Developing a Caddy Program at Your Chapter

Secah “Coach S” Shahib
The First Tee Coach
The First Tee of Greater Kansas City
# Table of Contents

1. Introduction ........................................ 1

2. What is A Caddy? ................................... 4

3. Developing A Caddy Program ....................... 6

4. The Western Golf Association ................... 13

5. Caddy Program Analysis .......................... 17

6. Caddy Development Checklist .................... 19

7. Cost Check List for Caddy Development ........ 21

8. Caddy Registration Form ......................... 23

9. Caddy Feedback Forms .......................... 24

10. Caddy Training Agenda (example) ............... 26

11. Caddy Parent/Participant Meeting Agenda (example) 27

12. Chapter Caddy Program overview ............. 28

13. Conclusion ........................................ 30

14. References ....................................... 32
Introduction

The caddy program came to life when Mr. John Chalfant (member at Kansas City Country Club) contacted me with an idea to have a young man in our program caddy for him during the golf season.

Mr. Chalfant had heard about how The First Tee, along with our values and life skills, can positively impact a young person’s life. Before proceeding forward with Mr. Chalfant request, we conducted a background check (upon his consent) and our Board of Directors who were members of the Kansas City County Club provided references. During this, I created a list of five potential young men who I felt would embrace the opportunity Mr. Chalfant was presenting. All five prospects wrote an essay on being a caddy and what they would gain from the experience. Mr. Chalfant and I reviewed all of the essays and selected one of our Birdie Level participants, Joel Olson.

Joel is a young man that has been homeschooled since he was in the first grade, had consistently displayed the life skills and core lessons learned in The First Tee, and had written an essay that detailed how he would utilize The First Tee Nine Core Values within his caddy experience.

In addition to suggesting the concept of having a participant caddy for him, Mr. Chalfant thought about other values a young person could learn, like money management. Instead of paying Joel for his services in cash or check, Mr. Chalfant (with the approval of Joel’s parents) set up a bank account where payments would be deposited. Prior to this happening, Joel didn’t have a bank account nor much knowledge of managing money. This life skill has added great value in Joel’s life and having Mr. Chalfant create this for Joel shows the commitment and dedication he has in being a mentor in a young person’s life.

To date, Mr. John Chalfant and Joel Olson have worked together as a team for the past two years. Every golf season, Joel caddies for Mr. Chalfant in various club events, weekly play, and he has also been given the opportunity to caddy for other members in Mr. Chalfant’s absence.
“In my experience caddying for Mr. Chalfant, I have been able to build a good working relationship and friendship with him. I have also had the chance to meet and get acquainted with many of the great people he is affiliated with. Through Mr. Chalfant, I was given the opportunity to caddy for a college student from Northwestern University in the Trans-Mississippi Golf Tournament, an experience I will never forget. I feel that I have gained in my personal skills, and put to use the values of perseverance, respect, and responsibility. Not only has caddying benefited me in my own golf game through watching and learning from other good golfers, but it has also helped me in other aspects of my personal life and prepared me for future job opportunities.”

Joel Olson, participant, The First Tee of Greater Kansas City
Introduction

While I looked upon this opportunity to be a significant one for Joel, I have spent many days and hours wondering what an opportunity like this could provide to other young participants in our chapter.

Besides the development of Mr. Chalfant and Joel Olson, I was also inspired by the achievements of Zayne Williams. Zayne joined our chapter at the age of six and stayed in the program until he graduated high school at seventeen. During Zayne’s four years of high school, he caddied at two country clubs in the Kansas City area and at various professional tournaments. Zayne’s experience as a caddy provided him with personal skills and contacts that have impacted his life in countless ways. As I followed Zayne’s journey and the opportunities caddying provided, I became inspired to see a young man take advantage of opportunities that allowed him to become an Evans Scholar recipient and a student at the University of Missouri in Columbia, MO.

Both of Joel’s and Zayne’s experiences have inspired me to develop a caddy program for hard working, committed, dedicated young people in The First Tee of Greater Kansas City; so they, too, can have opportunities in life that will forever impact who they become in the near future. As it is noted on the conclusion section of this project (page 25), as of 2014 there were approximately twelve participants in The First Tee of Greater Kansas City that have been trained and had experience caddying for members at Blue Hills, Kansas City, and Oakwood Country Clubs.

As I create, design, and present this program to my chapter and The First Tee network, I aim to develop a program that will help young people gain invaluable experiences and further inherit life-long benefits from their exposure to the game of golf. Along with those benefits, this program would allow teen-agers the opportunity to obtain a college scholarship that includes full tuition, along with room and board at a major university. The opportunity to caddy will be life changing and impacting to those who are fully committed and dedicated in leadership on and off the golf course; along with developing networking opportunities that could provide meaningful relationships and partnership. You’ll be able to learn more about the scholarship opportunity in the Western Golf Association section that starts on page 10.
What is A Caddy?

This section provides a description of what a caddy is, who he/she serves, benefits for young people who become caddies, and the positive youth development that comes from caddying.

A caddy is someone who assists golfers during their round of play. Their responsibilities include but are not limited to: carrying the golfers bag, providing yardages (hole distance), replacing divots, repairing all ball marks, raking bunkers, cleaning clubs, attending the flagstick (upon request), maintaining awareness of golfers balls and shot attempts, and upholding a sportsman-like attitude with all golfers and caddy mates. It is recommended that a caddy have the basic knowledge of the game of golf and its rules. Caddying is as much a part of the game of golf as the ball, club, and score card.

A caddy can be either young ladies or young men at a chapter of The First Tee. The recommended age for potential caddies is 14–17 years old and at middle to high school level. A caddy must be physically able to walk and carry a golf bag for a full round (up to 7,000 yard on course or five miles).

