

# DEVELOPING GAME CHANGERS FOR LIFE



First Tee — San Francisco

## ANNUAL REPORT

January 1, 2025 – December 31, 2025



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## “Potential is universal. Opportunity is not.”

At First Tee — San Francisco, our work exists to close that gap, one young person at a time.

This past year reminded us why spaces like First Tee — San Francisco matter. For thousands of young people across the city, FTSF was not just where they learned how to swing a club, it was where they learned how to believe in themselves.

Through four seasons of Core Programming at the Sandy Tatum Learning Center and Golden Gate Park Golf Course, participants showed up week after week to grow their skills, build confidence, and form lasting connections. Guided by caring coaches and mentors, young people developed life skills that extend far beyond the course: perseverance, respect, focus and leadership. They carry these skills into school, friendships, and their future.

Our impact reached into classrooms as well. Through our Classroom to Clubhouse program at the Sandy Tatum Learning Center and Visitacion Valley Middle School, students experienced a seamless bridge between learning during the school day and growth after the bell rang. For many participants, FTSF became a trusted space to do homework, spend time with friends, practice on the range, or play a round of golf on the weekends: a place where they felt safe, supported, and encouraged to be themselves.

In total, 6,710 young people participated in First Tee — San Francisco programs this year. Each brought their own background, perspective, and potential. We are proud that our programs foster belonging and inclusion, ensuring that youth from underrepresented communities have access to experiences that build confidence, character, and opportunity.

Beyond programming, we intentionally created moments that expanded what our participants could imagine for themselves. Through events that celebrated diversity and opportunity, participants met professionals from a wide range of backgrounds: people who looked like them, shared their stories, and showed them what was possible. These experiences opened doors to mentorship, networking, and real-world insight, strengthening the connection between our community and the young people we serve.

Looking ahead to 2026, our focus is clear. “Potential is universal. Opportunity is not.” In the year ahead, we are committed to opening more doors for our participants, for their families, and for our broader community. That means expanding access, deepening partnerships, strengthening mentorship pathways, and continuing to create spaces where young people feel empowered to dream big and take bold steps toward their future.

Every swing, every lesson, every connection is part of something bigger. Together, we are building game changers: young people equipped with the skills, confidence, and support to shape their own futures and strengthen the communities around them.

**With appreciation and optimism for what lies ahead,**



**Dan Burke**  
Chief Executive Officer



**Scott Sollers**  
Board President





# HEART & SOUL OF FIRST TEE — SAN FRANCISCO

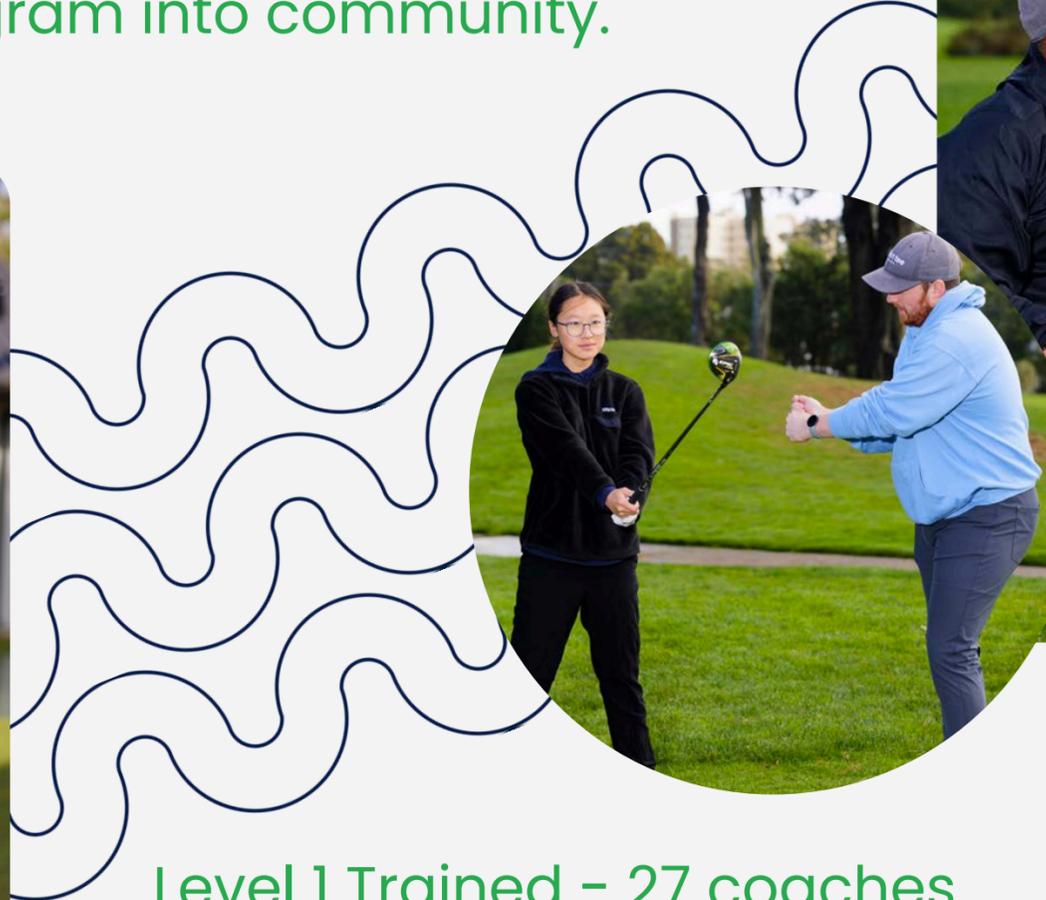
*Everything we do starts with our coaches.*

