

May 19, 015

Mr. Dana L. Miller, Senior Program Director
M. J. Murdock Charitable Trust
P. O. Box 1618
Vancouver, WA 98668

Dear Mr. Miller,

Thank you for taking the time to read this letter. We at The First Tee of the Inland Northwest are passionate about youth development. Young people are essential to our community, and we believe positive youth development significantly contributes to the enrichment of the community and regional quality of life, because young people are the future leaders and developers of our region and community. For this reason we believe we are uniquely qualified to meet your goals. Attached to this letter is a copy of our proposal.

We would love to help you achieve your goal of enriching the quality of life in the Pacific Northwest through our curriculum of youth development and empowerment. To do this, we are seeking a new 12-passenger van to transport the youth in our program to our sports facilities where our most effective training happens through the teaching of specific core values that build strong character. We teach these core values, such as Honesty, Integrity, Confidence and Respect through proven techniques that come from the lifetime skill of competitive golf. A new vehicle would allow us to bring all of our participants safely to and from our golf facilities where they can most benefit from our teaching and training.

We look forward to talking with you further. Thank you for giving us your time, attention, and consideration. If you have any questions or would like to meet with us you can contact me personally at [insert contact information].

Sincerely,

Kelsey Parker
Executive Director, The First Tee of the Inland Northwest



Playing Through to the Future

Our Drive to Strengthen
Young People and Our
Community



Summary

The First Tee of the Inland Northwest teaches young people core values like Honesty, Integrity, Sportsmanship, Respect, Confidence, Responsibility, Perseverance, Courtesy and Judgment. We are an organization who wants to improve the lives of young people in our community. We see an opportunity to do so within the Inland Northwest.

Today's young people are our future leaders. By instilling these future leaders with lifelong skills and character building, we see an opportunity to empower people who will eventually impact the entire Spokane community.

To accommodate the steadily growing number of young people we serve, The First Tee of the Inland Northwest currently needs a means of transportation for our participants to travel to and from the facilities we use to teach our character-building skills. Many of our participants are enrolled in after-school programs at local community centers such as the local YMCA and The Martin Luther King Center. We work with these community centers to bring our curriculum directly to our participants for an excellent introduction to the character-building skills and development we offer. However, we believe that the fullest, truest way for our participants to gain the advantages in life that our programs provide, is to be out on the green of an actual golf course, which is where our Nine Core Values and Nine Healthy Habits are meant to be taught, using golf as a teaching mechanism.

Our primary goal is to acquire a twelve-passenger van with which we can transport youth to the golf course so that they can experience the full effect of the lifelong character developing skills of golf.

The safety of the youth in our program is very important to us. With this in mind, we will be looking for a van with all the necessary safety features. We would like to find a van that is new. This will allow us to avoid the high maintenance costs and frequent breakdowns of a heavily used vehicle. After purchasing the van, we will request a bid for a vehicle wrap to identify the van as belonging to The First Tee of the Inland Northwest.

We will also survey the young people we serve, asking them how they felt the new means of transportation impacted their ability to focus on learning and growing through our curriculum. We will conduct these surveys after the first year, the third year and the fifth year of use, to determine the impact of our transportation.

We believe that The First Tee of the Inland Northwest is unique in its ability to take an unlikely activity such as golf, and to make of it an exceptional vehicle for youth development and overall community enrichment. Our staff come from diverse backgrounds and are committed to imparting our Nine Core Values and Nine Healthy habits in the best way possible—through a fun, challenging and engaging activity a wide range of young people can relate to. Our volunteers are likewise committed to developing the youth in our program. The First Tee of the Inland Northwest also has the benefit of being part of the larger, national, First Tee organization.

Our budgetary research, taking into consideration costs in the Inland Northwest area, has led us to an estimate of \$33,000 for a new 12 passenger van, \$3,000 for insurance, licensing and other expenses, and \$2,500 for a vehicle wrap. We are asking the M.J. Murdock Charitable Trust to grant us funding of \$40,000 to cover these costs.

We feel that helping The First Tee of the Inland Northwest acquire a 12-passenger van for transporting our participants will meet the MJ Murdock Trust's mission statement of enriching the lives of the people of the Pacific Northwest in general, and the people of the Inland Northwest in particular. Youth development is a major part of community enrichment as it prepares young people for becoming productive members of the community, and helping create a positive future for that community.