There are many benefits a young person can obtain from caddying. Caddying can provide young people with a safe and enjoyable working environment. It has been well recognized among the golf communities that caddies develop good work habits, improve their communication skills, and learn the value of giving back to their communities. While watching and learning the game of golf, caddies can earn money through performance and service to the golfer(s) they’re assigned to. Spending the days outdoors, being on the golf course and meeting influential people can increase personal skills that will be forever impactful in the life of a young person. Caddying allows young people the opportunity to learn and ingrain strong interpersonal skills in the areas of communication, confidence, meeting and greeting, responsibility, courtesy and respect. Being a caddy provides young people the opportunity to be on some of the most exquisite golf courses in the country while bettering their physical wellness with walking and carrying a golf bag while incorporating proper healthy habits like hydration and nutrition.

Caddying provides benefits to golfers and golf courses across the country. It enhances the golfers experience during play; many golfers believe that caddies even help them lower their scores. Having a caddy will allow the golfer to walk the golf course; which benefits one’s health by controlling weight gain, lessening risk of heart disease, preventing high blood pressure, boosting energy, and improving mood (ex. boost confidence and self-esteem). As stated by Dr. Edward Palank, Chief Cardiologist from the New Hampshire Heart Institute, “walking is the most common form of leisure time activity enjoyed by Americans, and walking 18 holes is equivalent to five miles.” One of the greatest benefits a golfer can have on a caddy in this program is to positively impact the life of a young person providing a life experience that will never be forgotten.
The benefits a caddy has on a golf course or private club are substantial. Having a caddy has a beneficial influence on golf course conditions by improving the maintenance and appearance of the course. Patron then will view the facility in a more positive and enjoyable manner. The following duties performed by caddies have significantly impacted the golf course conditions (ex. replacing divots, raking bunkers, repairing ball marks, and reducing the number of golf carts used). Even though many golfers may prefer riding in golf carts, the pace of play could actually increase when play is with a caddy. It is noted in an article “How Fast Is Your Course?” by George Peper (editor of GOLF Magazine) in The MET Golfer in September 1993, “Where golf carts are restricted to paths and particular areas on the golf course, other than freedom to roam fairways, the playing time increases by nearly 15 percent. A golf course of 7,620-yards, played with cart restrictions would have a distance time of 2 hours and 40 minutes. When a golfer walks a course of 6,720 yards, the research shows that it’s only 2 hours and 20 minutes of walking time.”

“The caddie is the lifeblood of the game of golf, a great companion, a friendly conversationalist and a smiling face. This is what the game of golf is truly all about.”

Charles “Chick” Evans Jr.; (1890–1979) Founder, Chick Evans Caddie Scholarships
Developing a Caddy Program

This section provides information on how to start a caddy program, creating partnerships with public and private facilities, recruiting caddies, training, legal issues, compensation, scheduling, uniforms, and maintaining a caddy program. (See check list on page 18.)

Starting a Caddy Program:

When starting a successful caddy program it’s recommended to begin with a small number of qualified participants. A successful program depends mostly upon the support of the golf course and the golfers. While training is possibly the most important aspect of a successful caddy program, the “buy in” from the golf course and patrons will be the single most critical element to starting the program. The golf course and patrons must be willing to fully support the program by promoting the program and making the choice to take caddies when they are playing in order for the program to be active, vibrant, and successful. The second important aspect of starting a caddy program is to recruit a well-qualified individual who will serve as the caddy superintendent or caddy master. The caddy superintendent must have knowledge and understanding of The First Tee’s Mission, Life Skills Experience (Nine Core Values and Nine Healthy Habits), Coaching Philosophy, and the pyramid structure of Positive Youth Development. This individual must establish and maintain effective relationships with head golf professionals, members or patrons at golf facilities, the golf course staff, and the caddies and their parents. In addition to the responsibilities stated, the caddy superintendent duties includes supervising, assigning caddies with golfers, managing caddies’ compensation, receiving post round feedback, and recruiting and training prospective caddies in the program.

Depending on the size of the program, the caddy superintendent can be a volunteer, seasonal, or full-time position depending on the length of the program operation. The person appointed must be dedicated, committed, and posses the proper management and organizational skills for the program to be impactful and successful.

Creating Partnership with Public or Private Facilities:

Creating a partnership with a public golf course or private golf club willing to support a program is the foundation to getting a program started. Most golf courses are equipped with golf carts, which generate revenue for the course. Details of lost golf cart revenue with the implementation of a caddy program should be discussed to lessen the amount of revenue that could be substantially lost. If perusing a public course, the proposal of the caddy program may have to be presented to various people such as course owner, city parks and recreation department, managing company, course general manager, and head golf professional.

If you’re creating a partnership with a private club and/ or public golf course that currently has an established caddy program; the process could be much easier. Meeting with the Head Golf Professional and the individual that governs the caddy program is the best place to start the process of creating the desired partnership. When exploring this avenue, it’s good to start with no more than six qualified applicants between the ages of 14–17 years old. So that you are able to provide opportunity for The First Tee caddies with the current number of caddies already assigned and, six applicants allows for easier evaluation of their experience and tracking of progression.
Some key points to address during partnership discussion with a club or course are:

- Frequency of members taking caddies
- Assignment of caddies with golfers
- Details of program operation (days, times, seasons)
- Scheduled trainings
- Club rules (caddy waiting area, dress code, eating options)
- Emergency contacts
- Post round feedback
- Caddy’s compensation per round (9 or 18 hole rate)
- Incentives and awards
- Legal issues
- Affiliation with Western Golf Association/Evan Scholars Foundation (qualified)

If a private club and/or public golf course doesn’t have an established caddy program, it is recommended that you contact the Head Golf Professional and other individuals that need to be included. There would be a variety of topics that need to be discussed to develop an established program at the facility, securing opportunities for present and future participants.