They are mentors and role models who create safe, welcoming spaces where young people build confidence, learn life skills, and discover what they are capable of, on and off the golf course.



# 7,100 HOURS OF COACHING

More than golf instructors, our coaches help participants build confidence, character, and life skills that last far beyond the course. Through relationships rooted in care and consistency, they turn every lesson into an opportunity and every program into community.



## 52 TRAINED FIRST TEE COACHES

Level 1 Trained - 27 coaches

Level 2 Trained - 16 coaches

Level 3 Trained - 6 coaches

Level 4 Trained - 2 coaches

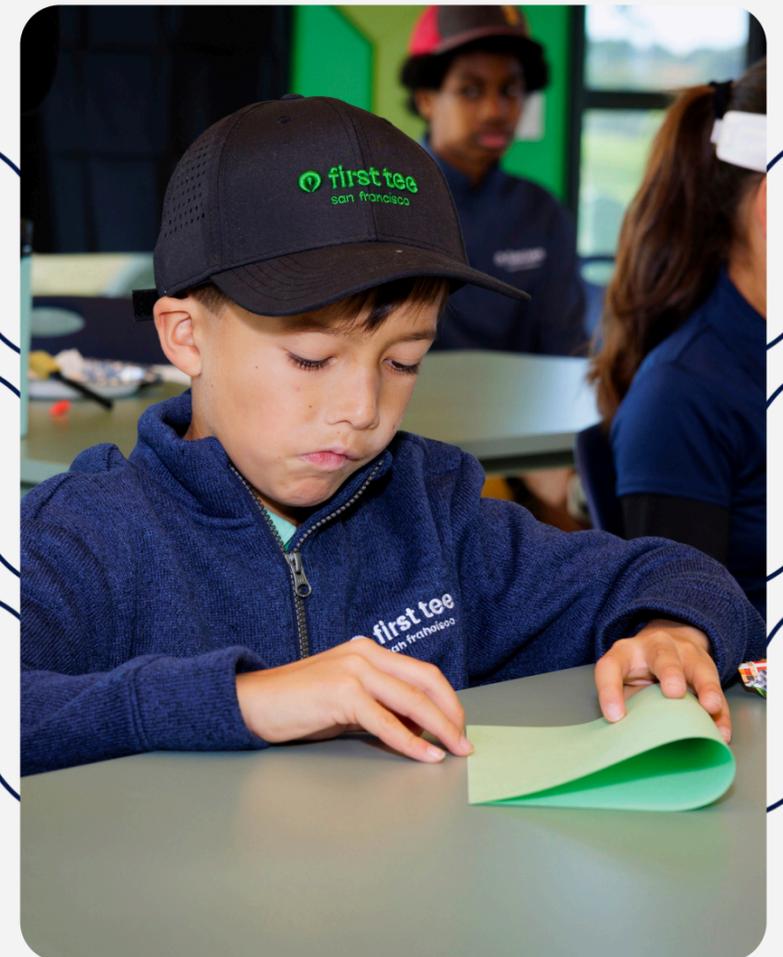
Level 5 Trained (National Trainer) - 1 coach

