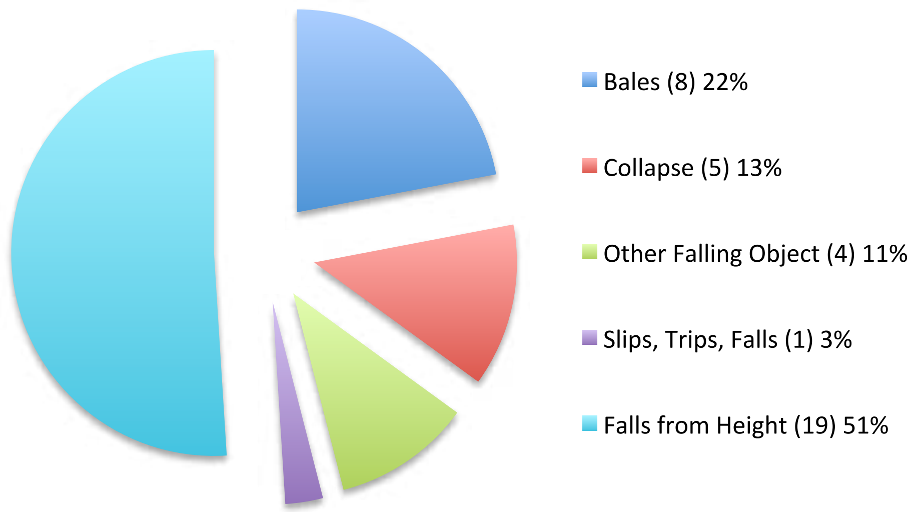
DEATHS DUE TO MACHINERY 2010-2019 (18% OF ALL FATALITIES)



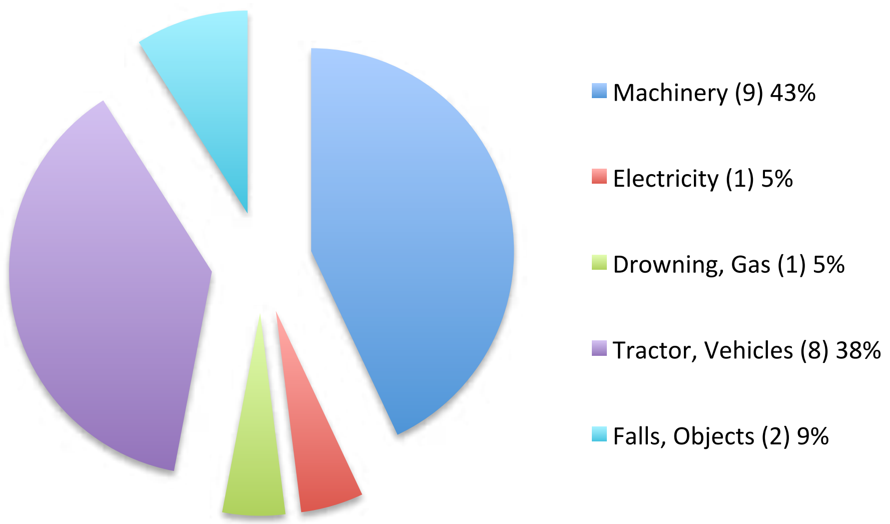
DEATHS DUE TO LIVESTOCK 2010-2019 (18% OF ALL FATALITIES)



DEATHS DUE TO FALLS AND COLLAPSES 2010-2019 (17% OF ALL FATALITIES)