Those topics include but are not limited to:

- Members interest in taking caddies
- Assignment of caddies with golfers
- Details of program operation (days, times, seasons)
- Scheduled trainings
- Club rules (caddy waiting area, dress code, eating options)
- Emergency contacts
- Post round feedback
- Caddy’s compensation per round (9 or 18 hole rate)
- Program advertisement
- Incentives and awards
- Western Golf Association / Evan Scholars Foundation (qualified)
- Legal issues

**Recruiting:**

Because the caddy program is for young people who are participating in The First Tee chapters across the network, identifying and recruiting participants shouldn’t be complicated. It is recommended that all qualified participants be between the ages of fourteen to seventeen years old and be at least at the Birdie Level in the certifying program. Once the qualifications have been established, the caddy program should be advertised and marketed within the chapter and with the host course. An additional avenue of recruitment could be middle schools and high schools age students. Explore contacting local high school golf coaches and other non-for profit
youth-serving organizations that currently aren’t participants of a chapter. This will increase awareness of the local chapter of The First Tee, get more youth interested, and grow into a way to obtain new teenage participants.

During the recruiting process, it’s important to involve the parents/guardians. Parents should be made aware of what is expected of them and the child as well as the expectations and standards of the program. A caddy/parent meeting should be held in order to answer any questions the caddies or their parents might have (see meeting agenda example on page 24). Also, this serves as the perfect time to get “buy-in” to the program that will increase the chances of the program becoming a success. It is recommended that the caddy/parent meeting should be held in the early spring so the program can be fully operational by the start of the golf season.

**Training:**

In order to have a successful caddy program, the training will need to be effective in delivering the duties and responsibilities of caddying. The training has to be detailed in every aspect of the requirements, various scenarios and situations, familiarity with the club/course, and communication with patrons.

There are various ways to host caddy training. One option is to host a two day training session lasting approximately two to three hours each day. Other options are week-long trainings that will cover a different aspect each day, or a one day all inclusive training.

Many caddy trainings are conducted in a classroom style atmosphere. When hosting classroom style training (see page 23 for sample training agenda), it is recommended to use the Western Golf Association training materials (Caddy Orientation Video, Caddy Training Manual, and Caddy Exam). All of the materials are very useful in conducting effective caddy trainings along with developing a successful caddy program. Before issuing the caddy exam, the caddy training manual should be well covered and read before being completed.

Visit www.westerngolfassociation.com to purchase training materials (*listed items listed below*) *(Caddy Training Video: $20.00, Caddy Training Manual: $1.00, Caddy Training Exam: $0.50)*

A necessary part of training should be an on the golf course experience. This can be implemented in two ways. The first is to take the whole group of attendees out on the course and go thru the various steps and process of caddying duties and responsibilities. The second way is to recruit golfers (board members, coaches, club/course staff, supporter/donors of chapter, etc.) to provide one-on-one experience with participants by way of hosting a 9-holes caddy training. This provides the participants with an activity-based way to learn the duties and responsibilities of caddying. The responsibilities of the recruited golfers are to mentor the participants, provide on course instruction, and to provide valuable feedback for caddie’s development. It is recommended that a diverse group of golfing abilities be considered when recruiting golfer for the on course session.
While developing and maintaining the caddy program, the training of caddies should be thorough and continuous. Immediate feedback should be provided to give caddies helpful information to assisting them to become better in handling their duties, servicing the club or course, and to the golfers. Considerable thought should be given in having golfers complete an evaluation sheet upon completion of round and have it turned into the caddy manager for review and to rectify any issues the caddy is having. (See meeting agenda example on page 23)
Legal Issues:

Legal issues regarding caddies should be reviewed carefully with a legal counsel before starting a caddy program. At the majority of courses with existing programs, caddies are considered independent contractors and are either paid directly by the golfer or through the golf course. The role of the chapter is to promote the program, recruit participants and help with training and orientation. There are no federal laws defining an employment category for caddies. Main areas of concern for courses today regard issues involving the following: independent contractor status vs. employee of the course, workers’ compensation coverage, wage and hour requirements, and methods of payment. *(It is recommended to check your local state labor laws regarding any questions about appropriately classifying caddies if no such classification has been established.)*

Compensation of Caddy Service:

There are many pay structures at various clubs and courses that offer a caddy program for patrons. If the club or course doesn’t have an active caddy program and you’re exploring developing one, this needs to be brought up at the initial development meetings with the General Manager, Head Golf Professional, etc. (as noted in the Creating Partnership Section). A fee structure that is comparable with the potential loss of revenues from non-usage of golf carts should be established. If applicable, the base rate for caddy service should be approximately $30.00 per round. Tips should be decided upon the rating of the service provided to the golfer or at the golfer’s discretion. Below is a general table of base pay with a recommendation of gratuity based on ranking of service.

### Compensation of Caddy Service (Cont.):

<table>
<thead>
<tr>
<th>Service Rating: (9 Holes)</th>
<th>Base Pay:</th>
<th>Tip: (Recommended Gratuity)</th>
<th>Total Caddy Pay:</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXCELLENT</td>
<td>$15</td>
<td>$15</td>
<td>$30</td>
</tr>
<tr>
<td>GOOD</td>
<td>$15</td>
<td>$10</td>
<td>$25</td>
</tr>
<tr>
<td>AVERAGE</td>
<td>$15</td>
<td>$5</td>
<td>$20</td>
</tr>
<tr>
<td>FAIR / POOR</td>
<td>$15</td>
<td>$0</td>
<td>$15</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Service Rating: (18 Holes)</th>
<th>Base Pay:</th>
<th>Tip: (Recommended Gratuity)</th>
<th>Total Caddy Pay:</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXCELLENT</td>
<td>$30</td>
<td>$30</td>
<td>$60</td>
</tr>
<tr>
<td>GOOD</td>
<td>$30</td>
<td>$25</td>
<td>$55</td>
</tr>
<tr>
<td>AVERAGE</td>
<td>$30</td>
<td>$15</td>
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<tr>
<td>FAIR / POOR</td>
<td>$30</td>
<td>$10 (Below)</td>
<td>$40 (Below)</td>
</tr>
</tbody>
</table>
“Double Looping”
When a caddy provides service for two golfers and carries both golfers’ bags for the round of play. Caddies that provide service for two golfers in a round are likely to be compensated more for the services provided.

