

Gaelic Players Association



Annual Report 2017



Contents

Chairman's Introduction	page 5
Player Development Programme	page 6
Player Welfare & Representation	page 14
Players Contributing to Society	page 18
Leadership Development	page 20
Our work in the USA	page 24
Our Work with other Athlete Bodies	page 26
Financial Highlights & Governance	page 28
Directors' Report & Financial Statements	page 33

GAELIC PLAYERS ASSOCIATION

Gaelic Players Association
Unit 27 Northwood House
Northwood Business
Campus
Santry, Dublin 9, Ireland

Tel: +353 1 857 5686
www.gaelicplayers.com



Design by John Regan at
Junior Creative Solutions
juniorcreative.ie

Gaelic Players Association

National Executive Committee



Paul Flynn
Secretary



Ronan Sheehan



Philip Greene



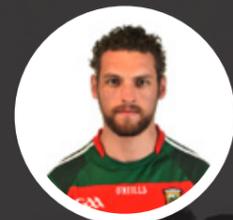
Stephen McDonnell



Collie Moran



Brendan Maher



Tom Parsons



Alan Kerins



Eoin Price



Donal Óg Cusack



Brian Mulvihill



Neil McManus



Keith Rossiter



Ronan Sweeney



Noel Connors



Aidan Forker



Cathal Cregg



Colm Begley



Seán Murphy



Fergus Clancy



John Glennon



Séamus Hickey
Chairman



David Collins
President

Chairman's Introduction



Introducing our new CEO

I'm happy to say that 2017 was a year of significant progress for the GPA. The association continues to grow and serve its players. Our members routinely give everything to our national games and they deserve to be fully supported in their efforts in their playing careers and beyond. To that end we built on previous achievements, embarked on some new initiatives and developed a strategic plan for 2017 - 2019 designed to ensure the Association is well prepared to grow, develop and anticipate future issues and demands in delivering the best possible service to our members.

Following on from last year's milestone agreement with the GAA on player welfare we have made further improvements throughout 2017. These include the introduction of a past player medical and surgical intervention fund, achieving an increase in numbers engaging with welfare and development programmes and the appointment of more player engagement officers meeting directly with squads.

All of these services and initiatives help players past, present and future thrive on and off the field by helping unlock their full potential and build a solid foundation for personal and professional growth.

Of course none of this would be possible without the tireless dedication of those who design and deliver these programmes so I want to extend my thanks and appreciation to them on behalf of all who benefit from their work.

2017 also saw the great success of several events hosted by the GPA. The Fifth Annual Former Players Lunch was held in Croke Park in September with Eddie Kehir (Kilkenny Hurling) and Brian McEniff (Donegal Football) as the honourees for their outstanding career achievements. Our annual New York Gala Dinner was held in October and a new event The Boston Gala Dinner took place in April. Organised with the support of the Boston Friends of the GPA and held in the iconic State Street Building. Both dinners proved to be not only thoroughly enjoyable evenings but also raised crucial funding for our Player Development Programmes.

November 17th saw the Super 11's Hurling games held at Boston's Fenway Park Baseball Stadium. This modified version of hurling, with just 11 players on each side, is the brainchild of the GPA and designed to enable the game to expand to new areas with smaller pitches. A crowd of 29,467 attended to watch Galway, Dublin, Clare and Tipperary compete. Clare were the winners in a final against Galway which provided great entertainment as well as showcasing the very best in hurling skills.

The Super 11's games were project managed by Stephen McDonnell and Tom Barry. It was a huge task in both organisation and co-ordination and I want to thank them both for delivering such a hugely successful and enjoyable event.

Outside of these high profile formal events our players continue to engage with their

local communities in supporting charities, volunteer work and engaging with local sports partnerships. Much of this work is low key but nonetheless impactful and important so I want to recognise and express my admiration and gratitude on behalf of the GPA for all players who give their time in this way. I also want to thank all the GPA staff and volunteers whose commitment to the work of the Association have made the successes and progress achieved in 2017 possible.

Finally I would like to acknowledge the contributions of three senior colleagues who left us in 2017 either through retirement or to move on to new roles. COO Aidan Gordon retired and Head of Player Development Siobhan Earley moved on to a new role as CEO of "Compete with Passion". Finally I want to thank our CEO Dermot Earley for his unstinting commitment to the GPA and to our members during his time as our President and as our CEO. Dermot has left the GPA to return to the Defence Forces. On behalf of everyone in the GPA, I want to wish him every success for the future and we look forward to his continued support.



I'm delighted on behalf of myself, the Board and the National Executive Committee to welcome Paul Flynn as our new CEO. Paul will take up the role in September 2018.

Paul, a five time All Ireland winner with the Dublin Football team, has been a member of the GPA's National Executive Committee since 2012.

His business experience, along with outstanding sporting achievements and proven leadership skills are the exact blend of qualities required to steer the GPA to future success in developing our Organisation to serve the needs of our members now and into the future.

We are all looking forward to working with him.



GPA Player Development Programme

1470 programmes delivered for 931 players in 2017

In 2010, the GPA introduced the Player Development Programmes (PDP) to help support players in every aspect of their lives on and off the pitch. Gaelic Games are an amateur sport, therefore it is critical that players have the necessary supports in place to ensure they can manage the demands of both their work and sporting careers.

Sometimes, in pursuit of success on the field, players may neglect other important aspects of their lives. This can impact on their relationships, health and education and off the field careers.

The PDP is in place to help ensure this does not happen by providing a range of bespoke programmes and services tailored towards helping players successfully manage the many different challenges they will encounter during and after their playing career.

The PDP focusses on four key areas of importance.

CAREER

Career Development

Business Start Up & Development

Presentation & Public Speaking

LIFE FOCUS

Personal Development Coaching Programme

Jim Madden GPA Leadership Programme

Financial Advice

EDUCATION

GPA 3rd Level Scholarship Programme

Enhanced Scholarships

Education & Training Fund

Education Advice

HEALTH & WELLBEING

24/7/365 Counselling Programme

Residential Treatment Programme

The GPA's Player Development Programmes can assist our members to maximise their potential and opportunities off the field. Players benefit from utilising the many programmes which are available to them, throughout and after their playing careers. We provide professional development to inter-county players in their careers, education and lifestyles and assist elite athletes in coping with the transition out of active sporting competition.

Personal Development Coaching

The GPA Personal Development Coaching Programme builds the foundations for personal and professional growth, through developing the individual's emotional intelligence. Players are allocated a personal development coach, with whom they work on a one to one basis. Personal strengths are explored and discussed, while developing a plan to manage the demands of a dual-career. Players become motivated, empowered and equipped to become their personal best.

Career Development

The objective of the Career Development Programme is to place our members in the strongest possible position, to achieve a role in a sector of their choice. Inter-county players are extremely talented individuals, who possess numerous high-valued and transferrable skills.

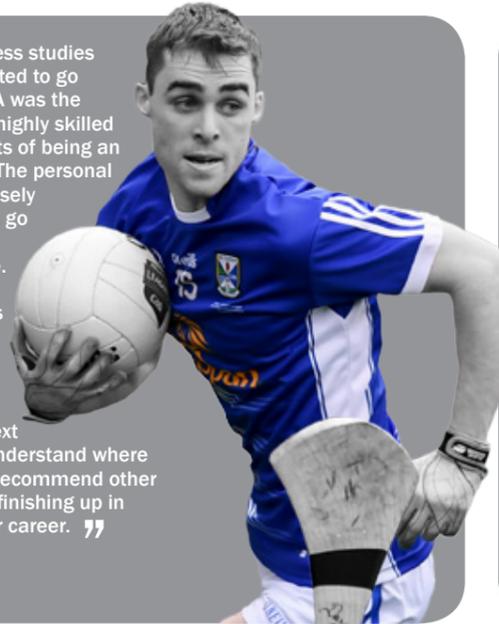
This service increases a candidate's confidence and capabilities of securing employment. Practical applications include developing and tailoring the CV, helping to highlight a player's strengths and competencies. Interview skills can also be prepared, practiced and mastered to illustrate the ability, experience and skillsets of our members.



Player Testimonials

“Coming to the end of my international business studies degree, I was unsure as to what direction I wanted to go in with my career. Getting in touch with the GPA was the best decision that I made, to be able to talk to highly skilled professionals who understood the commitments of being an intercounty footballer was of huge help to me. The personal development coach that I met with was immensely helpful. I had a rough idea of where I wanted to go with my career, however to get the opinion of experienced professionals put my mind at ease. I now know what further studies I will complete and what sectors I would like to work in, thanks to the numerous 1:1 meetings and phone calls with my personal development coach. I am currently completing an internship in Ernst & Young and I will return to further studies in September, with the hope of beginning work next year. The guidance of the GPA allowed me to understand where I want to go with my career and I would highly recommend other players to avail of the service, especially those finishing up in college, or those unsure of the direction of their career.”

CONOR BRADLEY
Cavan Football



“Working 60 hours and covering almost 3000km a week as a sales rep, constantly racing to get to training and life in general just felt like it was going too fast. I reached out to the GPA, they put me in contact with a Personal Development Coach. In 1:1 sessions with this amazing coach he determined what my strengths and weaknesses were and helped guide me in the direction I wanted to go. Whilst continuing my sales career I now look forward to becoming a physical therapist. Away from my obvious passion for GAA, I also have a passion for recovery and how the body works, with tremendous support from the GPA I will one day have a career in this industry.”

DAVIN FLYNN
Donegal Hurling



“After working as an electrician post school and never being anyway happy or settled in my job, I reached out to contact the GPA for advice to help me figure out where I wanted my career to go and have a successful future, and more importantly be happy going to work every day and excelling in a chosen profession. I always wanted to be involved within a business environment and following 1.1 meetings with a career guidance officer I finally found a path on which to start. Being 27, going back to college to study was daunting but I soon realised what would be at the end of it if I just worked hard. I left college with an honours degree in Business Management, and am now working as a corporate account manager in a multi-million euro company and dealing with high profile customers and the type of figures I never thought I would have the ability to. Only for the GPA's continuing encouragement and guidance none of this would have been possible.”

DEREK McNICHOLAS
Westmeath Hurling



“As I have progressed through my career, I have realised what huge value, and how important a Curriculum Vitae (CV) is as a tool for promoting yourself in your work life. I recently availed of the Career Development Programme service provided by the GPA as I wanted to work on my CV and develop this into a more professional document. I met with Fiona who spent a lot of time with me going through my current CV, career to date and my goals. Fiona was so professional and approachable and we freely discussed the details of my CV and where I wished to go career-wise. After a few discussions, Fiona delivered an impeccable CV, tailored exactly to my needs and aligned with my specific career objectives. The process was seamless and easy, and I now have an excellent CV which can be used at a very high level for all job opportunities going forward. I would highly recommend anyone to meet with one of the GPA's Career Development Coaches, whether you are starting out and trying to figure out what it is you want to do, or if you are simply at a crossroads in your career, its' such a fantastic service.”

