

2024



# Annual Review





# Building Game Changers

My predecessor, **Tim Finchem**, had incredible vision when he brought together leaders in our sport, both with golf organizations and the greats of the game, to facilitate the establishment of First Tee in 1997. In October 2024, we recognized him with our organization's highest honor, the Lifetime Achievement Award.

For nearly three decades, his vision has resulted in deep impact across many communities, the United States and across parts of the world. First Tee Chapters have become pillars in their communities, with more than 70 celebrating at least 20 years of service in 2024. First Tee has used golf to empower millions of kids to build confidence and develop meaningful life and leadership skills. This impact is truly far reaching.

We know that the work of First Tee is more important than ever, and your generous support makes our efforts possible.

Sincerely,

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

# Impact



**3.1 million**  
kids and teens



**1,744**  
program locations



**11,956**  
schools



**2,005**  
youth centers



**50%** ethnically diverse



**38%** female



**26%** from at-risk or distressed communities



**22%** teens

Based on Chapter registrations



**150** U.S. Chapters

**6** International Chapters

# Meet Blake Brantley

First Tee – Central Carolina  
Yale University



Blake has been involved with First Tee for most of his life. As a teenager, he competed at the PURE Insurance Championship and completed Ace, First Tee's capstone program. Blake said he attributes much of his success in the classroom and on the golf course to the Ace Program, which helps teens gameplan for the future. He joined the inaugural class of First Tee Scholars in 2020 and now plays collegiate golf at Yale University, where he is a senior economics major. Blake has accepted a position at a boutique investment bank in New York City.



"Playing collegiate golf was always a goal of mine, and I am confident I would not be living out this dream without First Tee."





## First Tee Opens Doors

First Tee Chapters are investing in their own learning centers to gain access to programming space.

- First Tee – Cleveland’s new activity center enables the Chapter to offer year-round programming.
- First Tee – Triangle opened a 32,000 sq. ft. facility that’s open to the public and features putting greens and an indoor/outdoor driving range.
- First Tee – Idaho purchased a nine-hole course. “We can run programs as we see fit to help support our organization and grow,” said executive director Nick Blasius.



## The Unsung Heroes of Youth Development

First Tee and Harris Poll collaborated in 2024 to examine the impact of coaches on the kids they serve. Parents turn to coaches to help their kids build character, confidence, determination and leadership.

More than 90% of parents say coaches could impact their child’s ability to work well with others, respect others and be resilient in the face of challenges.

## Coaches



### Manny Gallardo First Tee – Silicon Valley

Coach Manny was named **First Tee’s inaugural Coach of the Year**. Over the last decade, he has developed more than 200 games and activities to engage First Tee participants. In 2024, Gallardo participated in First Tee’s Coach Diversity Initiative. Supported by Morgan Stanley, the Coach Diversity Initiative provides grants to help Chapters send diverse coaches to in-person trainings.

◀ Susan Donohoe, senior manager of programs implementation at First Tee, presents Coach of the Year to Gallardo.

# Scholars

25  
Collegiate  
Golfers

94  
Total  
Scholars

Dean's  
List  
62%

Average  
GPA  
3.6

100%

Graduates have secured full-time  
employment or acceptance into  
graduate programs

In October, First Tee announced it would raise \$5 million to grow the First Tee College Scholarship Program in recognition of First Tee founder Tim Finchem. The program provides mentorship, professional development opportunities and financial support to Scholars.



## 2024 First Tee Scholar Class

**Mahek Acharya**

First Tee – Greater Chicago  
Indiana University

**Maia Alinskas**

First Tee – Delaware  
University of Delaware

**Aditi Balakrishna**

First Tee – Tri-Valley  
University of Illinois

**Sarah Brannigan**

First Tee – Metropolitan New York  
Georgetown University

**Nicholas Crawford\***

First Tee – Roanoke Valley  
Roanoke College

**Erika Dierke**

First Tee – Minnesota  
University of Mississippi

**Argyle Downes\***

First Tee – West Virginia  
Rutgers University

**Tyler Joplin**

First Tee – Greater Dallas  
Boston College

**William Liu**

First Tee – Greater Seattle  
Stanford University

**Emmy Martinez\***

First Tee – Greater Dallas  
Bentley University

**Henry Mentzel**

First Tee – Greater Cincinnati  
& Northern Kentucky  
University of Kentucky

**Gabriella Mercado**

First Tee – Orange County  
University of San Diego

**Faith Ndichu**

First Tee – Raritan Valley  
Lehigh University

**Joseph Neddo**

First Tee – North Florida  
University of Central Florida

**David Nguyen**

First Tee – Central Iowa  
Grinnell College

**Kylie Nguyen\***

First Tee – Greater Seattle  
Chapman University

**Selam Olson\***

First Tee – Connecticut  
Trinity College (CT)

**Shae Patel**

First Tee – Metropolitan  
Oklahoma City  
University of Oklahoma

**Jaylyn Remolona**

First Tee – San Francisco  
Seattle University

**Isabella Rubio**

First Tee – Florida Gold Coast  
University of Florida

**Kailey Shapiro**

First Tee – Northern Nevada  
Tulane University

**Leah Torres\***

First Tee – Greater Houston  
University of St. Thomas

**Dimitri Vasilacopulos**

First Tee – Utah  
Southern Utah University




**Nathan Vertes**

First Tee – Florida Gold Coast  
University of Florida

\*Denotes collegiate golfer

# 2024 Teen Opportunities

First Tee offers an impactful slate of participant opportunities, all designed to empower teens to become game changers in their communities.