Scheduling:

During the spring and fall season of the calendar year, participants will be attending school during the week. Most caddy opportunities during this time of year are available on weekends and Holidays. During the summer months of the calendar year, participants will have the opportunity to caddy during the week as well as on weekends. Assignments for rounds during the week for the summer season are based upon request from golfers to have a caddy. In most instances, caddies are encouraged to arrive at the course between the hours of 6:00 am–7:00 am.

A good way to handle assignment of caddies with golfers is to incorporate a reservation system (if one is not in place). A reservation system would allow golf shop staff and the caddy superintendent a simplified organization process that assigns caddies to specific tee times and golfers instead of having all caddies report to work each morning by a certain time. A reservation system works best when the golf staff asks the patrons as they are reserving tee times if they would like a caddy. Notification of assignment of caddies should be done at least 24 hours in advance. It is recommended that all caddies report to the club 45 minutes prior to their assigned tee times to ensure they’re properly equipped and ready to provide a great service to the golf patrons.
Uniforms:

The caddie’s appearance is important and should be strictly enforced. The proper caddy should have a uniformed collared shirt, khaki shorts/pants, and comfortable tennis shoes. Caddies should choose shoes that give the most comfort for walking and standing. Some private clubs have socks restrictions, so it’s recommended to inquire with Head Golf Professional on sock requirements for caddies. A designated hat is mandatory for protection from the sun (during the summer months) and is recommending for daily wear or rain. If budget allows, the purchase of caddy bibs would be an added uniform item that must be worn at all times. Bibs are useful for carrying golf tools (tee, divot repair tool, ball marks) during their time on the golf course.

Caddy Bibs: Caddy bibs can be purchased the vendors listed on page 19, ranging in price of $18.50 to $22.00. When ordering there are personalization options such as embroidery, variety of color options, fabric, and size. Shipping of bibs takes approximately 7–10 business days. (See cost check list on page 19 for more information on estimated pricing for items needed for proper caddy uniforms.)

Maintaining a Caddy Program:

The two most important factors dictating the continued success of your caddy program are: ongoing training of caddies and an increasing level of golfer awareness and participation. If having a caddy becomes more of a burden than a pleasure, then many golfers will choose to take a cart or carry their own clubs. That is why proper training is so important.

Having the golf club or course also promote caddies will better the program. Whatever the method, the goals are the same for all courses with caddy programs, and that’s to preserve the tradition of golf and ensure that future generations of golfers benefit from the invaluable service provided by caddies.

PROPER CARE FOR RAKING BUNKERS

Professional caddy raking the bunker from inside to out,
Working his way back towards the edge of the bunker
The Western Golf Association
Evans Scholars Foundation

This section provides information on The Western Golf Association, the Evans Scholars Program, Requirements for Evans Scholarship Award, and how to become an affiliate of the WGA.

The Western Golf Association was started in 1899 by a group of men who formed an organization to promote golf in the western region of the United States. The WGA headquarters was established in Golf, Illinois by that group of men who were determined to put golf on the western map. To showcase the exceptional talent of golfers who resided in the west, the WGA held its first Open and Amateur Golf Championships at Glen View Club. With the reputation for excellence in hosting those two championships, the second oldest championship in the United States is the WGA’s BMW Championship. The championship is the oldest on the PGA TOUR and is one of the premier tournaments today. For the amateur players, the Western Amateur and the Junior Championship were the first such competitive tournaments in the history of golf in America.

The Evans Scholars Foundation:

In 1929, a famed golfer by the name of Chick Evans Jr. made a request for the WGA to administer the fund he established some years earlier to send deserving caddies to college, relying on the reputation the WGA had established across the country to further his vision. In 1930, the WGA awarded two scholarships to caddies Harold Fink and Jim McGinnis, both would attend the same University that Mr. Chick Evans Jr. had studied, Northwestern University. The cost for tuition to Northwestern in 1930 was $150 per year which meant that much of Mr. Evan’s funds were not being used. To provide more opportunities, the board of the WGA established three requirements for selection of future caddies: scholarship, fellowship, and leadership. By establishing the new criteria a dozen more caddies were able to obtain the scholarship.
In 1940, the development of the first Evans Scholarship House was established at Northwestern University. The concept of the Scholarship House is to have Evans Scholars living and learning together, which is looked upon as a unique factor of the Evans Scholars Program. Since 1949 to current day, there are 14 Evans Scholarship Houses that can be found on the campuses of: Northwestern, University of Michigan, Michigan State, University of Minnesota, University of Colorado, University of Indiana, Miami of Ohio, University of Northern Illinois, Purdue, Ohio State, University of Marquette, Illinois, and University of Missouri.

Currently, the Evans Scholars Foundation has become one of the most popular and favorite charities in golf. An estimated 100,000 golfers contribute annually in the honor of Mr. Evans Jr. Evans Scholars Program, which now exceeds $120 million dollars annually. Through meeting the tuition and housing cost for future and present Evans Scholar recipients, the fund continues to provide young caddies the opportunity to attend college.

**Evans Scholars At-A-Glance:**

- More than **200** full tuition and housing awards each year
- **840** Evans Scholar currently enrolled in **19** universities
- Evans Scholarship Houses are at **14** universities
- Cumulative GPA for Scholars is **3.25**
- Graduation rate is over **90** percent
- **9,800** Evans Scholars Alumni
- **24** percent of Evans Scholars are women
- Since 1930, more than **10,000** young men and women caddies have been awarded full tuition and housing through Evans Scholarships.

**The Four Requirements for Evans Scholars Award:**

1. **Caddy record (Strong):** Applicants must have caddied, successfully and regularly, for a minimum of two years and are expected to caddy at their sponsoring club the year they apply for the scholarship.

2. **Excellent academics:** Applicants must have completed their junior year of high school with above a B average in college preparatory courses and are required to take the ACT.

3. **Demonstrated financial need:** Applicants must clearly have a need for financial assistance.

