



# Annual Review '21





We enable kids to build the **strength of character** that empowers them through a lifetime of new challenges

# Building Game Changers

**As First Tee celebrates** its 25th anniversary, I am deeply proud of the impact the organization has had on young people.

With an unwavering commitment and a strong desire to further empower the young people we serve, First Tee is growing and changing in important ways. From making investments in technology to strengthen our operation and connection with young people to reinforcing the chapter network through education and training, First Tee continues to keep kids and teens at the heart of every decision we make.

There is little doubt that the world around us is changing rapidly. We are committed to First Tee's next 25 years as we continue to provide young people from all backgrounds – especially those who are underrepresented and underserved – with programs that open their minds and doors to bigger and brighter futures.

Whether you are new to First Tee or have been involved for all 25 years – thank you for your support. We simply could not do it without you.

Sincerely,

Jay Monahan  
Commissioner, PGA TOUR  
Chair, First Tee Board of Governors



## Our 2021 Impact

- 2.2 Million Youth Impacted
- 4200+ Active Coaches
- 10,000 + Teachers and Youth Leaders

**In 2021**, 150 chapters continued their impact through programs at more than 1,400 locations. Through their dedication and commitment, participants from all walks of life had the opportunity to engage in First Tee programs, including Nancy and Ansh.

### Nancy Rivera

First Tee – Silicon Valley since 2017

- First Generation High School Student/Graduate
- Wants to become a doctor in a bilingual healthcare clinic in her hometown of San Jose, CA
- Attended the First Tee Leadership Summit in partnership with PGA TOUR Superstore and First Tee Innovators Forum



“As early as nine years old, I was responsible for translating medical visits for my family. These experiences and the lack of Latinx representation in the medical field to this day impacts me. I want to be the voice for those families that have not had any representation in the past. I want to be able to help families like my own truly understand their situations, translate and simplify complex terms, and make connections built on trust and understanding. Setting goals for myself is a big factor in achieving this career and representing my community within the profession. Through First Tee’s help I have learned the way to set attainable process and performance goals that keep me motivated and accountable.”

### Ansh Rekhi

First Tee – Greater Washington, DC since 2016

- Volunteers as a coach to teach younger kids the game of golf
- Has a passion for STEM focused studies, specifically mathematics and engineering, and explores emerging technologies for innovative solutions
- Attended First Tee Game Changers Academy and earned Rise Up Game Changers Award



“The Game Changers Academy was one like no other. Being the victim of a hate crime, I spoke about the fact that Sikhs are the targets of mistaken identity, especially after the hate crime that took place on 9/11. Discussing personal experiences, I shared my cousin’s hate crime story, as well as the shooting in the Gurudawara (Sikh temple) in Wisconsin, along with the Swastika vandalized on our garage door. This speech left participants and coaches in tears, showing them that different people have faced extremely serious and scarring situations in their past. By the end of the presentation, I spoke about how grateful I was to have a loving community of players in the academy who would become my lifelong friends. Because of this privilege, I felt I belonged, regardless of my race and religion.”



# First Tee College Scholarship Program

In its second year, our need and merit-based scholarship program supports 12 scholars, bringing the total to 21. This program provides financial funding, adult mentorship, professional development workshops and internship placement.



Workshop at PGA TOUR Global Home



# 80

Total Applicants

# 28

States Represented

# 44

Chapters Represented

# 58%

Ethnically Diverse

## Programs



### Class of 2021 Scholarship Recipients

**Claire Alford**  
Santa Clara University  
First Tee - Central Coast

**Marion Caldwell**  
Dartmouth University  
First Tee - Four Corners

**Natalie Cao**  
University of Pennsylvania  
First Tee - Greater Houston

**Molly Castle**  
University of Tennessee  
Knoxville  
First Tee - Tennessee

**Malisone Chanthapanya**  
Texas Wesleyan University  
First Tee - Fort Worth

**Quincy Crawford**  
University of Cincinnati  
First Tee - Greater Washington, DC

**Rebecca Jones**  
Rose-Hulman Institute  
of Technology  
First Tee - Indiana

**Josh Lendach**  
University of Cincinnati  
First Tee - Triangle

**Meghna Mazumdar**  
Boston College  
First Tee - Connecticut

**Benjamin Nganga**  
University of Indiana  
First Tee - Tennessee

**Kaleb Palm**  
Florida Atlantic University  
First Tee - Central Florida

**Borina Sutikto**  
Santa Clara University  
First Tee - Silicon Valley

# Staying Connected

We are proud to see our alumni using the skills they learned through First Tee and applying them to their careers and everyday lives including doctors, lawyers, teachers, and engineers working for PwC, Gates Foundation, Children's Hospital, Meta, and First Tee. From professional golfers to entrepreneurs and philanthropists, thousands of our alumni are making an impact each day in communities across the world.