Our coaches complete a rigorous, multi-level First Tee training program that prepares them to do more than teach golf, it equips them to mentor, lead, and support youth development. Through ongoing education focused on safety, positive coaching, and life skills integration, our coaches create environments where young people feel confident, supported, and empowered to grow.

# CONSISTENT PROGRAMMING. LASTING IMPACT.

First Tee — San Francisco became more than a program for many participants, it became a place to feel safe, supported, and connected. Outside of scheduled programming, youth gathered to study, practice on the range, play rounds of golf, and spend meaningful time with friends in a positive environment.

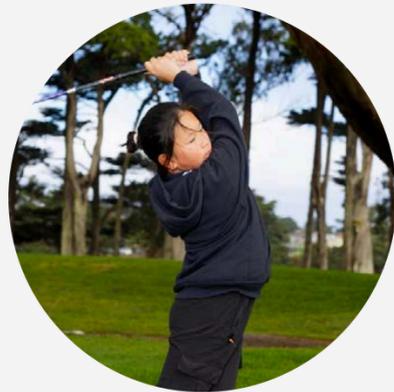
A place to learn.  
A place to grow.  
A place to belong.



# INSPIRED BY WHAT'S POSSIBLE

Through career-focused events and community partnerships, participants met professionals from a wide range of backgrounds who shared their journeys and opened doors to mentorship, networking, and real-world insight.

In 2025, guest speakers and mentors from the San Francisco Fire Department, PwC, Grant Thornton, San Francisco Giants, Meta, Workday, and many more helped participants expand their vision of what's possible for their future.



*"Meeting people who look like me and hearing their stories made me feel like I could do anything."*

- Caelyn, age 12



# BUILDING GAME CHANGERS

Every lesson, connection, and opportunity is part of something bigger. By combining golf, life skills, mentorship, and community, First Tee — San Francisco continues to equip young people with the confidence and character to shape their futures.

**Building game changers, on the course and in life.**



## EXPANDING ACCESS & OPPORTUNITY

**39.4%**

Engagement  
Rate

**32.3%**

Female

**70.8%**

Diverse

**32.1%**

Annual Teen  
Retention



We intentionally designed programs and events that promoted diversity, equity, and opportunity, ensuring young people from underrepresented communities had access to experiences that build confidence and expand what's possible.



“This year’s impact is a reminder that when we invest in young people with consistency, mentorship, and opportunity, we don’t just teach golf. We build Game Changers”

Jonathan Lee  
Chief Programs Officer



## CORE PROGRAM

*Where confidence grows, season after season.*

Our Core Program is where participants build the foundation; such as learning golf skills, practicing life skills, and growing through consistent coaching and community. Across three seasons (Spring, Summer, and Fall) at the Sandy Tatum Learning Center and Golden Gate Park Golf Course, young people returned week after week to strengthen their game, develop character, and build friendships in an environment rooted in belonging. Each session gave participants the space to learn at their own pace, celebrate progress, and discover what they're capable of on and off the course.

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## CORE PROGRAM

Spring, Summer, Fall and Fall II  
Sessions impacted

**1,123** participants

**72** classes offered at  
Sandy Tatum Learning  
Center and Golden Gate  
Park Golf Course

Participants learned  
invaluable life skills for  
**16,000** hours



# SCHOOLS PROGRAM

*Introducing Golf to More Youth Across San Francisco*

The Schools Program delivers the First Tee curriculum to students, promoting access to golf and life skills in an engaging manner. It equips elementary and middle school educators with a curriculum aligned with national physical education standards from SHAPE, allowing for lesson adjustments based on class size, time, and facilities.