4. **Outstanding character:** Applicants must be outstanding in character, integrity, and leadership

*Applicants are evaluated and compete on the above criteria for the limited number of Chick Evans Jr. Caddy Scholarships awarded annually. The Scholarship committee will interview finalists and the final selection rests with the Committee.*
How to become an Affiliate with the Western Golf Association:

For a private club or public course to become an affiliate with the Western Golf Association, and have their young caddies as potential recipients of the Chick Evans Jr. Scholars Award, contact must be made with the Manager, Caddies and Scholarship Development at the Western Golf Association offices by a club/course official.

Contact can be made directly by calling (847) 724-4600 or by email: last name@wgaesf.org (refer to the person who is listed as the Manager, Caddies and Scholarship Development under the Foundation Staff listing at wgaesf.org). The process isn’t complex or difficult. There is a small fee (renewed annually), and a commitment to host the program, maintain communication, and use provided tools and resources of the Western Golf Association. All of the criteria for establishing the affiliation and the details of the process are available when contact is made with the Manager, Caddies and Scholarship Development.

The Chick Evans Scholar Program
Charles “Chick” Evans Jr. (1890-1979), Evans Scholarships founder

“My mother and I were convinced that the American caddie would be able to hold his own in all educational institutions,” Evans wrote in 1975. “We remembered that caddies … all over the nation were the same as those of old Edgewater, who wanted to be rich like the members of their clubs. We always felt that caddie scholarships would gain for the game of golf a new popularity through a most wholesome undertaking.”

James E. Moore, Senior Vice President of Foundation Advancement

“We are investing in the futures of hundreds of young men and women annually. Caddies earn their scholarships through hard work on the golf course and in the classroom. They apply the same work ethic and values to excel in college, and when they graduate they contribute to the greater good of society through diverse careers in fields such as business, education, science and health care. Contributions to the Evans Scholarships really are investments in our nation’s future. This was Chick Evans’ vision, to send deserving caddies to college. By establishing the Evans Scholarships, Chick gave caddies an avenue to share in the American Dream.”
Caddy Program Analysis

This section provides informative analysis on chapters in The First Tee network regarding caddy programs. These responses are from chapters that currently have active caddy programs, while others do not.

The survey questions below were asked to chapters that have caddy programs at their chapters. Also noted (by bulleted statements below) are some responses received in regards to each question on the survey.

1. How is the training of young caddies in your chapter implemented?
   - Two training sessions in the spring, approximately 4 hours per session, host tryout to fulfill open positions.
   - Must complete a written application, attend a two day training (video, written test, personal interviews, and on course training).
   - Two volunteer coaches that oversee the caddy program entirely

2. Is the caddy program offered at private club(s), public course(s), or both? And how many?
   - It’s offered at one golf course (public)
   - Offered at both, 3 public and 2 private
   - 6 public courses

3. What are the average earnings per round for caddies in program?
   - $20.00 / 9 holes
   - $25.00 to $40.00 / per round

4. How many years has the caddy program been in existence?
   - 5 years
   - 10 years
   - 2 years

5. How many months out of the year is the caddy program operative?
   (6 months, 7–9 months, 10–12 months)
   - 3 months
   - 4 months
   - 4-5 months

6. How many young people are currently in the caddy program?
   (1–5, 6–10, 11–15, 16–20, 21+)
   - 1–5
   - 6–10
   - 21+
7. What is the total number of participants that have been involved from the start to current (today)?
   (0–20, 21–40, 40–60, 60–80, 80+)
   - 0–20
   - 60–80

8. Have any of the young caddies become Evans Scholar recipients?
   - We have had six Evans Scholars with another applying this year
   - Not yet
   - Yes, one

9. Please describe the impact of the caddy program on the patrons at the clubs/courses that participate in your caddy program:
   - Very positive! The head professionals and members have been impressed by the caddies level of preparation and execution Also their regard for the etiquette of the game and the caddy duties.
   - I think it gives walkers an additional outlet then use of a push cart. The program encourages support of our youth and the tradition of caddying.
   - It’s difficult to have municipal golfers take a caddy on the municipal courses. There is not enough interest due to the cost associated with caddies. My best supports have been with the men’s and women’s groups at the private clubs.

10. Please describe any important, ideas, or issues that impact your caddy program.
    - I struggle getting loops for the participants. They average about 5 a year which doesn’t pay much. The most successful caddies are the ones who go out and market themselves. If not for the Evans Scholarship we would not offer the caddy program.
    - We would offer a caddy program more frequently if participant’s schedules permitted it. Completing the training class due to availability present a challenge. If chapters can offer a caddy program and even one participant competes it successfully, it become a great marketing tool for the chapter, beyond creating a great opportunity for the participant.
    - Some golfers assume the kids are very familiar with the course (yardages, club selection, etc.) but our training focuses on pace of play, meeting people, and learning about the game of golf.
The survey questions below were asked to chapters that do not have caddy programs implemented at their chapters. Also noted (by bulleted statements below) are some responses received in regards to each question on the survey.

1. In your opinion, if you were given a blue print for a caddy program, would it be beneficial to your chapter?
   - Yes, it would give kids at our chapter the opportunity to be recipients of the Evans Scholarship award.
   - Possibly, but probably not. It’s a good idea but it just seems that days of the caddy have passed because of the use of golf carts. A few people have unsuccessfully tried to resurrect it here in our city. In theory, it works, but in practice, it has not.

2. If you offered a caddy program, how many participants would you expect to impact annually from your chapter?
   (1–5, 6–10, 11–15, 16–20, 21+)
   - 21+
   - 1–5

3. How many courses (both public/private) do you feel would participate in a caddy program developed by your chapter?
   (1, 2, 3, 4, 5)
   - 1
   - 4

4. How many months of the year do you think a caddy program could operate at your chapter?
   (0–6, 7–9, 10–12)
   - 0–6
   - 7–9

5. (From the list below) Check the items you feel are crucial to developing a caddy program at your chapter:
   - Training
   - Recruiting
   - Creating partnership with Public/Private facilities
   - Legal issues
   - Compensation of Caddy
   - Scheduling
   - Uniforms
Maintaining Caddy program
Western Golf Association

All of the chapters who participated in this survey responded that the following are crucial to developing a caddy program at their chapters:

- Training
- Recruiting
- Creating partnerships
- Legal issues, Compensation
- Scheduling
- Uniforms
- Maintaining the program

None of the chapters felt that the Western Golf Association was crucial however the opportunity for young people to be Evan Scholar recipients is indeed a crucial part in developing a caddy program.