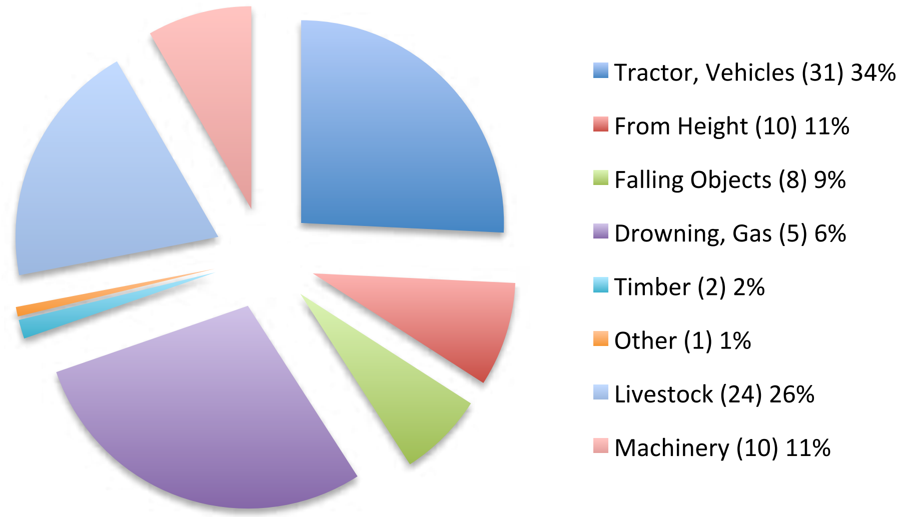


DEATHS OF CHILDREN ON FARMS 2010-2019 (9.8% OF ALL FATALITIES)



Farm Accident Statistics

DEATHS TO OLDER FARMERS (>65 YEARS) 2010-2019 (43% OF ALL FATALITIES)



Embrace FARM
Farm Accident Support Network

DIRECTORS RESPONSIBILITY STATEMENT

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the board

Brian Rohan
Director

27 March 2020

Gerard Keenan
Director

27 March 2020

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF EMBRACE FARM COMPANY LIMITED BY GUARANTEE

Report on the audit of the financial statements

We have audited the financial statements of Embrace FARM Company Limited by Guarantee ('the company') for the financial year ended 30 June 2019 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and the related 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 30 June 2019 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard; 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with 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

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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 Auditor's 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.

In connection with our audit of the financial statements, 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.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2014

Based solely on the work undertaken in the course of the audit, we report that

- in our opinion, 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
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.
- We have obtained all the information and explanations which we consider 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.

The financial statements are in agreement with the accounting records.

Financial Accounts

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 disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

RESPECTIVE RESPONSIBILITIES

RESPONSIBILITIES OF DIRECTORS FOR THE FINANCIAL STATEMENTS

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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 management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

AUDITOR'S 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 Auditor's 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 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: <www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description of auditors responsibilities for audit.pdf.> The description forms part of our Auditor's Report

THE PURPOSE OF OUR AUDIT WORK AND TO WHOM WE OWE OUR RESPONSIBILITIES

Our 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 Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any 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.

Leslie Moynan

for and on behalf of

O'NEILL FOLEY UNLIMITED COMPANY

Chartered Accountants and Registered Auditors

Patrick's Court, Patrick Street, Kilkenny

27th March 2020

Statement of Financial Activities

FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2019

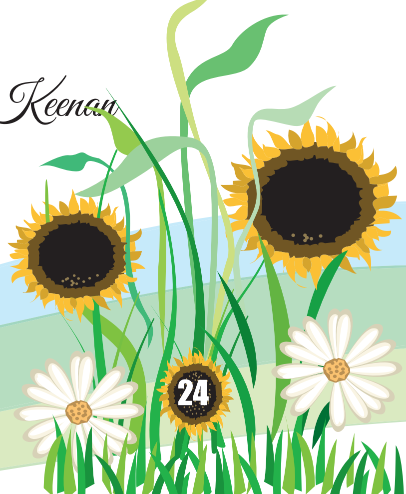
	Notes	Restricted Funds €	Unrestricted Funds €	Total 2019 €	Total 2018 €
Income	5				
Donations and legacies		-	106,954	106,954	70,306
Charitable activities		-	-	-	-
Other income		-	-	-	1,000
Total income		**-**	**106,954**	**106,954**	**71,306**
Expenditure					
Raising funds	6	-	(5,919)	(5,919)	(3,165)
Charitable activities	7				
Family and bereavement		-	(37,903)	(37,903)	(30,542)
Accident survivor		-	(28,775)	(28,775)	(13,281)
Resilience conference		-	(13,448)	(13,448)	-
Other		-	-	-	-
Total expenditure		**-**	**(86,045)**	**(86,045)**	**(46,988)**
Net income / (expenditure) and net movement in funds for the year		**-**	**20,909**	**20,909**	**24,318**

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing operations.

