

Because Golf Matters

V Annual Review Volume 2

Why Golf Matters.

In my first months as Chief Executive of The R&A and Secretary of The Royal and Ancient Golf Club of St Andrews, I have enjoyed immersing myself in the world of golf. It's a wonderful sport to be involved in and a huge privilege to hold the roles I now do.

The R&A is a globally renowned organisation and does so much to ensure that golf prospers from grassroots through to the professional ranks. The R&A Foundation is at the heart of our work.

The R&A Foundation provides funding from the proceeds of The Open and through philanthropic donations to support projects that transform lives and communities through golf, delivering impact and opportunities across five areas: accessibility, sustainability, health, heritage and talent.

Three words underpin The R&A Foundation's endeavours - ambition, responsibility and community. Ambition is what drives every golfer, from beginner to scratch to professional. It's what brings us back to the course, to try and improve and be our best.

There is the responsibility we feel, to other players and to the ethos of the game that makes golf unique amongst sports - the sportsmanship, courtesy and respect.

Then there is the community that extends golf far beyond the edges of its courses. Personally, I played a lot of team sports growing up; hockey was my main sport, along with rugby, football and cricket. I took up golf in my teenage years and I fell for it immediately. I love the unique challenge of golf and the competitive aspect, but I also enjoy the social side. An afternoon in the open air with friends and family playing a fantastic sport is what golf is all about.

Maybe it's unsurprising that these three words - ambition, responsibility and community - are so present across the work of The R&A here at our headquarters in St Andrews and around the world. As an organisation, we must ensure our game continues to thrive by being ambitious, acting responsibly and embracing the golf world as a community in which we all operate.

I have enjoyed the opening months in my role and building on the fantastic work that Martin Slumbers and his team achieved over the last decade. In all of their accomplishments, those three words are clearly present - and especially visible in the work of The R&A Foundation.

Since the launch of The R&A Foundation's philanthropy programme just three years ago, a community of donors has come together to create impressive outcomes. Through the support of these donors, we have helped build pathways where promising players previously lacked opportunities and created new ways for new generations to engage with the rich history and tradition of our sport. Donor funding has enabled groundbreaking research and innovations and opened up access to all golf has to offer.

I am grateful for the commitment every donor has made to positively impact the sport. Our ambition is to create good not just for golf, but through it, and through our dedication to the responsibility we have to our sport at all levels. I look forward to collaborating with you all to grow and expand your impact to ensure golf continues to flourish across the world.



Mark Darbon Chief Executive, The R&A June 2025

Contents.

FOUNDATIONS

Overview	. 5
Financial Summary	. 6
Our Themes	. 8
ТНЕМЕЅ	
Accessibility	. 9
Sustainability	12
Health	.15
Heritage	18
Talent	21

SPOTLIGHTS

Women's Amateur Asia-Pacific (WAAP) Academy	
The Royal and Ancient Golf Club Scholarship	
CONNECTIONS	
Golf Legacies	
Our Community	
AMBITIONS	

2025 Projects32

Overview The R&A Foundation

Since September 2022, a global community of

demonstrates that golf matters.

GOLFSIXES

MINI LEAGUE



<u>m</u>& in philanthropic funding secured



Donors from





2024 Financial Summary.

For over 20 years, The R&A Foundation has provided In 2022, we asked donors to join us by establishing a funding from the proceeds of The Open to support golf projects across the globe, from grassroots to the elite level.

Since 2003, we have invested millions of pounds to increase access, performance and participation in golf around the world while developing relationships with a global collection of partners.

global philanthropy programme to increase the reach and impact of our work. These extra funds are all additional to The R&A's commitment to golf, enabling our projects to develop faster and our impact to go further.

Collectively, we are not only creating good for golf but good through golf.

Sources of Income in 2024



Though St Andrews, Scotland is the home of golf and By drawing on our extensive global networks and to The R&A Foundation, our influence and support partnerships, we ensure that every donation achieves extend around the world. Golfers play and support our maximum impact wherever it is needed most. The map game internationally, fostering a sense of community below highlights 12 countries where our funding is and shared passion that transcends borders. supporting charitable golf programmes.



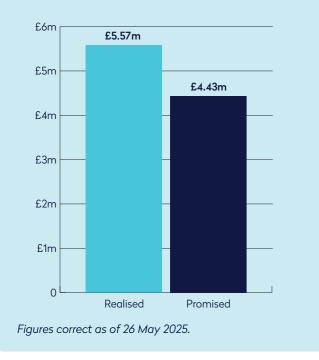
Investment in **Partnerships**

To extend our global reach, we invest in projects in three ways: partnering with local charities and foundations through our international network, supporting industry affiliate organisations through our established relationships and using The R&A's expertise in golf development to invest in and manage specific programmes directly.

