Embrace FARM

Farm Accident Support Network

BUILDING A COMMUNITY OF SUPPORT

ANNUAL REPORT 2021

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 organization is guided by a voluntary board of directors who give their time freely.

In 2020, Embrace FARM conducted a strategic review and redrafted a new strategic plan to carry the organization forward from 2020-2024. The commitment of the organization is to continue its mission and vision as outlined below and continually sustain and maintain the work it has achieved over the coming years.

Vision

At Embrace FARM, our vision is a caring, supportive and non-judgmental community for all affected by Farm Accidents.

Mission

Our mission is grow and sustain a support network for all those affected by Farm Accidents.

Values

Our Vision and Mission are achieved through the following Values:

- ***Empathy*** - Drawing on our personal experience we are always there to help those impacted by farm accidents.
- ***Understanding*** – Based on our personal experiences, we aim to be understanding and supportive to all who need us.
- ***Transparency*** – We will be compliant with relevant regulations and treat all our partners/stakeholders with integrity.
- ***Guiding and Listening*** – We are a network for people to 'reach out' to with confidentiality and will offer understanding and support to all who contact us.
- **Respect** – We will respect each other, the people we support and the organisations we work/partner with.
- ***Committed*** – We are committed to supporting those in need (bereaved, traumatized, overwhelmed) as best as we can.
- ***Inclusive*** – We will support all of those who need our services.
- ***Person Focused*** – At the heart of everything we do are bereaved families and survivors.

Embrace FARM Further Information

Directors	Brian Rohan (Chairperson) Padraig Higgins Angela Hogan (Company Secretary) Padraig Higgins Seamus Banim Joe Thompson Willie Fahey (Co-Treasurer) Pat Griffin Niamh McCormack (Co-Treasurer) Peter Gohery
Company Secretary	Angela Hogan
Company Number	564465
Charity Number	20149956
Registered Office	Annegrove House Mountrath Co. Laois
Business Address	Annegrove House Mountrath Co. Laois
Accountants	O'Neill Foley Chartered Accountants Patrick's Court Patrick Street Kilkenny
Bankers	Allied Irish Banks PLC Portlaoise Co. Laois

Chairperson's Statement

Each year as I write these statements, I cannot help but reflect on the passing of so many more lives in farm accidents. As the statistics show later in this report, there have been on average 210 lives lost fatally in accidents over the last ten years. My father Liam being one of those 210. To many they are a number on a sheet, but to us, they are individuals whose families grieve them daily and never forget the knowledge and love they imparted during their time here. That loss of knowledge and skill is lost to a generation that needs it with the many current and future changes affecting the farming sector in Ireland.

The reporting year was one of two halves for us in at Embrace FARM. 2019 built on for us the growing awareness of what we do with the residential counselling weekends for families and the peer-to-peer support that is available to farm accident survivors with the information day that we held in Kilkenny in conjunction with the National Rehabilitation Hospital. The Christmas Tractors of Nenagh display closed out the year for us with a colourful and hopeful view that 2020 would be a year we would all strive forward, grief and all. However, the onset of the Covid-19 pandemic in March of 2020 has changed all our lives since then; both good and bad.

Like so many more charitable organizations we had to think outside the box in how to survive the pandemic. Through the help of Kairos Productions, Gemma Smyth PR and Liam De Paor PR, we stuck to our guns and held our annual ecumenical Remembrance Service on the 28th June 2020. Both Livestreamed through Facebook and our website and televised on RTE 1, one of our greatest achievements thanks to the Covid-19 pandemic is being able to broadcast the service to so many more people in the comfort and safety of their own homes. People could view it who never attended it in the past from all over Ireland and beyond. The vision is now to continue this format and build on what we achieved with the 2020 service.

The agricultural industry is one of both support and kindness to Embrace FARM, and through conversations held with the Irish Farmers Journal in late 2019, we were very proud to produce a 32-page supplement for the paper for June 2020. This pulled together so much of our work since we started the charity in 2014. With the help of the Irish Banking Culture Board, the supplement went out in every copy of the Irish Farmers Journal and is available in a soft copy on our website for anyone that wishes to view it now. With a small synopsis of the supplement shared in our annual report, we hope that what we put together in this report gives you an example of how we at Embrace FARM roll with the changes as a reflection of the people we represent, the farm families of Ireland.

Be kind to those around you and stay safe.

Brian Rohan

Embrace FARM Co-Founder & Chairperson

Treasurer's Statement

The financial year for the 2021 Annual report has proven to be a challenging and beneficial year for the organisation in materialising how it delivers its services and putting together a new strategic plan for the next 4 year period. It has utilized the time and space the Covid-19 pandemic has had on all aspects of the charitable sector in redefining how things are done.

The treasurers of Embrace Farm are appointed to the Board in accordance with and as set out in the organisations governing documents. They do not partake in the day to day bookkeeping functions but all payments are approved (online banking) by one or other as required. In addition, credit card transactions are advised to both treasures in accordance with the rules.

The treasurers maintain control of the financial assets of the organisation including investment management. Debt management is also within their remit.

In general, they guide and monitor all aspects of financial management working with Board colleagues and personnel involved in the operations of the charity.

The surplus for the financial year after providing for depreciation amounted to €55 (2019 - €20,909). At the end of the financial year, the company has assets of €115,121 (2019 - €117,223) and liabilities of €12,150 (2019 - €14,307). The net assets of the company have increased by €55.

Embrace Farm CLG had total income of €99,720 in 2020 (2019 - €106,954). Income is mainly derived from fundraising and donations, total unrestricted income received was €99,720 in 2020 (2019 - €106,954). There was a surplus in unrestricted income of €55 which when added to the opening balance in reserves gives a closing unrestricted reserves balance of €101,971.

Total Expenditure in Embrace Farm CLG was €99,665 of which €31,452 related to direct event costs, €68,213 related to other costs.

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 function 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.

Future Developments

The company plans to continue its present activities with the view to expanding to all types of sudden deaths that affect farming families as outlined in its Strategic Plan 2020-2024.

Strategic Plan 2020-2024

Working with all the stakeholders involved with Embrace FARM i.e., the board of directors, staff, contractors, families it supports and volunteers, Embrace FARM in conjunction with Broadmore Research carried out a strategic review in early 2020. With the onset of Covid-19 the pace of the review slowed slightly as the consultation and meetings with

all involved had to go online. By June 2020, Embrace FARM's new strategic plan was completed. The organisation is currently working on its implementation plan for year one of the strategy.