KILLIAN YOUNG
Kerry Football



I am currently a PE teacher and love my job very much but I have also had an ambition to work with people on a one to one basis and help them overcome any challenges they are going through. Counselling and Psychotherapy was always a field that interested me even before the coverage that mental health is currently now receiving. I had received counselling in the past and found it a very empowering process which really cemented my ambition to pursue it as a career along with teaching. With the way the academic year is set up I believe I can merge the two roles of teaching during the day and counselling in the evenings. I reached out to my GPA rep and within a few days I was working with a Personal Development Coach who worked with me in a very supportive manner helping me to choose a course that had the relevant accreditation and standards. I am now currently commencing the final year of my degree which is very demanding but enjoyable. As this course is done on evenings and weekends my Personal Development Coach was also excellent in helping me with time management and planning. Overall the GPA were a massive support to me and it doesn't matter whether you are a division four player or serial all Ireland winner, you all have access to the exact same resources and supports.”

LUKE BREE
Sligo Football



“In 2014, when I finished my Undergraduate Degree, I was at a crossroads in my life. I was unsure about the direction my career was heading and I decided to engage with the GPA's Player Development Programme. I can safely say that it was one of the best decision's I made in my life. Meeting with a coach on a 1 to 1 basis has provided me with the guidance and direction that I needed. I went back to college and undertook a Master's Degree in Marketing. Without the support and guidance of the GPA at the time, I would not be where I am today in my career. After completion of my Master's Degree I decided to further engage with personal development coaching and explored the idea of applying for the GPA Jim Madden Leadership Programme. This programme has been a wonderful learning experience for me and I wouldn't have applied for it without the guidance and advice from the GPA. I would encourage any GPA member to avail of the Player Development Programmes as they could change your life. It certainly has changed mine.”

MARTIN FITZGERALD
Kildare Hurling



Programme & Player Engagement

Business Start Up & Development
12 Programmes | 11 Players

Career Development
146 Programmes | 142 Players

Education Advice
17 Programmes | 13 Players

Education and Training Funding
133 Programmes | 129 Players

Enhanced Scholarships
8 Programmes | 8 Players

Financial Consultation
40 Programmes | 36 Players

GPA Madden Leadership Programme
17 Programmes | 17 Players

GPA Personal Development Coaching
296 Programmes | 280 Players

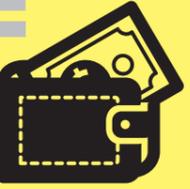
Personal Case Management
262 Programmes | 247 Players

Presentation and Public Speaking
28 Programmes | 23 Players

Scholarship
511 Programmes | 508 Players

Grand Total
1470 Programmes | 1414 Players

In total, 931 individual players availed of PDP programmes



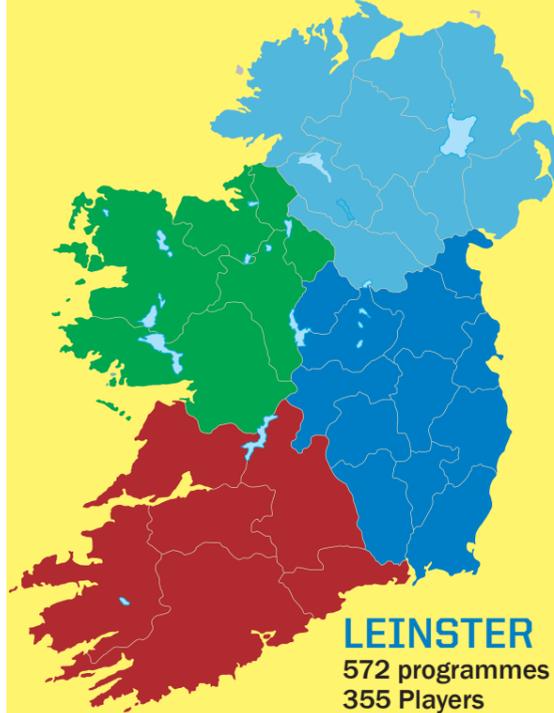
Programme Breakdown by Province

CONNACHT

245 programmes
151 Players
10 Total Squads

ULSTER

326 programmes
217 Players
18 Total Squads



LEINSTER

572 programmes
355 Players
24 Total Squads

MUNSTER

312 programmes
195 Players
12 Total Squads

OVERSEAS

15 programmes
13 Players
5 Total Squads

Football Breakdown by County

822 Programmes
505 Players

	Business Start Up & Development	Career Development	Education Advice	Education and Training Funding	Enhanced Scholarships	Financial Consultation	Jim Madden GPA Leadership Programme	Personal Development Coaching	Personal Case Management	Presentation and Public Speaking	Scholarship	Grand Total
Antrim		1		6			1	2	1		9	20
Armagh			1	3				4	4	4	7	23
Carlow		3		3		1	1	5	4		6	23
Cavan		3	1	1			1	7	5		8	26
Clare		3						1	3		9	16
Cork		2				2		5	6	1	6	22
Derry				4				1			12	17
Donegal		5		1		1		11	8		13	39
Down		3	1	4	1		1	8	9		3	30
Dublin	1	3		5	2			14	7	3	10	45
Fermanagh	3	2	1	3				4	4		3	20
Galway		4	1	1			1	10	6	2	7	32
Kerry				1		2	2	2	1	2	9	19
Kildare		1		3				4	3	1	12	24
Laois		2		1		1		2	4		9	19
Leitrim		5		1				5	5		10	26
Limerick		4		2				4	3		7	20
London				4				1	1		4	10
Longford		5	2	3			1	7	6		7	31
Louth		1		1		1		7	9		6	25
Mayo		2		3	1	1		7	10		7	31
Meath		9		3		2	2	11	12	1	9	49
Monaghan		1	2	2		1	1	10	5		11	33
Offaly		2		4		3		10	9		5	33
Roscommon		4		3				2	5	1	17	32
Sligo		4		2	1	1	1	8	5	6	8	36
Tipperary		3		3				5	4		7	22
Tyrone		1		2				3	2		6	14
Waterford		1						3	2	1	8	15
Westmeath		5		3				9	5	1	7	30
Wexford		1						4	3		9	17
Wicklow		2		1				5	4		11	23
Grand Total	4	82	9	73	5	16	12	181	155	23	262	822

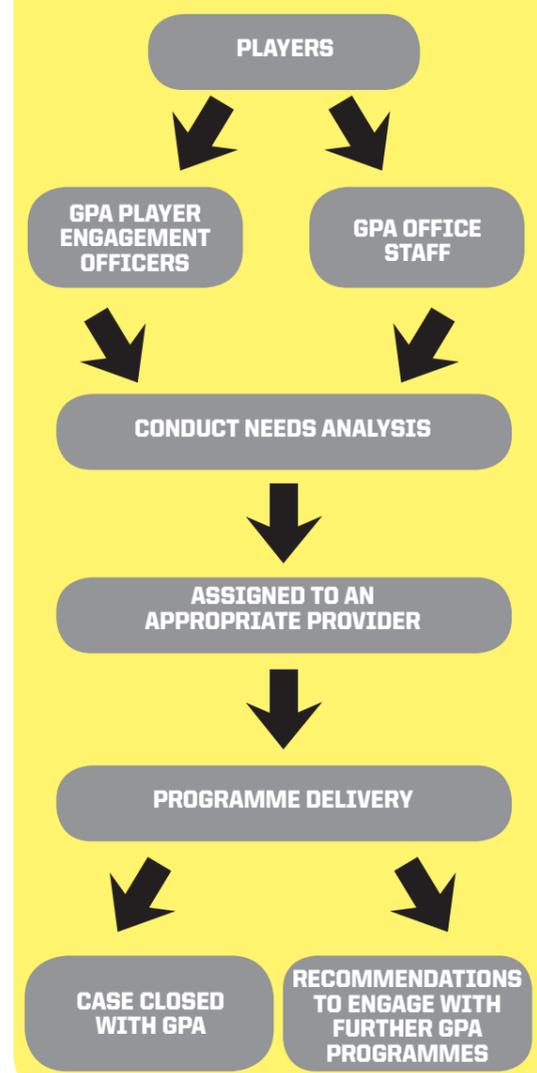
Hurling Breakdown by County

648 Programmes
426 Players

	Business Start Up & Development	Career Development	Education Advice	Education and Training Funding	Enhanced Scholarships	Financial Consultation	Jim Madden GPA Leadership Programme	Personal Development Coaching	Personal Case Management	Presentation and Public Speaking	Scholarship	Grand Total
Antrim								3	3			20
Armagh									1			10
Carlow								1	1			11
Cavan								1	1			7
Clare	1							8	4		1	39
Cork	1							2	4	4	1	27
Derry								2				14
Donegal								1	3			13
Down								1	4			10
Dublin	1							5	3	2	1	43
Fermanagh								1				10
Fingal											1	2
Galway								1	1	2	1	20
Kerry									2			18
Kildare								1	3	2		22
Kilkenny								2	5	1	6	42
Lancashire												2
Laois								2	1			30
Leitrim								1	1			14
Limerick								2	1	2		28
London								1				1
Longford								2	2			12
Louth								1				10
Mayo								1				13
Meath									1			7
Monaghan									1			12
Offaly									2	2		12
Roscommon								1	3			15
Sligo								1	3			30
Tipperary								1	2			11
Tyrone								7	1	4		53
Warwickshire								1				8
Waterford								1	3	1	2	33
Westmeath								1	1	1		18
Wexford								1	3	1	1	25
Wicklow								1	3	1	2	16
Grand Total	8	64	8	60	3	24	5	115	107	5	249	648

A Player's Journey

There are several ways that a player can avail of our services but here is the typical pathway



Player Testimonials

“I was extremely fortunate to be accepted on the WIT / GPA MBS Scholarship Programme. I am not sure if I would have been in a position to commit to a Masters programme due to the financial demands associated.”

By removing the financial demands, the scholarship allowed me to solely focus on reaching my potential throughout the year long programme as I did not have to manage a part time job on top of my already demanding sporting and academic schedule.”

PAURIC MAHONY
Waterford Hurling



“I was very fortunate to be accepted into the DCU/GPA Executive MBA scholarship programme. It was a course I always had a huge interest in doing but the financial cost associated with the MBA stopped me from previously applying. With the GPA scholarship it allowed me the opportunity to do the MBA without having to worry about the financial cost. It is a course I would highly recommend for anyone interested in meeting new people from all different business backgrounds and learning more about organizational management.”

BARRY MORAN
Mayo Football

“The MBA scholarship at DCU offered by the GPA is a fantastic opportunity and I was delighted to be selected for it. It is a sought after qualification that will be of great benefit to me at this stage of my career. The support from the GPA, not only financially but also throughout my first year of the course has made it possible. The MBA itself is a great learning experience and I look forward to the second year which includes an international trip to Hong Kong and China. I would definitely recommend the course and am extremely grateful for the opportunity provided by the GPA.”