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## SCHOOLS PROGRAM

PE teachers received

**350**

hours training to get familiarized with the FTSF curriculum

SFUSD and other Peninsula School Districts students received

**18,000**

hours of FTSF life skills program

**7**

School Districts partnered with FTSF



# CLASSROOM TO CLUBHOUSE

*Bridging School, Life Skills, and the Course*

Throughout the school year, Classroom to Clubhouse connects learning during the school day with growth beyond it. Through programming at the Sandy Tatum Learning Center, Golden Gate Park Golf Course, and Visitacion Valley Middle School, students engaged in activities that reinforced leadership, teamwork, and confidence while also giving them a safe space to be themselves.

In May, as part of our culminating week to end the school year, we invite an additional 30 classes to celebrate First Tee for a one-day experience at the Sandy Tatum Learning Center

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## CLASSROOM TO CLUBHOUSE

San Francisco Unified School District 5<sup>th</sup> Graders enjoyed

**4,800** hours of FTSF range time

at all FTSF Facilities

**32** 5th grade classes participated in this program

FTSF host ParTee Week, exposing

**1,000**

SFUSD 5<sup>th</sup> Graders to the program



# FUTURE FOURSOME

*Leadership Starts Here*

Future Foursome is designed for participants ready to grow into leaders on the course and in their communities. Through career exposure, mentorship, and skill-building opportunities, participants strengthen their confidence, expanded their network, and explored what success can look like beyond high school. Participants connected with professionals from a wide range of backgrounds, including the San Francisco Fire Department, PwC, SF Giants, and more, opening doors to future goals and real-world inspiration.

Participants in this program are from underrepresented communities, and a majority entered through Classroom to Clubhouse.

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## FUTURE FOURSOME

**22** active participants  
with the program

**8,800** hours  
participants engage  
with the program

Participants attended  
**400**  
hours of college prep  
program



# SANDY TATUM SCHOLARS

*Supporting the next chapter of our game changers.*

The Sandy Tatum Scholars program celebrates participants who have demonstrated leadership, commitment, and growth throughout their First Tee journey. Scholars represent the very best of what it means to be a game changer, young people who have built confidence through golf, strengthened life skills, and are now stepping into new opportunities beyond the course. By investing in their next chapter through mentorship, support, and continued connection, we help ensure that potential is met with opportunity for the youth who will shape the future of our community.

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## SANDY TATUM SCHOLARS

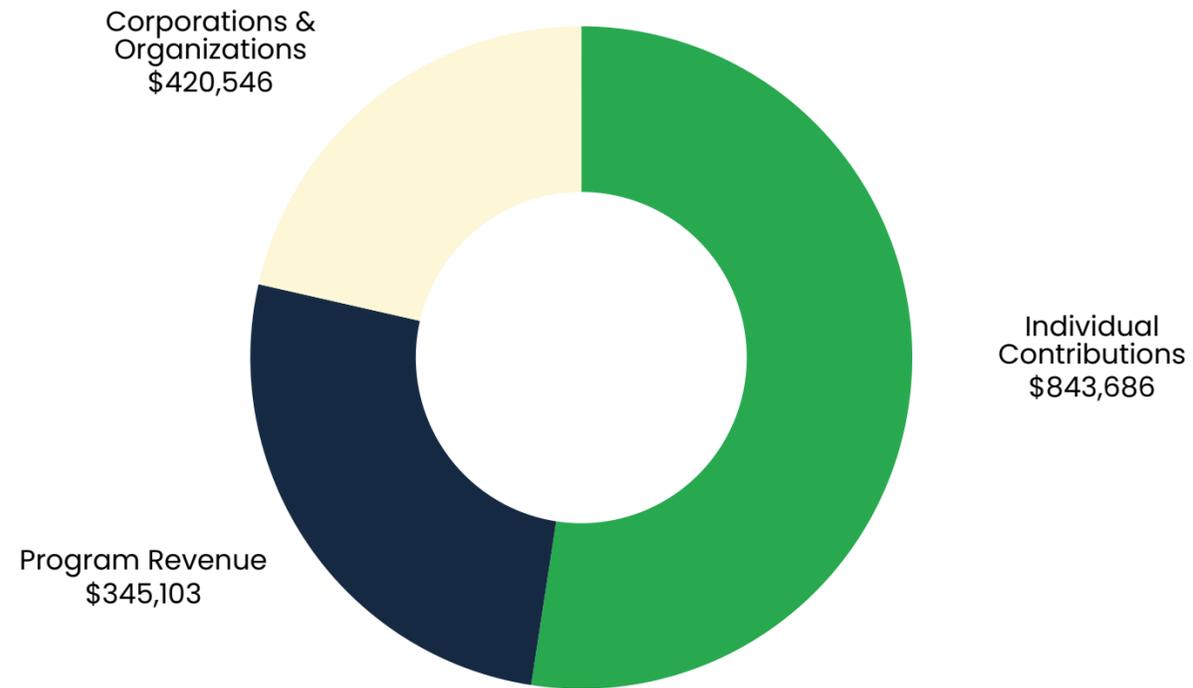
**6** new scholars awarded  
in School Year 2025-2026

