

**GPA**   
**GAELIC PLAYERS  
ASSOCIATION**  
ANNUAL REPORT 2016





# CONTENTS

|  |         |
|--|---------|
| Chairman's Introduction  | Page 5  |
| CEO's overview of the year   | Page 6  |
| Player development   | Page 8  |
| Player representation  | Page 10 |
| Major agreements (GAA & Government)  | Page 13 |
| Players continue to contribute to society                                      | Page 14 |
| Leadership development   | Page 16 |
| Our work in the US   | Page 18 |
| Our work with other athletes bodies (WGPA, Rugby Players Ireland, EU Athletes) | Page 20 |
| Governance   | Page 22 |
| Financial highlights   | Page 25 |
| Directors' Report and Financial Statements                                     | Page 27 |



# CHAIRMAN'S INTRODUCTION

It has been a year of huge personal change for me as I took the reins as Chairman and I would like to begin by saying how great an honour it is to continue representing the players of this great organisation.

2016 was a period of change and transition in the GPA but we keep striving for more for our members and in that respect, it was an historic year as a milestone agreement with the GAA was secured to further improve the welfare of inter-county players, past and present.

Huge thanks in particular to our negotiating team of Richie Hogan, Paul Flynn and Dermot Earley, the NEC, our board of directors, Aidan Gordon, Aaron Shearer and those who took place in our regional reps workshops and everyone who contributed in any way to making this agreement a reality.

With that in place, we immediately set about developing our three-year strategic plan to address our main objectives until 2019. Amid a period of unprecedented transition and change in the players association it is more important than ever that we maintain our core values and continue to put players first.

I couldn't continue without acknowledging the immense contribution which Dessie Farrell has made to the GPA, and to the welfare and wellbeing of inter-county players. It's amazing to think how far we have come in the last 17 years, exemplified by the efficient operation of the player charter for inter-county squads. Who could have foreseen the contribution of inter-county players to Irish society being recognised in the form of the Government grants? All of these improvements for inter-county players couldn't have been achieved without his drive and the positive changes in our games under his stewardship of the GPA have left a lasting footprint.

I must also recognise the enormous contribution of Sean Potts to the GPA. Sean was there since the beginning and has played a huge role on the GPA's road to recognition by the GAA.

I was chairman of the selection committee appointed by the Board of Directors to select and appoint the next CEO and I'm extremely happy that Dermot Earley was the standout candidate to succeed Dessie and that he accepted the position. I look forward to continuing my work with him long into the future as the next stages of the GPA take shape.

The GPA Former Players Group, under the chairmanship of Tony Hanahoe, held its fourth annual networking dinner in Croke Park last September where the legendary duo of Paddy Prendergast (Mayo) and Ray Cummins (Cork) were honoured for their remarkable playing achievements.

Thank you to all involved in making it another resounding success and this augurs positively for the future of the Former Players Event, which is the only gathering of so many of our former players and continues to add to the development of the GPA.

A lot has been achieved during 2016 and none of this could have happened without the dedication of our staff and volunteers. Thanks also to the different boards involved in the running of the organisation and I'm eager to work with you all over the coming years.

Finally, congratulations to all of our inter-county hurlers and footballers for their immense contribution to the fabric of Irish society throughout 2016. Particular mention must go to the teams of Tipperary, Dublin (football), Meath, Mayo and Louth who reigned supreme this year.

"It's amazing to think how far we have come in the last 17 years, exemplified by the efficient operation of the player charter for inter-county squads."



Seamus Hickey, Chairman

# MESSAGE FROM THE CEO

IT is a great privilege for me to represent all inter-county players as the Chief Executive as the GPA continues to grow and serve its players with distinction.

Looking back on 2016 is a great source of satisfaction and pride when reflecting on the GPA's achievements, none bigger than the three-year agreement with the GAA which acknowledged the dedication and commitment of our inter-county players.

This landmark agreement recognises the increasingly challenging environment in which our inter-county players operate and I must thank the GAA for taking a very important step in helping to secure their future wellbeing.

With 80% of GAA revenue generated by inter-county players, our members deserve to be recognised for their efforts and I extend a huge thanks to our negotiating team of Richie Hogan, Paul Flynn, Aidan Gordon and Aaron Shearer and all those who contributed.

My predecessor as CEO, Dessie Farrell, also played a crucial role in that agreement, and the evolution of the GPA in general. I would like to thank him for all his tireless work down through the years to make the GPA what it is today.

Similarly, Donal Óg Cusack deserves great praise for being a passionate advocate of players' rights, helping to move the GPA in the right direction and serving inter-county players with honour during his time with the GPA.

Both men have left the GPA on a great footing and I'm keen to continue to build on the solid foundation they have left during my time as CEO. Seamus Hickey (Chairman) and David Collins (President) have both stepped up to the plate having already devoted huge time to the organisation.

As part of this period of change, we developed our strategic plan (2017-2019) after detailed consultation with players, the NEC and the other committees as we set out to deliver the needs of our members and increase awareness of the contribution which they make to our wider society.

Our members routinely give everything to our national games, and they deserve to be fully supported in their efforts during their playing careers and beyond. We are determined to deliver on every aspect of the strategy for the betterment of the inter-county player.

Another of 2016's success stories has been the continued increase in successful player engagement with our programmes. This would not be possible without our incredibly hard-working, innovative and passionate staff, our excellent service providers, underpinned by our voluntary National Executive Committee and various committees.

While few county players achieve ultimate success, they all remain an integral part of the GAA's history and a valued member of the players association. We are here to support them while they compete at inter-county level but also long after they hang up their boots.

The GPA will always be a player-led organisation with decisions made by players and for players.

"Our members routinely give everything to our national games, and they deserve to be fully supported in their efforts during their playing careers and beyond"



Dermot Earley, Chief Executive Officer





engaging in our programmes.

The Player Engagement Officer roles are being filled by former and current players who also have a very deep and innate understanding and experience of good personal development work. They all meet with the emerging best in class requirements and standards for this type of work and have also been voluntary advocates for the GPA prior to this so are very passionate about what we do.

In 2016, our Munster representative Conor Cusack moved on to pastures new and while we will greatly miss Conor's passion and commitment we have been lucky to have an equally great advocate on hand in Alan O'Mara to continue Conor's great work in Munster.

### Events and Player Engagement in 2016

Our members are a young and varied demographic, so in 2016 we decided to try some new and exciting venues and experiences for our player events and group meetings. These gatherings were designed to increase player participation and increase engagement in meetings whilst also enhancing the player experience of the GPA. We held our meetings in unique venues such as the Titanic Centre, Thomond Park, Cathal Brugha Barracks in Dublin. We also stretched our internal team learning in relation to facilitation training and content delivery. We had really good interaction and

feedback from players at meetings as a result. We hope to up our game in 2017 in this regard with more facilitation training, personal growth and skills development within the team with a view to delivering more for our players.

As a result of our new team on the ground and enhanced frontline staff development plans to facilitate growth of intensive engagement, we experienced a 14% increase in programme engagement in 2016 versus 2015.

### Positive results: The Players' Experience of increased face to face engagement

"I did find face to face interaction to be hugely helpful. I found it very useful when our GPA rep called down to us after training and encouraged us to ask questions about the services being offered etc. They were very supportive and reassuring. I got way more out of this than emails or texts. It also gives the GPA a feel for what players want. I think that having GPA representatives call into an inter-county team at training 2/3 times a year where they can build up a relationship with the players and it is of huge benefit to both the players and the GPA. This encourages more players to participate in the quality services being offered."

# PLAYER DEVELOPMENT

Our transformational Player Development Programme (PDP) seeks to develop and support a players' emotional intelligence and wellbeing to ensure he has the ability to operate at his Personal Best. Our general programmes seek to enable players with functional knowledge and training. In 2016 we have continued successfully to focus on promoting more transformational programmes. We have created our own world-class model seeking set objectives for the programme. We have contracted new coaches to our panel and are strengthening our ability to deliver these programmes at increasing volumes without compromising quality. We are also encouraging strong advocates to become more actively engaged with the GPA and involved in delivering our work.