CONOR MAGINN
Down Football



Programme Breakdown by Sport

FOOTBALL SQUADS

Squad	Programmes	Players
Antrim	20	16
Armagh	23	13
Carlow	23	13
Cavan	26	15
Clare	16	11
Cork	22	11
Derry	17	14
Donegal	39	21
Down	30	14
Dublin	45	30
Fermanagh	20	14
Galway	32	20
Kerry	19	13
Kildare	24	18
Laois	19	12
Leitrim	26	16
Limerick	20	16
London	10	8
Longford	31	17
Louth	25	14
Mayo	31	19
Meath	49	24
Monaghan	33	19
Offaly	33	18
Roscommon	32	19
Sligo	36	19
Tipperary	22	13
Tyrone	14	11
Waterford	15	10
Westmeath	30	19
Wexford	17	13
Wicklow	23	15
Grand Total	822	505

HURLING SQUADS

Squad	Programmes	Players
Antrim	20	14
Armagh	10	9
Carlow	11	9
Cavan	7	6
Clare	39	24
Cork	27	19
Derry	14	9
Donegal	13	9
Down	10	8
Dublin	43	24
Fermanagh	10	9
Fingal	2	2
Galway	20	12
Kerry	18	15
Kildare	22	13
Kilkenny	42	26
Lancashire	2	2
Laois	30	19
Leitrim	14	9
Limerick	28	18
London	1	1
Longford	12	9
Louth	10	6
Mayo	13	9
Meath	7	5
Monaghan	12	10
Offaly	15	10
Roscommon	30	18
Sligo	11	10
Tipperary	53	24
Tyrone	8	6
Warwickshire	2	2
Waterford	33	21
Westmeath	18	14
Wexford	25	15
Wicklow	16	10
Grand Total	648	426



Development, Welfare & Support 2008 - December 2017

PLAYER DEVELOPMENT PROGRAMMES

Business Start Up & Development
Career Development
Education Advice
Education and Training Funding
Enhanced Scholarships
Financial Consultation
Jim Madden GPA Leadership Programme
Personal Development Coaching
Personal Case Management
Presentation and Public Speaking
Scholarship

9,592
programmes

3,317
players

15,794
programmes

5,354
players

PLAYER SUPPORT PROGRAMMES

Benevolent Fund
Counselling Case Management
Personal Counselling
Residential Treatment Programme

664
programmes

650
players

5,538
programmes

3,046
players

PLAYER WELFARE PROGRAMMES

Cardiac Screening Programme
Gum Shield Programme



Player Welfare & Representation

PLAYER WELFARE

Player welfare is fundamental to the work of the GPA. A core objective of our 2017-19 Strategic Plan is to raise welfare standards for our members through a united player voice. Through the GPA Player Safety and Welfare Group (PSWG), which was established in 2016, progress was made in a number of areas throughout 2017.

Minimum Standards of Medical Care

As part of wider research into managing demands on players the PSWG engaged with the medical teams of all current inter-county squads to conduct an audit to establish the current standard of the strength and conditioning coaches who work with them and how they monitor the physical and psychological load placed on their players.

This led to the group devising a proposal which set out the minimum standards expected in the level of medical care provided to inter-county teams and in the qualifications and experience expected of strength and conditioning personnel.

This proposal was delivered to the GAA Medical Scientific and Welfare Committee in November 2017 by PSWG Chairman Dr Jim O'Donovan and Eamonn Murphy PSWG member and GPA Player Representation Manager.

Hip and Groin Research

In 2017 a three-year research programme began. Its purpose is to

determine the prevalence and severity of hip and groin pain in elite inter-county Gaelic football and hurling players. Input from all GPA members was sought and the programme was carried out in accordance with the internationally validated Thorborg Hip and Groin Outcome Score (HAGOS) measurement standard.

Preliminary findings from the first year of research are:

- Over one third of players experienced significant hip/groin pain in the last year

- 1 in 5 players have had a scan on hip/groin issues
- 7% of all players have had a surgical intervention

Anti-Doping Education

Following concerns raised with the GAA Medical Scientific and Welfare Committee in 2016 over the lack of anti-doping education provided to inter-county teams, the number of Sport Ireland trained education tutors was increased from 6 to 12 in 2017. This resulted in seminars being delivered

to 34 squads. By 2018 the GAA have committed to having a tutor in each county to deliver education to all inter-county panels.

Concussion

The PSWG worked closely with the GAA in drafting of the new Concussion Management Guidelines to ensure the appropriate protocols were in place for senior inter-county players. It is expected the final version of the guidelines will be published in 2018.

Wellbeing

The GPA provides both past and present members with access to a 24/7 confidential counselling service. The service has been run by Inspire Wellbeing (experts in the fields of psychiatry, psychology and psychotherapy) since 2008 and supports members with day-to-day wellbeing issues as well as those specific to managing the demands of maintaining simultaneous sport and work careers and coping with long term injury. These pressures can induce stress and anxiety which can lead to burn out, adjustment disorders, addictions, family issues and depression.



“ The Player Safety and Welfare Group is comprised of current and former players who have all played Gaelic games in the modern era and are working as health professionals with athletes. This provides us with a true understanding of the challenges inter-county players face juggling elite sport with work, college and life. We have a multidisciplinary team comprising of doctors, physiotherapists and strength and conditioning specialists. Our vision is to raise welfare standards through a united players voice to deliver a vibrant playing environment and experience for all players.

As the demands of our games increases, there is a responsibility on all associated within the inter-county game to ensure the environment players train and compete in is protected to minimise the physiological and psychological impact on players. Our philosophies are underlined by an evidence based approach through conducting our own research and keeping abreast of current literature in order to advise on optimal standards of care for our elite playing group. ”

DR JIM O'DONOVAN
Chairman Player Safety and Welfare Group and former Limerick Footballer



“The charter process with our squad and the GPA has been very beneficial for us as players. Engagement with the GPA has so many benefits for the players. The charter has helped to make players aware of the standardised approach towards mileage, nutrition allowance, gear and other positive player welfare aspects it represents. The GPA is a continued support that I greatly appreciate.”

EOIN DOYLE
Kildare Football



PLAYERS CHARTER

ESRI RESEARCH

In 2016 a three year plan for a Players Charter was introduced to address core entitlements and inefficiencies in the original 2002 document in relation to the administration of player expenses and the provision of training gear. An improved expense mechanism is now in place along with increased gear and ticket allowances for county players. An online expenses system is due to be introduced in 2018.

A review group was established to monitor the implementation of agreed actions over the three-year period of the Charter – to 2019.

Unfortunately, some issues were still reported in a number of squads throughout 2017 with non or late payment of travel expenses the most common issue. The GPA has provided support and advocacy to a number of players and squad reps to bring many issues to a satisfactory conclusion.

In 2017 the GPA and GAA commissioned an ESRI report on the demands being placed on inter-county players. The study will focus on three main areas:

- An overview of the demands placed on inter-county players
- The impact of these demands on players personal and professional lives
- The impact of these demands on players club involvement

Over 2000 members of the 2016 championship panels were given the opportunity to give their views and the report on this, the most extensive survey in GAA history, is due to be published in September 2018. This will be a vital body of research which will inform welfare standards and provisions in the inter-county game into the future.

GPA PLAYER ENGAGEMENT & TEAM MEETING ACTIVITY SUMMARY

Full Squad Visit	59
Team Manager Meeting	66
Individual Player Meeting	378
Former Player Meeting	23
Squad Rep Meeting	105
Backroom Staff Meeting	40

The GPA is committed to raising the standards of welfare and development for all our members. We believe the voice of the inter-county player is critical to help inform meaningful change by those who govern our games. Through extensive national engagement as outlined above, the GPA operates as an independent collective voice for members.

The profound nature of the challenges now facing our games calls for a strong, independent, professional and well-resourced response on behalf of the sport's most significant stakeholders.

COMPETITION STRUCTURE REFORM

A core objective of the GPA Strategic Plan 2017-2019 is for a revamped master fixture calendar for both football and hurling to be delivered through a united player voice. 2017 brought significant policy and structural changes in both the football and hurling championships which were passed at GAA Congress.

In February, following extensive consultation with all inter-county squads, 70% of teams voted to reject the GAA's new 'Super 8's' Football Championship Proposal. The proposals however, were subsequently passed.

The GPA did support the proposals to reformat the All Ireland Senior Hurling Championships which were passed at Special Congress in August. Over 70% of Liam MacCarthy Squads were in favour of these changes. There was however, less support from squads competing in the lower tiered competitions with less than 40% of squads polled voting in favour of change. Following a number of recommendations put forward by the GPA, a revised version of the proposal was passed at Special Congress.

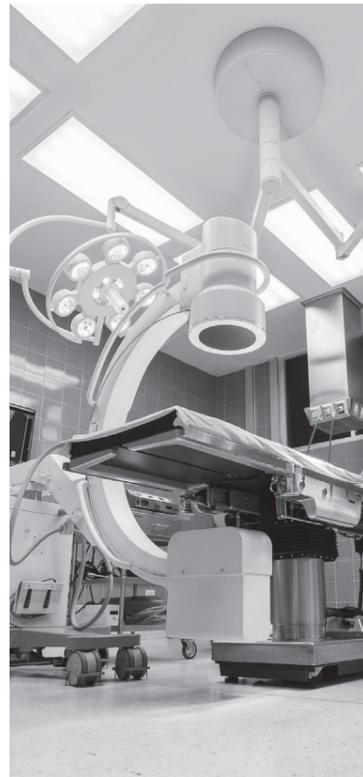
Although 2018 will see changes to both our football and hurling championships, further changes are required to reduce the growing demands placed on inter-county players. The GPA will review the impact these changes will have on our members both on and off the field in 2018 and ensure the voice of the player is heard by those who influence our games.

The GPA is committed to working collaboratively with all invested bodies to deliver a more cohesive playing calendar for all players.

PAST PLAYER MEDICAL & SURGICAL FUND

Following the last agreement with the GAA in 2016, the Past Player Medical & Surgical Intervention Fund was established. The Fund was set up to assist former senior inter-county players who may require medical or surgical intervention arising from their involvement with their relevant County team.

2017 was the first year in which the fund was operational and support was provided to nine players to assist with the costs of surgical procedures.



Gaelic Players Association



Annual Report 2017



Players Contributing to Society

SOCIAL ACTION PROGRAMME

Inter-county players work hard at being positive role models for their communities.

The GPA's Social Action Programme helps harness and focus that collective commitment by supporting a number of charitable and community initiatives which benefit communities locally and nationally.

Some key projects from 2017 were:

CHILDHOOD CANCER FOUNDATION

The Childhood Cancer Foundation is Ireland's National independent body for raising awareness and providing support and services for children and families affected by this disease.

In 2017 over 50 inter-county players took part in the Foundation's Beads of Courage Campaign. Each player received two 'Beads of Courage' which they pinned to their gear bags throughout the summer for the Hurling and Football Championships. The players then gifted a bead to a child in treatment as a symbol of their strength and courage.