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Strengthening the Community through Youth Development

At The First Tee of the Inland Northwest, we work to enrich our community by helping to develop its youngest members. Children and youth are essential to their communities because they add diversity and energy. And, with care and enthusiasm, young people stand a good chance of one day being their community's leaders and shapers. Mentoring our community's children and teenagers is a crucial means of improving the quality of their lives, and eventually, the lives of everyone within the Inland Northwest. Instilling lifelong character enhancing skills in young people is The First Tee's mission, and it is our passion.

The First Tee of the Inland Northwest is uniquely qualified to develop and enrich the lives of youth in the Inland Northwest. At the First Tee, we use the fun but highly structured activity of golf to teach character-developing life skills and healthy habits. The most effective way for us to teach our young participants is on an actual golf course where they can best learn the game and benefit from the real-life skills and essential character development that are our focus. In order to achieve this for a wide range of children and teens, we need to acquire a new twelve-passenger van that will allow us to drive our participants directly to the golf course. With a van as a new means of transport, getting our participants out on the golf course will be quicker and allow them more time to learn and enjoy.

We will discuss the situation in our local community as it relates to young people. Then we will explain how acquiring a van will benefit tremendously the youth in our program. Finally, we will describe how we are uniquely qualified to teach character-developing life skills to the youth in our community and contribute to our community's enrichment.

Playing Through to the Future

Spokane County has historically had one of the lowest graduation rates in Washington State. This low graduation rate, among other factors, has created a

need for youth programs to help enhance traditional school-based education. This is where we believe we at The First Tee are making a significant impact. We strive to reach youth of all economic levels and develop them into confident, successful individuals with the strength, skills and drive to complete their education and continue to grow and contribute to the community beyond their formative years. By doing this we believe the entire community will benefit in a positive manner as they mature into healthy, productive adult citizens and leaders.

One of our participants had this to say about our program:

"I am a fairly shy person and tend to be horrifyingly quiet and almost antisocial in situations where I don't know others, but I couldn't do that at the first practice- it took a lot of courage for me to open up and become part of a group. After all bravery is not the absence of fear but the forging ahead despite being afraid. Everyone there was very kind and supportive and since then I made great friends and have become very comfortable in new situations. Which leads into friendship. I don't believe that I would ever have become friends with the people I have through First Tee, if I had never gone. I look forward to golf each week not just to play but to see my friends.

As for self confidence and trying new things, if I had never gone to that first practice I would have missed out on an amazing experience in my life that I would not give up in a lifetime, and I would not have the self confidence to swing as the first person in a group or to make friends with those I have never met before."

This kind of experience is exactly what we are trying to accomplish with our self-confidence lesson plan. We start with warm ups where we ask the kids about their days while also getting them ready for the physical component of the session. At this time we can address any major issues they have faced and frame those experiences in terms of the Nine Core Values. We then move into the gaming portion of the class where we set up obstacles that the students have to work their golf balls around. While doing this we talk to the students about what

it means to be confident, do their best, and be accepting of any challenges they face along the way.

Another one of our participants, eleven year old Lindsey Burke, had this to say:

"The 1st tee has nine core values that the coaches always teach us about. The core value that has helped me the most is Confidence. As I said before I was very shy with people and intimidated to play golf but the 1st tee has given me so much more confidence then I had before that I have really done better in school and everywhere else as well."

While working on confidence and skill building exercises, we also remind students to be respectful of others by waiting their turns politely and communicating positive messages toward other students.

For someone like Lindsey, these confidence building exercises are the key to their success within the group.

Lindsey started our program when she was eight. Many of our students begin around that age. Starting at this stage of development allows us to build a young person's self-esteem and provide them with a sense of belonging. Today's young people will be our future leaders. By instilling our future leaders with core values we see an opportunity to enrich not only the lives of children and teens in the area, but the entire community.

According to the U.S. Census, in 2013 22.6% of the population of Spokane, Washington was under the age of 18; that is a total of 21,209 young people. The First Tee program provides a wide variety of those young people with life-strengthening skills, including some low-income children who might not otherwise have the opportunity to enjoy playing a sport and learn the character developing skills associated with such a sport.