Post Balance Sheet Events

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

Political Contributions

The company did not make any disclosable political donations in the current financial yearSigned on behalf of the board.

Gerard Keenan – Director & Co-Treasurer   Willie Fahey Director & Co-Treasurer

Section Two: Structure, Governance and Management.

Constitution

The charity 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

Embrace FARM continued its journey to implement the Governance Code as set out by the Charities Regulator in November 2018. Every charity is given a two-year window to put the code into action with reportable compliance coming into practice for 2021. Embrace FARM formulated a sub-committee in early 2019 and has worked during 2020 to have the code ready for 2021 compliance.

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 beginning in Jan 2020 and each year thereafter. Industry Trustees can each serve a maximum of six years. Legal advisor to the board, Aisling Meehan, is co-opted annually onto the board to assist with any matters arising for her expertise. The Board has agreed that founding members would propose their own replacements which would then be subject to board approval.

Service Evaluation

Embrace FARM in conjunction with Limerick Institute of Technology carried out an evaluation of its services and impact to date with the people it supports within its network. With a mixed methodology of qualitative and quantitative data, families that lost a child/sibling/parent were interviewed, a focus group of the spouses who had lost a husband or partner in a farm accident were interviewed and a similar group for farm accident survivors. The findings of the report were that the service Embrace FARM provides is valuable to families affected. The Remembrance Service is the core event that people resonate with and appreciate as a space to remember their loved ones passed. Further development and regionalization of services was suggested for the organization. The feedback from the report helped the organization in its Strategic Planning review also for 2020.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have established appropriate books to adequately record the transactions of the company. The directors also ensure that the company retains the source documentation for these transactions. The accounting records are maintained at the company's office at Annegrove, Mountrath, Co. Laois.

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 Bi-Monthly 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 general manager 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 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.

Willie Fahey –
Board Member & Joint Treasurer

Niamh McCormack –
Board Member & Joint Treasurer

Niamh is a primary school teacher and is living and working in Dublin. Originally from Wexford, Niamh studied geography and Irish in St. Patrick's College, Drumcondra and went on to complete a Professional Masters in Education at University of Limerick. Niamh is a volunteer with Barretstown Serious Fun Camp for the last number of years. Niamh also spent last summer teaching in Zambia as part of her volunteer work with the OVO charity for Orphans and Vulnerable children and continues to raise funds for the organisation.

Niamh's father, Noel McCormack, died in a farm accident in 2003, when she was just nine years old. Her family have engaged with Embrace FARM since its establishment in 2014. Niamh joined the board of Embrace FARM in June 2020

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 and quality management disciplines, 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.

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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

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
General Manager

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 general manager in charge of 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 Three: Organization's Purpose and Activities

Purpose

During the strategic planning review and evaluation of the Embrace FARM services during late 2019 and into 2020, it was felt that the mission of the organization needed to be amended in reflection to the performance of the organization to date and for the future planning in its direction. Therefore, the mission statement now is to grow and sustain a support network for all those affected by farm accidents.

Activities

Our purpose is achieved through the needs of the farm families and individuals we support. We practically help 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 with these issues.

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 Four: Achievements and Performance 2020

Strategic Goal	Operational Objective	Achievements and Performance 2020
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 Remembrance Service livestreamed and broadcast on RTE 1 in line with Covid-19 Pandemic Guidelines.
		Christmas Card Contact and Remembrance Packs to Families
		Development of Online Support Services for Families/ Spouses
		Development of Online Support Services for Farm Accident Survivors.
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	Development of Online Services to allow people to connect during the pandemic
		Focused Online Wellness Meetings for Farm Accident Survivors
		Delivery of Remembrance Service Online.
		Formulation of Whatsapp Groups for families and farm accident survivors.
	To facilitate the development of alliances and cooperation within the Agri community to support those affected by farm accidents	Compiliation and publication of 32-page supplement for the Irish Farmers Journal.
		Building of relationships with other services to delivery supports to families i.e. delivery of Remembrance Service online.
		Working with other organisations to help families through their grief within the pandemic. I.E.working with the Irish Childhood Bereavement Network and the Irish Hospice Foundation.
		Compilation of materials to send out to families with remembrance pack to help them connect and feel supported during the pandemic.
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	12516 Likes on Facebook
		789 followers on Instagram
		1875 followers on twitter
	To engage with the media and the public on issues of relevance to Embrace FARM	120000 copies of 32 Page Supplement with Irish Farmer's Journal

Strategic Goal	*Operational Objective*	*Achievements and Performance 2020*
To become an effective and recognized advocate on behalf of those affected by farm accidents	To engage in awareness and promotion activities and events	Farm Accident Information Day (Late 2019) allowed for people to see what supports and services people with serious life changing injuries could access.
		Publication of personal experiences to encourage all those in farming practice to farm safely.
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	Development of Governance Sub-Committee to oversee and develop Governance Code and good practice for the organisation.
	To identify the critical areas for which the organization needs specific policies and procedures	Development of Strategic Plan and review to highlight the gaps in organisation structure and future planning.
To manage and operate Embrace FARM to the highest standards of governance	To maintain an active Board of Directors	Practice of Board of Directors Policy. Rotation of board members and induction of new members during 2020.

Section Five: Activities and Services 2020

Support Services – Farm Accident Awareness
Embrace Farm 'Building a Community of Support'

Embrace FARM was approached by the Irish Farmers' Journal at the Women in Agriculture conference in 2019 to put together a supplement about what the organisation does and the people it represents. With the brave support of families affected by the fatal loss of a loved one in a farm accident and the experiences of farm accident survivors retelling the stories of how serious injury has affected their lives, a 32-page supplement was compiled and published in the Irish Farmers' journal in June 2020. With the assistance of the Irish Banking Culture Board, the publication explored the legal implications of fall out from farm accidents, a showcase of other support services that Embrace FARM works with to help its families. A focus was placed on the Embrace FARM Remembrance Service with the story of the Rohan Family at the centre from when the first service was held in 2014 following the loss of Liam Rohan in a farm accident in 2012. The supplement went out with over 120000 copies of the Irish Farmers' Journal and a soft copy of the publication is available on the Embrace FARM website.