Participants took a 'selfie' with the beads and posted it on social media to raise awareness of the campaign and the work of the Foundation. Players and members of the Childhood Cancer Foundation were joined by children and staff of Our Lady's Children's Hospital Crumlin on St John's Haematology/Oncology ward to launch the Campaign visiting and offering support to the children on the ward.

RNLI RESPECT THE WATER

GPA members also lent their support to the RNLI and GAA's "Respect the Water" campaign aimed at reducing the number of people who lose their lives through drowning in Ireland. Each year an average of 28 people drown accidentally around the Irish coast. Stories of personal experiences with the sea or inland waters brought the message to a wide audience and ultimately helped save lives by using players' profiles and standing in the community to share safety messages with local and national audiences.



GAELIC VOICES FOR CHANGE

Gaelic Voices for Change is a recently formed social action movement made up of current and former inter-county GAA players, both men and women, from the 32 counties of Ireland.

The members are a diverse group, with different experiences and perspectives, with shared passion for the health and wellbeing of their communities and society and a desire to take a more active role in leading positive change. They feel that the GAA embodies the spirit of community and they want to use their profile to support others, especially the most vulnerable in Irish society.

The group first came together in October 2017, facilitated and supported by the Gaelic Players Association (GPA), to explore what more players can do in their communities. Since then the group expanded, going from a small core group of 20, to almost 300 people involved, including the players from the Women's Gaelic Players Association (WGPA).



SOLIDARITY SLEEP OUTS

On December 16 2017, Gaelic Voices for Change held their first awareness raising event - solidarity sleep-outs in 13 towns and cities to raise awareness of and promote action to combat the growing problem of homelessness throughout Ireland. Sleep-outs were held in Dublin, Galway, Cork, Limerick, Belfast, Carlow, Naas, Portlaoise, Sligo, and Wexford. They also took place internationally in Boston, New York and Quebec.

All funds raised (over €208,000) went directly to homeless charities north and south including the Peter McVerry Trust, DePaul, the Simon Communities, Focus Ireland, The Capuchin Day Centre, Cope Galway, Thomond House and Novas in Limerick, as well as the Welcome Organisation in Belfast. The events received widespread praise and were covered extensively across all major media platforms.





Leadership Development

The GPA provide and support a wide range of leadership development programmes which give members the opportunity to attain and enhance vital leadership skills.

2017 saw the continuation of successful programmes and the introduction of new initiatives.

JIM MADDEN GPA LEADERSHIP PROGRAMME

The Jim Madden GPA leadership Programme, is the GPA's flagship personal development and leadership initiative for members. The Programme is built on the three strands of Sport, Community and Business Leadership.

Many GPA members have exceptional leadership qualities honed through the experience and resilience developed as players in a highly competitive environment, where performance is often predicated on the player's own

ability to lead by example encouraging greater levels of performance from team-mates.

The Jim Madden GPA Leadership Programme is designed to help groups of county players from hurling, camogie and both men's and ladies Gaelic football hone these skills in broader contexts and develop the specific motivation and experience needed to become real leaders in the community.

Graduates of the Programme can continue their studies in a specially designed module at Maynooth University (Level 9 NFQ).

This programme has been life changing for many of the players who have taken part, giving them the courage and belief to make important changes in their own lives and communities for the better.



INTERNATIONAL LEADERSHIP PROGRAMMES



To help broaden players understanding of community issues and further develop and challenge their leadership skills, the GPA added an international element to its Leadership Development Programmes in 2017.

GPA members took part in two Inner Winner Institute Programmes held in Zambia and Ireland run by former GAA player Alan Kerins. Each programme focusses on developing the interpersonal and leadership skills of participants, many of whom are current and former inter-county members.

Participants engage with some local community leaders and activists who are among the world's most resilient, brave and inspirational people whose determination, patience, creativity and flexibility in leading change in truly challenging environments is

remarkable. On completion of the programme participants are urged to apply their newfound knowledge and leadership skills to bring about change for the better in their communities.



Réalta

As part of the Jim Madden GPA Leadership Programme, all participants are expected to attend a local primary School to help the teacher deliver Reálta lesson plans providing in class role models for the pupils.

Designed by the programme's players, in conjunction with St. Patricks College Drumcondra, Réalta is a 'leadership and self-esteem' building programme for primary school pupils. The Programme focuses on developing their physical, mental and emotional health and well-being. Réalta also provides real links to the community giving each child a sense of place and the desire to contribute to that community.

We have over 100 alumni who speak passionately about the difference

this programme has made to them personally and we are determined to give hundreds more the opportunity to experience the same.

In 2017 the Jim Madden GPA Leadership Programme also required that this year's participants design and implement an impactful charity initiative in their local community. Three additional projects resulted from this initiative:

Tackling Age Isolation

The aim of the project was to target isolation and loneliness amongst those aged 60+ within both an urban (Donabate, Co. Dublin) and rural (Inver, Co. Donegal) environment. The project used the local GAA club as a hub within the local community to provide 10 volunteers to befriend and help 10

over 60s within the community to help reduce feelings of loneliness within participants, raise awareness of the effects of loneliness within the local community and increase interaction between generations within the community.

The Programme ran over a period of four weeks with three 1-2-1 visits and a final group day in which all volunteers and the individuals they supported met for a meal.

It was very well received with around 40 volunteers and participants involved. Participants and volunteers have built ongoing relationships with the local GAA clubs. Some participants have rekindled previous friendships through the programme and all have said they particularly enjoyed the group meetings. More clubs are actively seeking to get

involved and the initial two clubs have been seen in a very positive light by local communities for tackling important issues beyond their usual remit.

Three GPA members were involved in this project.

Get Strong Live Long

This was a 6-week activity-based programme designed to improve the health/ strength of people aged 55-65 in local community. Four GPA members were involved in this project.

The programme ran in 3 locations (Wexford Kerry and Longford), with approximately 18-20 people attending each 6 week session. All participants want the programme to continue in their local areas. The project group is

continuing to pursue this aim and use their connections with Local Sports Partnerships to ensure the programme continues and expands to other areas.

Generations games

An all-inclusive, family oriented, cross generational community sports day promoting physical and mental health, fitness and community involvement held in Carlow. It was organised with the support of the Local Sports Partnership (LSP), IT Carlow and other local sports groups.

Three GPA members were involved in this project and 100 visitors attended the event with 14 local sports clubs being represented on the day. The Carlow LSP have now taken ownership of this event and it will be held on an annual basis.



Our Work in the USA

The GPA's US fundraising programme helps fund our player development programmes. Our inter-county footballers and hurlers make a huge contribution to society both as players and in a wide range of charitable and community activities. The demands on players' time and energy both on and off the pitch have never been greater so the GPA's player support services are vital. We want to develop and grow these services to help our members thrive in all aspects of their lives now and into the future. (See Player Development Programme pages 6-13 for further details)

In 2017 successful fundraising events were held in Boston and New York.

The highlight was undoubtedly the Super 11's games held in Boston's Fenway Park Baseball Stadium in November. A crowd of 29,467 attended to watch Galway, Dublin, Clare and Tipperary hurling teams

compete. Clare were the winners in the final against Galway. The Super 11's not only provide great entertainment, they also raise awareness of GAA sport, the skills involved and facilitate the sport's expansion to new locations.

Super 11's rules were specifically designed to allow hurling be played in stadia around the world which may not be big enough to accommodate a full size GAA pitch. The GPA is hugely proud of its members and we want to give them every opportunity to showcase their incredible skills on the international stage - they deserve nothing less.

The success of our work in the US in 2017 will make an important contribution to our drive to continually improve and update our Player Development Programme so as to maximise the opportunities available to past and present GPA members.





Our Work with Other Athlete Bodies

The GPA works with a number of other athlete bodies, sharing experience and information to facilitate improvement and ensure best practice across the various disciplines. The representative bodies with which the GPA regularly interacts are: The Women's Gaelic Players Association, EU Athletes, World Players Association, PFAI, Irish Jockeys Association, and Rugby Players Ireland.

Some key initiatives developed and implemented as part of this interaction are:

WOMEN'S GAELIC PLAYERS ASSOCIATION (WGPA)

The WGPA was launched in January 2015 as an independent players association, with guidance and support from the GPA amongst others, to represent the interests of female inter-county players; the elite amateur athletes who play at the top level of their sports. The GPA has supported the WGPA since its inception and continues to work closely with the Association to highlight inter-county male players support for their female counterparts and to promote increased recognition of their games.

There is a close relationship between the two organisations and with both sets of players sharing similar lifestyles and commitments, there is an immense mutual respect for the dedication and skill of female GAA athletes among the GPA members and vice versa.

Support includes involving the WGPA in key player development programmes and events alongside the provision of financial support for WGPA activities.

IRISH ATHLETES ALLIANCE

The GPA continues to work on the formation of a new alliance and lobby group representing the interests of jockeys, GAA, soccer, and rugby players. Representatives of the Gaelic Players Association, the Professional Footballers' Association of Ireland, Rugby Players Ireland, and the Irish Jockey's Association, are developing a constitution for a new umbrella body which is the result of discussion between the four member representative bodies and will provide the opportunity for further enhancement of working relationships.

EU ATHLETES

The GPA has worked with EU Athletes for a number of years sharing and exchanging information and developing best practice approaches with regards to important issues like player welfare and anti-doping. Working under the EU Athletes umbrella the GPA has been able to enhance and improve the services offered to its members. One such initiative that has been championed is the PROtect Integrity Project which helps Player Associations effectively combat match fixing and educate players on the perils of problem gambling.



WORLD PLAYERS ASSOCIATION (WPA)

The GPA, along with other player associations, worked with the WPA on the 2017 publication of "The Universal Declaration of Players Rights". The first comprehensive articulation of player rights, the Declaration was instigated to protect players from ongoing and systematic human rights violations in global sport. It sets the benchmark international organisations are required to meet in protecting, respecting and guaranteeing the fundamental rights of their players.



Financial Highlights & Governance

FINANCIAL COMMENTARY

The key financial objective of the Association is to direct as much of our resources as possible towards player welfare and player development programmes. I am pleased to report that 2017 was another positive financial year for the GPA enabling us to continue to support and develop a range of services for our members. Detailed financial statements are presented on pages 33 to 53. The commentary below provides an overview of the operating activities of the Association throughout 2017.

Financial Results Summary:

The Association has reported a net surplus of €10,204 compared to €2,998 in 2016. Net assets of the association have also increased by €10,204 reflecting the operating performance. Income grew by €1.1m / 18% from the previous year to a total of €7,253,064 principally on account of increased Government Grant funding of €700,000 and increased fundraising revenues of €473,089 mainly from the inaugural Boston Gala Dinner event held in April and the Super 11's games held in Boston last November.