### Emotional Health & Well Being

In 2016 results from a study carried out by Dr Vincent Goutteborge PhD, Chief Medical Officer for FifPro investigating the symptoms of common mental disorders among elite Gaelic athletes were published.

A total of 204 current and retired inter-county players took part (183 current and 21 retired) with the following results:

- Prevalence ranged from 23% for adverse alcohol use to 48% for anxiety/depression.
- 24% of the participants reported at baseline two symptoms.
- Six-month incidence ranged from 11% for sleep disturbance to 21% for anxiety/depression. Severe musculoskeletal injury, surgery, recent life events and career dissatisfaction led to an increased risk for common mental disorders.

The conclusion drawn by Dr. Goutteborge was that raising the self-awareness of all stakeholders in Gaelic sports about common mental disorders should be prioritised, as well as the evidence-

based development and application of adequate preventive and supportive measures.

### GPA Counselling

The GPA's counselling programme continues to grow with depression and gambling and alcohol addictions remaining a very prevalent issue for our players with 95 contacting our 24/7 phone service during 2016. It is recognised that to have an impact or to campaign in this area, expert lobbyists and campaign managers would need to be resourced. Niall McNamee also took part in an Oireachtas Information session on the Gambling Control Bill and continues to work tirelessly to impact change in this area.

### National Engagement

In 2016, we focused our meetings on squads, individual players and managers with the overall objective of encouraging a deeper understanding of what we do in the GPA and encouraging all players to avail of the opportunity to operate at their personal best both on and off field.

### Squad Engagement

Due to intensive training schedules, access to squads and players can be challenging but our new engagement officers focused on delivering a more dynamic, value adding content and they cultivated more intensive relationships with players and managers as a result. This new approach built trust and offered value to players, allowing for easier access to dressing rooms and more meaningful team and player meetings.

Another positive benefit has seen more players actively follow up after these meetings with our engagement officers. At the end of 2016, we had more players and managers than ever before

## 2016 PLAYER DEVELOPMENT & ENGAGEMENT TEAM MEETING ACTIVITY SUMMARY

- 30 GPA Squad workshops
- 380 Collective Squad & Individual Member meetings nationwide
- 200 Students at 7 Regional Student Workshops nationwide
- 80 Squad Reps and 50 Squads represented at 7 Regional Reps Meetings
- 35 Team Manager Meetings
- GPA Presentation at 4 GAA Regional Roadshows
- 42 squads represented at annual Reps Summit
- Policy work groups led by players
  - o GPA Player Welfare group
  - o GAA Medical & Scientific Committee
  - o GPA Competition Re-Structuring
  - o GPA Student Council
  - o Communications Feedback Groups

### PDP BY NUMBERS

- 700 intensive, transformational programmes delivered nationwide
- 591 Scholarship Applications processed
- Over 100 Education & Training funding applications processed
- Cardiac Screening & Mouthguards offered to all squads



# PLAYER REPRESENTATION

“ There have been some key interventions which have helped to saved player’s lives ”

The GPA was founded to address player welfare shortcomings in the inter-county game and the welfare of members remains fundamental to the work of the GPA.

To address specific welfare issues, the GPA established the Player Safety and Welfare Group in 2016 under the chairmanship of former Limerick footballer Dr Jim O’Donovan.

This group is tasked with examining all aspects of player safety and welfare including anti-doping protocols and education, concussion policies, the physical and psychological demands being placed on county players and welfare issues pertaining to the sustainability of the modern game.

This group is represented on the GAA’s Medical, Scientific and Welfare Committee and works closely with that body on matters of concern to county players.

Competition Structure Reform remains one of the most topical and emotive issues in Gaelic games and following the rejection of the GPA’s Football Competition proposals in 2015, the remit of the GAA/GPA Joint Review Committee was expanded as part of the 2017 to 2019 Recognition Protocol Agreement between the GAA and GPA.

With multiple stakeholders and overlapping demands, consensus in fixture reform remains essential but events in 2016 in relation to football reflect, once again, how challenging attempts to introduce change can be.

A critical component of the overall welfare environment is the Player’s Charter which is agreed annually between the county Boards and squads and administered by the County Panel Subcommittee. Following the 2016 Agreement between the GPA and GAA, a number of enhancements were included into a revised improved Charter agreement.

## Players’ Charter

One of the agreed outcomes of the 2016 GAA/GPA Recognition Protocol was a review of the Squad Charter for Inter-County Players which was overseen by a joint GAA/GPA Review Group.

A player led committee consisting of James Toher (Meath), Finian Hanley (Galway), Hugh Paddy O’Byrne (Carlow), Aidan Forker (Armagh), Eoin Doyle (Kildare) and Kevin Maguire (Westmeath) developed the proposals which were then represented on the Review Group by Wicklow footballer John McGrath and Tipperary hurler Paddy Stapleton.

A three-year plan for an updated Player’s Charter was subsequently introduced to address core entitlements and inefficiencies in the original document in relation to the administration of player expenses and the provision of playing and training gear.

An improved expenses distribution mechanism is now in place along with increased gear and ticket allowances for county players. It is envisaged that an on-line expenses system will be operational by 2018.

The Review Group will continue to monitor the implementation of agreed practices over the three-year period up to 2019.

The GPA is committed to an improved education and communication strategy for players and squad reps in relation to the charter and method of negotiating agreed policies with county boards.

## Player Safety and Welfare Group (PSWG)

Established in 2016, this Group is tasked with specific areas of player welfare, particularly those relating to the physical wellbeing of county players.

With the aim to help inter-county players prolong their careers

and excel into the future, a number of reviews, assessments, educational and research projects commenced in 2016 including:

- **Standards of care** and accreditation for medical/strength and conditioning personnel with county squads.
- **Standards of medical provisions** at inter-county grounds.
- **Hip and Groin Research:** Overseen by Dr Enda King of the Sports Surgery Clinic in Santry, the GPA membership was surveyed in relation to prevalence of hip and groin issues and the results of this research will help inform standards of care for current and future inter-county players.
- **Anti-Doping Information Campaign:** The PSWG conducted an internal anti-doping information campaign in 2016 outlining the GPA’s commitment to the anti-doping code and clean sport. Central to the Group’s work in this area is ensuring the obligations of the GAA, as our sports’ governing body, to on-going education for players is met. Concerns continue to be raised that the GAA’s anti-doping education programme for county players is not sufficient and needs to be improved.
- **Concussion:** Working in conjunction with the GAA’s Medical, Scientific and Welfare Committee, protocols in relation to concussion continue to be monitored. Outcomes from the International Concussion Conference in Berlin in 2016 were to be reviewed but were considered inconclusive with further research now on-going to review protocol and ensure the highest possible concussion standards are in place on the sideline for all.
- **Cardiac Screening:** 2016 marked the fifth year since squad screening was introduced by the GPA. There have been some key interventions which have helped to saved player’s lives, and the service is due to be reviewed in 2017 including reporting protocols where anomalies arise in player readings.

## Competition Structure Reform

A priority for all GAA stakeholders in hurling and football, reforming structures has proven a complex and frustratingly protracted process. The rejection of GPA football proposals in 2015 and subsequent introduction of the GAA’s ‘Super 8’ structure against the majority wishes of the inter-county playing body have made the issue increasingly divisive despite the fact that the process is on-going.

It is important to note that there are a range of views within the GPA membership in relation to structures, particularly around the introduction of a second tier and its viability to provide a meaningful programme at all levels.

The ability to influence structural reform remains topical for the GPA but it should be noted that the GPA Student Report 2015 written by Dr Aoife Lane and entitled “Never Enough Time” proposing a restructuring of the U-21 grade in football and minor grades in football and hurling helped effect change in these areas.

A GPA Hurling Review Group has been established to assess GAA’s proposals and to carry out a comprehensive review of the Christy Ring, Nicky Rackard and Lory Meagher competitions.