**\$720,000**  
Awarded since the  
establishment of the  
program

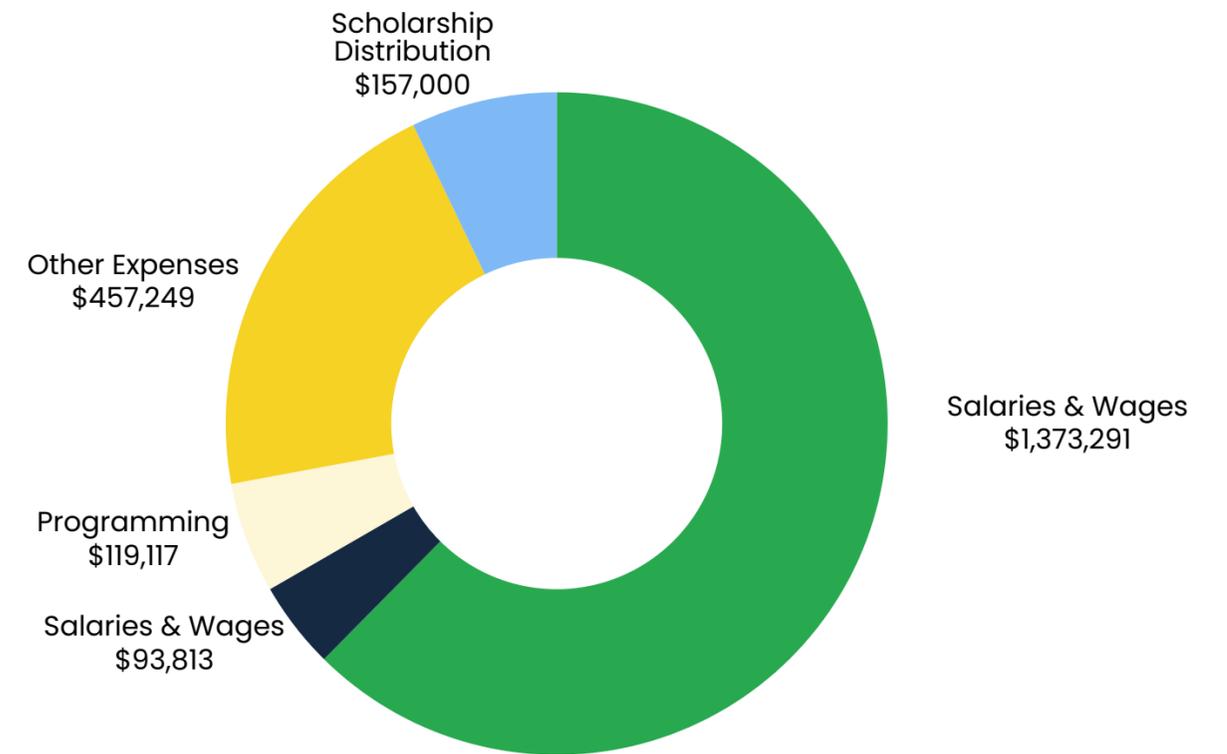
**44** scholars  
has been awarded  
scholarships since 2017

# FINANCIALS

## FY25 Revenue Mix



## FY25 Expense Mix





*Building Game Changers.*



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