Youth Development through sports has been shown to increase the Social Capital of participants. Social Capital can be loosely defined as the ability of a person to affect positive change for themselves and others in their community. In a 2007 study (Perks 387), research established a positive correlation between youth-

sports activities and various indicators of positive Social Capital change. The study showed correlative results in achievement of post-secondary education, self-related health, and income. A total of 74.1% of respondents with a post-secondary degree had youth-sports education. 74.7% of subjects who rated themselves as having “excellent” overall health participated in sports as a youth. Of those earning more than \$100,000 per year, 80.2% had youth-sports experience.

In a series of interviews with The First Tee participants conducted in 2008, 78% of youths credited their successful ability to transfer life skills such as decision-making, self-management and setting goals to The First Tee. After three consecutive years of participating in The First Tee, 73% of youth participants reported high academic confidence and 82% reported an increased confidence in their social skills.

In order to accommodate the steadily growing number of young people we serve in the Spokane area, The First Tee of the Inland Northwest currently needs transportation for the participants to travel to and from the golf courses we use. Many of our participants are enrolled in after-school childcare programs at local community centers. We have been working with the community centers to bring our curriculum directly to our participants. This method provides an excellent introduction to the character-building skills and development that The First Tee offers. However, we believe that the fullest, truest way for our participants to gain the advantages in life that our programs provide, is to be out on the green of an actual golf course, where authentic skills in golf and life can be successfully taught. These future leaders, business owners, and public servants of the Spokane area deserve the opportunity that The First Tee of the Inland Northwest provides. Transportation, more than anything, is what we need to accomplish this goal.

A Vehicle for the Future: Our Project Plan

Our plan for providing a means of transportation for the youth in our program is rather straightforward. Our primary goal is to acquire a twelve-passenger van

with which we can transport youth to the golf course so that they can experience the full effect of the lifelong character-building skills of golf. In order to meet this goal we have identified three steps and the tasks that are associated with them that will need to be considered.

Step 1: Determine Which Vehicle to Purchase

Purchasing a vehicle is a significant decision to make, and it is valuable to take the time to find the right one. Our first task before actually purchasing a van is to analyze what we are looking for in transportation. The safety of the youth in our program is very important to us. With this in mind, we will be looking for a van with all the necessary safety features. We would like to find a van that is new or lightly used, preferably 50,000 miles or under. This will allow us to avoid the high maintenance costs and frequent breakdowns of a heavily used vehicle.

In our program, youth development is most effective on the golf course, and if we have a vehicle that is always broken down we cannot take advantage of this fact. Once we have completed an analysis of what we want in a vehicle and what will be most beneficial to the youth we will write a letter that we will distribute to various dealerships. This letter will include what we are looking for in a twelve-passenger van. Our third task will be to consider any bids we receive from dealerships and evaluate which one will serve our goals best. Once we have settled on a fitting vehicle, we will make a purchase.

Step 2: Format Our Vehicle with Wrap

With our newly acquired van, we will begin the process of identifying it as belonging to the First Tee. We will accomplish this by having a professional company apply a wrap to our vehicle. The first task to this step is solidifying a design for the wrap. We know we want to include our logo in the design, but beyond that we will be pursuing a design that will stand out to people and simply and clearly illustrate our primary goal of developing youth through golf. Our second task, after deciding on a design, will be to request a bid from a local Spokane business that specializes in window tinting and vehicle graphics called The Spokane Shop. We are familiar with the high quality work of this shop and

also prefer doing business within our community. We feel that supporting local businesses is a great step in strengthening and enriching the local community and the youth that are part of it.

Step 3: Determine the Impact

The final step in our plan will be to survey our participants on the impact of our transportation one, three and five years after our implementation of the new transportation van. We would like to know how having transportation has enriched our program and what impact it has had on the youth in our program, and will question them concerning how they have perceived having a means of getting to our golf facilities has improved their ability to learn our curriculum, and the positive effects our curriculum has had on their ability to learn and grow as young people over time.

Qualified to Impact

The First Tee of the Inland Northwest is uniquely qualified to enrich the lives of youth in the Spokane, Washington community. We use golf as a vehicle for delivering positive life-lessons to youth, in other words, hiding the vegetables of moral strengths in the cake of golf. What makes golf a unique and effective way to develop and enrich the lives of youth is its reputation as a life sport. Many sports require participants to be in prime physical condition in order to remain competitive. Golf differs from this norm in that it is a sport that participants can continue to improve at throughout their lives.