## ESRI Research

The GAA and GPA have commissioned the ESRI to carry out a report into the demands being placed on inter-county players in 2017. Over 2,000 members of the 2016 championship panel will be given the opportunity to contribute. This will be a crucially important body of research that gives all players a unique opportunity to aid the welfare of the inter-county game for current future and former players for years to come.





# MAJOR AGREEMENTS

2016 marked an historic year for the GPA as the second Recognition Protocol Agreement between the GAA and GPA was concluded covering the period 2017 to 2019. The agreement includes enhanced levels of funding directly to players to the amount of €2.7m by way of changes to the expenses regime. It also sees the addition of a nutritional allowance while there is also a surgical intervention fund available to former players to the value of €200,000. There is also a minimum funding of €2.5m for GPA player programmes which for the first time is based on a percentage of GAA commercial income and a further minimum of €800,000 from the Le Cheile Partnership.

That Protocol recognised the contribution inter-county players make to the commercial success of the GAA and acknowledged the huge commitment given by and expected of them. It also acknowledged the GPA as the representative body of senior inter-county players. Crucially, the Protocol acknowledged that both the GAA and GPA were committed to maintaining and protecting the amateur status of the GAA.

The agreement contains a number of elements which will provide greater practical support to county players and also ensures that they can have a more direct input into important issues pertaining to their playing careers.

The framework includes:

## 1 Mechanisms to improve input from county players into matters of GAA policy that are important to them:

- GPA to have additional delegate to Congress along with Ard Chomhairle Rep.
- GPA to have right to submit one motion to Congress annually in line with other units.
- Expanded role for the GAA/GPA Joint review committee to consider all issues of concern and relevance to the players.

## 2 Establishment of a working party to explore and address the demands placed on county players:

- New working group of players and administrators established to examine demands on players.
- Aim of this new group will be to ensure that amateur players can maintain a balance between their personal and professional lives and their club and county careers.

## 3 Increased level of reimbursement of expenses incurred by inter-county players:

- Review of current document on expenses/gear for approval by Central Council this November.
- Mileage Rate: increase for inter-county players to between 62.5c and 65c per mile (to a maximum total cost of €1.5m).
- Nutrition Expense: new refundable & vouched nutrition expense (to the amount of €1.2 million per year) to be introduced.
- €200,000 to be set aside each year to deal specifically with surgical interventions for former inter county players.
- Cost of increases to mainly come from central GAA funding – Central Council to ring-fence funding to counties to assist with these additional costs.

## 4 Increase in funding available to support GPA Player Development Programmes:

- Commercial Revenue i.e. Media Coverage, Sponsorship, Franchising, Licensing.
- GPA to present outline budget to Central Council annually and provide annual end-of-year report to Central Council outlining how funding was disbursed.
- The GAA will nominate a member to the GPA's Finance Committee and vice versa.

## 5 Commercial Partnership (Le Chéile) to be revamped:

- New Board to be established including two external non executive members.
- GAA to guarantee additional €800,000 p/a from it to GPA for Player Services.
- All GPA commercial activities will be undertaken through this body only.

“ GPA members will be supported with €1.6m from Sport Ireland in 2017 before that figure increases to €2.3m in 2018 and €3m in 2019 ”

2016 also involved the renewal of the government grant funding scheme with Sport Ireland for inter-county players with significant improvements. The GPA members will be supported with €1.6 million from Sport Ireland in 2017 before that figure increases to €2.3 million in 2018 and €3 million in 2019 as the Government recognised the valuable role which inter-county players have in Irish society.



# PLAYERS CONTRIBUTE TO SOCIETY

Inter-county players are wonderful role models in their communities and through the GPA's Social Action programme, we aim to harness that collective strength to help bring positive change to our society.

## Childhood Cancer Foundation

Players from counties nationwide have volunteered their services and have worked as ambassadors with CCF, both in their communities and to promote national events.

As part of our work with CCF, a video was produced to help support Ireland's fight against childhood cancer. Inter-county stars Richie Hogan (Kilkenny), Patrick McBrearty (Donegal), Peter Crowley (Kerry) and Cathal Cregg (Roscommon) all featured in the video which was aired on Croke Park's big screen during the All-Ireland SFC and SHC finals in September/October, and also live on RTE television during the GAA/GPA All-Star awards in November.

## Special Olympics Ireland

The GPA were delighted to once again support Special Olympics Ireland as formal partner throughout 2016 and aid with their National Collection Day in April to support athletes with intellectual disabilities.

Kerry footballer Peter Crowley and Wexford hurler Conor McDonald were two of the GPA's advocates for the initiative and it was great to be involved in such a rewarding and worthwhile programme.

In December, the GPA also supported the Polar Plunge where hundreds of people, including Dublin footballer Dean Rock, turned out to support Special Olympics Ireland by bravely plunging into icy cold waters.

## Jump Autism Support

The GPA was proud to partner with Jump Autism Support for 2016 to help celebrate World Autism Awareness Day in April as Kilkenny's Richie Hogan and Dublin footballers Cormac Costello and Jonny Cooper visited Jump's Easter Camp.

The players were bowled over by their conviction to do something practical and positive through their own volition as they aim to give the children a chance to do normal childhood activities that help their development in a supervised and appropriate setting.

## SOAR

The GPA is very aligned to SOAR as a personal development organisation that has a social impact. We have worked with SOAR on the concept of modern-day masculinity and coping with life as a young man in Irish society. Players and staff members have volunteered to become trained facilitators to deliver content to young men throughout Ireland.

Award-winning social entrepreneur and Presidential appointee to the Council of State Ruairí McKiernan has been working alongside the GPA helping us further develop our leadership and community engagement work. He highlighted the importance of players contributing to society and some examples of player contributions throughout 2016.

"It's clear that players are leaders both on and off the pitch. They are recognised, valued and respected as role models and social leaders in their community, a status that can stay with them long after their playing career has ended. Increasingly players are doing more to develop their role as community leaders and it is great that the GPA is keen to develop this area. Hundreds of players help out in coaching youth teams and supporting their community each year, including dozens who helped the Childhood Cancer Foundation over the past two years. Current and past players are active in shining a light on social issues and developing new areas of action.

People like Stephen McDonnell (Cork), Philly McMahon (Dublin), Kevin McManamon (Dublin), Jack McCaffrey (Dublin), Joe Canning (Galway), Tony Griffin (Clare and SOAR), Alan Kerins (Galway), Niall McNamee (Offaly), Alan O'Mara (Cavan) and many others are active in volunteering, community work, and shining a light on issues like mental health, addiction, inequality and many other issues. There is huge potential here for other current and past players to get involved in this work and it is something that the player, their community, and the country as a whole will benefit hugely from."



**"Inter-county players are wonderful role models in their communities and through the GPA's Social Action programme, we aim to harness that collective strength to help bring positive change to our society."**





# LEADERSHIP DEVELOPMENT

The GPA are delighted to extend the GPA Jim Madden Leadership Programme and will be seeking applicants for the fourth intake of participants to take part in this bespoke and innovative programme. To date the GPA Jim Madden Leadership Programme has had 85 county players from hurling, camogie, gaelic football—men’s and ladies — who have spent 12 months working on their own personal leadership journey. The Programme aims to equip players with the necessary skills, motivation and experience to become successful leaders in the community.

This Programme, the first of its kind in Ireland, is made possible thanks to the support of Michael Madden and his family who

dedicated the new curriculum to the memory of their late father Jim who was a tireless grassroots GAA and community activist in Tipperary. Many of our inter-county players have exceptional leadership qualities. These skills are honed through the experience and resilience developed as elite players in a highly competitive environment, where high performance is often predicated on the player’s own ability to lead by example encouraging greater levels of performance from team-mates. The GPA Jim Madden Programme has established a learning pathway for players who wish to develop these qualities which can be harnessed both for their personal development and for the benefit of society.