## Austin Smotherman (age 27)

PGA TOUR Player &  
First Tee – Greater Sacramento Alumnus

- Became the third First Tee alumnus to earn a PGA TOUR card (behind Scott Langley and Cameron Champ)
- Competed as a rookie on the Korn Ferry Tour in 2019
- Graduated in 2016 from Southern Methodist University
- 2011 Recipient of the chapter's Core Value Award
- 2009 & 2010 Played in PURE Insurance Championship Impacting First Tee paired with Tom McKnight and Denis Watson respectively
- Joined First Tee at 7 and remained in the program until 18



*"It's more about the life skills than the golf. That's the foundation I grew up with. Being a good person, doing things the right way... it's all about goal setting– having goals, how to achieve goals, being a leader, how to be a leader. It's pretty incredible and it's helped me to the place I am today."*

Alumni





## Pauline Nocon (age 25)

### First Tee – Monterey County Alumna

- Works at Tesla as an environmental health and safety technician
- Graduated from San Jose State with an Environmental Science degree and double minors in sustainability and change strategies
- Introduced to First Tee in fourth grade at school - before then she'd only seen golf on TV
- Born in the Philippines and immigrated with her mother at the age of 9 to join her father who had just become a US citizen



*"There's not a day that passes that I make a decision for myself that I don't think about those things that I've learned from that [First Tee] program."*



## Adam Addams (age 33)

### First Tee – Greater Chicago Alumnus

- Senior Engineer Design Tech at ComEd in Illinois
- Still loves to play golf in his free time
- Graduated from University of Illinois with MBA and a Bachelor in Mechanical Engineering
- 10+ Years involved with First Tee as participant and volunteer



*"First Tee is a vehicle that will take you to a new life. You will be asked to reflect on subjects that aren't normally presented to kids and First Tee will help you retain information by participation."*

# Events

## Opportunities to Grow

Each year we offer exciting opportunities for teens to expand their experience and deepen their personal growth. With the help of our partners, we host a series of events for teenage participants, inspiring and equipping them during their high school years. These are often life-changing opportunities to broaden their perspectives and hone life and leadership skills that are critical for their futures.

In 2021 we hosted teens from 75 chapters.



# 280

Teens Attended

“Being able to participate in the activities and listening to my peers from across the country allowed me to open my mind more, understand more clearly and excite me to share my experiences to bring positive change to my community.”

– Libby Dunn  
First Tee – Connecticut  
Game Changers Academy

# 56%

Ethnically Diverse



“I came back home truly knowing what type of leader I am and how I can continue to grow as a leader. I can't wait to apply what I learned in Montana to our local programs in Denver as well as other extracurriculars I participate in.”

– Benjamin Parris  
First Tee – Colorado Rocky Mountains  
Leadership Summit

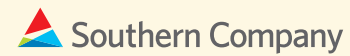
# 52%

Female

# Partners



## Education Patron



## Media Partner



**Thank you** to our partners who continue to support First Tee's mission of empowering youth. In 2021, over \$10M was given directly to chapters through grants and donor designations to fuel program expansion. Also, thanks to Charles Schwab, we launched a six-year, \$25 million chapter challenge grant program to expand capacity and resources to the network.

## Corporate Support

### Trustees

Amazon Web Services  
Ascendant National Title  
Astros Foundation  
AT&T, Inc.  
CapTech Ventures, Inc.  
CDW  
Century Golf Partners  
Charles Schwab & Company, Inc.  
Chevron Corporation  
Deere & Company  
Dick's Sporting Goods  
ESPN  
Exelon Corporation  
General Mills, Inc.  
Humana Inc.  
Mastercard International  
Mayo Clinic  
Morell Studios

NBC Sports Group  
Pebble Beach Company  
PGA TOUR Superstore  
PwC  
PURE Insurance  
SAGA Foundation  
Sentry Insurance  
Southern Company  
TaylorMade Golf Company  
The Charity Network  
The Coca-Cola Company  
The Golf Digest Companies  
The Kohler Company  
The Toro Company  
TruGreen  
Valero Energy Corporation  
Wells Fargo & Company  
Workday

### Partners

2nd Swing  
Bridgestone Golf, Inc.  
Callaway Golf Foundation  
Docebo  
FedEx  
Fifth Generation, Inc.  
FootJoy  
Genesis Gives  
Golfgen, LLC  
Invited  
Jack in the Box Foundation  
Morgan Stanley  
UnitedHealthcare Ohio, Inc.  
WHOO  
Xact Xpressions, Inc.

## Mission:

To impact the lives of young people by providing educational programs that build character and instill life-enhancing values through the game of golf.







building game changers™

13000 Sawgrass Village Circle, Building 4  
Ponte Vedra Beach, FL 32082

[firsttee.org](http://firsttee.org)