Commercial Revenues of €887,000 decreased €61,200 / 6% as a result of reduced activity through the Le Chéile commercial partnership with

the GAA. The aim of this partnership is to ensure that additional independent player generated commercial funding is available to supplement core annual funding from the GAA; this in turn allows for additional investment in player services.

Funding

Total GAA funding to the GPA amounted to €2,829,403 as a result of the 15% link to the GAA's Central Council net commercial revenues. This three-year funding agreement with the GAA covering 2017-2019 establishes a long-term commitment to link player welfare and development with the GAA's commercial success.

Annual grant funding is also received from Sport Ireland via the GAA, and the GPA is responsible for ensuring that such government funding is paid to GAA Senior inter-county players. A total of €2.3m was allocated in 2017 and is paid directly to players as a result of their participation in inter-county games. The grant provides practical support to players and allows them to continue playing Gaelic games at the highest level whilst maintaining a career or studies. The scheme operates by way of refund of expenses in accordance with the provisions set out in the agreement. Government grant income is recognised on an accruals basis relating to the

specific Championship year the grant relates to. Inter-county players also had increased involvement in the promotion of sport and healthy lifestyles with local sports partnerships nationwide under this scheme.

Fundraising

The GPA's primary obligation to its members is to provide meaningful on and off the field supports. We are committed to growing our player services to help them thrive in their playing career and beyond. Our fundraising activities in Ireland and the US are focussed on continuing to successfully fulfil that obligation. In 2017 fundraising in Ireland and the US generated €1,152,643 of reported income for the GPA. Our US fundraising programme is aimed at helping support player development and raise awareness internationally of the huge contribution that inter-county footballers and hurlers make to the games and their communities. WGPA representatives also attend and support the events to promote their work on behalf of their ladies football and camogie players

The €1,152,643 fundraising income comes primarily from the NY Gala Dinner, NY Golf Event, Boston Gala Dinner, Super 11's games and Former Players Event. Commercial revenues of €887,000 were also generated through

the Le Chéile commercial partnership. The costs associated with fundraising events are included alongside the costs of all commercial activities in our direct costs figure of €1,199,628. I would like to acknowledge all the hard work of our volunteer NY & Boston Dinner committees and the generous contributions from individual donors that go behind these fundraising numbers and help deliver valuable services and programmes to players. The continued support of all sponsors through the Le Chéile commercial partnership is also highly valued.

Strategy

2017 saw the development of our 2017-2019 strategy, which sets out our priorities for the Association over the next three years and beyond. One of the key strategic objectives was to ensure at least 75% of our net revenues are allocated towards player welfare and development. I am happy to report that in 2017 this objective was met and exceeded with 77% of net revenues being allocated in this field. A total of €2,386,199 has been invested in the health, welfare and development of players through our player development programmes and welfare activities, alongside government grant funding.

Player Development

The GPA's player development strategy comprises a number of programmes and initiatives such as scholarships, education and training supports, personal development coaching, leadership development courses and career development services alongside welfare services and funding of evidence-based research.

Details of the funding allocated to and player participation in the major development programmes is set out on the opposite page.

Operating costs and expenditure

2017 saw an increase of 18% in the GPA's expenditure. This overall increase of €1,097,500 results largely from increased government grant expenditure of €700,000 and costs associated with the organisation of the Boston Gala Dinner and Super 11's games.

There was a 3.9% increase in operational costs due to a renegotiation of the lease for our office premises in Santry and in relation to professional fees surrounding our audit, legal and recruitment costs.

Scholarships, Education & Training Funding

€577,167

658 players



Personal Development Coaching

€330,192

280 players



Leadership Development Programmes

€180,746

28 players



Business Success Academy

€83,549

11 players



Counselling, Member Line & Residential Treatments

€222,291

77 players



Career Development Services

€79,108

142 players



Enhanced Injury Scheme

€49,489

Available to all



Cardiac Screening

€45,138

Available to all



Financial Advice

€20,223

36 players



Communications & Media Skills

€10,593

23 players

Dental Protection

€10,587

Available to all



Benevolent Fund Awards

€10,000

Confidential advice, support and financial assistance to members (and their dependants) who need support or may be in extreme financial difficulties

STAFF COSTS

Total staff costs of €803,852 (reduced by 13%) represent 11% of total expenditure, with average staff numbers decreasing to eleven employees from twelve in 2016. Some roles remained vacant throughout parts of the year and new recruits started on different salary gradings given their respective experience and qualifications. It is important to note that total staff remuneration costs include all employment related costs. Key management personnel remuneration includes the roles of the CEO, COO, Head of Player Development and the Financial Controller. All salaried roles in the GPA are benchmarked by an independent compensation benefits consultant against salaries in the area of professional services and other athlete representative bodies and based on the scale of responsibilities in specific roles. In accordance with good governance all salaries are decided upon by an independently chaired Remuneration, People and Change Committee, which is a subcommittee of the Board of Directors.

DEBT

The Association's debt position remains unchanged with no bank borrowings. The balance sheet includes cash balances of €828,652 held over a number of current accounts in euro, sterling and dollar and the increase on last year is largely due to timing of creditors payments at year end. Capital expenditure amounted to €30,950 relating to investment in replacement of computers on a rotating cycle and further investment in our membership administration system to facilitate the processing of government grant payments and scholarships to players.

CHARITABLE & COMMUNITY ACTIVITIES

In 2017 our members continued to show great commitment to supporting issues specifically relevant to our playing base and more general projects that promote social cohesion. Through the Gaelic Voices for Change initiative, our members continued to demonstrate outstanding social leadership by putting their profile and support behind highlighting homelessness nationwide. While the group itself is effectively

independent of the GPA and made up of current and former inter-county players, the GPA pledged its support to the players involved. The group passionately believe that, as GAA players, they have a unique opportunity to use their voices to effect change for those most in need.

In 2017 the GPA also partnered with the Childhood Cancer Foundation on the 'Beads of Courage' campaign. Over

40 players signed up to take part. They each wore a bead for the Championship Season and then this bead was presented to the children of St. Marks oncology ward in Our Lady's Children's Hospital in Crumlin to show solidarity with those battling cancer.

It was also great to see members' involvement in the RNLI "Respect the Water" Campaign. Stories of people's

personal experiences with the sea or inland waters brought the message of this campaign to a wide audience and ultimately helped save lives by using players' profiles and standing in the community to share safety messages with local and national audiences.

The renewal of our GPA twinning hurling programme involved partnering counties from tier 2 and 3 hurling counties with

Liam MacCarthy participants. Coaching sessions were delivered by current county players from Liam MacCarthy squads to county development squads during their summer coaching camps. Activities were player-centred with a strong emphasis being placed on personal development and well-being.



FUTURE OUTLOOK

The GPA is operating in 2018 with a stable financial position where strong financial management and the generation of additional independent revenue sources will remain a priority, in order for us to be able to distribute as much as possible towards players and player development programmes. We must continue to manage our costs efficiently to ensure provision of the highest possible level of quality

and reliability of services at the lowest overall cost.

We have defined our strategy to deliver against long-term ambitions for the Association and believe that success will lead to sustaining a strong, independent players body. We continuously seek to improve our operating performance with an emphasis on the development of players off the field of play.

ACKNOWLEDGEMENTS

I would like to thank our outgoing auditors Kearney McArdle McEneaney & Co. (KMR) for their service over the past number of years. Following a successful tender process in 2017 we have now appointed Deloitte as our auditors for 2017 and I look forward to working with them into the future.

I would also like to personally thank all of our committees, volunteers and

board members for their work and assistance throughout the year.

Finally, on a personal note, I genuinely never cease to be humbled by the level of voluntary contribution given by our members to the Association. I cannot recollect a member declining to get involved in activities when approached. It is due to this exceptional level of dedication and support that the

Association can maintain its position as a strong voice and passionate advocate for players.

Matthew Hoban
Financial Controller

GOVERNANCE

The ultimate governing body of the Gaelic Players Association is the National Executive Committee (NEC). The affairs of the Association are under the guidance of the NEC. The NEC is elected annually by the members of the Association.

The NEC is comprised of a President, Chairman and Secretary, together with a minimum of ten other members of the association. The Executive Officers have the power from time to time to co-opt to the NEC persons whose specific expertise and/or advice are deemed necessary for the better management of the GPA. Persons co-opted to serve on the NEC are, for the duration of such service, deemed to have become full non-player members of the Association and are entitled to vote at NEC Meetings.

In furtherance of the GPA's objectives, it is necessary to engage in certain financial transactions and contractual arrangements. The most appropriate legal structure through which to conduct these financial and contractual arrangements is a limited company. The Board of Directors of this company is elected by the members of the NEC.

The Board of Directors has ultimate legal responsibility for our company and works to ensure good governance, with the help of its sub-committees. Its members work alongside the executive leadership team, who are responsible

for the implementation of policy and for the management of the day-to-day running of the organisation.

The company is compliant with the voluntary Governance Code for Community, Voluntary and Charitable Organisations in Ireland as promoted by Sport Ireland. The Board recognise the code is a guide to effective board practice based on the principles of good governance, accountability and transparency. Accordingly they seek to adopt the code wherever practicable while recognising that parts do not apply exactly to membership bodies.

The Board is responsible for providing leadership, setting strategy and ensuring control. It currently comprises seven Non-Executive Directors. The Board's Non-Executive Directors are drawn from diverse backgrounds in business and other professions. They bring to the Board deliberations their significant business and decision-making skills achieved in their respective fields, together with a broad range of experience and views.

There is a clear division of responsibility in the company, with the Board retaining control of major decisions under a formal schedule of matters reserved to the Board for decision, with the Chief Executive Officer responsible for devising strategy and policy within the authorities delegated to him by the Board.

A total of seven board meetings took place in the 2017 calendar year. The Chairman sets the Boards' agenda, ensures the Directors receive accurate, timely and clear information, and promotes effective relationships and open communication between Directors. In 2017 the Board met in January, March, April, May, July, September and December and considered important events and actions that arose throughout the year.

Board Meeting 2017 Attendance:

Fergus Clancy <i>Board Chairman</i> *	6/6
Seamus Hickey <i>Director</i>	6/7
Paul Flynn <i>Director</i>	4/7
Sean Murphy <i>Director</i>	6/7
Brian Mulvihill <i>Director</i>	6/7
Philip Greene <i>Director</i>	7/7
John Glennon <i>Director</i> *	1/1
Matt Hoban <i>Company Secretary</i>	7/7

Sub note *Fergus Clancy was appointed a director on 10th March 2017 and replaced Seamus Hickey as chairman of the board. Seamus continues as a director on the board and in his role as chairman of the Gaelic Players Association. John Glennon was appointed a director on 27th September 2017.

Board sub-committees are established for good governance under the code of practice as follows:

1. Finance Committee

The role of this committee is primarily to provide oversight and assist the Board in overall financial management as well as advising the Board in determining whether they and the Management are discharging their respective responsibilities for financial planning, strategy, and monthly financial reporting.