In 2016, the value of the GPA Jim Madden Leadership Programme was recognised when it was shortlisted for an award by the Irish Institute of Training and Development (IITD).

Also, the GPA forged links with Maynooth University and developed a Special Certificate in Professional Leadership, an additional qualification open to all participants of the programme. This National Qualifications Authority of Ireland accredited certificate is based on the learning achieved during the participants’ 12 months on the Programme. To date 15 players have completed this additional certificate and are due to graduate from Maynooth University in November 2017.

Speaking about the Programme, Michael Madden commented: “As a family we are immensely proud of our late father Jim’s legacy and we wanted to mark his memory in a positive way. This Leadership Programme will hopefully inspire a new generation of Jim Maddens all over the country, people driven by the desire to lead, to give back and to make a difference in their communities and society. We are delighted to work with the Gaelic Players Association to deliver this new Programme and to be the first to include camogie and ladies footballers in the mix. We wish all the future participants in the course the very best of luck with their education and look forward to watching them grow and develop as

people, as players and as role models along the way.”

Tailored to suit county players, the GPA Jim Madden Leadership Programme sits centrally in the GPA Player Development Programme and helps players to harness the many transferable skills they develop at the top level of their sport. Through this leadership Programme, the GPA can support the next generation of young leaders and help them to be successful in their careers and lives outside of Gaelic games. In turn, these players understand the importance of their civic and social responsibility and can see the benefit of ‘giving back’ and utilising their status as role models in society.

First Player Development Programme wholly-funded through private donation

First Player Development Programme available to men and women from both codes

# OUR WORK IN THE US

The GPA has been working in the US for the past five years to develop a strong support structure for the Player Development Programme and to promote our players and our games to a new audience.

The 2016 Ireland-US Gaelic Heritage Awards & Dinner Gala saw Stephen Kavanagh (Aer Lingus) and Robert McCann (UBS Americas) being honoured and both have been huge advocates for the work of the GPA and for Gaelic games.

Teneo's Declan Kelly introduced both Robert and Stephen, and spoke eloquently and passionately at the event about the outstanding contribution of our players and the important role the GPA is now playing to support them and ensure that their commitment to the game is not made at the expense of their own personal development

Among the legends present at the Dinner Gala this year were four-time All-Ireland winner Denis Bastick, Tipperary's 2016 All-Ireland-winning captain Brendan Maher, 1992 All-Ireland-winning captain Anthony Molloy, 2016 Ladies football Player of the Year Bríd Stack, Offaly great Seamus Darby and Wexford camogie legend Kate Kelly.

The annual event is organised by a New York based Dinner Committee, a sub group of the GPA Advisory Board and this year's gala, hosted in the iconic Plaza Hotel, was headed by Dinner Co-Chairs Sean Murphy and John Neary.

The GPA is hugely grateful to the outstanding voluntary efforts of these people who share the vision of our organisation to build a better future for the hurlers and footballers who make such a significant contribution to the cultural and social fabric of Ireland.



# OUR WORK WITH OTHER ATHLETE BODIES

(WGPA, RUGBY PLAYERS IRELAND, EU ATHLETES, ATHLETES ALLIANCE)

Working with other athlete bodies is an important aspect of the GPA's work as we continuously strive for self improvement. In order to do so, the GPA are in regular contact with other athlete bodies.

This takes the form of regular attendance at meetings with the Professional Players Federation, EU Athletes, World Players Association, Irish Jockey's Association, the Institute of Sport and

Irish Players Association where we share our work and network with them.

This offers a massive learning and growth opportunity for the GPA as we share international best practice in the area of Player Association management, personal development of athletes and dual career management.

This also provides an opportunity to measure our own development against that of world-wide players association practice. We also actively seek out council and experience from organisations like SOAR or Reach foundation, who are both working at the cutting edge of a similar personal development space to us.

First Business networking event and Mental Health First Aid Training are two examples of the training undertaken during 2016 by members of the GPA and the GPA have worked particularly close with the following organisations as we search for continuous development.

## EU Athletes

The GPA have been involved with EU athletes for the last number of years and it is proving to be a very fruitful relationship as we share and exchange information, enhance our own knowledge and discuss best practice with regards to important issues like player welfare and anti-doping.

Our work with EU athletes allows us to analyse everything we do and further progress the excellent services we offer. We work under their umbrella for many programmes, one of which was PROtect Integrity, which dealt with the issue of match-fixing and tips on what player associations should do to combat it.

## Women's Gaelic Players Association (WGPA)

The GPA have supported the establishment of the WGPA and have promoted joint initiatives, which aim to highlight the support of inter-county hurlers and footballers for their female counterparts and encourage increased recognition of their games.

Aoife Lane, chairperson of the WGPA said of the relationship: "Since our inception, the GPA has been incredibly supportive of the WGPA. The relationship is encapsulated in the concept of 'On Her Side' and activated through joint initiatives such as the GPA Jim Madden Programme and Overseas Events as well as financial donations.

"The relationship between the GPA and WGPA is one that extends beyond tangible supports, one that is based on trust and transparency, and is a model for collaboration between male and female sporting entities."

## Rugby Players Ireland (Formerly IRUPA)

We work particularly close with IRUPA around the areas of collective training and the exchange of information. One such programme which we worked alongside them with during 2016 was Talented Athlete Lifestyle Support (TALS) training, which is the UK standard for training for any organisation working with athletes and dealing with any aspects of their lifestyle. This was hugely beneficial for our own work and we will continue to work with IRUPA into the future.



# GOVERNANCE

The issue of corporate governance is of critical importance to charities and not-for-profits and the GPA has taken a number of practical steps during 2016 to improve its structures in this regard.

Following a motion passed at the 2015 AGM, the players' body established a Governance Review Group which was tasked with updating the constitution and company structure and improving transparency in how the GPA's National Executive operates.

It helps to improve how we run the Association giving players a greater say in how the GPA's National Executive (NEC) is made up, limiting roles to fixed terms and ensuring wider representation for a greater number of squads.

The GPA's day-to-day operations are conducted through the GPA company structure with oversight by the Board of Directors but like many not-for-profit organisations the GPA is governed by a voluntary body, the National Executive Committee, which is predominantly made up of players, past and present.

The NEC is charged with the broad strategic direction of the GPA and selecting directors to sit on the GPA's Board which has the ultimate legal responsibility for the company and works to ensure good governance.

In addition to the NEC, the GPA's Board of Directors is supported by independently chaired standing committees overseeing Audit and Risk, and Finance and Remuneration. The new Recognition Protocol between the GPA and GAA see the GAA represented (by Micheál Carrigy) on the GPA's Finance Committee which deals with financial planning, strategy and monthly financial reporting.

With the GAA GPA Agreement rubberstamped by both organisations, the working relationship between us will be strengthened by this important element as it improves transparency and builds further trust.

The GAA is committed to supporting county players through the Recognition Protocol and the GPA is committed to providing the essential services and programmes to put that support into practice in the most efficient way.

The GPA Company is compliant with the Voluntary Governance Code for Community, Voluntary and Charitable Organisations in Ireland.

With professional staff and voluntary members working together, the GPA is aware for the need to be transparent with clearly defined governing structures. In this regard the GPA are committed to the Governance Code, ensuring all requirements are met in terms of financial reporting.

In relation to the pay component of the GPA's annual budget, the GPA's Board and Executive Management are supported by the Remuneration Committee, chaired independently by Tom Dillon of Glanbia. This group establishes pay levels based on market rates, advises on employee contracts and succession planning.

The GPA constantly measures itself against best practice in terms of managing our affairs and reporting on the organisation's activities, this is what the Governance Code is all about. The GPA is satisfied that our on-going review is ensuring the GPA does things better than ever; the GPA is a positive, open organisation committed to the wellbeing of our members.

The 2016 GPA AGM passed a motion to adopt the amended constitution and the changes proposed by the Governance Review Group.

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 Gaelic Players Association D.A.C. 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.

