



# NEWSLETTER

## STRESS MANAGEMENT EDITION

*"Shake the belief that success requires burnout-levels of work"*  
-Farm Credit Canada



### THE 4 A'S OF STRESS MANAGEMENT

#### Avoid - Alter - Adapt - Accept

(Robinson, 2023)

- **Avoid** unnecessary stressors
  - Learn to say "no".
  - Know your limits and stick to them!
- **Alter** the situation
  - Express feelings instead of bottling them up.
  - Look at alternate ways of thinking about the situation.
- **Adapt** to the stressor
  - Identify the main stressors.
  - Adjust your expectations.
- **Accept** the things you cant change
  - Identify and focus on what you can control.
  - Engage in healthy coping mechanisms.

### STRESS MANAGEMENT TIPS

(Health Canada, 2008; Robinson, 2023)

1

#### IDENTIFY THE PROBLEM(S)

- What is causing your stress? (work, relationships, money etc.)
- Is the stress a surface problem or a deeper one?

#### WORK ON SOLUTIONS

- Brainstorm ways to relieve the problem.
- Take control of problems that can be managed.
- Talk with a professional (health or financial).

2

3

#### CONNECT WITH OTHERS

- Confide in good listeners that you trust.
- Strengthen bonds with liked minded farmers.
- Remember there is so much strength in opening up to others.

#### CUT OUT UNHEALTHY HABITS

- Avoid binge eating, smoking, drinking, and over sleeping.
- Physical activity is a great way to reduce stress.
- Find habits that make you feel calm and in control.

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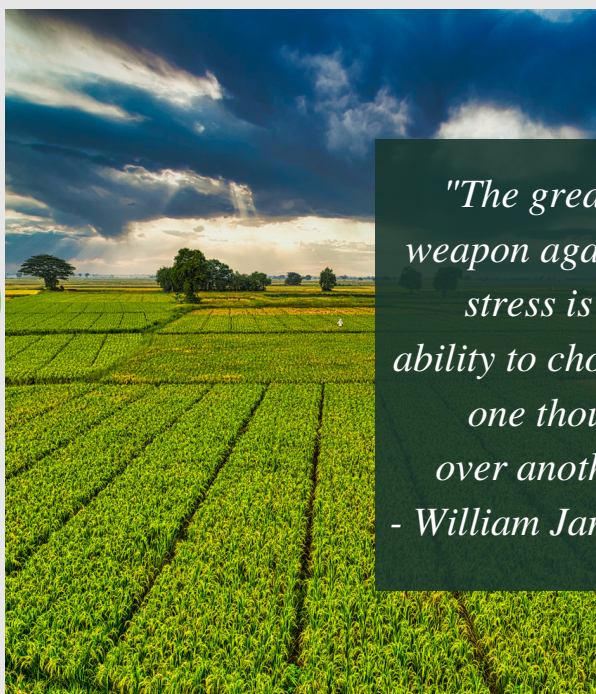
#### CLEAR YOUR MIND OF ANY PROBLEMS

- Identify what works best for YOU.
- Engage in these activities and connect with people that help distant your stressors from your life.

#### DONT BE TOO HARD ON YOURSELF!

- Reflect on your use of self-talk: "I Can't, I Should."
- Reframe this self talk to: "I am doing the best I can right now, It will be okay."

6



*"The greatest weapon against stress is our ability to choose one thought over another"*  
- William James

# FARM SUCCESSION PLANNING

2023

| S.H.E.D. NEWSLETTER



## Succession Planning Process



## WHAT IS SUCCESSION PLANNING?

"Farm succession planning is the planning and implementation of strategies to transfer labour, knowledge, skills, management control, decision making and ownership of a farm to the next generation" (Government of Ontario, 2020).

### 5 STEP GUIDE TO A SUCCESSFUL SUCCESSION PLAN

- 01 Identify the Transition Timing
- 02 Take Stock of Current and Future Values
- 03 Visualize an Ideal Transition
- 04 Prepare for the Transition
- 05 Have a Contingency Plan and Review Consistently

(Tall Oak Capital Advisors, 2023)

### FARM LIFE FINANCIAL & OFA PARTNERSHIP

OFA and Farm Life have created a partnership to offer OFA members preferred rates for succession planning services

Farm Life has a team of professional experts who collaborate with your current advisors to build a succession plan for your family farm. Farm Life provides financial assessment, business planning, financial sustainability and a succession plan that protects both the family harmony and the legacy of the farm.

(Ontario Federation of Agriculture, 2023)

### FARM SUCCESSION PLANNING GUIDE

The Farm Succession Planning Guide is an excellent resource that has been created to better support and inform farmers and their families.

Step by step guide on how to be prepared and how to have a successful plan below:

<https://files.ontario.ca/omafra-pub-70-farm-succession-planning-en-2020-07-17.pdf>



(Government of Ontario, 2020)

GET IN TOUCH WITH US

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# AGRICULTURE RELATED FATALITIES