Bereavement Services

Residential Counselling Weekend – Families

Embrace FARM held its annual residential counselling weekend for families affected by farm accidents. In November 2019, Embrace FARM brought together 11 families where the family unit had lost a parent, or a child fatally killed in a farm accident. The families were invited to stay in Kilkenny where outdoor activities were organised for the families to bond. Brid Carroll, counsellor, facilitated a workshop for the surviving parents on the Saturday evening. On the Sunday morning, children were invited to participate in a remembrance service where they designed their own memorial token to the person close to them that had died, and this was reflected during the session. The weekend concluded with parents and children having supported one another in their time of remembrance to those lost fatally in a farm accident. This was the last residential counselling weekend held since the Covid-19 pandemic came upon us in March 2020. Since then we have established an online support group for widows and families affected by farm accident fatalities.

Christmas Contact

Each year, Embrace FARM contact all those affected by farm accidents in its network. For Christmas 2019, the charity sent out a newsletter of the years activities to its members with its annual Christmas card of Remembrance. This went out to the 200 families on the charities database at this time.

Pictures: Christmas Tractors of Nenagh 2019 (Pre-Covid)

A wonderful fundraising initiative called the 'Christmas Tractors of Nenagh' was held in aid of Embrace FARM and Billie Goulding. Over 30 tractors gathered in outskirts of Nenagh to drive through the town to a magical display for all spectators. Each tractor was decorated in Christmas lights and an assortment of festive themed arrangements. This was held Pre-Covid 2019.

Remembrance Service

The annual ecumenical Remembrance Service was held on June 28th 2020. Following the onset of the Covid-19 pandemic, Embrace FARM had to review how it could deliver this core event on its calendar. To adhere to the restrictions in place at the time of the service, it was decided to host the service online so people could still tune in and view what has become an annual moment of remembrance for so many families who have lost a loved one in a farm accident. The service was streamed online through the Embrace FARM website and social media accounts. With the assistance of Kairos Productions in hosting the event, and it was shown on RTE 1 on Sunday 5th July 2020. Between the online campaign, livestream and RTE coverage of the Remembrance Service it reached over 75000 people in 2020.

Picture: Remembrance Service 2020 – Altar Display

Resilience Services – Farm Accident Survivors

Farm Accident Survivors Information Day

Farm Accident Survivors Information Day November 2019 saw Embrace FARM host an information day in conjunction with the National Rehabilitation Hospital. The purpose of the day was to bring together the supports that could help survivors of farm accidents rehabilitate with their lives going forward. It showcased the support services and examples of machinery adaptations that could assist a person to continue farming or just to make things more operable in their day to day lives. There were over 60 people in attendance on the day at the event which was held in the event space at Kilkenny Mart, Cillin Hill, Co. Kilkenny.

Picture: Farm Accident Survivors Information Day – November 2019 (Pre-Covid)

Bill Fields was one of the key guest speakers of the event. Travelling from North America, Bill is a lecturer in the Perdue University. Bill spoke of his experiences of the Agrability Programme whose vision is to enhance a better quality of life for farmers, ranchers, and agricultural workers with disabilities.

Enda Murphy, psychologist, spoke about the impact of trauma and the fall out of this on our emotional, physical and mental health and wellbeing. Both the practical and emotional points of discussion were welcomed on the day with the array of speakers attending the event.

Farm Accident Survivors Support Group

Gina Dowd of Counselling West continued her work in facilitating and guiding the farm accident survivor support group for Embrace FARM. With quarterly meetings, the group has evolved and grown since early 2019 where there were approximately 12 attendees to later group sizes of 20 or more people attending. The group also welcomes the spouses or family members that have been impacted by the serious injuries their partner or father have experienced. Between the meetings there is a lively Whatsapp group that allows its members to keep in touch, share ideas and situations and relevant information that everyone feels is useful to those in the group. Covid-19 impacted the face-to-face meetings with the group during early 2020 with the last meeting held physically in February 2020 (Pre-Covid). Services resumed for the group with social distancing guidelines in place in September 2020 and since then the group meets online with Gina facilitating.

FARM ACCIDENT SURVIVORS GROUP 2019 (PRE-COVID)

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

A Farm Accident Survivors Account

(Excerted from Embrace FARM Irish Farmers Journal Supplement 2020: https://embracefarm.com/resources/publications/ifj-supplement-2020/ accessed April 2021)

Martin Moran tells Kevin Forde how a childhood farm accident had a devastating effect on his family

Growing up on a farm in Claregalway in the 1950s that dabbled in a little bit of everything, Martin Moran and his seven siblings were always likely to develop a grá for agriculture and the way of life.

The family worked the land by horse, keeping livestock and growing their own tillage crops and vegetables, a real 'family job'. For Martin, as a spirited two and a half-year-old, the shiny equipment, implements and all-round action caught his eye from a young age.

It was this interest that led to a series of events that almost cost Martin both of his legs AND his life. Aged two years and eight months, Martin followed one of his brothers down from the homestead one day to watch his father harvesting corn.

"We were harvesting corn three fields up from the house, using a horse-drawn reaper-binder and four horses drawing," Martin explained.

"When I got up to the field, my father put me into the corner of the corn at the side of the field on a big wooden toolbox.

"I sat up on the box but the corn was still higher than me... My father never thought of me until the machine came around."

Though the horses saw young Martin as they came around to that corner of the field later that day, it was already too late as the blade - which was to the side of the machine - had a direct impact.

"The blade was at the side of the machine. It caught the box and it caught me. The fingers of the machine got stuck in the box and the horses got stuck."

"My father shouted 'Whoa and stop'. I have often heard that my father's roar could be heard in the next parish."

Thanks to what can only be described as a miraculous coincidence, an Orthopaedic doctor was fishing on the nearby Clare river a few fields down. He was almost instantly called for and he rushed young Martin to Galway Regional hospital.

"He rushed me to Galway regional hospital," Martin noted.

"There were no cars on the road back then either, only for that man was there with that car and the fact he was an orthopaedic doctor, I wouldn't have survived. It was he who saved me."

Following a three-four month stint in the hospital, where it was touch and go whether Martin would return home with one or two legs missing, he eventually returned home but to a very different household.

He said: "I was three to four months in the regional hospital in Galway and I came out to a home of silence.

"There was no excitement about bringing me home, it was what are we going to do, how are we going to mind him. My mother took on the task. She put me up on her hip and took me around with her doing any of the jobs that had to be done. She had me up on her hip until I was nearly seven years of age.