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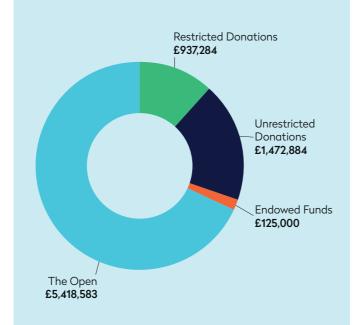
Total Philanthropic Commitment

Since the inception of our philanthropy programme, a diverse array of donors including individuals, corporations and charitable trusts have pledged £10,012,335. To date we have strategically invested over £5m of philanthropic funding into projects across the globe

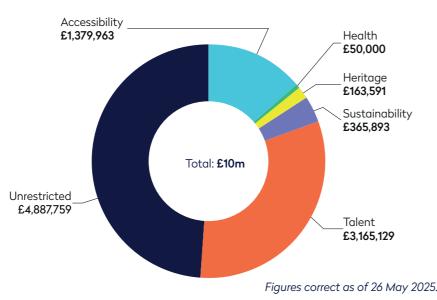


Funding by Theme

The R&A Foundation allocates unrestricted donations through a rigorous annual evaluation process overseen by the Chief Development Officer and Director of Philanthropy and subsequently approved by the board. Projects are selected based on their strategic importance, potential for global impact and alignment with donor interests across all five of our charitable themes.



In 2024, the combined funding from philanthropic donors and proceeds of The Open totalled a substantial £7,953,751 financial commitment to The R&A Foundation. Donors have the flexibility to give unrestricted donations or to restrict their gift to endow specific funds that align with our charitable objectives.





R&A's Programmes

istribute funding to charitable programmes directly aged by The R&A, such as The Royal and Ancient Golf Scholarship.

The R&A's Affiliated Organisations

We provide support to national federations and organisations for their continuous programming aimed at fostering the global expansion of golf, including numerous grants to national associations.

Charitable Partners

Partners such as charities, universities and other organisations receive funding to deliver specific projects, scholarships and initiatives.

THEME

Our Themes.





Page 9

We are breaking down barriers all over the world by evolving where and how golf is played to enable anyone to experience everything that our sport has to offer.

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As a mother, I'll be forever grateful for this programme. It has given my son a new lease of life."

Mother of Fairways to Learning participant

Sustainability

Page 12

We are realising golf's potential to support and protect the natural world by funding research, championing innovative practices and inspiring future leaders.

231

The number of unique species discovered during the first Golf BioBlitz at Carnoustie Golf Links, including dozens of conservation importance.



💛 Health

Page 15

We are unlocking the physical, mental and social health potential of golf by ensuring that all players, from casual participants to elite athletes, can access its wellbeing benefits.

to feel before. Today I'm hitting some shots I can't believe I'm hitting."

66 It's given me a completely different outlook on life, more like how I used

66



III Heritage

Page 18

Rise Up and Play participant

We are ensuring none of golf's joy or wisdom is confined to the past by connecting the stories, values and lessons of our sport's rich history with a wider audience than ever before.

When we record everything at The Open or the AIG Women's Open, we are ensuring that stories are held for future generations."

Hannah Fleming, Learning & Access Curator, The R&A

MARCE Talent

Page 21

We are making a global investment in a future where golf reaches new heights by providing pathways for dedicated individuals to reach their full potential on and off the course.

300+

The number of applicants for just ten places in The Royal and Ancient Golf Club Scholarship programme.







The R&A Foundation continues to grow participation among people and communities traditionally underrepresented in golf. From inclusive education and group coaching, to adaptive approaches and global team formats, we support programmes that open up new ways to access and enjoy the game - wherever you are and whoever you are - to ensure

Community Golf Instructors

Not every community has access to a PGA professional, but that shouldn't mean they miss out on accessing the sport. The Community Golf Instructor (CGI) award was created to address exactly this gap: to train passionate, non-PGA instructors to deliver beginner golf sessions in clubs, schools and community centres - even in places without a golf course.

Piloted in Great Britain and Ireland (GB&I), the CGI programme is now expanding internationally with support from The R&A Foundation. In Romania, where golf is still emerging and the professional coaching workforce is limited, the Romanian Golf Federation became the first country outside GB&I to embrace the CGI award.