6. Please describe any important ideas or issues that would affect having a caddy program developed and implemented at your chapter:

- The golf cart, the heat, and appropriate compensation are the biggest barriers I foresee at our chapter.
- It’s so hard getting the kids to the course everyday for them to participate in a caddy program.
Caddy Program Development Check List

- Establish a Caddy Master or Caddy Superintendent

- Partner with local golf courses and/or private clubs:
  - Establish compensation and scheduling:
  - Establish uniforms:
    - Purchase caddy bibs:
    - White shirt, khaki shorts/pants, athletic shoes
    - Low cut to crew cut length socks (recommended length)
    - Hat (optional):

- Promote and recruit qualified participants:

- Host Training
  - One Day
  - Two Days
  - Four Days
  - One Week

- Establish a monthly scheduling system:

- Contact Western Golf Association to become a recognized affiliate:

- Monitor program and receive feedback from patrons:

- Official program Start Date: _______/_______/_______
Cost Check List for Caddy Program Development

All cost associated with the items listed below are estimated amounts, for more detailed cost please refer to your nearest clothing retail and sporting goods stores.

Caddy Uniforms: Estimated Cost:

(Shirts)
- White Collar Shirt (Polo Style/Short Sleeves)......................... $7.00 to $20.00
- White Collar Shirt (Polo Style/Long Sleeves)......................... $11.00 to $22.00

(Shorts/Pants)
- Khaki Shorts ................................................................. $10.00 to $40.00
- Khaki Pants ................................................................. $10.00 to $50.00

(Headwear)
- Hat ................................................................................. $3.00 to $15.00
- Visor................................................................................ $7.00 to $20.00

(Footwear)
- Athletic Walking Shoes .................................................. $30.00 to $75.00
- Socks (quarter length) If restrictions apply ........................ $8.50 to $14.00

(Caddy Bibs)
The two companies listed below are recommended for ordering caddy bibs. There are several website where you can order bibs; these listed are only recommendations. Personalization of bibs could add additional charges to the amounts indicated.

- **Professional Images**: 1220 US Highway, One North, Palm Beach, Florida 33458
  Caddy bib is available in stain release poly/cotton twill or sports mesh with adjustable side ties and center divided front pockets.
  **PRICE: from $18.50 to $21.00**
  (Website) Caddieuniforms.com / (Phone number) 1-800-833-3941

- **Here’s Fred Golf Company**: 3027 Dawn Road, Jacksonville, Florida 32207
  Caddy bib is available in cool weave stretchable polyester mesh.
  **PRICE: $22.00**
  (Website) heresfredgolf.com / (Phone number) 1-800-874-7395

- **International Uniform Inc.**: 1216 Broad Street, Augusta, Georgia 30901
  Caddy Bib is available in mesh, poplin, and twill fabric with 2 and 3 center divide pockets  **PRICE: $19.95**
  (Website) internationaluniform.com / (Phone number) 1-800-432-48
CADDY REGISTRATION FORM

Name: ____________________________________________

Gender: Male / Female

Address: __________________________________________

City: __________________________ State: _______ Zip Code: _______

Birth Date: ___/___/____ School: __________________________ Grade: _____

Parent/Legal Guardian: ___________________________ Relationship: _______

E-Mail: ___________________________ Phone: __________________ Home / Cell

CADDY PLEDGE
(Must be signed by Caddy Applicant)

I ___________________________ (first, last), understand the position and responsibilities
of being a The First Tee Caddy as outlined in the training manual and I feel confident that I can
perform my duties in a professional, responsible manner while adhering to The First Tee’s Code of
Conduct at all times. I intend to use my Caddy position to further develop my Caddy skills, gain
additional exposure to golf, meet people and further my career preparation. I understand that if I
don’t handle myself in the manner that’s expected of me that I can be relieved of my caddying
duties and could possibly face termination from the Caddy Program.

Print Name (Caddy): __________________________

Sign Name (Caddy): __________________________ Date: ___/___/____

Parent Signature: __________________________ Date: ___/___/____
The First Tee of Greater Kansas City

CADDY EVALUATION FORM
(To be used for on-course training session)

Caddy’s Name: ____________________________ Today’s Date: __/__/__

Please list 3 Goods about your Caddy’s performance TODAY:

1.) _________________________________________________________________________________
2.) _________________________________________________________________________________
3.) _________________________________________________________________________________

Please list 1 Betters that your Caddy can do from TODAY’S performance:

1.) _________________________________________________________________________________

Please (in brief) express HOW your Caddy can do the (1) BETTER in their performance:

1.) _________________________________________________________________________________
   _________________________________________________________________________________
   _________________________________________________________________________________
   _________________________________________________________________________________
   _________________________________________________________________________________

Please CIRCLE your Caddy’s performance today:

1 – Poor  2 - Fair  3 – Average  4 – Good  5 - Excellent
Caddy Evaluation Form:
(To be used for Post- Round feedback)

Date: _______________  Member Name: ___________________
Caddy Name: ____________________

We take great pride in the quality of service our caddies provide. Our goal is to provide a second to none standard of service to those using our caddies. We hope that you will help us maintain our high standards by filling out this caddie evaluation card at the conclusion of your round. Please return the card to the Pro Shop when you are finished. Your comments are very important to us and we want to “Thank You” ahead of time for your feedback and input. We have established a base rate of $30 and encourage you to determine how much should be paid above this amount. The following guidelines may assist you:

<table>
<thead>
<tr>
<th>Service Rating:</th>
<th>Base Pay:</th>
<th>Tip: (Recommended Gratuity)</th>
<th>Total Caddy Pay:</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 Holes / 18 Holes</td>
<td>$15 / $30</td>
<td>$15 / $30</td>
<td>$30 / $60</td>
</tr>
<tr>
<td>EXCELLENT</td>
<td>$15 / $30</td>
<td>$15 / $30</td>
<td>$30 / $60</td>
</tr>
<tr>
<td>GOOD</td>
<td>$15 / $30</td>
<td>$10 / $25</td>
<td>$25 / $55</td>
</tr>
<tr>
<td>AVERAGE</td>
<td>$15 / $30</td>
<td>$5 / $20</td>
<td>$20 / $50</td>
</tr>
<tr>
<td>FAIR / POOR</td>
<td>$15 / $30</td>
<td>$0 / $10 (Below)</td>
<td>$0 / $40 (Below)</td>
</tr>
</tbody>
</table>

We have established a base rate of $30 and encourage you to determine how much should be paid above this amount. The following guidelines may assist you:

1 – POOR  2 – FAIR  3 – AVERAGE  4 – GOOD  5 – EXCELLENT

Ability to Rake Bunkers: (Please circle) 1 2 3 4 5
- Stood outside bunker as player is making shot, entered bunker same spot as player, raked sand was smooth, moved quickly and caught back up with player.

Ability to find Golf Balls: (Please circle) 1 2 3 4 5
- Located errant shots, paid close attention, located yardage

Ability to Keep Up: (Please circle) 1 2 3 4 5
- Hustled, stayed with or ahead of player

Greenside Assistance: (Please circle) 1 2 3 4 5
- Hand player the putter when ball is on green, attended flagstick properly, stayed out of line of putt and sight, fixed ball marks, stayed still and quiet

Overall Performance: (Please circle) 1 2 3 4 5

Comments:____________________________________________________________________
____________________________________________________________________________
____________________________________________________________________________
The First Tee of Greater Kansas City

“CADDY TRAINING AGENDA”

April 11th & 12th 2014

DAY 1

Welcome

Mission of The First Tee of Greater Kansas City Caddy Program

Expectations for The First Tee of Greater Kansas City CADDY PROGRAM

Review of Rules and Etiquette expected at Golf Club/Course

10 Rules of a CADDY (review)

Watch Caddy Training Tape (includes note taking)

Review of Caddy Manual (also include test taken tomorrow after on-course training)

Q&A over Caddy Manual and Caddy Training Tape

Incentives and Awards of the Caddy Program

Caddy Uniforms

What to expect for DAY 2 (meet at Heart of America Golf Academy at 12:00pm)

Q & A (review of today’s training)

DAY 2 (at Golf Course)

Review on course training (purpose, development of skills, instant feedback)

Start on course training (Play of 9 Holes)

Post round debrief (golfers evaluate caddy’s performance one on one)

Completion of Caddy Evaluation Form

Caddy Assessment Test

Scheduling assignments

Review Day 1 & Day 2 of Training (wrap-up)
The First Tee of Greater Kansas City Caddy Program
Parent/Participant Meeting
April 4th 2014 @ Heart of America Golf Academy

Agenda

- Welcome
- What is a Caddy? What does a Caddy Do? Why is Caddying important?
- Blue Hills C.C. & Hallbrook C.C.
  - Where are they located
  - Who is the point of contact (Todd Loechler-Blue Hills C.C./Liam Cahill Hallbrook C.C.)
  - Training at each club
  - Pay
  - Uniforms
- **EXPECTATIONS**
  - Represent yourself
  - Represent your family
  - Represent The First Tee of Greater Kansas City
  - Represent the Club
- **Opportunities from being a Caddy**
  - Learn more about the game of golf
  - Club Members
  - Golf Playing Privileges
  - Evans Scholarship Program
- Caddy Training information (2 Day)
- Q & A
- Wrap-Up
CADDY PROGRAM

The First Tee of Greater Kansas City has designed a caddy program to help young people gain invaluable experiences and further inherit life-long benefits from their exposure to the game of golf.

What does a caddy do?

A caddy is someone who assists golfers during their rounds of play. Their responsibilities include but are not limited to: carrying the golfer’s bag, providing yardages (hole distances), replacing divots, raking bunkers, attending the flagstick, maintaining awareness of where golfers’ balls are, and upholding a sportsman-like attitude with all golfers and caddy mates.

What does a forecaddie do?

A forecaddie is a caddy that doesn’t carry clubs. A forecaddie will accompany a group of players, working on behalf of all players in the group, but without carrying clubs. A forecaddie’s job is to keep the group pace of play by tracking and locating all balls in play as well as the duties and responsibilities of a regular caddy. It’s very important that a forecaddie has a lot of hustle and hurry so play can continue without any delay.

Why is caddying important?

Caddying is a great part of golf’s heritage, and remains a very vital aspect in the future of this great game. Playing with caddies allows golfers the opportunity to walk, which enables the golfer to maintain a better mindset throughout the round, and essentially lower their scores. It also provides a hands-on experience in gaining the education and knowledge of the game of golf. With all the benefits a young person can obtain from caddying it truly provides a life lasting investment for the future of young men and women in Kansas City and its surrounding communities.

What are the benefits of caddying?

Caddying can provide young people a safe and enjoyable summer job. You will have the opportunity to be on some of the most venerable golf courses in Kansas City while watching some wonderful golf, and making a little money. You spend your working days outdoors, developing valuable life skills, meeting influential people, and gaining strong interpersonal skills (communication, confidence, proper meeting and greeting, ex). What other summer job can offer all this?!

Furthermore, The Western Golf Association (WGA) awards full collegiate, tuition and housing scholarships for golf caddies by way of the Evans Scholarship. To qualify for the Evans Scholarship, you must have a good caddy record, have good grades, and demonstrate financial need along with outstanding character. The First Tee Caddy Program is your start to receiving this award.