"There was always silence in our family when it came to my accident, yet we were very close-knit and stayed close throughout the whole lot of it. In later years I found it difficult, but in earlier years I didn't because I didn't know any better.

"The children were told don't ask questions or talk to him about it. There were no counsellors at that time. Your parish priest or your doctor was the closest thing to a counsellor that time. My family went through torture, watching me and everything I went through from the day I came home."

After already overcoming so much in his life, Martin soon had more to contend with.

He said: "I adjusted as time went on. I still have a lot of torture today, but I had plenty more growing up with phantom pain.

"My father used to be up all night with me at times. Then when I got from 12-16 I had to then get skin grafts. They are the worst thing I remember.

"That went on for four years, but I got through that as well."

Continuing he said: “My father never recovered fully at all. The man felt so guilty. Even though I always said there was nobody to blame. It was a pure horrific accident. It was a horrific accident, it happened and that was it.”

Not one to let his disability inhibit his quality of life, Martin sought to do as much as he could, one leg-less or not. This saw the Galway native cycling to school over 8 miles every day, learning to jive with one leg and having many different careers down through the years. His former roles saw him running a pub and even working in security for a period, while he also played in a showband for fifteen years - the Red River Valley Boys.

“My disability pushed me more in life. I felt bad about it for years but I had to shake it off if I was going to go on to be the man that I am today.” Martin beamed.

“But without my family and my father, I would have been lost. The support I received from them was just unreal.”

After years of silence surrounding his accident, Martin got in touch with a fellow farm accident survivor and Embrace FARM ambassador, Peter Gohery. A mutual joke about a lack of leg eventually led to Martin attending his first-ever Embrace FARM -led survivor’s support group meeting and he hasn’t looked back.

“It was the first day of a new beginning for me,” Martin said.

“I started talking to and meeting people, some of them worse off and some not worse off at all. You meet people the same as yourself, that you never would meet. You would only usually meet them in a hospital.

“It is one of the greatest charities of which I have ever been involved. It is unreal what Embrace FARM can do.”

Not only has Embrace FARM helped on a mental level, opening the path for further dialogue on problems with fellow survivors, but also offers priceless practical advice. Through advice received from people in Embrace FARM, Martin received a new prosthetic leg from APOS and he is now walking better than he has for years.

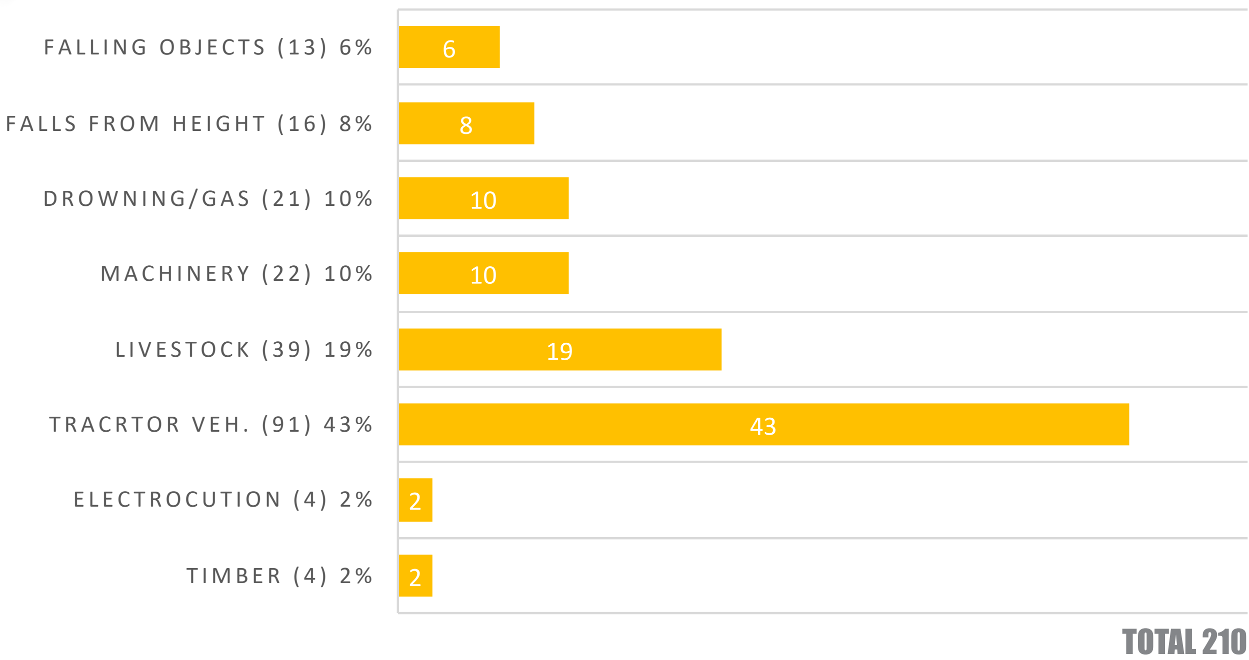
“I would certainly encourage more people to get involved with Embrace FARM. It is just absolutely wonderful.” he concluded.