### Board Meeting 2016 Attendance:

|                 |                   |     |
|-----------------|-------------------|-----|
| Seamus Hickey   | Board Chairman    | 5/5 |
| Dermot Earley   | Director          | 5/5 |
| Paul Flynn      | Director          | 3/5 |
| Sean Murphy     | Director          | 5/5 |
| Brian Mulvihill | Director          | 3/5 |
| Philip Greene   | Director          | 5/5 |
| Matt Hoban      | Company Secretary | 5/5 |

“With professional staff and voluntary members working together, the GPA is aware for the need to be transparent with clearly defined governing structures.”



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 2016 Attendance:**

|                 |     |
|-----------------|-----|
| John Glennon    | 5/5 |
| Seamus Hickey   | 4/5 |
| Brian Mulvihill | 5/5 |
| Philip Greene   | 5/5 |

**2. Audit & Risk Committee**

This committee will 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.

**Audit & Risk Committee Meeting 2016 Attendance:**

|               |     |
|---------------|-----|
| Dermot Reilly | 4/5 |
| Dermot Earley | 5/5 |
| Mark Ward     | 4/5 |
| Liam Twohig   | 1/1 |

**Sub note** \*Liam Twohig was appointed to the committee on 25th November 2016 and took up the role as committee chairman following Dermot Reilly's decision to step down.

**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 will establish individual base pay levels based on market rates and annual bonuses based on the outputs from the performance management system. It will also advise on all matters in relation to employee contracts and succession planning.

**Remuneration People & Change Committee Meeting 2016 Attendance:**

|             |     |
|-------------|-----|
| Tom Dillon  | 3/3 |
| Sean Murphy | 3/3 |
| Paul Flynn  | 2/3 |



# FINANCIAL HIGHLIGHTS

I am pleased to report that 2016 was another positive financial year for the GPA with solid financial returns and continued progress for members. It was also a very important year for the development of the Association and was marked by some far reaching developments for the future. Whilst it is the individual player stories behind the figures that tell the real impact the Association is making, it is hugely 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.

Financially, in line with initial guidance provided at last year's AGM in December, the association has reported a full year net surplus of €2,998. Revenue increases (39%) in 2016 were largely attributable to increased commercial revenues, GAA funding and increased Government grant income for players. As a not-for-profit organisation, the majority of our revenue and associated expenditure is directed towards players, player welfare and player development programmes, our total expenditure has also increased (39%). 75% of our net revenues were directed towards players welfare and player development programmes in the year.

All of this was achieved against a very challenging backdrop in terms of negotiating a renewed recognition protocol between the GAA and GPA for the period 2017-2019, with an interim funding deal in place for 2016 whilst the Association continues to grow engagement from members with our player development programmes. This three-year agreement establishes a long-term commitment to link player welfare and development with the GAA's commercial success which is highly significant for the GPA. 2016 also involved the renewal of the government grant funding scheme with Sport Ireland for inter-county players. The GPA members will be supported with €1.6 million from Sport Ireland in 2017 before that figure increases to €2.3 million in 2018 and €3 million in 2019. As with previous agreements, Sport Ireland will provide the funding for disbursement of the grants to the players. The grant provides practical support to players and allows them to continue playing their sport at the highest level all over Ireland, while also maintaining a career or studies. In addition to supporting government policy, under the new agreement inter-county players will have increased involvement in promoting healthy lifestyles at a local level through the Local Sports partnerships in every county.

The GPA's activities in the United States to raise awareness of Gaelic games and generate support for the work of the players' body are also of strategic importance to ensure that we can continue to make a difference to the lives of county players. Fundraising efforts in Ireland and the US generated €679,554 of reported income for the GPA in 2016. (\*Fundraising revenues are all recorded on a cash receipts basis in line with our accounting policies)

The Association's debt position remains largely unchanged with no bank borrowings. On the capital investment side we continued to invest in our membership system in order to facilitate streamlined processing and recording of government grant payments directly to players.

However, the upward pressure on costs continued to be significant. Total expenditure rose by 39% to €6,142,586 in line with our increased revenues of €6,145,585. Total staff costs increased 9% in 2016 resulting from promotional and basic salary increments, recruitment of a full time financial controller and with year on year average staff numbers remaining at twelve employees. In 2017 we currently have nine full time staff members

and one part-time staff member. The staffing of our national player engagement officer roles has moved to a regional model with four part-time national engagement officers contracted as service providers.

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 both on and off the field of play. A total of €2,449,037 has been spent in this area in 2016 with key transformational programmes like personal development coaching having an allocation of €219,654. Investing in the education of players was a strategic priority in 2016 and a financial highlight was the re-phasing of our scholarships from a single yearly payment to a dual payment to match college semesters. In 2016 a total of €684,107 was spent on player scholarships and MBA's. A further €105,009 was allocated to education, up skilling and training courses for players. The re-phasing of the scholarships was completed in order to alleviate the financial burdens on third-level students and to help players who are at risk of under-achieving in their education because of the demands on their time. It was conducted in response to the feedback we received from our regional student workshops and student steering group.

**Future progress**

The GPA's financial priorities remain largely consistent in terms of growing revenues, minimising costs and seeking to distribute the maximum amount possible towards players and player development programmes. In 2017 we need to safeguard our association for the future and our finance committee has recommended we seek to build the reserves of the Association in a scaled manner over the coming years in order to service underlying player demand for programmes and ensure that we are not constrained by the financial results in any given year.

The GPA is operating in 2017 with a stable financial position where strong financial management and the generation of additional independent revenue sources will remain a priority. Delivering services to players will not be without its challenges. The GPA will continue to seek to manage its sources of revenue effectively and its costs efficiently in order to generate the positive long-term cash flow needed to ensure it maintains its position as a leading players association.

Finally on a personal note, with 2016 commencing my first year as Financial Controller of the GPA, I would like to thank all our players, volunteers, NEC members, Directors, Board sub-committee members, donors and sponsors for their continued support and the role they play in assisting to safeguard the Association's future with valuable insights and expertise. I would also like to acknowledge the strong working relationships developed with WGPA and GAA staff, fellow GAA committee members and volunteers throughout the wider GAA community and I am thankful for their continued support.

Matthew Hoban, Financial Controller





# Gaelic Players Association

## Designated Activity Company

### Directors' Report and Financial Statements for the year ended 31 December 2016

Kearney McArdle McEaney & Co.  
Registered Auditors

# Contents

|                                       |       |
|---------------------------------------|-------|
| Directors and Other Information       | 28    |
| Directors' Report                     | 29-31 |
| Directors' Responsibilities Statement | 32    |
| Independent Auditor's Report          | 33    |
| Income Statement                      | 34    |
| Statement of Financial Position       | 35    |
| Statement of Changes in Equity        | 36    |
| Statement of Cash Flows               | 37    |
| Notes to the Financial Statements     | 38-46 |
| Supplementary Information             | 47    |

# Directors and other information

**Directors**  
 Brian Mulvihill  
 Philip Greene  
 Seamus Hickey (Appointed 27 January 2016)  
 Dermot Earley (Appointed 27 January 2016, Resigned 6 February 2017)  
 Paul Flynn (Appointed 27 January 2016)  
 Sean Murphy (Appointed 4 March 2016)  
 Fergus Clancy (Appointed 10 March 2017)

**Company Secretary**  
 Matthew Hoban (Appointed 4 March 2016)  
 Brian Mulvihill (Resigned 4 March 2016)

**Company Number** 535228

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

**Auditors** Kearney McArdle McEaney & Co.  
 12 Crowe Street  
 Dundalk  
 Co. Louth  
 Ireland

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

# Directors' Report

## for the year ended 31 December 2016

The directors present their report and the audited financial statements for the year ended 31 December 2016.

### 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 donations and grant income to maintain the existing service levels provided to its members.

### Results and Dividends

The profit/(loss) for the year after providing for depreciation amounted to €2,998 (2015 - €(8,255)).

The directors do not recommend payment of a dividend.