Golf parallels life in many ways. Our sport requires patience and skill, but those who focus and do their best will continue to improve no matter what age they are or obstacles they have had to overcome. We also focus on one of the few sports that require a participant to report their own mistakes and fouls. Golf's emphasis on personal achievement and self-assessment makes it the ideal method to teach integrity, honesty, sportsmanship, judgment, responsibility, perseverance, confidence, courtesy, and respect: our Nine Core Values. Our goal

and purpose is to develop and enrich the lives of youth by teaching them these values through the fun sport of golf.

In this section we will discuss the qualifications of our lead team, which consists of Executive Director Kelsey Parker and Director of Golf Robert Heck. We will also give an overview of the selection process for our volunteer staff as well as a picture of our organization as a whole.

Our Staff:

Executive Director

Kelsey Parker is the Executive Director of The First Tee of the Inland Northwest. She graduated from Gonzaga University with a Master's in Communication and Leadership Studies in [Insert year]. Ms. Parker has been with The First Tee of the Inland Northwest since 2013. As the Executive Director, Ms. Parker interacts with the Board of Directors, maintains communications and negotiations with local vendors, develops and implements all public relations and communications on behalf of the organization, and manages all aspects of The First Tee of the Inland Northwest's finances.

Ms. Parker is dedicated to The First Tee of the Inland Northwest and its mission: "To impact the lives of young people by providing educational programs that build character, instill life-enhancing values and promote healthy choices through the game of golf." As an expert in Leadership Studies, Ms. Parker seeks to improve the quality of life in the Spokane, WA area. As the Executive Director, Ms. Parker also takes on a mentorship role with her Eagle and Birdie level participants. In that capacity, she encourages students to attend professional networking events as well as display their own work and achievements. Through these activities, she has built a strong connection to the community, and finds herself astonished by the leadership qualities regularly displayed by the students she meets.

Director of Golf and Instruction

Robert "Coach Bob" Heck, a PGA professional, has been working with children, teens, young adults, and adults as a golf instructor at The Creek at Qualchan Golf Course in Spokane, WA since 2006.

As the Director of Golf and Instruction, Coach Bob gets things done. He manages The First Tee of the Inland Northwest's volunteer coach staff as well as works directly with students and parents both on and off the golf course. He is also responsible for developing and analyzing metrics meant to measure the efficacy of The First Tee of the Inland Northwest's programs. Coach Bob has received extensive training in coaching. Golf is his life, and he is eager to pass that information on to the next generation.

Our Volunteers:

In addition to our full-time people, we have a wealth of accomplished adult volunteers who give of their time to help mentor child and teen participants in the Nine Core Values and Nine Healthy Habits. Each volunteer is qualified through a rigorous application and screening process. For every volunteer that we accept, we do a level-one background check. Once the background check is completed, accepted volunteers are provided with the dates of our orientations.

Orientations are two-hour classroom sessions. These sessions are meant to provide new volunteers with the basic information that they will need to have in order to work with The First Tee. We cover the core curriculum, what is expected of volunteers, and routinely check their ability to answer parents' questions.

After volunteers have completed the orientation, they are able to begin working with students under the direction of the lead coach. In this supervisory environment, the volunteers are taught how to work with the children in the program and given routine feedback on their performance.

Our volunteers come from a wide variety of backgrounds and are reflective of The First Tee of the Inland Northwest's policy of nondiscrimination based on sex, age, race, marital status, physical ability, religion, ethnicity, ancestry, color, national origin, military service, and any other characteristic protected by applicable law.

The First Tee of the Inland Northwest also has the aid of a number of PGA and LPGA professionals with a heart for helping young people develop into strong, responsible men and women. These professionals include:

- *Mark Gardner*, PGA, Head Pro at the Creek at Qualchan Golf Course
- *Rex Schultz*, PGA, Head Pro at Esmeralda Golf Course
- *Craig Schuh*, PGA, General Manager of Deer Park Golf Course
- *Mark Poirier*, PGA, Head Pro and The Highlands Golf Course
- *Steve Prugh*, PGA, Head Pro at Manito Golf Course
- *Wendy Ward*, LPGA, Tour Professional
- *Alex Prugh*, PGA, Tour Professional

Our Organization:

The First Tee of the Inland Northwest was founded through The Inland Northwest Golf Foundation in 2011. The First Tee of the Inland Northwest's purpose is to introduce life skills to young people through the game of golf. Golf is a fun, fulfilling, and life enhancing sport. We exist so that we may empower youths to develop goals, develop community awareness, and establish the Nine Healthy Habits, as well as the Nine Core Values, which are developed to last a lifetime.