(Cont.)
How do I become a caddy?
- Must be between the age of 14–17,
- Must be in middle to high school (grades 8–12)
- Must be a part of The First Tee Program (Site, In-School, The First Tee National School Program)
- Must be committed and dedicated to complete one full golf season before terminating from Caddy program
- Must be able to WALK GOLF COURSES
- Must be a model of The First Tee Code of Conduct and Nine Core Values at ALL TIMES!
- Must have approval by Secah Shahib-Program Director
- Must have successfully completed the application and written essay
- Must have basic knowledge on the game of golf, rules, and how the game is played
- Must attend two day training class annually (while apart of Caddy Program)
- Must successfully pass THE CADDY EXAM

Caddy Training:
- 2 to 4 Days
- Held at Heart of America Golf Academy
- Held in spring of golf season
- Must be physically able to walk and carry golf bags for a full round (up to 7,000 yard on course or 5 miles).
- Class room and On Course (in-depth training)
- Successfully pass THE CADDY EXAM (day 2 of training)

Payment of Caddies:
- Base pay is $15.00 / (9 Hole) Round & $30.00 / (18 Hole) Round
- Can be paid by golfer in cash or check
- Caddy must keep accurate record of payments from golfers.
- Caddy must open checking/savings account for personal management

Golfers:
- Members of local clubs
- Willing to pay minimum of $15.00 / (9 Hole) Round & $30.00 / (18 Hole) Round
- Supportive of the caddy program
- Provide feedback on Post Round evaluations
- Be positive role models

Conclusion

When I initially started the program, I had envisioned for members of private clubs to allow trained participants of my chapter the opportunity to caddy for them all season long. I explored creating the program including many aspects of a mentoring program. This would allow for a member to establish a friend/partnership that would last for a golf season and beyond. In the development of Mr. Chalfant and Joel’s friend/partnership, Mr. Chalfant has become a mentor for Joel. Joel is able to learn, discuss, and receive valuable tools from being in the presence of Mr. Chalfant throughout the golf season.
“Joel has been everything one could hope for in a caddy. He has a deep understanding of the game and its etiquette, and he works hard for my playing partners and me. Joel is extremely polite and helpful to everyone in our group, including other caddies, and is very engaged with what is going on during matches. Joel is a very mature young man who has strong values and a positive attitude and it shows up in the work he does as a caddy every round.” Mr. John Chalfant

When this approach was pitched to Andy Fisher (Head Golf Professional) of Kansas City Country Club, it seemed to be a good idea for the members and the participants of The First Tee of Greater Kansas City. To launch this program, we had approximately ten chapter participants (Birdie & Eagle Level) fully trained and well prepared. As the young caddies become prepared, the “Mentoring” aspect of the program was pitched to the members of the club with the assistance of Mr. Chalfant. After Mr. Chalfant’s meeting with other club members, there was one member who was interested, which allowed for one of the Eagle Level participants the opportunity to caddy for him. Besides that one interested member, other members were reluctant with the idea and the personal commitment required during the golf season.

Another option was explored during 2013 to have trained participants the opportunity to caddy at a private club that had an established caddy programs and were open to having a few young people from our chapter there to caddy. The opportunities that developed from this program didn’t give the selected participants the opportunity to caddy consistently for members. The few groups of members who elected to take caddies didn’t play every week and became less as the summer months wore on. One of the young men stopped caddying while the other young man was offered a seasonal position at the club. Even though the club didn’t provide consistent caddy opportunities, the young man who received the seasonal employment opportunities did a good enough job that the head golf professional and golf staff noticed the young man’s work ethic, respect for the club and it’s rules, and his dedication to handle all responsibilities and duties in a professional manner. The young man who had to stop caddying just didn’t get enough opportunities to caddy to demonstrate his diligence to his duties and responsibilities. Even through this trial, the young man is still interested in caddying and developing himself to do and be the best he can be on and off the golf course.

During the month of February of 2014, I’ve pitched the Caddy Program at two local Country Clubs who didn’t have a current program. After completing the development steps noted in this manual, partnerships and commitment from The First Tee of Greater Kansas City and both clubs were finalized. Starting the spring of 2014 both clubs will host The First Tee of Greater Kansas City Caddy Program. Both of these clubs have fully committed to grow the program within their clubs and memberships. The development going forward will allow ten to twelve participants of the chapter the opportunity to caddy for members at both clubs. Members would utilize the reservation method of obtaining and assignment of caddies. All caddies selected will undergo and successfully complete the two day training, attend orientation at the club, establish bank accounts for personal money management, and will be giving the opportunity to become future recipients of the Chick Evans Jr. Scholarship Award. Since the start of the development of the caddy program at The First Tee of Greater Kansas City, we’ve had three participants become consistently active in their caddy duties. Two of them have developed relationships with members and have become their caddies during the golf season. Upon the start of the golf season in 2014, ten to twelve caddies would have been trained in preparation for the program expansion.
to two host clubs. By the summer of 2014, participants of our chapter would be thoroughly trained and consistently active in their duties being caddies at Blue Hills Country Club and HallBrook Country Club. By the end of the summer in 2014, ten caddies were fully trained, caddied over forty golf rounds, have developed long lasting friendships with club members, and two applied for the Chick Evens Jr. Scholarship Award.

I’m very inspired to lead young people towards a great opportunity provided through the Evans Scholars Award by the Western Golf Association. The cost to attend college for young people today is very expensive and some of the youth may not be able to attend college due to the expense of obtaining a college education. With an opportunity to have full tuition and housing paid for by way of the Evans Scholarships through caddying, I personally feel that I have a duty to lead today’s youth in the direction of an opportunity that will forever be impactful in their lives.

In my submission of this program to The First Tee, I hope to impact young people worldwide with all the life experiences and opportunities that will enhance who they are and will become in the world today.

Secah “Coach S” Shahib
The First Tee Coach
The First Tee of Greater Kansas City
References


The MET Golfer (1993, September) George Peper

News Photo 86455900 Caddy,Dublin - Ohio,Golf,Horizontal,Mark Calcavecchia

About Sports by Brent Kelley, Richard Heathcote / Getty Images