Finance Committee Meeting 2017 Attendance:

John Glennon	5/5
Seamus Hickey*	1/1
Brian Mulvihill	4/5
Philip Greene	2/5
Collie Moran*	4/4
Micheál Carrigy	4/4

Sub note * Seamus Hickey stepped down from the finance committee in 2017 following the appointment of Collie Moran to the committee alongside the GAA's Representative Micheál Carrigy on the 21st April 2017.

2. Audit & Risk Committee

This committee assists in monitoring the effectiveness of the statutory financial reporting and audit process, systems of internal control, and risk management as well as advising the Board in determining whether they and the Management are discharging their responsibilities for risk management, financial audit and internal controls appropriately.

Audit & Risk Committee Meeting 2017 Attendance:

Liam Twohig	4/4
Seamus Hickey	4/4
Mark Ward*	2/3
Martin Kelly*	2/2
Tom Parsons*	

Sub note * Mark Ward resigned from the committee on 3rd November 2017; Martin Kelly was appointed on 5th July 2017 and Tom Parsons was appointed on 6th March 2018

3. Remuneration, People & Change Committee

This committee's role is to assist the Board and executive management in setting the annual pay component of the annual budget. The committee establishes individual base pay levels based on market rates and annual bonuses based on the outputs from the performance management system. It advises on all matters in relation to employee contracts and succession planning.

Remuneration, People & Change Committee Meeting 2017 Attendance:

Tom Dillon*	4/4
Sean Murphy	4/4
Paul Flynn	4/4
Fergus Clancy*	3/3

Sub note * Fergus Clancy was appointed on to this committee in 2017 following him taking up the role of Board chairman. Tom Dillon stepped down from his role as a committee member on the 6th February 2018.



Gaelic Players Association

Designated Activity Company

Directors' Report and

Financial Statements

for the year ended

31 December 2017

Registration number: 535228

Contents

DIRECTORS AND OTHER INFORMATION	35
DIRECTORS' REPORT	36
DIRECTORS' RESPONSIBILITIES STATEMENT	39
INDEPENDENT AUDITOR'S REPORT	40
STATEMENT OF COMPREHENSIVE INCOME AND RETAINED EARNINGS	42
BALANCE SHEET	43
STATEMENT OF CASH FLOWS	44
NOTES TO THE FINANCIAL STATEMENTS	45
SUPPLEMENTARY INFORMATION	53

Directors and other information

Directors	Brian Mulvihill Philip Greene Seamus Hickey Paul Flynn Sean Murphy Fergus Clancy (Appointed 10 March 2017) John Glennon (Appointed 27 September 2017) Donal Og Cusack (Appointed 18 January 2018)
------------------	--

Company Secretary	Matthew Hoban
--------------------------	----------------------

Company Number	535228
-----------------------	---------------

Registered Office and Business Address	Unit 27, Northwood House, Northwood Business Campus, Santry, Dublin 9, Ireland
---	---

Auditors	Deloitte Ireland LLP Chartered Accountants and Statutory Audit Firm Deloitte & Touche House Earlsfort Terrace Dublin 2
-----------------	---

Bankers	Bank of Ireland Lower Baggot St Dublin 2
----------------	---

Directors' Report

for the year ended 31 December 2017

The directors present their report and the audited financial statements for the financial year ended 31 December 2017.

PRINCIPAL ACTIVITY

The principal activity of the company is the promotion of the welfare of players of Gaelic games at inter-county level and to improve through a collective means the welfare of inter-county players, both individually and collectively.

PRINCIPAL RISKS AND UNCERTAINTIES

In the normal course of business, the Company is exposed to strategic, operational, funding and reputational risks all of which are managed in accordance with the policies approved by the Board. The Company maintains a comprehensive strategic and operational risk register which outlines principal risks and mitigating policies. The risk register is subject to review by the Board's Audit & Risk subcommittee on an on-going basis and the Board is at all times conscious that maintaining the reputation of the organisation is critical.

The directors consider the principal risk and uncertainty to be the failure to obtain sufficient funding and grant income to maintain the existing and future service levels sought by its members.

RESULTS AND DIVIDENDS

The profit for the financial year after providing for depreciation and taxation amounted to €10,204 (2016: €2,998).

At the end of the year, the company has assets of €3,315,783 (2016: €2,527,599) and liabilities of €3,057,026 (2016: €2,279,046). The net assets of the company have increased by €10,204.

2017 was another positive financial year for the GPA with solid financial returns and continued progress for members. The key financial objective of the GPA is to build sufficient financial reserves to ensure long-term sustainability while meeting current service obligations, investment needs and providing resilience to financial risks. Whilst it is the individual player stories behind the figures that tell the real impact the Association is making, however, it is vitally important that all our decisions are based off sound financial reasoning ensuring adequate funding is in place as the demands on players continue to grow.

The GPA continues to invest in the health, welfare and development of players so that they can reach their full potential and develop the skills they need to achieve fulfilling lives and careers off the field of play. A total of €2,386,199 has been spent in this area in 2017 including key transformational programmes like personal development coaching, career development programmes and educational supports.

The GPA's financial priorities remain largely consistent in terms of growing independent revenues, minimising operational overheads and seeking to distribute as much as possible towards players and player development programmes.

DIRECTORS AND SECRETARY

The directors and secretary, who served at any time during the financial year except as noted, were as follows:

Directors:	Brian Mulvihill Philip Greene Seamus Hickey Paul Flynn Sean Murphy Dermot Earley (Resigned on 6 February 2017) Fergus Clancy (Appointed on 10 March 2017) John Glennon (Appointed on 27 September 2017)
------------	--

Secretary: Matthew Hoban

DIRECTORS' AND SECRETARY'S INTERESTS IN SHARES

No director or the secretary had an interest in the share capital of the company at any time during the financial year.

BOARD SUB-COMMITTEES

The members of each board sub-committee are as follows:

Finance Committee:

John Glennon	Chairman	Independent
Micheál Carrigy	Member	GAA representative
Phillip Greene	Member	Director
Colin Moran	Member	NEC Member
Brian Mulvihill	Member	Director

Remuneration, People & Change Committee

Tom Dillon	Chairman	Independent
Sean Murphy	Member	Director
Paul Flynn	Member	Director
Fergus Clancy	Member	Director

Audit & Risk Committee

Liam Twohig	Chairman	Independent
Seamus Hickey	Member	Director
Mark Ward	Member	NEC Member (resigned 3 November 2017)
Martin Kelly	Member	Independent
Tom Parsons	Member	NEC Member (appointed 6 March 2018)

There were no changes in shareholdings between 31 December 2017 and the date of signing the financial statements.

FUTURE DEVELOPMENTS

The company plans to continue its present activities and current trading levels. The GPA programmes exist to ensure that inter-county player's increasing commitment to elite level football and hurling is not being made at the expense of their personal development. There is still a significant challenge for the player's body to encourage young players entering the county ranks to engage with its services at the earliest opportunity. Critical to this cycle of success is the Player Development Programme and the GPA remains committed to the continued enhancement and refinement of this model.

GOVERNANCE

The Board of Directors has ultimate legal responsibility for our company and works to ensure good governance, with the help of its sub-committees. The Board agrees the overall strategic direction and is our highest decision making body. Its members work alongside the executive leadership team, who are responsible for the implementation of policy and for the management of the day-to-day running of the organisation.

The company has a proud track record and has sought to improve its governance following a formal review process. We have made consequential changes that will ensure we remain compliant and well managed into the future. These are essential elements of running a strong players association ready to respond quickly to all matters that arise. We comply with the voluntary Governance Code for Community, Voluntary and Charitable Organisations in Ireland. We confirm that a review of our organisation's compliance with the principles in the Code was conducted on 5th July 2017. This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review sets out actions and completion dates for any issues that the assessment identifies need to be addressed.

The GPA recognises the Code is a guide to effective board practice based on the principles of good governance, accountability and transparency. Accordingly, the GPA seeks to adopt the Code wherever practicable while recognising that parts of the Code do not apply exactly to membership bodies.

The Board is responsible for providing leadership, setting strategy and ensuring control. It currently comprises 7 Non-Executive Directors. The Board's Non-Executive Directors are drawn from diverse

backgrounds in business and other professions. They bring to the Board deliberations their significant business and decision-making skills achieved in their respective fields, together with a broad range of experience and views.

There is a clear division of responsibility in the company, with the Board retaining control of major decisions under a formal schedule of matters reserved to the Board for decision, with the Chief Executive Officer responsible for devising strategy and policy within the authorities delegated to him by the Board. The role of Chairperson and Chief Executive Officer are separate, as are the roles of Chief Executive Officer and Company Secretary.

The Board of Directors retains overall responsibility for the strategic development of the company in close liaison with the Gaelic Player Association National Executive Committee and the executive management team. Board sub-committees are established for good governance under the code of practice as follows:

1. Finance Committee

The role of this committee is primarily to provide oversight and assist the Board in overall financial management as well as advising the Board in determining whether they and the Management are discharging their respective responsibilities for financial planning, strategy, and monthly financial reporting.

2. Audit & Risk Committee

The role of this committee is to assist in monitoring the effectiveness of the statutory financial reporting and audit process, systems of internal control, and risk management as well as advising the Board in determining whether they and the Management are discharging their responsibilities for risk management, financial audit and internal controls appropriately.

3. Remuneration, People & Change Committee

This committee's role is to assist the Board and executive management in setting the annual pay component of the annual budget. The committee establishes individual base pay levels based on market rates and annual bonuses based on the outputs from the performance management system. It also advises on all matters in relation to employee contracts and succession planning.

POST BALANCE SHEET EVENTS

Since the financial year end the Chief Executive, Dermot Earley, decided to return to the Defence Forces and resign from his position as Chief Executive Officer of the Gaelic Players Association DAC. Seamus Hickey, Chairman of the GPA National Executive Committee, has taken up the role of acting CEO. Paul Flynn has been announced as the incoming CEO and will take office in September 2018. There were no other significant subsequent events requiring disclosure since the financial year end.

Directors' Report (continued)

for the year ended 31 December 2017

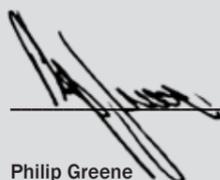
ACCOUNTING RECORDS

The measures that the directors have taken to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Unit 27, Northwood House, Northwood Business Campus, Santry, Dublin 9.

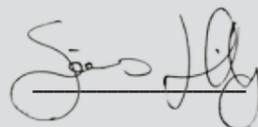
GOING CONCERN

The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis in preparing the annual financial statements.

Approved by the Board and signed on its behalf by:



Philip Greene
Director



Seamus Hickey
Director

20th July 2018

Date

STATEMENT OF RELEVANT AUDIT INFORMATION

In the case of each of the persons who are directors at the time the Directors' Report and financial statements are approved:

- a) As the directors are aware, there is no relevant audit information of which the company's statutory auditors are unaware; and
- b) Each director has taken all steps appropriate to make themselves aware of any relevant audit information, and to establish that the company's statutory auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of Section 330 of the Companies Act 2014.