The First Tee of the Inland Northwest uses The Creek at Qualchan golf course's driving range, chipping facility and putting greens. We offer classes (or "sessions") for youth between 7 and 17 years of age. We charge a nominal fee of ten dollars for an hour long session. Parents may choose between bundles of 8 and 6 sessions. Even though there is a fee, no child is turned away due to inability to pay. Alternate funding options are available upon request. The First Tee of the Inland Northwest has financial aid levels offering 25%, 50%, and 100% discounts dependent on income level. Put simply, if a student qualifies for free or reduced lunch as school, they qualify for reduced fees with The First Tee of the Inland Northwest.

The Board of Directors for The First Tee of the Inland Northwest currently consists of 22 local business leaders and community leaders. Along with local businesses, they work together to ensure that The First Tee of the Inland Northwest will be successful and benefit our community.

Our current funding sponsors for the 2015 year are:

- Umpqua Bank
- Bob Witte & Ohio National
- Coldwell Banker Tomlinson
- Inland Group
- Witherspoon-Kelley
- Garco Construction
- Dupree Building Specialties
- Jensen Distribution Services
- Bob and Barb Materne
- Imprezzio Inc.
- Latah Creek Winery

Current Board of Directors of 2015:

- President: Steve Storey - Umpqua Bank
- Vice President: Mike Leslie – Dupree Building Specialties
- Secretary: Kathy Bixler – Coldwell Banker Tomlinson
- Treasurer: Anthony Buergel – Northwest Farm Credit Services
- Thomas Cochran – Witherspoon Kelley
- Mike Conway – Latah Creek Winery
- Eddie Eugenio – PayneWest Insurance
- Pete Forsyth – Kaiser Aluminum; retired
- Randy Fosseen - Retired
- Jim Gyarfas – State Farm Insurance
- Phil Haugen – Northern Quest Casino
- Chris Jensen – Jensen Distribution

- Rick Jones - Willard Elementary
- Ray Kish – Foothills Automotive Group
- Larry Lambeth - Employment Security Services
- Ryan Lee – Inland Northwest Bank
- Mike Leslie – Dupree Building Specialties
- Ron McKay - McKay Properties
- Sheryl Ossello – PMC Mortgage
- Steve Prugh – Manito Golf & Country Club, PGA
- Mollie Sweat – Coldwell Banker Tomlinson
- Bob Witte – Ohio National Insurance

Benefits for Youth, the Community, and the Future

In conclusion, we feel that the M.J. Murdock Charitable Trust's mission will be more than met in helping us acquire a 12-passenger van for transporting our participants. Youth development is a major part of community enrichment as it prepares the community for a positive future. We are certain we can help both individual young people and the Spokane community achieve a more healthy and prosperous life and environment.

At The First Tee, we have spent large amounts of time and energy developing a curriculum devoted to developing and enriching the lives of youth. We have programs in local community centers that are excellent for beginners, but as our participants move through the program, they need to get out on the greens and fairways where they can take full advantage of the development we offer. In order to transport our participants to the golf course, we need a 12-passenger van.

ESTIMATED VEHICLE PURCHASE AND WRAP BUDGET	
Vehicle Cost	\$33,000.00 ESTIMATED
Vehicle Fees	\$3,000.00 ESTIMATED
Vehicle Wrap	\$2,500.00 ESTIMATED
TOTAL	\$40,000.00 ESTIMATED

After extensive research, we have identified two main costs in relation to our proposed passenger van: the van itself and appropriate “vehicle wrap” signage helping to identify our vehicle as a transport vehicle for The First Tee of the Inland Northwest. New passenger vans of the size we need can be found in the Spokane area for around \$33,000. For quality vehicle wrapping, we have found an accredited local supplier who will perform the service for \$2,500 plus local sales tax. We estimate licensing and insurance fees will total \$3,000 per calendar year. Our total projected cost of vehicle purchase and operation for one year is \$40,000.