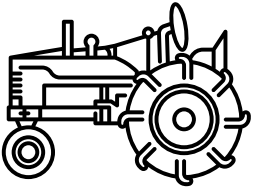
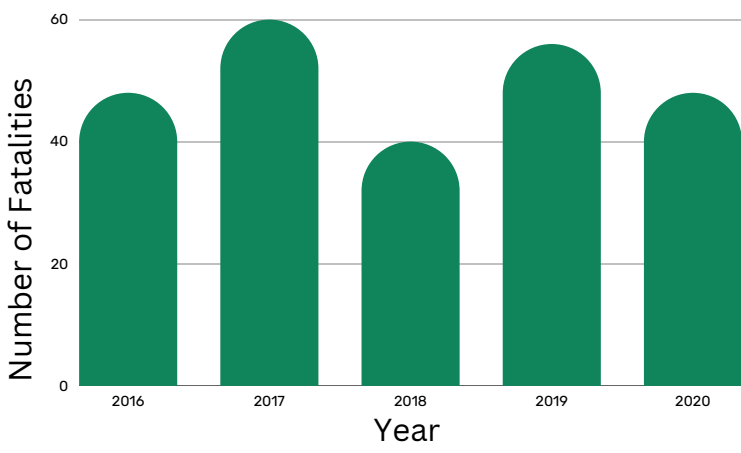


Canada vs. United States & Australia

## IN CANADA

# 2,814

Agriculture-Related Deaths between 1990-2020



44% of agriculture related fatalities are due to **TRACTORS**

fatal farm injuries occurred to **318** youth aged 0-14 1990-2022

**7 in 10** producers have had an agriculture related injury or close call

**ONLY**

**1 in 10** producers have written safety plans



# 58%

of agriculture related fatalities involve farm owners/operators



# 42%

of agriculture related fatalities involve hired workers, relatives, or others who live, work, or visit the farm



# 11%

of the total fatalities are children

## ROLLOVER & RUNOVER



are the top 2 causes of fatal agriculture related injuries with a total of 181 deaths between 2011-2020

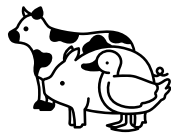
## IN THE UNITED STATES

# 167

Agriculture-Related Deaths in 2021 alone

# ONE THIRD

of fatal farm injuries were 6yrs or younger between 2015-17



**3.2%** of all workplace fatalities were agriculture related in 2021

Those aged **65+**

accounted for **42%**

of the crop production deaths in 2019

from the United States Department of Agriculture has been approved by the White House and is being used for the implementation of robust health and safety standards on farms and ranches

# \$65

# million

# \$20

# million

has been dispersed over the state of Victoria to target:

- farm safety
- farmer wellbeing initiatives
- agricultural skills programming

## IN AUSTRALIA

# 1584

Agriculture-Related Deaths between 2001-2020



## AGRICULTURE, FISHING & FORESTRY

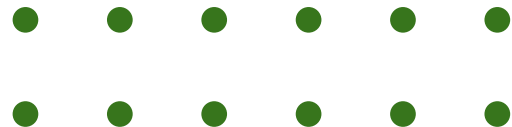
have the highest frequency rate of serious claims and incidence reports (20.2 per 1000 employees)

# 33/169

workplace fatalities were in agriculture/fishing/forestry in 2022

## FARMSAFE AUSTRALIA

a risk management approach to assist the farming community to reduce risk of injury and death and to reduce the costs associated with the high injury and death rate.



# LIFE AFTER

# RETIREMENT

## The Transition to Retirement Can Be a Period of Unknown. Here Are Some Tips for a Smooth Transition:

(Froese, 2020)

- Discover New Hobbies. Hobbies are a great way to make social connections and create purpose in a day. Some hobby examples include:
  - Mentoring others in the skills you possess
  - Creating a "side hustle" that is appropriate for your physical state
  - Golfing/meeting with friends on a regular basis
- Volunteer
  - Organizations such as 4-H Canada could be a great example as it is an agriculture based organization.
- Take Time to Travel
  - We understand that as a farmer vacation is not often possible during the working years. Retirement is the perfect time to travel.
- Spend Time With Family
  - Retirement can be an excellent time to reconnect with family and contribute in ways such as looking after grandchildren or pets.



Men's Sheds is a community-based organization that provides a safe and friendly environment where men can work on meaningful projects, at their own pace, in their own time, in the company of other men.

Men's Sheds is a great place for retired men to join together and form meaningful social connections.



## If Retirement is Not in the Cards For You Try "Reinventing Your Role on the Farm"

(Froese, 2020)

Hopefully by this time in your career a succession plan has been made. Succession plans are the "implementation and planning of strategies to transfer labour, knowledge, skills, management control, decision making and ownership of a farm to the next generation" (Government of Ontario, 2020). This plan could also involve notes on how you will retire and your role once this transition occurs.

"Reinventing your role on the farm" may involve:

- Passing large roles on to your planned successor
- Keeping small roles that fit your physical capabilities
- Taking time away from the farm
  - Plan a vacation
  - Engage with local community
  - Connect with other retirees
  - Create a weekly routine that does not always involve the farm



S.H.E.D. Talks is a great resource that can be used for retired farmers. Gateway's S.H.E.D. Talks project focuses on building connections and empowering an agricultural community in Huron and Perth County. Further, it focuses on the goal of reducing social isolation and lessening the daily stressors that farmers experience.





# MAINTAINING STRONG CONNECTIONS

## HEALTHY SOCIAL CONNECTIONS



A common form of socializing in agriculture is through alcohol consumption. However, this is a harmful habit that can result in declined wellbeing and is also not something all farmers enjoy which can cause result in isolation (Reithmuller et al.,2023).

**Here are a few tips on how to create meaningful soical connections in a healthy way**

### Find People Who Share Common Interests

- Determine what you like and what you would like to know more about.
- Reach out to people who interest you

### Be Careful With Expectations

- dont have a specific goal or objective in mind
- focus on being present with the connection experience

### Know Your Boundaries

- its ok to set boundaries and communicate them
- if overwhelmed, take a step back and pause

(Canadian Agricultural Safety Association, 2022)

