

# WOMEN IN-HOUSE COUNSEL GOLF TEE UP INITIATIVE

2024 Chapter Grant

Application, Progress Report, and Final Report Highlights







## **ACTIVITY PURPOSE**

The goal of the Women In-House Counsel Golf Tee Up Initiative ("Initiative") is to enrich female inhouse counsel by providing them with golf lessons and an opportunity to participate successfully in a traditionally male-dominated sport, which has long been a staple in the business world. The Golf Tee Up Initiative focuses on empowering women in-house counsel with reasonable skill to build confidence in their ability to play golf and thus, increase their willingness to proactively seek or take advantage of opportunities to partake in the sport, which could in turn benefit their professional development and their careers.

Our golf program will promote the Association of Corporate Counsel's Seat at the Table
Initiative by providing women in-house counsel opportunities to interact with business
leaders, stakeholders and clients, while participating in a golf game and help them move
closer to the center of the business. The Initiative will also support diversity, equity, and
inclusion, by demonstrating that golf events (whether regional, local, sponsored, or nonsponsored) can provide an enjoyable and inclusive environment for women and women of
color, even if they are novices of the sport.

The Initiative will offer structured golf lessons and practical sessions, as well as provide opportunities for practice and play at various events organized by the Chapter. The Initiative will strategically enable women in-house counsel participants to navigate and leverage business networking and other opportunities in golf settings.

- Golf Clinic and Driving Range gatherings:
  - A series of golf clinics exclusively for women in-house counsel, including 1 to 4 sessions
    of beginner golf lessons with golf coach and award-winning PGA professional, Chris
    Ardolina (preliminary choice). Each lesson will include groups of 6-7 participants in each
    group, with a maximum of 20 participants. The lessons will consist of one-hour sessions,
    at \$40.00 per hour per participant. Additional opportunities for golf lessons will be
    provided to the participants who opt for additional lessons.
  - Scheduled local driving range gatherings that encourage golf clinic participants to unite and practice the golf skills acquired from the clinics to improve their game. • Networking events that integrate golf and professional development in a healthpromoting environment.
- · Golf events:
  - Once the golf lesson sessions conclude, we will coordinate a host of other golf events for participating women in-house counsel at a public or private course.
- Initiative Advertising & Marketing:
  - Golf clinics and events will be posted and promoted via the weekly ACC Tampa Bay
     Newsletter Announcements and focus on inviting eligible women in-house counsel.
  - LinkedIn and other ACC Tampa Bay social media platform posts will announce and highlight the offerings and benefits of the Initiative.

## JUSTIFICATION FOR FUNDING

While ACC Tampa Bay has a healthy financial position due to some built up funds during the COVID pandemic, ACC is not able to spend its finite resources to cover all the costs to launch this Initiative in 2024. The ACC is committed to seeing this project come to fruition and will have to seek dedicated sponsorship dollars to cover the costs outlined below in subsequent years if the grant funds are not awarded.



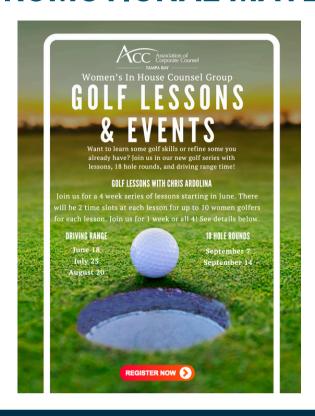




# **TARGET OUTCOMES**

- Increased participation of women in-house counsel in golf-related networking events.
- Survey feedback from participants on confidence acquired and opportunities provided that would not have been present otherwise.
- Tracking of number of business relationships and opportunities developed through this Initiative.
- Fostered connection among each of the clinic session participants.
- Continued participation in the sport both among the participants and with other in-house counsel colleagues. For those who wish to continue, there are options for self-funded group golf clinics: four one-hour individual lessons, for up to 6 participants for \$89.95 per participant, or group golf lessons for 45 minutes for up to 3 participants, priced at \$70.00 per participant. The lessons will be provided by Terry Decker, PGA Professional at Twin Brooks as an option.

# **PROMOTIONAL MATERIALS**



















# BUDGET

#### **Application**

Group Golf Clinics: Clinics will be six one-hour lessons focused on a specific skill for up to 20 students at \$40.00 per participant (estimated cost is \$4,800.00);

- Driving Range: Estimated cost is \$10 for a bucket of golf balls per participant. We estimate 10-15 participants each month (estimated cost is approximately \$200.00); and
- Golf Event: Estimated cost is \$40-50 per round of golf for each participant (estimated cost is \$1,000.00).
- Additional Cost: Any additional cost will be paid by the participants.

## **Progress Report**

We were able to secure the group golf clinics taught by Chris Ardolina for a flat rate of \$3,200.00. This provided additional funds to go towards covering the green fees, club rentals and golf carts (as needed) for the 18 hole golf course game to be held at the end of the program.

### Final Report

6/3/24 Chris Adolina Golf	\$1,600.00	Womens Group Golf
8/6/24 Chris Ardolina Golf	\$1,600.00	Golf Lessons - Grant
9/30/24 Chris Ardolina Golf	\$1,600.00	Golf Lessons - Grant
8/27/24 Women's Golf	\$40.00	Driving Range balls - Women's Golf
9/3/24 Women's Golf	\$66.00	Driving Range balls - Women's Golf
9/9/24 Women's Golf	\$172.97	Women's Group Golf
9/10/24 Women's Golf	\$51.37	8/17 Womens Golf
9/16/24 Women's Golf	\$348.16	Women's Group Golf 9/8/24
9/17/24 Women's Golf	\$232.87	Womens Golf
9/30/2024 Women's Golf	\$321.00	Women's Golf Scramble (make up)
Total	\$6,032.37	

# **GOALS ACHIEVED**

The Golf Tee Up Initiative successfully empowered women in-house counsel by increasing their skills and confidence in playing golf. As a result, participants demonstrated a greater willingness to seek and take advantage of opportunities in the sport, which contributed to their professional development and career growth. Many participants even expressed interest in taking additional lessons on their own to further hone their skills.

In addition, the Initiative achieved the goals of the Association of Corporate Counsel's Seat at the Table Initiative by providing opportunities for women in-house counsel to interact with business leaders, stakeholders, and clients during golf events. These experiences will likely help participants move closer to the center of business decision-making, enhancing their influence and leadership within their organizations.