At the end of the year, the company has assets of €2,522,368 (2015 - €1,408,713) and liabilities of €2,273,815 (2015 - €1,163,158). The net assets of the company have increased by €2,998.

2016 was another positive financial year for the GPA with solid financial returns and continued progress for members. It was also a very important year for the development of the association and was marked by some far reaching developments for the future. Whilst it is the individual player stories behind the figures that tell the real impact the Association is making, it is hugely 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 €2,449,037 has been spent in this area in 2016 with 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 costs and seeking to distribute as much as possible towards players and player development programmes. In 2017 we need to safeguard our association for the future and our finance committee has recommended we seek to build the reserves of the association in a scaled manner over the coming years in order to service underlying player demand for programmes and ensure that we are not constrained by the financial results in any given year.

### Directors and Secretary

The directors who served throughout the year, except as noted, were as follows:

Brian Mulvihill  
 Philip Greene  
 Seamus Hickey (Appointed 27 January 2016)  
 Dermot Earley (Appointed 27 January 2016, Resigned 6 February 2017)  
 Paul Flynn (Appointed 27 January 2016)  
 Sean Murphy (Appointed 4 March 2016)  
 Fergus Clancy (Appointed 10 March 2017)

The secretaries who served during the year were;

Matthew Hoban (Appointed 4 March 2016)  
 Brian Mulvihill (Resigned 4 March 2016)

## 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  |
| Martin Kelly  | Member   | Independent |

There were no changes in shareholdings between 31 December 2016 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 the 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 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.

## Post Statement of Financial Position Events

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

## Auditors

The auditors, Kearney McArdle McEaney & Co. have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

## 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 which commenced in March 2015. 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 Board is responsible for providing leadership, setting strategy and ensuring control. It currently comprises 6 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, and all directors are independent of the management of the company.

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

This committee will assist in monitoring the effectiveness in 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 will establish individual base pay levels based on market rates and annual bonuses based on the outputs from the performance management system. It will also advise on all matters in relation to employee contracts and succession planning.

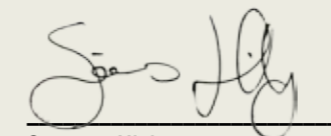
## Statement on Relevant Audit Information

There is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

## Accounting Records

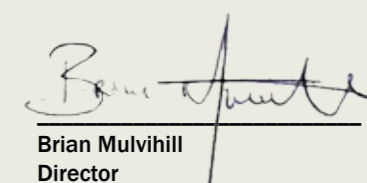
To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Unit 27, Northwood House, Northwood Business Campus, Santry, Dublin 9.

## Signed on behalf of the board



Seamus Hickey  
Director

Date: 1st September 2017



Brian Mulvihill  
Director

Date: 1st September 2017



# Directors' Responsibilities Statement

for the year ended 31 December 2016

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

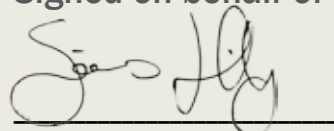
Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"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

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

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

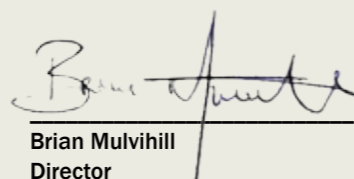
The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy and 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.

## Signed on behalf of the board



Seamus Hickey  
Director

Date: 1st September 2017



Brian Mulvihill  
Director

Date: 1st September 2017

# Independent Auditor's Report

to the Shareholders of Gaelic Players Association Designated Activity Company

We have audited the financial statements of Gaelic Players Association Designated Activity Company for the year ended 31 December 2016 which comprise the Income Statement, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes. 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" issued by the Financial Reporting Council.

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.

## Respective responsibilities of directors and auditors

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. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practice Board's Ethical Standards for Auditors.

## Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Directors' Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

## Opinion on financial statements

In our opinion the financial statements:

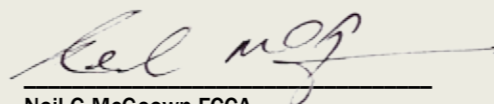
- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2016 and of its profit for the year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework and, in particular, the requirements of the Companies Act 2014.

## Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements.

## Matters on which we are required to report by exception

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 sections 305 to 312 of the Act are not made.



Neil G McGeown FCCA  
for and on behalf of  
KEARNEY MCARDLE MCENEANEY & CO.  
Registered Auditors  
12 Crowe Street  
Dundalk  
Co. Louth  
Ireland

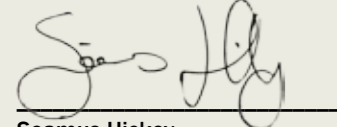
Date: 7 September 2017

# Income Statement

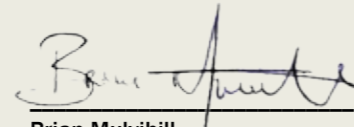
for the year ended 31 December 2016

|  | Notes | 2016<br>€   | 2015<br>€   |
|--|-------|-------------|-------------|
| Revenue  | 4     | 6,145,585   | 4,407,661   |
| Gross profit   |       | 6,145,585   | 4,407,661   |
| Administrative expenses                              |       | (6,142,587) | (4,415,916) |
| Profit/(loss) on ordinary activities before taxation |       | 2,998       | (8,255)     |
| Tax on profit/(loss) on ordinary activities          | 7     | -           | -           |
| Profit/(loss) for the year                           |       | 2,998       | (8,255)     |
| Total Comprehensive Income                           |       | 2,998       | (8,255)     |

Approved by the board on 1st September 2017 and signed on behalf by

  
Seamus Hickey  
Director

Date: 1st September 2017

  
Brian Mulvihill  
Director

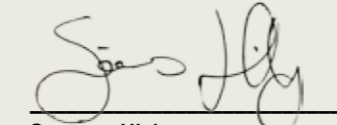
Date: 1st September 2017

# Statement of Financial Position

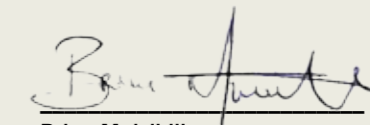
as at 31 December 2016

|  | Notes | 2016<br>€   | 2015<br>€   |
|--|-------|-------------|-------------|
| <b>Non-Current Assets</b>                            |       |             |             |
| Intangible assets                                    | 8     | 72,251      | 71,809      |
| Property, plant and equipment                        | 9     | 12,232      | 17,425      |
|  |       | 84,483      | 89,234      |
| <b>Current Assets</b>                                |       |             |             |
| Receivables  | 10    | 1,755,879   | 1,030,463   |
| Cash and cash equivalents                            |       | 682,006     | 289,016     |
|  |       | 2,437,885   | 1,319,479   |
| <b>Payables: Amounts falling due within one year</b> | 11    | (2,273,815) | (1,163,158) |
| <b>Net Current Assets</b>                            |       | 164,070     | 156,321     |
| <b>Total Assets less Current Liabilities</b>         |       | 248,553     | 245,555     |
| <b>Equity</b>  |       |             |             |
| Called up share capital presented as equity          | 13    | 100         | 100         |
| Income statement                                     |       | 248,453     | 245,455     |
| <b>Equity attributable to owners of the company</b>  |       | 248,553     | 245,555     |

Approved by the board on 1st September 2017 and signed on behalf by

  
Seamus Hickey  
Director

Date: 1st September 2017

  
Brian Mulvihill  
Director

Date: 1st September 2017

# Statement of Changes in Equity

as at 31 December 2016

|                     | Share capital | Retained earnings | Total   |
|---------------------|---------------|-------------------|---------|
|                     | €             | €                 | €       |
| At 1 January 2015   | 100           | 253,710           | 253,810 |
| Loss for the year   | -             | (8,255)           | (8,255) |
| At 31 December 2015 | 100           | 245,455           | 245,555 |
| Profit for the year | -             | 2,998             | 2,998   |
| At 31 December 2016 | 100           | 248,453           | 248,553 |