We believe that the benefits to our young people and to the Spokane community are more than worth the expenditures needed to acquire a passenger van. A new van will save us transportation time, allow us to get our participants onto the golf course, and will increase our ability to help Spokane’s young people. In addition, having a vehicle with our name, as well as the M.J. Murdock Charitable Trust’s, and logo on the outside will not only help identify us as a youth transport, encouraging other drivers to increase caution while sharing the road with us, but it will also help spread the word of who we are what we do throughout the Inland Northwest. Also, getting our participants on the golf course is physically beneficial and encourages healthy living for those in our community. We believe that with a new and reliable means of transport, we will more than answer the M.J. Murdock Charitable Trust’s call to enrich the lives of those in the Pacific Northwest.

APPENDIX A: ESTIMATED TIMELINE OF FIRST TEE VEHICLE ACQUISITION

Task Name	Start Date	End Date	Jun					Jul				Aug				Sep				
			May 31	Jun 7	Jun 14	Jun 21	Jun 28	Jul 5	Jul 12	Jul 19	Jul 26	Aug 2	Aug 9	Aug 16	Aug 23	Aug 30	Sep 6	Sep 13	Sep 20	Sep 27
1 Step One: Acquire Vehicle	06/08/15	06/19/15																		
2 Research Available Vehicles	06/08/15	06/12/15																		
3 Pay Vehicle Costs	06/15/15	06/19/15																		
4 Inquire about Maintenance Plans	06/15/15	06/19/15																		
5 Step Two: Format Vehicle	06/22/15	07/14/15																		
6 Research "Wrap" Installers	06/22/15	06/26/15																		
7 Solidifying "Wrap" Design	06/29/15	07/03/15																		
8 Obtain "Wrap"	07/06/15	07/10/15																		
9 Pay for "Wrap"	07/10/15	07/14/15																		
10 Step Three: Outcome Assessment	07/15/15	08/31/15																		
11 Give Survey to Staff Members	07/15/15	08/31/15																		
12 Give Survey to Board Members	07/15/15	08/31/15																		
13 Give Survey to Youth Participants	07/15/15	08/31/15																		

APPENDIX B: THE FIRST TEE VOLUNTEER APPLICATION



Volunteer Application

For Office Use Only

Rec'd _____

Approved by _____

APPENDIX C: THE FIRST TEE OF THE INLAND NORTHWEST
BUDGET INFORMATION

We at The First Tee of the Inland Northwest are working with a flexible budget because of the unpredictable nature of the costs involved in new vehicle purchasing and personalizing. Various dealerships can add costs such as advertising fees, vehicle stocking fees and vehicle upkeep fees. This can also be the case with a personalized vehicle wrap; although, we have an online estimate for this service. While we can, as closely as possible, project just how much the costs of the vehicle, attached fees, and the personalized wrap service will be, until all costs are finalized, it may be a good idea to anticipate minor unexpected costs.

Our budget can be broken down into several sections, as can be seen in Table 1. Our research, taking into consideration costs in the Inland Northwest area, has led us to an estimate of \$33,000.00 for a new 12 passenger van, \$3,000.00 for insurance and other fees and \$2,800.00 for vehicle wrap. We are asking the M.J. Murdock Charitable Trust to grant us funding of \$40,000.00. These funds are related only to the acquisition of a twelve-passenger van and its associated fees, which includes the sale price of the van, the cost of vehicle wrap, and fees and insurance. The following budget in Table 1 shows how our funds are allocated for the year.

Table 1: The First Tee of the Inland Northwest 2015 Expenses

Item	M.J. Murdock Charitable Trust	The First Tee of the Inland Northwest
Salaries & Wages		\$141,700.00
Rent & Facilities		\$6,700.00
Education & Supplies		\$37,100.00
Fundraising & Marketing		
Communications and Marketing		\$1,200.00
Vehicle Wrap	\$2,800.00	
Golf Outings and Events		\$45,500.00
Non-Golf Events		\$20,000.00
Total Fundraising & Marketing	\$2,800.00	\$66,700.00
Insurances & Fees		
Professional Fees		\$8,500.00
Dues and Subscriptions		\$1,700.00
Vehicle Fees and Insurance	\$3,000.00	
Investment Fees and Interest		\$2,900.00
Insurance		\$4,000.00
Total Insurances & Fees	\$3,000.00	\$17,100.00
Travel, Transportation, & Entertainment		
Education Travel and Entertainment		\$2,200.00
Administrative Travel and Entertainment		\$7,000.00

12-Passenger Van	\$33,000.00	
Transport Expenses	\$1,200.00	
Total Travel, Transportation, & Entertainment	\$34,200.00	\$9,200.00
Total Costs	\$40,000.00	\$278,500.00
Overall Total Expense		\$321,200.00

Appendix D: References

Maureen R. Weiss, Ph.D. *The First Tee: Impact Report*. Impact Report. World Golf Village: The First Tee, 2010. Web PDF.