Picture: Farm Accident Survivor – Martin Moran

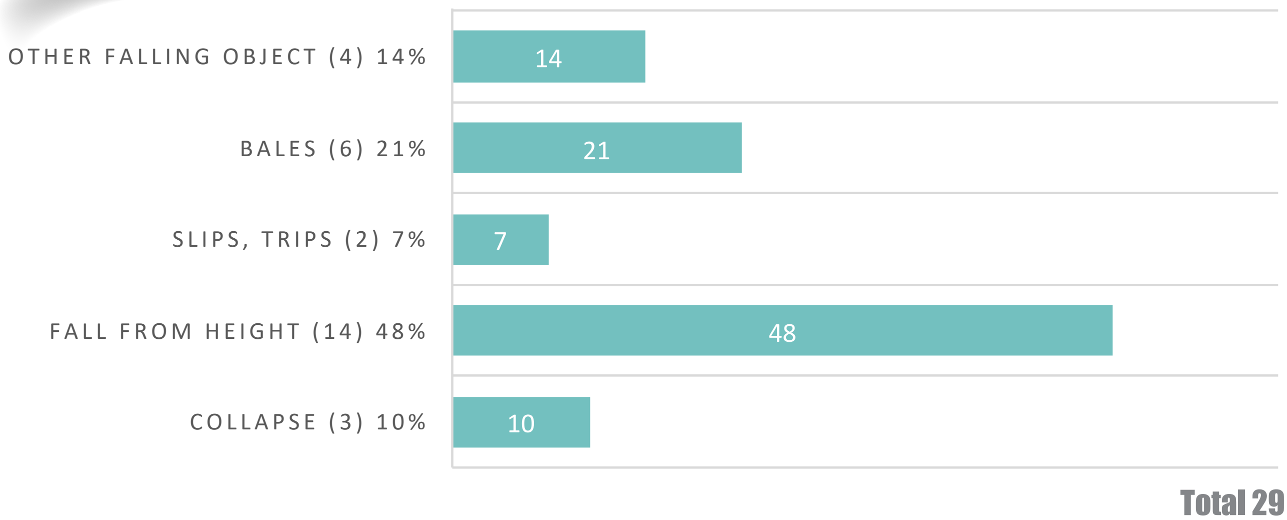
Farm Accident Statistics

(reference:http://www.hsa.ie/eng/Your_Industry/Agriculture_Forestry/Further_Information/Fatal_Accidents/ accessed March 2021)

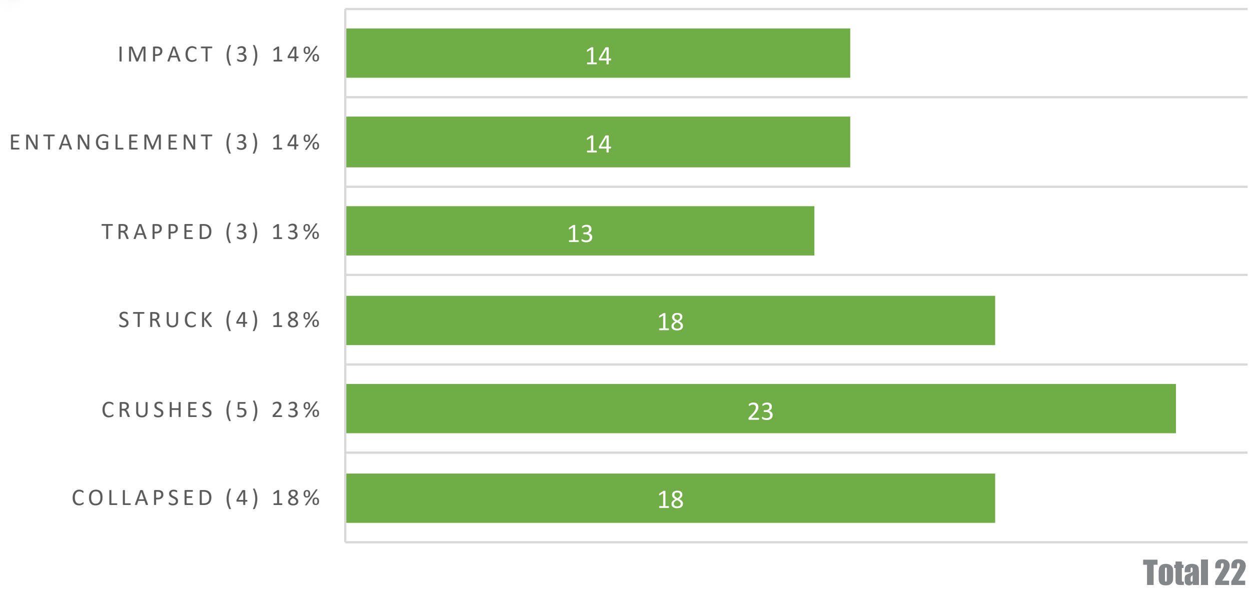
Main causes of deaths in Agriculture and Forestry over the last 10 years 2011-2020



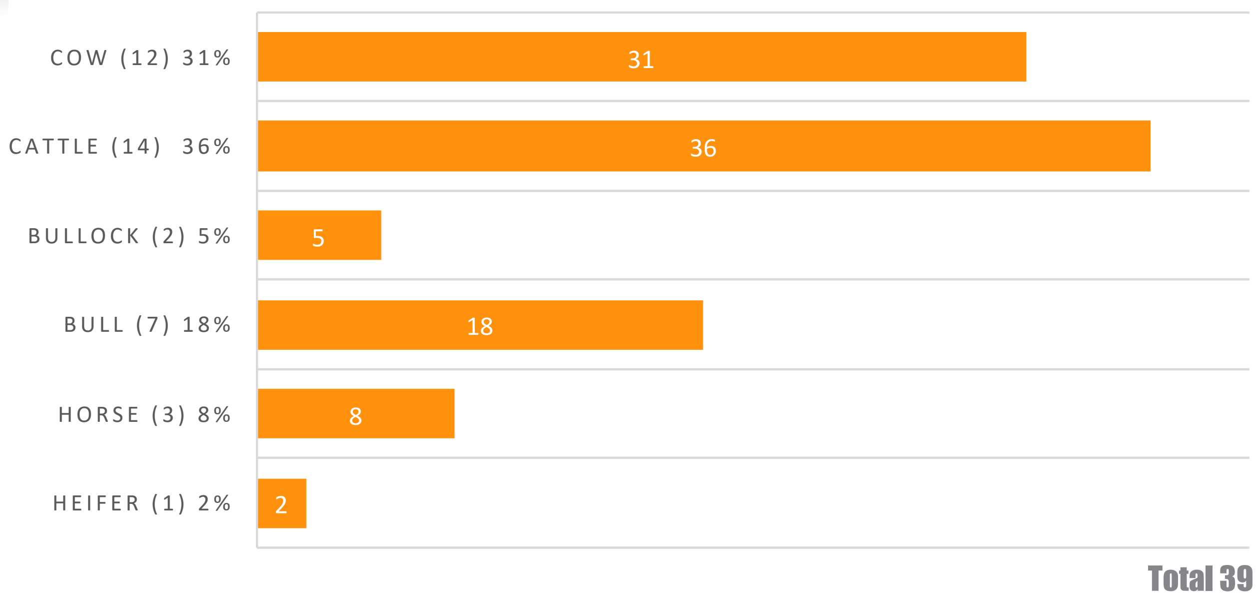
Deaths due to Falls and Collapses 2011-2020 (14% of all fatalities)