Approved by the board on 27 March 2020 and signed on its behalf by:

Brian Rohan
Director

Gerard Keenan
Director



Financial Activities

Balance Sheet

AS AT 30TH JUNE 2019

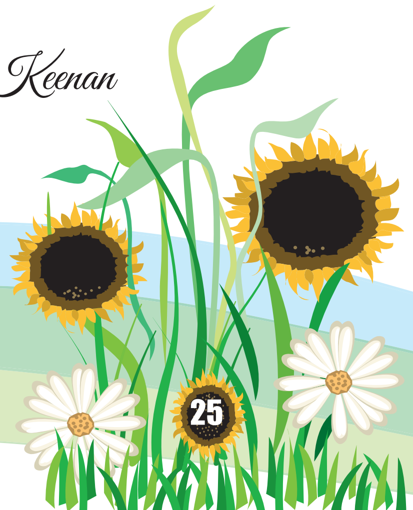
	Notes	2019 €	2018 €
Fixed Assets			
Tangible assets	12	734	-
Current Assets			
Cash and cash equivalents		116,489	88,913
Creditors: Amounts falling due within one year	**13**	**(14,307)**	**(6,906)**
Net Current Assets		**102,182**	**82,007**
Total Assets less Current Liabilities		**102,916**	**82,007**
Funds of the charity			
Restricted funds		1,000	1,000
Unrestricted funds		101,916	81,007
Members' Funds		**102,916**	**82,007**

The financial statements have been prepared in accordance with the provisions applicable to company's subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the board on 27 March 2020 and signed on its behalf by:

Brian Rohan
Director

Gerard Keenan
Director



Reconciliation of Members Funds

AS AT 30TH JUNE 2019

	Restricted funds €	Unrestricted funds €	Total €
At 1 July 2017	1,000	57,689	57,689
Surplus for the financial year	1,000	23,318	24,318
At 30 June 2018	1,000	82,007	82,007
Surplus for the financial year	-	20,909	20,909
At 30 June 2019	**1,000**	**101,916**	**102,916**

Cashflow Statement

FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2019

		2019	2018
Cash flows from operating activities			
Surplus for the financial year		20,909	24,318
Adjustments for:			
Depreciation		183	-
		21,092	24,318
Movements in working capital:			
Movement in creditors		7,401	(5,331)
Cash generated from operations		28,493	18,987
Cash flows from investing activities			
Payments to acquire tangible fixed assets		(917)	-
	Notes	€	€
Net increase in cash and cash equivalents		27,576	18,987
Cash and cash equivalents at beginning of financial year		88,913	69,926
Cash and cash equivalents at end of financial year	**18**	**116,489**	**88,913**

For the financial year ended 30th June 2019

GENERAL INFORMATION

Embrace FARM Company Limited by Guarantee is a company limited by guarantee incorporated and registered in the Republic of Ireland. The registered number of the company is 564465. The registered office of the company is Annegrove, Mountrath, Co. Laois. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

STATEMENT OF COMPLIANCE

The financial statements of the company for the year ended 30 June 2019 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Although not obliged to by law the company has also implemented where relevant the recommendations of the Statement of Recommended Practice (SORP) "Charities SORP FRS 102 - Accounting and Reporting by Charities" as issued by the Charity Commissioners for England and Wales and the Office of the Scottish Charity Regulator rather than the disclosure requirements of the Companies Act 2014 on the basis that the company does not trade for the acquisition of gain by the members.

BASIS OF PREPARATION

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102

INCOME

Incoming resources

Incoming resources are recognised by inclusion in the statement of financial activities only when the company is legally entitled to the income, virtually certain of receipt and the amounts involved can be measured with sufficient reliability.

Incoming resources from charitable activities Grants from governments and other co-funders

Grants from governments and institutional donors, are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt.

Income due to the company from governments and institutional sources but not yet received at year end is included in debtors in the balance sheet, and funds already received but not yet utilised are shown in creditors.