# Statement of Cash Flows

for the year ended 31 December 2016

|  | Notes | 2016<br>€ | 2015<br>€ |
|--|-------|-----------|-----------|
| <b>Cash flows from operating activities</b>              |       |           |           |
| Profit/(loss) for the year                               |       | 2,998     | (8,255)   |
| Adjustments for:   |       |           |           |
| Depreciation   |       | 32,155    | 26,669    |
|  |       | 35,153    | 18,414    |
| Movements in working capital:                            |       |           |           |
| Movement in receivables                                  |       | (725,416) | 172,229   |
| Movement in payables                                     |       | 1,105,403 | (16,458)  |
| Cash generated from operations                           |       | 415,140   | 174,185   |
| Tax paid   |       | -         | (3,570)   |
| Tax repaid   |       | 5,254     | 3,484     |
| Net cash generated from operating activities             |       | 420,394   | 174,099   |
| <b>Cash flows from investing activities</b>              |       |           |           |
| Payments to acquire intangible assets                    |       | (25,981)  | (53,902)  |
| Payments to acquire property, plant and equipment        |       | (1,423)   | (4,359)   |
| Net cash used in investment activities                   |       | (27,404)  | (58,261)  |
| Net increase in cash and cash equivalents                |       | 392,990   | 115,838   |
| Cash and cash equivalents at beginning of financial year |       | 289,016   | 173,178   |
| Cash and cash equivalents at end of financial year       | 16    | 682,006   | 289,016   |

# Notes to the Financial Statements

for the year ended 31 December 2016

## 1. GENERAL INFORMATION

Gaelic Players Association Designated Activity Company is a company limited by shares incorporated in the Republic of Ireland.

## 2. ACCOUNTING POLICIES

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

### Statement of compliance

The financial statements of the company for the year ended 31 December 2016 have been prepared on the going concern basis and in accordance with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014 and in accordance with the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland (FRS 102) issued by the Financial Reporting Council.

### Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

### 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.

### 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.

### 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.

### 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 has no discretion in this respect and is simply passing on the Sport Ireland funding to the players concerned. 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.

### Other Income

Other income comprises membership fees, benevolent fund donations or fees for services supplied by the company, exclusive of value added tax.

### Fixtures, Fittings and equipment and depreciation

Fixtures, Fittings and equipment are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of property, plant and equipment, less their estimated residual value, over their expected useful lives as follows:

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

### Trade and other receivables

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

### Trade and other payables

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

### Employee benefits

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund.

### Taxation

Current tax represents the amount expected to be paid or recovered in respect of taxable profits for the year and is calculated using the tax rates and laws that have been enacted or substantially enacted at the Statement of Financial Position date.

### Foreign currencies

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

### Computer Software

Computer Software are valued at cost less accumulated amortisation.

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

## 3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors including expectations

of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results.

#### 4. REVENUE

The revenue for the year has been derived from:-

|                                  | 2016<br>€        | 2015<br>€        |
|----------------------------------|------------------|------------------|
| Commercial and membership income | 2,694,511        | 1,215,582        |
| GAA Grants                       | 2,800,000        | 2,315,000        |
| US Donations                     | 644,750          | 848,579          |
| US commercial income             | -                | 28,500           |
| Other Income                     | 6,324            | -                |
|                                  | <u>6,145,585</u> | <u>4,407,661</u> |
| <b>Geographical market</b>       |                  |                  |
| Republic of Ireland              | 5,500,835        | 3,530,582        |
| Rest of the World                | 644,750          | 877,079          |
|                                  | <u>6,145,585</u> | <u>4,407,661</u> |

Commercial and membership income includes the annual grant funding received from Sport Ireland via the GAA under the Sport Ireland Inter County Player Support Scheme.

Revenue attributable to geographical markets outside the Republic of Ireland amounted to 10% for the year.

#### 5. OPERATING PROFIT/(LOSS)

|   | 2016<br>€ | 2015<br>€ |
|---|-----------|-----------|
| Operating profit/(loss) is stated after charging/(crediting): |           |           |
| Amortisation of intangible assets                             | 25,539    | 20,343    |
| Depreciation of property, plant and equipment                 | 6,616     | 6,326     |
| Profit on foreign currencies                                  | (7,087)   | (3,696)   |
|   | <u></u>   | <u></u>   |

#### 6. EMPLOYEES AND REMUNERATION

##### Number of employees

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

|                                  | 2016<br>Number | 2015<br>Number |
|----------------------------------|----------------|----------------|
| Employees                        | <u>12</u>      | <u>12</u>      |
| <b>The staff costs comprise:</b> |                |                |
|                                  | 2016<br>€      | 2015<br>€      |
| Wages and salaries               | 802,661        | 730,871        |
| Social welfare costs             | 84,615         | 81,855         |
| Pension costs                    | 33,845         | 32,362         |
|                                  | <u>921,121</u> | <u>845,088</u> |

Remuneration is set by the Board's Remuneration People & Change subcommittee. 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.

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.

The total remuneration for the key management personnel for the financial year amounted to €490,418 (2015 - €370,170). The key management compensation amounts disclosed above represent compensation to those people having the authority and responsibility for planning, directing and controlling the activities of the Company. These include the senior management staff of the organisation. The costs include total salary/remuneration of any nature including employer pension contributions and employer's PRSI.

## 7. TAX ON PROFIT/(LOSS) ON ORDINARY ACTIVITIES

|   | 2016<br>€         | 2015<br>€         |
|---|-------------------|-------------------|
| <b>(a) Analysis of charge in the year</b>   |                   |                   |
| <b>Current tax:</b>   |                   |                   |
| Corporation tax at 12.50% (2015 - 12.50%) (Note 7 (b))  | -                 | -                 |
|   | <u>          </u> | <u>          </u> |
| <b>(b) Factors affecting tax charge for the year</b>  |                   |                   |
| The tax assessed for the year differs from the standard rate of corporation tax in the Republic of Ireland 12.50% (2015 - 12.50%). The differences are explained below: |                   |                   |
|   | 2016<br>€         | 2015<br>€         |
| Profit/(loss) on ordinary activities before tax   | 2,998             | (8,255)           |
|   | <u>          </u> | <u>          </u> |
| Profit/(loss) on ordinary activities before tax multiplied by the standard rate of corporation tax in the Republic of Ireland at 12.50% (2015 - 12.50%)                 | 375               | (1,032)           |
| <b>Effects of:</b>  |                   |                   |
| Depreciation in excess of capital allowances for period   | 1,555             | 1,297             |
| Utilisation of tax losses   | (1,930)           | (265)             |
|   | <u>          </u> | <u>          </u> |
| Total tax charge for the year (Note 7 (a))  | -                 | -                 |
|   | <u>          </u> | <u>          </u> |

## 8. INTANGIBLE FIXED ASSETS

|  | Computer<br>Software<br>€ | Total<br>€        |
|--|---------------------------|-------------------|
| <b>Cost</b>                                  |                           |                   |
| At 1 January 2016                            | 101,715                   | 101,715           |
| Additions                                    | 25,981                    | 25,981            |
|  | <u>          </u>         | <u>          </u> |
| At 31 December 2016                          | 127,696                   | 127,696           |
| <b>Provision for<br/>diminution in value</b> |                           |                   |
| At 1 January 2016                            | 29,906                    | 29,906            |
| Charge for year                              | 25,539                    | 25,539            |
|  | <u>          </u>         | <u>          </u> |
| At 31 December 2016                          | 55,445                    | 55,445            |
| <b>Carrying amount</b>                       |                           |                   |
| At 31 December 2016                          | 72,251                    | 72,251            |
|  | <u>          </u>         | <u>          </u> |
| At 31 December 2015                          | 71,809                    | 71,809            |
|  | <u>          </u>         | <u>          </u> |