Perks, Thomas. "Does Sport Foster Social Capital? The Contribution of Sport to a Lifestyle of Community Participation ." *Sociology of Sport Journal* (2007): 25. Web.

The First Tee of the Inland Northwest. *The First Tee of the Inland Northwest*. 2015. 27 May 1015.

U.S. Census Bureau. *Spokane County, Washington*. 22 April 2015. Web. 27 May 2015.

Appendix E: Program Levels and Enrichment Focus

- **PLAYer (required minimum age 7)** - Introduces playing the game of golf with special emphasis on learning golf and The First Tee Code of Conduct, appreciating the rules and etiquette of the game and developing a game plan for golf and life.
- **Par (recommended minimum age 9)** - Focuses on interpersonal communications and self-management skills.
- **Birdie (recommended minimum age 11)** - Emphasizes goal setting.
- **Eagle (recommended minimum age 13)** - Emphasizes resilience skills, conflict resolution and planning for the future.
- **Ace (required minimum age 14 or entering 9th grade)** - Once a young person has progressed through all program levels, he/she can become Ace-certified, focusing on setting goals for golf, career education, and giving back to the community.

Appendix F: Sample The First Tee Lesson Plan

Developing CONFIDENCE (#6)



WARM-UP (INCLUDE RAPPORT-BUILDING, MENTAL & PHYSICAL ACTIVITY, AS WELL AS SAFETY.)

Exercises (15 minutes)

Trunk twists – arms parallel to the ground, elbows bent at 90 deg., hands toward the sky, knees slightly bend, back straight. Rotate upper body from side to side without moving the head.

Leg Stretches – Feet very wide with legs straight and arms high above the head. Lean as far forward, backward, right, and left. Hold for several seconds.

Balance drills – Stand on one leg and hold the other leg in front of you (10 seconds) then to the side (10 seconds). Switch legs and repeat. Perform same drill again but with eyes closed this time.

Hoola-Hoop game – Each team will stand in a circle. Place the hoola-hoop over one person's arms and then have the team hold hands. Try to move the hoola-hoop around each player without letting go of hands.

RULES BOOK – Discuss the three main sections of the rules book. Show where to find definitions. Look up **Ball moved by another ball (18-5)** and **Ball moved at address (18-2b)**.



WRAP-UP (ASK OPEN-ENDED QUESTIONS TO INQUIRE ABOUT GENERAL EXPERIENCES, CHECK FOR LEARNING AND BRIDGE TO GOLF & LIFE.)