INCOMING RESOURCES FROM GENERATED FUNDS

Voluntary income

Voluntary income, which consists of monetary donations from the public (including legacies), and from corporate and major donors, together with related tax refunds, is recognised in the period in which the organisation is entitled to the resource, receipt is virtually certain, and when the amount can be measured with sufficient reliability. In the case of monetary donations from the public this income is generally recognised when the donations are received;

with legacies it is when the client receives confirmation of unconditional entitlement to the bequest; the activities which it is intended to fund have been undertaken and the related expenditure incurred; whereas, with tax refunds it is when claims are compiled and submitted to the revenue authorities for reimbursement.

INCOME FROM SERVICES

Service income is recognised once the company is legally entitled to the income, virtually certain of receipt, and the amounts can be measured with sufficient reliability.

EXPENDITURE AND IRRECOVERABLE VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the measured reliably. Expenditure is classified under the following activity headings:

- Cost of raising funds.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

VAT is irrecoverable and is charged as a cost against the activity for which the expenditure was incurred.

ALLOCATION OF SUPPORT COSTS

Support costs are those costs that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the companies programmes and activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities as appropriate.

FUND ACCOUNTING

Restricted funds

Restricted funds represent funding, grants, donations and sponsorships received which can only be used for particular purpose specified by the donors and binding on the directors. Such purposes are within the overall aims of the charity.

Unrestricted funds

Unrestricted funds represent amounts which may be spent or applied at the discretion of the Directors in furtherance of the objectives of the company. They may include designated reserves which are earmarked by the directors for specific projects

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment - 20% Straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

TAXATION AND DEFERRED TAXATION

The company has exemption from taxation under TCA 1997 Section 207 - charity registration number CHY 21837.

FOREIGN CURRENCIES

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Balance Sheet date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income and Expenditure Account.

Notes to the Financial Statements

FINANCIAL INSTRUMENTS

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the Balance Sheet bank overdrafts are shown within Creditors.

TRADE AND OTHER CREDITORS

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

The directors are of the view that there are no judgements (apart from those involving estimates) in applying their accounting policies that have had a significant effect on amounts recognised in the financial statements.

Key sources of estimation uncertainty

The directors are of the view that there are no estimates or assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities

DEPARTURE FROM COMPANIES ACT 2014 PRESENTATION

The directors have elected to present a Statement of Financial Activities instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity

INCOME

The income for the financial year has been derived from: -	2019	2018
	€	€
Unrestricted funds:		
Fundraising	72,226	52,738
Donations	34,728	17,568
	106,954	70,306
Restricted funds:		
Grant	-	1,000

The whole of the company's income is attributable to its services in the Republic of Ireland and is derived from the principal activity of providing a support network for those affected by fatal and non-fatal farm accidents.

Expenditure on raising funds

	2019	2018
Unrestricted costs:	€	€
Advertising and Promotion awareness	5,919	3,165

Expenditure on Charitable Activities

Programme costs represent necessary costs incurred in the provision of the principal activities of the charity. These costs exclude costs of generating service income and can be analysed as follows:

	Family & bereavement services	Accident survivor services	Resilience conference	Total 2019	Total 2018
Direct costs	€	€	€	€	€
Family & bereavement services	7,755			7,755	10,621
Accident survivor services		11,098		11,098	3,364
Resilience conference			5,252	5,252	-
	7,755	11,098	5,252	24,105	13,985
Support costs (see note 8)	27,501	15,408	8,121	51,030	27,101
Governance costs (see note 9)	2,647	2,269	75	4,991	2,737
	37,903	28,775	13,448	80,126	43,824

Support Costs

Support costs are allocated by activity on a percentage basis as deemed appropriate by the directors.

	Family & bereavement services €	Accident survivor services €	Resilience conference €	Total 2019 €	Total 2018 €
Insurance	832	749	83	1,664	475
Telephone	30	27	3	60	-
Print, post & stationary	2,236	798	160	3,194	1,656
Administration	8,082	4,041	1,347	13,470	13,826
Business development	16,321	9,793	6,528	32,642	10,744
Counsellors and speakers	-	-	-	-	400
	27,501	15,408	8,121	51,030	27,101

Governance Costs

Governance costs are allocated by activity on a percentage basis as deemed appropriate by the directors.