## 8.1. INTANGIBLE FIXED ASSETS PRIOR YEAR

|  | Computer<br>Software<br>€ | Total<br>€        |
|--|---------------------------|-------------------|
| <b>Cost</b>                                  |                           |                   |
| At 1 January 2015                            | 47,813                    | 47,813            |
| Additions                                    | 53,902                    | 53,902            |
|  | <u>          </u>         | <u>          </u> |
| At 31 December 2015                          | 101,715                   | 101,715           |
| <b>Provision for<br/>diminution in value</b> |                           |                   |
| At 1 January 2015                            | 9,563                     | 9,563             |
| Charge for the year                          | 20,343                    | 20,343            |
|  | <u>          </u>         | <u>          </u> |
| At 31 December 2015                          | 29,906                    | 29,906            |
| <b>Carrying amount</b>                       |                           |                   |
| At 31 December 2015                          | 71,809                    | 71,809            |
|  | <u>          </u>         | <u>          </u> |
| At 31 December 2014                          | 38,250                    | 38,250            |
|  | <u>          </u>         | <u>          </u> |

## 9. PROPERTY, PLANT AND EQUIPMENT

|                        | Fixtures,<br>fittings and<br>equipment<br>€ | Total<br>€        |
|------------------------|---|-------------------|
| <b>Cost</b>            |   |                   |
| At 1 January 2016      | 28,624                                      | 28,624            |
| Additions              | 1,423                                       | 1,423             |
|                        | <u>          </u>                           | <u>          </u> |
| At 31 December 2016    | 30,047                                      | 30,047            |
| <b>Depreciation</b>    |   |                   |
| At 1 January 2016      | 11,199                                      | 11,199            |
| Charge for the year    | 6,616                                       | 6,616             |
|                        | <u>          </u>                           | <u>          </u> |
| At 31 December 2016    | 17,815                                      | 17,815            |
| <b>Carrying amount</b> |   |                   |
| At 31 December 2016    | 12,232                                      | 12,232            |
|                        | <u>          </u>                           | <u>          </u> |
| At 31 December 2015    | 17,425                                      | 17,425            |
|                        | <u>          </u>                           | <u>          </u> |

**9.1. PROPERTY, PLANT AND EQUIPMENT PRIOR YEAR**

|                        | Fixtures,<br>fittings and<br>equipment<br>€ | Total<br>€    |
|------------------------|---|---------------|
| <b>Cost</b>            |   |               |
| At 1 January 2015      | 24,265                                      | 24,265        |
| Additions              | 4,359                                       | 4,359         |
| At 31 December 2015    | <u>28,624</u>                               | <u>28,624</u> |
| <b>Depreciation</b>    |   |               |
| At 1 January 2015      | 4,873                                       | 4,873         |
| Charge for the year    | 6,326                                       | 6,326         |
| At 31 December 2015    | <u>11,199</u>                               | <u>11,199</u> |
| <b>Carrying amount</b> |   |               |
| At 31 December 2015    | <u>17,425</u>                               | <u>17,425</u> |
| At 31 December 2014    | <u>19,392</u>                               | <u>19,392</u> |

**10. RECEIVABLES**

|                                   | 2016<br>€        | 2015<br>€        |
|-----------------------------------|------------------|------------------|
| Trade receivables                 | 28,298           | 52,550           |
| Amounts owed by connected parties | 100              | 100              |
| Other debtors                     | 1,600,000        | 902,398          |
| Taxation (Note 12)                | 34,614           | -                |
| Prepayments and accrued income    | 92,867           | 75,415           |
|                                   | <u>1,755,879</u> | <u>1,030,463</u> |

**11. PAYABLES**

| Amounts falling due within one year | 2016<br>€        | 2015<br>€        |
|-------------------------------------|------------------|------------------|
| Trade payables                      | 140,060          | 140,229          |
| Taxation (Note 12)                  | 81,216           | 108,971          |
| Other creditors                     | 59,679           | -                |
| Accruals                            | 1,692,860        | 913,958          |
| Deferred Income*                    | 300,000          | -                |
|                                     | <u>2,273,815</u> | <u>1,163,158</u> |

\*Deferred Income relates to GAA core funding and Le Chéile commercial income received in November 2016 relating to January 2017.

**12. TAXATION**

|                     | 2016<br>€     | 2015<br>€      |
|---------------------|---------------|----------------|
| <b>Receivables:</b> |               |                |
| VAT                 | 34,614        | -              |
| <b>Payables:</b>    |               |                |
| VAT                 | -             | 13,919         |
| Corporation tax     | 6,953         | 1,699          |
| PAYE                | 74,263        | 93,353         |
|                     | <u>81,216</u> | <u>108,971</u> |

**13. SHARE CAPITAL**

| Description                               | Number of shares | Value of units | 2016<br>€        | 2015<br>€        |
|---|------------------|----------------|------------------|------------------|
| <b>Authorised</b>                         |                  |                |                  |                  |
| Ordinary Shares                           | 1,000,000        | €1 each        | <u>1,000,000</u> | <u>1,000,000</u> |
| <b>Allotted, called up and fully paid</b> |                  |                |                  |                  |
| Ordinary Shares                           | 100              | €1 each        | <u>100</u>       | <u>100</u>       |

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

**14. RELATED PARTY TRANSACTIONS**

As permitted by the Companies Act 2014 the company had transactions with other connected parties. The following amounts are receivable at the year end:

|  | Balance<br>2016<br>€ | Movement<br>in year<br>€ | Balance<br>2015<br>€ | Maximum<br>in year<br>€ |
|--|----------------------|--------------------------|----------------------|-------------------------|
| Gaelic Players Holding Company Limited | <u>100</u>           | -                        | <u>100</u>           | <u>100</u>              |

Included in debtors is an amount of €100 due from Gaelic Players Holding Company Limited (parent company). The balance relates to the issued share capital. There were the following related party transactions with the directors during the period. Mr Seamus Hickey received €5,000 in 2016 for project management services and received a €5,000 honorarium in 2016 for specific services carried out in his role as president of the Gaelic Players Association in 2016.

The aggregate value of all such arrangements with directors and connected parties at the end of the year, expressed as a percentage of the company's relevant net assets:

0.040%

## 15. PARENT AND ULTIMATE PARENT COMPANY

The company regards Gaelic Players Holding Company Limited as its parent company.

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

## 16. CASH AND CASH EQUIVALENTS

|                        | 2016<br>€      | 2015<br>€      |
|------------------------|----------------|----------------|
| Cash and bank balances | <u>682,006</u> | <u>289,016</u> |

## 17. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 1st September 2017.

# Detailed trading profit and loss account and expenses schedule

for the year ended 31 December 2016

|                                   | 2016<br>€          | 2015<br>€          |
|-----------------------------------|--------------------|--------------------|
| <b>Revenue</b>                    |                    |                    |
| GAA Core Funding                  | 2,800,000          | 2,315,000          |
| Commercial                        | 948,200            | 272,687            |
| Fundraising                       | 679,554            | 910,884            |
| Government Grants Receipts        | 1,600,000          | 822,150            |
| Other                             | 117,831            | 86,940             |
| <b>Total Revenue</b>              | <u>6,145,585</u>   | <u>4,407,661</u>   |
| <b>Direct Cost Of Sales</b>       | (776,789)          | (686,643)          |
| <b>Gross Profit</b>               | 5,368,796          | 3,721,018          |
| <b>Indirect Costs</b>             |                    |                    |
| Player Programmes                 | 2,449,037          | 1,704,848          |
| Other Programmes                  | 258,868            | 285,588            |
| Organisational Development        | 59,506             | 39,507             |
| Government Grant Payments         | 1,600,000          | 822,150            |
| Operating Costs                   | 998,387            | 877,180            |
| <b>Total Indirect Costs</b>       | <u>(5,365,798)</u> | <u>(3,729,273)</u> |
| <b>Profit / Loss for the year</b> | 2,998              | (8,255)            |





# 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](http://www.gaelicplayers.com)  
[www.wewearmore.ie](http://www.wewearmore.ie)

Design by  
John Regan at  
Junior Creative  
Solutions  
[juniorcreative.ie](http://juniorcreative.ie)