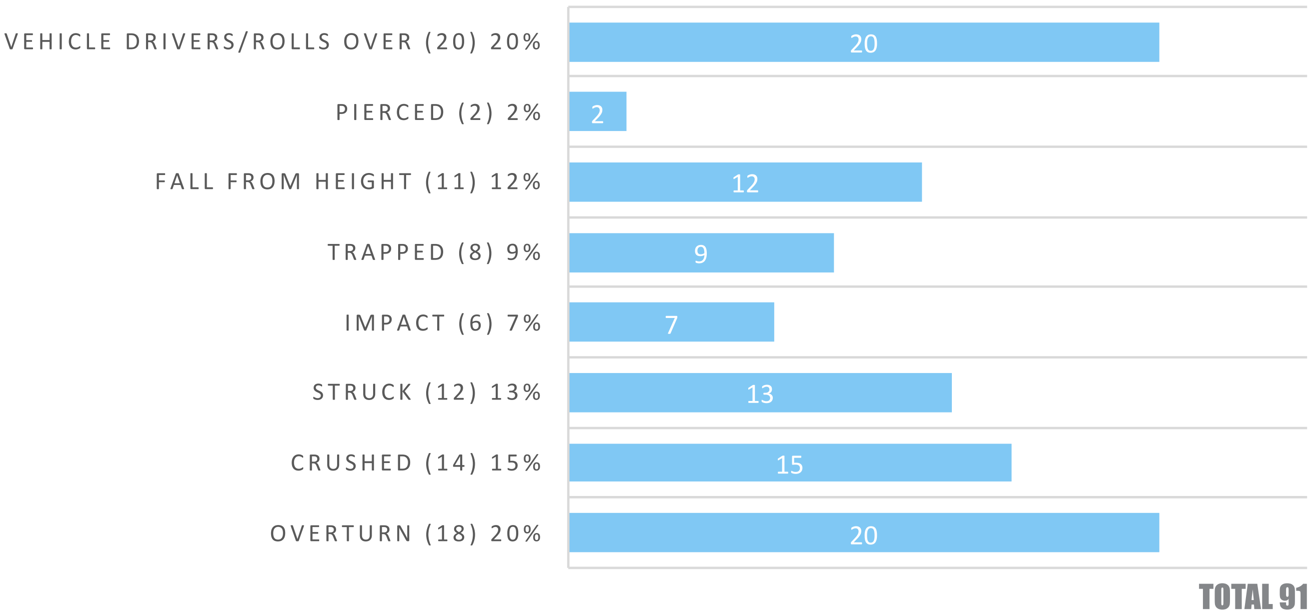
Deaths due to Machinery 2011-2020 (11% of all fatalities)



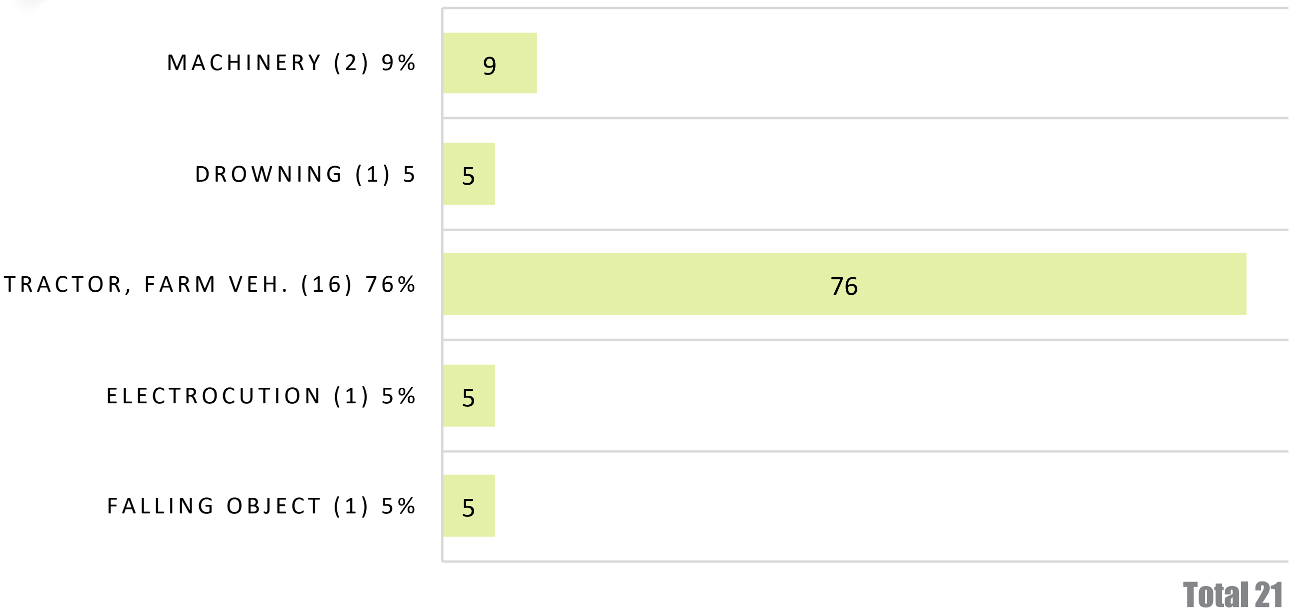
Deaths due to livestock 2011-2020 (19% of all fatalities)



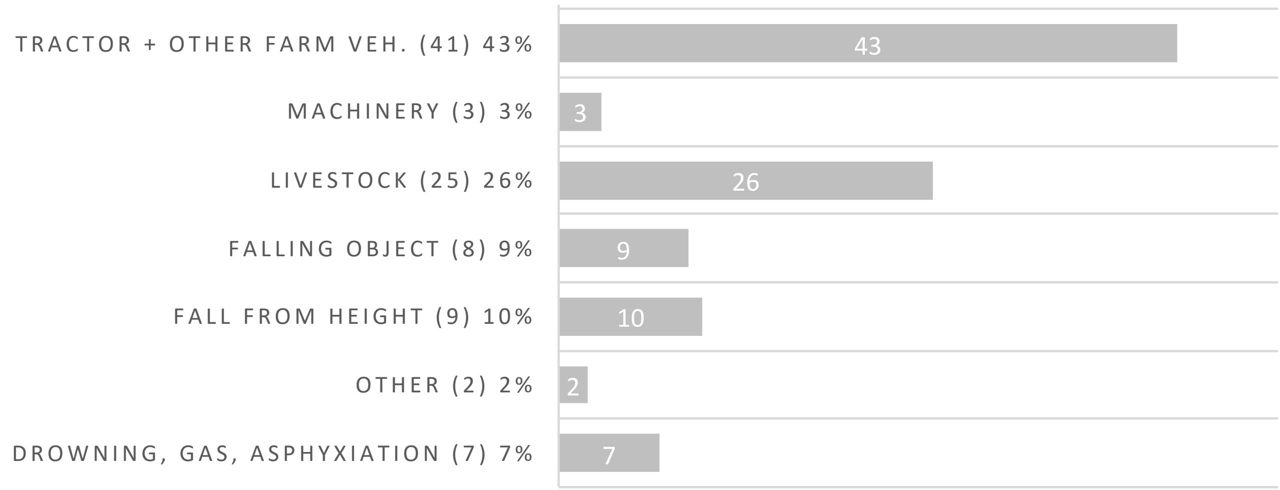
Deaths due to Tractors and Farm Vehicles 2011-2020 (43% of all fatalities)