-  **296** participants served
-  **79** Chapters represented
-  **55%** female
-  **62%** ethnically diverse



# Events



College Football Hall of Famer Larry Fitzgerald spoke at the 2024 Network Summit.

## Committed to Growth

First Tee is committed to providing professional development opportunities for its Chapter leaders, coaches and board members. More than 800 stakeholders met in Phoenix for educational classes, workshops and inspiring speakers.



"First Tee's opportunities for ongoing education provide me the tools to empower and prepare my fellow colleagues for anything. Each professional development opportunity allows for the networking and collaboration that is needed for 'Building Game Changers.'"

– Sarah Ramsdell  
Program Coordinator  
First Tee – Central Valley



- First Tee Leadership Academy in Partnership with PGA TOUR Superstore | Atlanta
- First Tee National Championship Clemson University
- Game Changers Academy Minneapolis
- First Tee Leadership Summit in Partnership with PGA TOUR Superstore | Emigrant, MT
- PURE Insurance Championship Pebble Beach
- First Tee Innovators Forum Phoenix

# Alumni



## Engaging Alumni

First Tee engaged alumni in exciting new ways in 2024 hosting five in-person events, including outings in Houston and San Francisco. The year capped off with the 2024 Alumni Summit presented by Gallagher, where 20 former First Tee participants gathered for a week of professional development and networking in Phoenix.

First Tee also worked with partners to organize a host of virtual engagement events, including wellness workshops led by WHOOP and AWS, with more planned for 2025.



“The Alumni Summit was an incredible experience. As a young professional, it was inspiring to interact with peers who are in a similar place in life. It was also nice to network with people from all around the country and hear their inspiring stories.”

– DJ Johnson  
First Tee – East Baton Rouge Parish alumnus



### Kathryn Newton

First Tee – Miami  
Actress/First Tee ambassador

Kathryn is passionate about making golf feel fun and accessible for everyone, and she’s known for featuring the sport on her popular social media channels. Kathryn has acted in more than two dozen films and television shows.



Kathryn Newton

### Rayshon Payton

First Tee – Metropolitan Oklahoma City  
Special counsel  
U.S Justice Department

After a tenure at The White House, Rayshon joined the U.S. Justice Department’s Office of Legislative Affairs in 2023. A graduate of the University of Oklahoma’s law school, Rayshon was one of two First Tee alumni to join First Tee’s national Board of Governors in 2024.

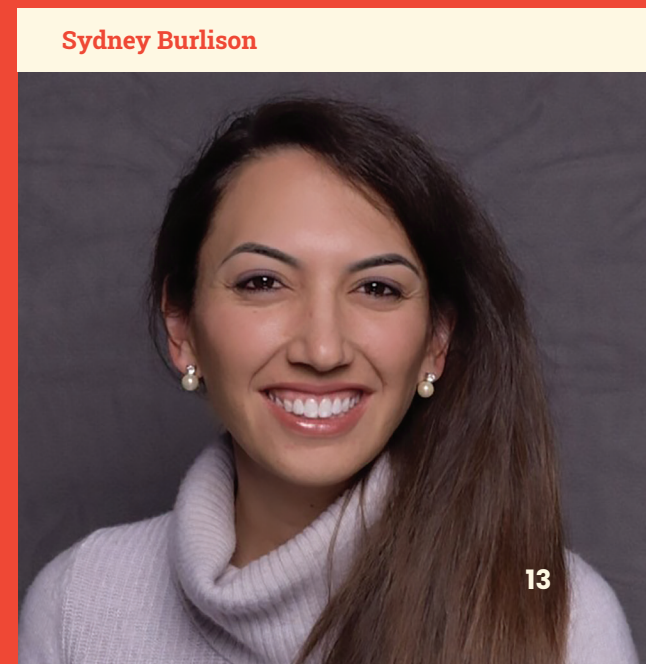


Rayshon Payton

### Sydney Burlison

First Tee – Monterey County  
Director of New Ventures  
Taylor Farms

Sydney also joined First Tee’s Board of Governors in 2024. A former Stanford University golfer, Sydney earned her master’s from the University of Cambridge before embarking on a career with organizations like Nike and Pebble Beach Resorts.



Sydney Burlison



**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.

# Thank You!

First Tee's Partners and Trustees provide ongoing support for our mission of empowering youth. First Tee would not be where it is today without the support of these individuals, corporations and foundations.

## Founding Partners



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## Education Patron



## Proud Media Partner



## Golf Publication Partner



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## First Tee Trustees







1 PGA TOUR Boulevard  
Ponte Vedra Beach, FL 32082

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