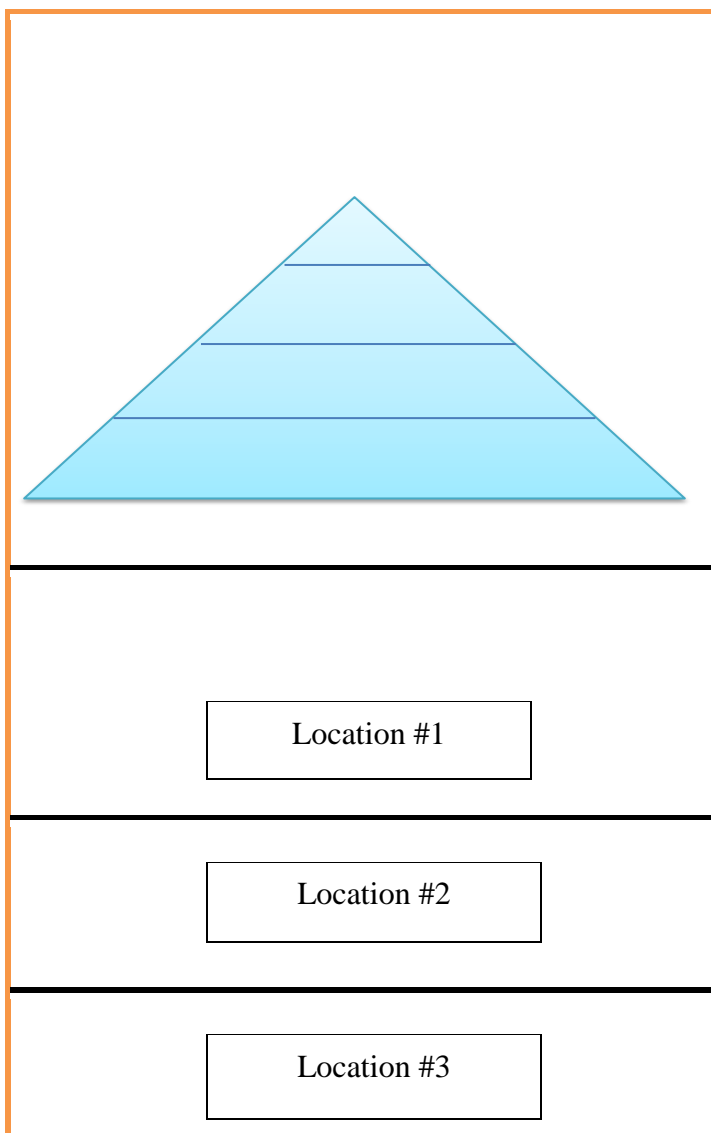
Discussion (5 minutes)

1. Ask about **their experiences** today
2. Ask several questions about what “**Confidence**” means to them.
3. How can they improve their “**confidence**”?
 - a. Identifying something they are doing well

- b. Maintaining a positive attitude
- 4. If you want to improve, how much practice time will it take to get better?
- 5. When you practice, how much should you hit putting shots and range shots?
- 6. What can you do to improve your “**confidence**” at golf?
 - a. At school
 - b. At home

Lesson Plan Variations and Diagrams:

PLAYer FOCUS <i>(Play, Learn & Appreciate)</i>	DESCRIPTION <i>(Provide a description of what PLAYers will experience.)</i>
P LAY	<p>The Game:</p> <p>Money Pyramid – Each team will take turns putting the ball from the closest tee box to a section on the money pyramid. They will then have to answer a question correctly from their yardage books or certification test in order to collect the money for that square. The higher the dollar value, the harder the shot and the harder the question. Once a round is completed, all teams will move back a tee until all three tees have been played. Each player will take one shot from each location. The team with the highest amount of First Tee dollars collected wins.</p> <p>Hitting Stations – Teams will practice proper set-up and swing control while trying to hit balls under and over the noodle obstacles. Focus on what clubs and shots will produce the expected outcome.</p>
L EARN Golf Skills Life Skills and Behaviors <i>Through the Code of Conduct and reflective of the Nine Core Values</i>	<p>Golf Skills Objective: Proper set-up & Distance Control – PLAYers will understand the importance of properly setting up during a shot (P-G-A) as well as club head acceleration.</p> <p>Life Skills Objective and Behaviors: Self-management – abiding by the rules of golf and controlling emotions during play.</p>
A PPRECIATE Game of Golf Etiquette Rules of Golf	<p>Game of Golf: Shot selection – choosing the best shot to produce the desired outcome.</p> <p>Etiquette: Waiting for your turn, being mindful of others when they are hitting.</p> <p>Rules of Golf:</p> <ul style="list-style-type: none"> • Hitting another ball with your ball (18-5) • Ball moved at address (18-2b)

Diagram:**Lesson Progression:****Warm up:** (15 minutes)

- Trunk Twists, Leg Stretches, Balance drills
- Hoola-hoop game
- Rules Book – Ball moved by another ball

Money Pyramid: (35 minutes)

- Players compete in their regular teams
- Players will putt ball to a section on pyramid
- Answer a question correctly from their yardage books to collect value of that square
- All team members will hit once from each location
- Team with most money wins

Note: Higher dollar values are harder shots and harder questions - \$10, \$20, \$50 and \$100

Hitting Station: (35 minutes)

Players will work on proper set-up before each shot (PGA – posture, grip, alignment). Experiment with different clubs and swings to hit balls over and under various noodle targets (different heights).

Good-Better-How Feedback (at least 3 Goods and 1 Better/How):

What was GOOD?

What could have been BETTER?

HOW would I improve it next time?