Deaths of Children on Farms 2011-2020 (10% of all fatalities)

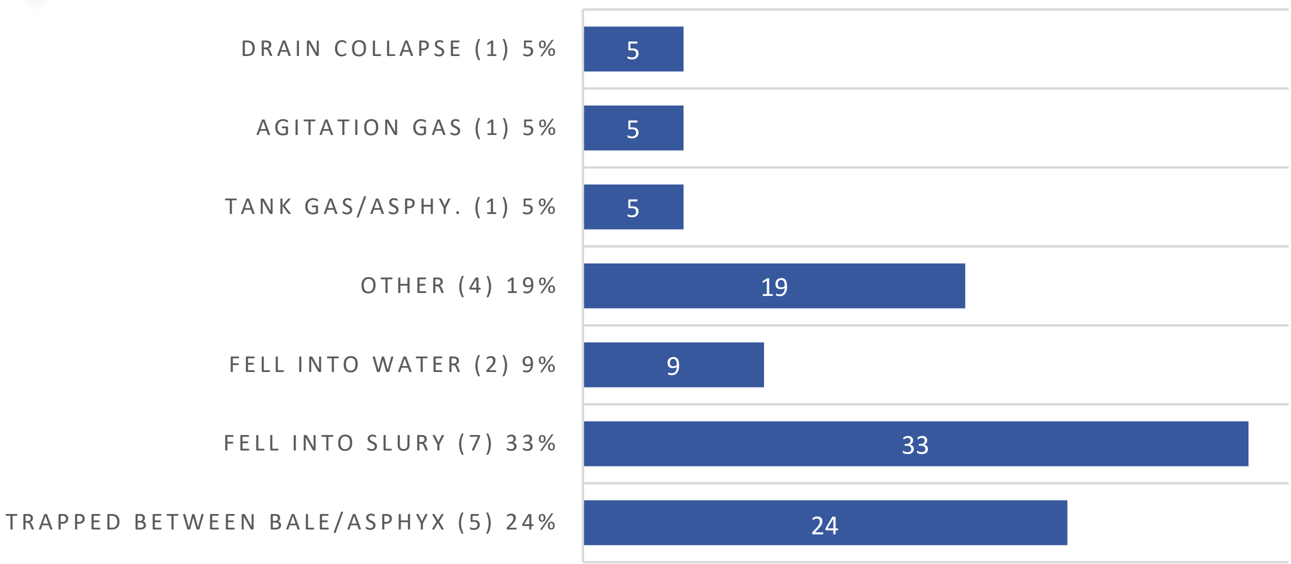


Deaths to Older Farmers (>65 years) 2011-2020 (45% of all fatalities)



Total 95

Deaths to drowning, gas/asphyxiation on farms 2011-2020 (10% of all fatalities)



Total 21

Section Six: Financial Accounts

Directors Responsibility Statement for the financial year ended June 30th 2020.

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, Chairperson & *Willie Fahey*, Director/Treasurer.

Embrace FARM
Farm Accident Support Network

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Embrace FARM Company Limited by Guarantee ('the company') for the financial year ended 30 June 2020 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and notes to the financial statements, including the 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 2020 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 described below 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 the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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 course of 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

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

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited. In our opinion the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the company. We have nothing to report in this regard.

Respective responsibilities - 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 in accordance with the applicable financial reporting framework that 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, if 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <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.

David Walsh

for and on behalf of **O'NEILL FOLEY UNLIMITED COMPANY**

Chartered Accountants and Registered Auditors

Patrick's Court, Patrick Street, Kilkenny

22 April 2021

Statement of Financial Activities

For the financial year ended 30th June 2020

	Notes	Restricted Funds €	Unrestricted Funds €	Total 2020 €	Total 2019 €
Income	5				
Donations and legacies		-	99,720	99,720	106,954
Charitable activities		-	-	-	-
Other income		-	-	-	-
Total income		-	99,720	99,720	106,954
Expenditure					
Raising funds	6	-	7,358	7,358	3,165
Charitable activities	7				
Bereavement services		-	54,663	54,663	30,542
Resilience services		-	37,644	37,644	13,281
Other		-	-	-	-
Total expenditure		-	99,665	99,665	46,988
Net income / (expenditure) and net movement in funds for the year	-	55	55	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 22 April 2021 and signed on its behalf by:

Brian Rohan
Director

William Fahey
Director

Balance Sheet

As at 30th June 2020

	Notes	2020 €	2019 €
Fixed Assets			
Tangible assets	12	**544**	734
Current Assets			
Cash and cash equivalents		**114,577**	116,489
Creditors: Amounts falling due within one year	13	**(12,150)**	(14,307)
Net Current Assets		**102,427**	102,182
Total Assets less Current Liabilities		**102,971**	102,916
Funds of the charity			
Restricted funds		**1,000**	1,000
Unrestricted funds		**101,971**	101,916
Members' Funds		**102,971**	102,916

The financial statements have been prepared in accordance with the provisions applicable to companies 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 22 April 2021 and signed on its behalf by:

Brian Rohan
Director

William Fahey
Director

Reconciliation of Members Funds

As at 30th June 2020

	Restricted funds €	Unrestricted funds €	Total €
At 1 July 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
Surplus for the financial year		55	55
At 30 June 2020	**1,000**	**101,971**	**102,971**

Cashflow Statement

For the financial year ended 30th June 2020

	Notes	2020 €	2019 €
Cash flows from operating activities			
Surplus for the financial year		**55**	20,909
Adjustments for: Depreciation		**183**	183
		238	21,092
Movements in working capital:			
Movement in creditors		**(2,157)**	7,401
Cash (used in)/generated from operations		**(1,919)**	28,493
Cash flows from investing activities			
Payments to acquire tangible fixed assets		**7**	(917)
Net (decrease)/increase in cash and cash equivalents		**(1,912)**	27,576
Cash and cash equivalents at beginning of financial year		**116,489**	88,913
Cash and cash equivalents at end of financial year	**18**	**114,577**	116,489

Notes to the Financial Statements

For the financial year ended 30th June 2020

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 2020 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.