AUDITORS

The auditors, Deloitte Ireland LLP, Chartered Accountants and Statutory Audit Firm, who were appointed during the financial year, continue in office in accordance with Section 383(2) of the Companies Act 2014.

Directors' Responsibilities Statement

for the year ended 31 December 2017

The directors are responsible for preparing the directors' report and the financial statements in accordance with the Companies Act 2014 and the applicable 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland ("relevant financial reporting framework"). 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 profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

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

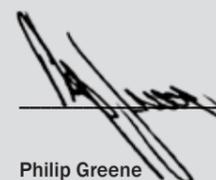
- select suitable accounting policies for the Company Financial Statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;

- state whether the financial statements have been prepared in accordance with the applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and

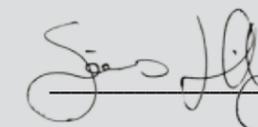
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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 profit or loss 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 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.

Signed on behalf of the board by:



Philip Greene
Director



Seamus Hickey
Director

20th July 2018

Date

Independent Auditor's Report

to the Shareholders of Gaelic Players Association Designated Activity Company

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion on the financial statements of Gaelic Players Association Designated Activity Company (the 'company')

In our opinion the company financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2017 and of the profit of the company for the financial year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework and, in particular, with the requirements of the Companies Act 2014.

The financial statements we have audited comprise:

- the Statement of Comprehensive Income and Retained Earnings;
- the Balance Sheet;
- the Statement of Cash Flows; and
- the related notes 1 to 17, including a summary of significant accounting policies as set out in note 1.

The relevant 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" ("the relevant financial reporting framework").

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 the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority, 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 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 company's Reports and Financial Statements for the financial year ended 31 December 2017, 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.

RESPONSIBILITIES OF DIRECTORS

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 otherwise comply with the Companies Act 2014, and for such internal control as the directors 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 the directors either intend to liquidate the company or to cease operations, or have 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.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that the auditor identifies during the audit.

This 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 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.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Opinion on other matters prescribed by the Companies Act 2014

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

- 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.
- In our opinion the information given in the directors' report is consistent with the financial statements and the directors' report has been prepared in accordance with the Companies Act 2014.

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 material misstatements in the directors' report.

We have nothing to report in respect of the provisions in the Companies Act 2014 which require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by law are not made.



Sinéad McHugh

For and on behalf of Deloitte Ireland LLP
Chartered Accountants and Statutory Audit Firm
Deloitte & Touche House, Earlsfort Terrace, Dublin 2

Statement of Comprehensive Income and Retained Earnings

for the financial year ended 31 December 2017

	Notes	2017 €	2016 €
Continuing operations			
TURNOVER	3	7,253,064	6,145,585
Direct costs		(1,199,628)	(776,789)
GROSS PROFIT		<u>6,053,436</u>	<u>5,368,796</u>
Total indirect costs		(6,040,459)	(5,365,798)
PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION		<u>12,977</u>	<u>2,998</u>
Taxation	4	(2,773)	-
TOTAL COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR	6	<u>10,024</u>	<u>2,998</u>
Retained earnings at the beginning of the financial year		<u>248,453</u>	<u>245,455</u>
RETAINED EARNINGS AT THE END OF THE FINANCIAL YEAR		<u>258,657</u>	<u>248,453</u>

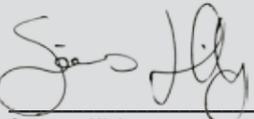
Balance Sheet

for the financial year ended 31 December 2017

	Notes	2017 €	2016 €
Fixed Assets			
Intangible assets	7	56,393	72,251
Tangible assets	8	<u>21,470</u>	<u>12,232</u>
		<u>77,863</u>	<u>84,483</u>
Current Assets			
Debtors	9	2,409,268	1,755,879
Cash at bank and in hand		<u>828,652</u>	<u>687,237</u>
		<u>3,237,920</u>	<u>2,443,116</u>
Creditors: Amounts falling due within one financial year	10	<u>(3,057,026)</u>	<u>(2,279,046)</u>
Net Current Assets		<u>180,894</u>	<u>164,070</u>
NET ASSETS		<u>258,757</u>	<u>248,553</u>
Equity			
Called up share capital presented as equity	12	100	100
Retained earnings		<u>258,657</u>	<u>248,453</u>
SHAREHOLDER'S FUNDS		<u>258,757</u>	<u>248,553</u>

The financial statements were approved and authorised for issue by the Board of Directors on 20th July 2018 and signed on its behalf by:


Philip Greene
Director


Seamus Hickey
Director

Statement of Cash Flows

for the financial year ended 31 December 2017

	Notes	2017 €	2016 €
Reconciliation of operating profit to cash generated by operations: Profit on ordinary activities before taxation		12,977	2,998
Adjustment for:			
Amortisation of intangible assets	7	27,960	25,539
Depreciation	8	9,610	6,616
Operating cash flows before movement in working capital		50,547	35,153
Increase in debtors		(653,391)	(725,416)
Increase in creditors		775,209	1,115,888
Net cash generated from operating activities		172,365	425,625
Cash flows from investing activities			
Purchase of intangible fixed assets	7	(12,102)	(25,981)
Purchase of tangible fixed assets	8	(18,848)	(1,423)
Net cash used in investment activities		(30,950)	(27,404)
Net increase / (decrease) in cash and cash equivalents		141,415	398,221
Cash and cash equivalents at beginning of financial year		687,237	289,016
Cash and cash equivalents at end of financial year		828,652	687,237

Notes to the Financial Statements

for the financial year ended 31 December 2017

1. 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.

General Information and Basis of Accounting

Gaelic Players Association Designated Activity Company is a company incorporated in the Republic of Ireland under the Companies Act 2014. The address of the registered office is Unit 27, Northwood House, Northwood Business Campus, Santry, Dublin 9. The nature of the company's operations and its principal activities are set out in the directors' report on pages 3 to 6. The registration number of the company is 535228. The financial statements have been prepared under the historical cost convention, and in accordance with Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council.

The functional currency of Gaelic Players Association Designated Activity Company is considered to be euro because that is the currency of the primary economic environment in which the company operates.

Going Concern

The company's business activities, together with the factors likely to affect its future development, performance and position are set out in the directors' report. The directors' report describes the financial position of the company and its principal risks and uncertainties.

The company meets its day to day working capital requirements through accumulated cash reserves. The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

Revenue

Turnover comprises the following elements:

GAA core funding

The GAA provides funding to be drawn down quarterly by the GPA for the provision of player welfare and development services and administrative costs associated with these services. GAA core funding is recorded on an accruals basis and recognised in the period upon which the GPA receives entitlement to the revenue.

Government grant income

Annual grant funding is received from Sport Ireland via the GAA, and the GPA is responsible for ensuring that such government funding is made available to GAA inter County players as instructed. The accompanying agreement provides for conditions of eligibility for players to participate in the above mentioned schemes, and how much spending should be allocated to the eligible players under the Sport Ireland Inter County Player Support Schemes 2017 -2019. The GPA DAC does not receive any separate payment for the provision of this administration. The scheme will operate by way of refund of expenses in accordance with the provisions set out in the agreement. Government grant income is recognised on an

accruals basis relating to the specific Championship year the grant relates to.

Fundraising income

US fundraising income is recorded on a cash receipts basis due to the obligation for the US federal tax 501 (c) (3) intermediary to pay donor advised grant monies only legally arising subject to a formal written commitment. The GPA are required to return the grant form within one month of issue. If the grant form is not completed and returned within one month it becomes null and void. As a result the income is contingent on receiving the grant letters through from the 501 (c) (3) intermediary.

Irish fundraising income relates to invoiced table sales for the former players annual event held on the eve of the All Ireland football final. Irish fundraising income is recognised on an invoiced basis.

Commercial income

Commercial revenues relate to income earned from the Le Chéile commercial partnership with the GAA. The aim of this partnership is to ensure that additional independent player generated commercial funding is available to supplement core annual funding from the GAA; this in turn will allow for additional investment in player services.

Pass through costs are also invoiced to the Le Chéile commercial partnership monthly. The expenses for reimbursement are based on player appearances and expenditure the GPA has incurred related to Le Chéile sponsors activities. Commercial income is recorded on an accruals basis when all contractual obligations have been met.

Membership Fees

Current players membership fee is deducted at source from the grant issued to the current intercounty players through the GPA. Past players membership is also available and is confirmed to playing records to ensure the player was on a championship squad. Once confirmed the past player is a member and can avail of all membership services.

Benevolent Fund Donations

Benevolent Fund donations are deducted at source from members on payment of their membership fees where they agree a specific donation to the fund. On occasion specific one-off donations are also received. The aim of the benevolent fund is to offer support to members of the GPA who experience setbacks, both personal and professional. The service exists to offer support in a way that helps people find their feet by providing more than financial assistance.

Other Income

Other income comprises fees for services supplied by the company, exclusive of value added tax. Other income is recognised on an invoiced basis.

Tangible Assets and Depreciation

Tangible fixed assets are stated at cost less accumulated depreciation and any allowance for impairment. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment: - 12.5% and 33% straight line

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of the age and in the condition expected at the end of its useful life.

Intangible Assets and Depreciation

Computer Software

Computer Software is valued at cost less accumulated depreciation and any allowance for impairment.

Depreciation is calculated to write off the cost in equal annual instalments over their estimated useful life of 5 years.

Retirement Benefit Costs

The company operates a defined contribution scheme for its employees. The assets for the scheme are held separately from those of the company in independently administered funds. The pension cost charge represents contributions by the company to the funds. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

Taxation

Current tax, including Irish corporation tax and foreign tax, is provided at amounts expected to be paid (or recovered) using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events that result in an obligation to pay more tax in the future or a right to pay less tax in the future have occurred at the balance sheet date. Timing differences are differences between the company's taxable profits and its results as stated in the financial statements that arise from the inclusion of gains and losses in tax assessments in periods different from those in which they are recognised in the financial statements.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that, on the basis of all available evidence, it can be regarded as more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date that are expected to apply to the reversal of the timing difference. Deferred tax relating to property, plant and equipment measured using the revaluation model and investment property is measured using the tax rates and allowances that apply to sale of the asset.

Where items recognised in other comprehensive income or equity are chargeable to or deductible for tax

purposes, the resulting current or deferred tax expense or income is presented in the same component of comprehensive income or equity as the transaction or other event that resulted in the tax expense or income.

Current tax assets and liabilities are offset only when there is a legally enforceable right to set off the amounts and the company intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

Financial instruments

Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions of the instrument.

Financial liabilities are classified according to the substance of the contractual arrangements entered into.

Financial assets and liabilities

All financial assets and liabilities are initially measured at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a finance transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the company transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the company, despite having retained some significant risks and rewards of ownership, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Financial assets and liabilities are only offset in the balance sheet when and only when there exists a legally enforceable right to set off the recognised amounts and the company intends either to settle on a net basis, or to realise the assets and settle the liability simultaneously.