	Family & bereavement services	Accident survivor services	Resilience conference	Total 2019	Total 2018
	€	€	€	€	€
Training and development	742	668	75	**1,485**	448
Accountancy and Audit	1,675	1,371	-	**3,046**	861
Strategic planning	-	-	-	-	1,308
Bank charges	11	11	-	**22**	120
Subscriptions	127	128	-	**255**	-
Depreciation	92	91	-	**183**	-
	2,647	2,269	75	**4,991**	2,737

Expenditure on raising funds

	2019	2018
Operating surplus is stated after charging:	€	€
Depreciation of tangible fixed assets	183	-

EMPLOYEES

There were no employees in the financial period.

Tangible Fixed Assets

	Fixtures, fittings and equipment	Total
Cost	€	€
At 1 July 2018	-	-
Additions	917	917
At 30 June 2019	917	917
Depreciation		
At 1 July 2018	-	-
Charge for the financial year	183	183
At 30 June 2019	183	183
Net book value		
At 30 June 2019	734	734

Creditors

	2019	2018
Amounts falling due within one year	€	€
Accruals	14,307	6,906

STATUS

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses ofwinding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 2

CAPITAL COMMITMENTS

The company had no material capital commitments at the financial year-ended 30 June 2019.

RELATED PARTY TRANSACTIONS

No director or trustee was remunerated or received any other benefits or expenses from the company during the year. There were no related party transactions in the financial period.

POST-BALANCE SHEET EVENTS

There have been no significant events affecting the company since the financial year-end.

CASH AND CASH EQUIVALENTS

	2019	2018
	€	€
Cash and bank balances	116,489	88,913

APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 27 March 2020

Embrace FARM Company Limited by Guarantee supplementary information relating to the financial statements for the financial year ended 30th June 2019 not covered by the report by the auditors the following pages do not form part of the audited financial statements.

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

TRADING STATEMENT

for the financial year ended 30 June 2019

	Schedule	2019 €	2018 €
Income		**106,954**	71,306
Gross surplus Percentage		**100.0%**	100.0%
Overhead expenses	1	**(86,045)**	(46,988)
Net surplus		**20,909**	24,318

SCHEDULE 1 : OVERHEAD EXPENSES

for the financial year ended 30 June 2019-	2019 €	2018 €
Administration Expenses		
Training and development	**1,485**	448
Insurance	**1,664**	475
Strategic planning	-	1,308
Printing, postage and stationery	**3,194**	1,656
Advertising	**1,606**	90
Telephone	**60**	-
Promotional awareness	**4,313**	3,075
Family & bereavement services	**7,755**	10,621
Accident survivor services	**11,098**	3,364
Resilience conference costs	**5,252**	-
Professional services - counsellors & speakers	-	400
Professional services - administration	**13,470**	13,826
Professional services - business development	**32,642**	10,744
Accountancy	**1,096**	861
Bank charges	**22**	120
Subscriptions	**255**	-
Auditor's remuneration	**1,950**	-
Depreciation of tangible fixed assets	**183**	-
	86,045	**46,988**

Section 4: Future Plans

For 2020 and beyond, Embrace FARM will be embarking on the following future plans:

1. A new strategic plan – we will be compiling a review of our current strategic plan (2017-2020) and will be putting together with our staff, board of directors, volunteers and the families/individuals we represent over the next number of years a new strategic plan.
2. Regionalisation – we will put in place how we can regionalise the services we provide to increase accessibility for people who have been affected by farm accidents to attend.
3. Funding – with our new strategy we will put in place a funding plan that encourages funding from both the community we represent and the corporate sector that supports the work of Embrace FARM.
4. Governance – we will be implementing the governance code as introduce -by the Charities Regulator in 2018 to guide the sector on its operations. We will carry out board changes as outlined in our annual report.
5. Effectiveness/Efficiency – we are carrying out an evaluation of our services where we will be gathering feedback from the families and individuals we sport through grief and loss and how this can help us improve what we do going forward. This will be published separately to our strategic plan.
6. Additional Changes – with the review and feedback from the above stages we will carry out a risk assessment of the organisation and put in place any new policies or procedures that are required from the findings of this.

This report has been reviewed and approved by

Brian Rohan
Chairperson

Gerard Keenan
Joint Treasurer

Embrace FARM
Farm Accident Support Network

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