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.

Embrace FARM
Farm Accident Support Network

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: -

	2020	2019
	€	€
Fundraising	42,992	72,226
Donations	56,728	34,728
	99,720	106,954

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

	2020	2019
	€	€
Unrestricted costs:		
Promotion Awareness	7, 358	5,919

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:

	Bereavement services €	**Resilience services €**	**Total 2020 €**	Total 2019 €
Direct costs				
Family & bereavement services	**22,396**	**-**	**22,396**	7,755
Accident survivor services	**-**	**7,156**	**7,156**	11,098
Resilience conference	**-**	**1,900**	**1,900**	5,252
	22,396	**9,056**	**31,452**	24,105
Support costs (see note 8)	**28,424**	**24,938**	**53,362**	51,030
Governance costs (see note 9)	**3,843**	**3,650**	**7,493**	4,991
	54,663	**37,644**	**92,307**	80,126

SUPPORT COSTS

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

	Bereavement services €	**Resilience services €**	**Total 2020 €**	Total 2019 €
Insurance	**924**	**923**	**1,847**	1,664
Telephone	**15**	**15**	**30**	60
Print, post & stationary	**1,691**	**725**	**2,416**	3,194
Administration	**7,559**	**5,039**	**12,598**	13,470
Business development	**18,235**	**18,236**	**36,471**	32,642
	28,424	**24,938**	**53,362**	51,030

OPERATING SURPLUS

	2020 €	2019 €
Operating surplus is stated after charging:		
Depreciation of tangible fixed assets	**183**	183

EMPLOYEES

There were no employees in the financial period.

GOVERNANCE COSTS

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

	Bereavement services €	Resilience services €	Total 2020 €	Total 2019 €
Training and development	**(1)**	**(1)**	**(2)**	1,485
Strategic Planning	**2,349**	**2,350**	**4,699**	-
Accountancy and Audit	**1,064**	**871**	**1,935**	3,046
Bank charges	**56**	**55**	**111**	22
Subscriptions	**283**	**284**	**567**	255
Depreciation	**92**	**91**	**183**	183
	3,843	**3,650**	**7,493**	4,991

TANGIBLE FIXED ASSETS

	Fixtures, fittings & equipment €	Total €
Cost		
At 1 July 2019	917	917
Additions	(7)	(7)
At 30 June 2020	910	910
Depreciation		
At 1 July 2019	183	183
Charge for the financial year	183	183
At 30 June 2020	366	366
Net book value		
At 30 June 2020	544	544
At 30 June 2019	734	734

CREDITORS

	2020	2019
Amounts falling due within one year	**€**	€
Accruals	**12,150**	14,307

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

	2021	2019
	€	€
Cash and bank balances	*114,577*	*116,489*

APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 22 April 2021

EMBRACE FARM COMPANY LIMITED BY GUARANTEE SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2020 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 2020

	Schedule	2020 €	2019 €
Income		99,720	106,954
Gross surplus Percentage		100.0%	100.0%
Overhead expenses	1	(99,665)	(86,045)
Net surplus		55	20,909

SCHEDULE 1 : OVERHEAD EXPENSES

For the financial year ended 30 June 2019

	2020 €	2019 €
Administration Expenses		
Training and development	**(2)**	1,485
Insurance	**1,847**	1,664
Strategic planning	**4,699**	-
Printing, postage and stationery	**2,416**	3,194
Advertising	**2,118**	1,606
Telephone	**30**	60
Promotional awareness	**5,240**	4,313
Family & bereavement services	**22,396**	7,755
Accident survivor services	**7,156**	11,098
Resilience conference costs	**1,900**	5,252
Professional services - administration	**12,598**	13,470
Professional services - business development	**36,471**	32,642
Accountancy	**(21)**	1,096
Bank charges	**111**	22
Subscriptions	**567**	255
Auditor's remuneration	**1,956**	1,950
Depreciation of tangible fixed assets	**183**	183
	99,665	86,045

Section Seven: Future Plans

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

1 ***Implementation of its strategic plan as set out in 2020, working with the board of directors, HR Advise and the current staff to bring the plan into fruition over the next 3 years.***

2 ***Service Development** – to expand the reach of the Embrace FARM services to include all types of sudden traumas on farms.*

3 ***Funding** – implement a funding plan that brings better stability into how funding is gathered for Embrace FARM.*

4 ***Governance** – implement the governance code to the level of full compliance for 2021.*

5 ***Effectiveness/Efficiency** – continually gather feedback from the people we help to navigate our services and how they are delivered especially during the Covid-19 pandemic.*

6 ***Additional Changes** – with the review and feedback from the above stages we will carry out a continued 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	Willie Fahey
Brian Rohan	Willie Fahey
Chairperson	**Joint Treasurer**

7 ways for helping others grieve from traumatic deaths

1. Acknowledge the loss – give your condolences. It does not matter how well you know the bereaved or loved one lost, just reach out to them in their grief.

2. Do not try to take away what they are feeling – it is their journey

3. Focus on the person grieving – do not compare it to your own experiences. Allow the person to navigate their own grief.

4. Never rush the process – there is no timeline 'get over it' or 'move on' from what the person is experiencing.

5. Sit with the tears and silences – expressing emotions is necessary. Being with a person during these times does not need to be filled with words.

6. Be as helpful as you can – lend a helping hand – tell the grieving person what you can do for them rather than simply saying 'let me know what I can do'.

7. People who grieve tend to forget themselves – send them a gift basket or do a task that will give them space to help themselves. You cannot do it for them.

Embrace FARM

Farm Accident Support Network

085-7709966

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@EmbraceFARM

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