Balances that are classified as payable or receivable within one year on initial recognition are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

Foreign currencies

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

Exchange differences are recognised in statement of comprehensive income and retained earnings in the period in which they arise except for exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the company's accounting policies, which are described in note 1, the directors are required to make judgements, estimates and assumptions about the carrying amounts 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, including expectations of future events that are believed to be reasonable under the circumstances. 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 financial period in which the estimate is revised if the revision affects only that financial period or in the financial period of the revision and future financial periods if the revision affects both current and future financial periods.

Information about critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the accounting policies and the notes to the financial statements.

Critical judgements in applying the company's accounting policies

In the opinion of the directors, there were no critical judgements, apart from those involving estimations (which are dealt with separately below), made in the process of applying the group's accounting policies.

Critical accounting estimates and assumptions

The directors make estimates and assumptions concerning the future in the process of preparing the company's financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are addressed below.

Useful economic lives of tangible and intangible fixed assets

The annual depreciation and amortisation on tangible fixed assets and intangible fixed assets respectively, is sensitive to changes in the estimated useful lives of the underlying assets. The useful economic lives are reviewed annually. They are amended when necessary to reflect current estimates, based on economic utilisation, technological advancements and the physical condition of the assets.

3. TURNOVER

An analysis of the company's turnover by class of business is set out below.

	2017	2016
	€	€
Turnover:		
GAA core funding	2,829,403	2,800,000
Government grant income	2,300,000	1,600,000
Fundraising income	1,152,643	679,554
Commercial income	887,000	948,200
Membership fees	64,336	59,872
Benevolent fund donations	19,682	51,635
Other income	-	6,324
	<u>7,253,064</u>	<u>6,145,585</u>

An analysis of the company's turnover by geographical market is set out below.

	2017	2016
	€	€
Turnover:		
Republic of Ireland	6,140,248	5,500,835
Rest of the World	1,112,816	644,750
	<u>7,253,064</u>	<u>6,145,585</u>

4. PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION

Profit on ordinary activities before taxation is stated after charging:

	2017 €	2016 €
Depreciation of intangible assets	27,960	25,539
Depreciation of tangible assets	9,610	6,616
Research & Welfare Studies	59,604	66,915
Government grants payable	2,300,000	1,600,000
Operating lease rentals	55,736	30,194

Profit on ordinary activities before taxation is stated after crediting:

	2017 €	2016 €
Government grants received	2,300,000	1,600,000

5. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including directors) during the financial year was as follows:

	2017 Number	2016 Number
Employees	11	12

Employment costs

	2017 €	2016 €
Wages and salaries	689,319	802,661
Social welfare costs	73,370	84,615
Pension costs	41,163	33,845
	803,852	921,121

Remuneration is set by the Board's Remuneration, People and Change Committee. The committee has an independent chairman and majority of independent members with broad industry experience. The activities of the company are controlled by the Directors, Board subcommittees and National Executive Committee members, all of whom are volunteers and give their time and expertise without charge.

The total remuneration for key management personnel for the financial year amounted to €471,806 (2016: €490,418).

On occasion where specific services have been rendered to the GPA by Directors or NEC members outside of their role as a Director or a committee member reasonable and proper remuneration will be provided once this has been duly authorised and approved by the Remuneration People & Change committee.

6. TAXATION

	2017 €	2016 €
(a) Current financial year taxation:		
Corporation tax for the financial year	2,773	-
(b) Factors affecting tax charge for financial year:		
The tax charge for the financial year is higher than the standard rate of tax in the Republic of Ireland		
The difference is explained below:		
	2017 €	2016 €
Profit on ordinary activities before tax	12,977	2,998
Profit on ordinary activities multiplied by the standard rate of corporation tax in Ireland at 12.5% (2016: 12.5%)	1,622	375
Effects of:		
Depreciation in excess of capital allowances for financial year	1,748	1,555
Expenses not deductible for tax purposes	3,224	-
Income tax payable	2,773	-
Utilisation of tax losses not previously recognised	(6,594)	(1,930)
Current tax charge for financial year	2,773	-

The company has losses forward of €15,389 (2016: €68,144). This would equate to a deferred tax asset of €1,924 (2016: €8,518), the company has not recognised this asset due to the uncertainty of recoverability.

7. INTANGIBLE FIXED ASSETS

	Computer Software €	Total €
Cost:		
At 1 January 2017	127,696	127,696
Additions	12,102	12,102
At 31 December 2017	139,798	139,798
Accumulated Depreciation:		
At 1 January 2017	55,445	55,445
Charge for financial year	27,960	27,960
At 31 December 2017	83,405	83,405
Carrying amount: At 31 December 2017	56,393	56,393
At 31 December 2016	72,251	72,251

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Total €
Cost:		
At 1 January 2017	30,047	30,047
Additions	18,848	18,848
	<hr/>	<hr/>
At 31 December 2017	48,895	48,895
	<hr/>	<hr/>
Accumulated Depreciation:		
At 1 January 2017	17,815	17,815
Charge for the financial year	9,610	9,610
	<hr/>	<hr/>
At 31 December 2017	27,425	27,425
	<hr/>	<hr/>
Carrying amount:		
At 31 December 2017	21,470	21,470
	<hr/>	<hr/>
At 31 December 2016	12,232	12,232
	<hr/>	<hr/>

9. DEBTORS

	2017 €	2016 €
Amounts falling due within one financial year		
Trade debtors	67,132	28,298
Amounts owed by parent company	100	100
Grants receivable	2,300,000	1,600,000
VAT recoverable	1,202	34,614
Prepayments	40,834	92,867
	<hr/>	<hr/>
	2,409,268	1,755,879
	<hr/>	<hr/>

Amounts owed by parent company is interest free, unsecured and receivable on demand.

10. CREDITORS

	2017 €	2016 €
Amounts falling due within one financial year		
Trade creditors	92,671	140,060
PAYE/PRSI payable	80,804	74,263
Corporation tax payable	2,773	6,953
Other creditors	12,269	64,910
Government grants payable	2,300,000	1,600,000
Accruals	267,912	92,860
Deferred Income *	300,597	300,000
	<hr/>	<hr/>
	3,057,026	2,279,046
	<hr/>	<hr/>

*Deferred Income relates to GAA core funding and Le Chéile commercial income received in November 2017 relating to January 2018.

11. PENSION COSTS - DEFINED CONTRIBUTION SCHEME

The company operates a defined contribution pension scheme in respect of the eligible staff members. The scheme and its assets are held by independent managers. The pension charge includes contributions paid by the company in the year of €32,980 (2016: €33,845). The amount outstanding at the financial year end amounted to €8,183 (2016: €Nil).

12. SHARE CAPITAL

	2017 €	2016 €
Authorised		
1,000,000 ordinary shares of €1 each	1,000,000	1,000,000
	<hr/>	<hr/>
Allotted, called up and fully paid		
100 ordinary shares of €1 each	100	100
	<hr/>	<hr/>

13. FINANCIAL INSTRUMENTS

The carrying values of the company's financial assets and liabilities are summarised by category below:

	2017 €	2016 €
Financial assets		
Measured at undiscounted amount receivable		
• Trade debtors (note 9)	67,132	28,298
• Amounts owed by parent company (note 9)	100	100
• Grants receivable (note 9)	2,300,000	1,600,000
	<hr/>	<hr/>
Financial liabilities		
Measured at undiscounted amount payable		
• Trade and other payables (note 10)	2,660,583	1,832,920
• Other creditors (note 10)	12,269	64,910
	<hr/>	<hr/>

14. RELATED PARTY TRANSACTIONS

During the financial year there were the following related party transactions with the directors. Mr Seamus Hickey received €Nil (2016: €5,000) for project management services and received €5,000 (2016: €5,000) as an honorarium for specific services carried out in his role as Chairman of the Gaelic Players Association.

Some directors and members of the National Executive Committee receive grants in relation to their participation on county panels. These grants are in the normal course of playing activities for their respective counties and all are recorded as arms' length transactions.

15. PARENT AND ULTIMATE PARENT COMPANY

The company's immediate and ultimate parent company is Gaelic Players Holding Company Company Limited By Guarantee. Gaelic Players Holding Company Company Limited By Guarantee is incorporated and registered in the Republic of Ireland.

The ultimate controlling parties are the National Executive Committee of the Gaelic Players Association on behalf of all its members.

Transactions with other companies within the group are not disclosed as the company has taken advantage of the exemptions available under Financial Reporting Standard 102.

16. FINANCIAL COMMITMENTS

Leases:

At the balance sheet date, the total future minimum lease payments under non-cancellable operating leases are as follows:

	2017 Land and Buildings €	Other €	2016 Land and buildings €	Other €
- within one year	54,800	1,745	18,988	1,745
- between one and five years	82,200	582	-	2,327
- after five years	-	-	-	-
	<u>137,000</u>	<u>2,327</u>	<u>18,988</u>	<u>4,072</u>

17. SUBSEQUENT EVENTS

Since the financial year end the Chief Executive, Dermot Earley, decided to return to the Defence Forces and resign from his position as Chief Executive Officer of the Gaelic Players Association DAC. Seamus Hickey, Chairman of the GPA National Executive Committee, has taken up the role of acting CEO. Paul Flynn has been announced as the incoming CEO and will take office in September 2018. There were no other significant subsequent events requiring disclosure since the financial year end.

Supplementary Information

(not covered by the Independent Auditor's Report)

DETAILED TRADING PROFIT AND LOSS ACCOUNT AND EXPENSES SCHEDULE FOR THE YEAR ENDED 31 DECEMBER 2017

	2017 €	2016 €
Revenue		
GAA Core Funding	2,829,403	2,800,000
Government Grants Income	2,300,000	1,600,000
Fundraising Income	1,152,643	679,554
Commercial Income	887,000	948,200
Membership fees	64,336	59,872
Benevolent fund donations	19,682	51,635
Other	-	6,324
	<u>7,253,064</u>	<u>6,145,585</u>
Total Revenue	7,253,064	6,145,585
Direct Costs		
Total Direct Costs	(1,199,628)	(776,789)
Gross Profit	6,053,436	5,368,796
Indirect Costs		
Player Programmes	2,386,199	2,449,037
Other Programmes	248,938	258,868
Organisational Development	68,211	59,506
Government Grant Payments	2,300,000	1,600,000
Operating Costs	1,037,111	998,387
	<u>(6,040,459)</u>	<u>(5,365,798)</u>
Total Indirect Costs	(6,040,459)	(5,365,798)
Profit for the year	12,977	2,998





GPA GAELIC PLAYERS ASSOCIATION

Gaelic Players Association
Unit 27 Northwood House
Northwood Business
Campus
Santry, Dublin 9, Ireland

Tel: +353 1 857 5686
www.gaelicplayers.com
www.wewearmore.ie