With guidance from The R&A's coaching experts, four national tutors in Romania completed a bespoke 'train the trainers' course, equipping them to deliver the CGI qualification across the country. The results were immediate: 13 new instructors qualified in the first session, more than doubling the country's grassroots coaching workforce.

The CGI award is designed to bring golf to new course - just a club in someone's hand." audiences - creating a welcoming first experience of the game for people of all ages and backgrounds.



Even though facilities were starting to appear in Romania, we didn't have the workforce. It's like a piece of the jigsaw that fitted perfectly."

Vlad Forea Vice President of the Romanian Golf Federation

The great thing about the CGI programme is that you can introduce golf anywhere. You don't even need a

> **Gavin Forrester** Manager - Golf Education, The R&A



GolfSixes

enjoy the game – on their own terms. Designed for beginners and players without a handicap, the six-hole team format uses inclusive Texas Scramble rules, creating a relaxed and sociable environment where new golfers can thrive.

Originally developed by the Golf Foundation in GB&I, GolfSixes is now played in 20 countries, supported by The R&A Foundation and our partners, including the world. the DP World Tour and Ladies European Tour.

Mixed teams of six players compete in pairs, earning points across local leagues that build confidence, friendships and club connection. In more often." 2024, participating clubs saw a 27% increase in affiliated junior membership. The format has proven especially effective at easing the transition from

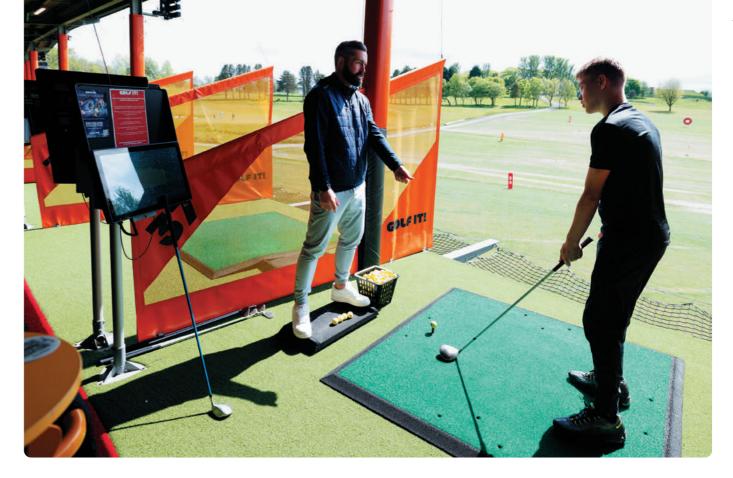
GolfSixes Leagues are helping more young people school sessions to regular club play by offering a fun, low-pressure step into the game.

> With funding from The R&A Foundation, demand is growing year on year. New GolfSixes Leagues launched most recently in Iceland and the United Arab Emirates, and an indoor league format is also growing fast, giving players more year-round opportunities to take part wherever they are in

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We just want more people to play more golf,

Kevin Barker Director - Golf Development – GB&I and Africa, The R&A



Fairways to Learning

At Golf It! - The R&A's community-based facility in Alongside these practical, career-building skills, the Glasgow designed to make golf more accessible, game of golf is used to rebuild their confidence and inclusive and fun – the Fairways to Learning programme resilience and make the course, as a whole, feel fun is proving what's possible when sport meets care, and engaging for individuals who have struggled in purpose and opportunity. Through golf, young people more traditional educational environments. The golf who were not thriving in a formal education setting, tuition not only develops their technique but also are building brighter futures. fosters patience, focus and resilience - skills that are transferable well beyond golf itself.

Fairways to Learning was developed through extensive consultation with the local community which identified Delivered in partnership with local schools and a need for a programme that would create opportunities supported by The R&A Foundation, The Hugh Fraser for young people to re-engage with learning, acquire Foundation and Glasgow-based partners, the first transferable skills and discover new purpose. cohort of 19 young people arrived in 2024.

The result is a programme that provides over 60 hours Having progressed through the programme, several of personal development, golf instruction, experiential young people have gone on to a positive destination learning, structured activities and volunteering including re-engaging with school and transitioning to placements across the Golf It! business, encompassing further education or work placements, including one hospitality, customer service, catering, greenkeeping student now employed at Golf It! through a modern and maintenance. apprenticeship.



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After only ten weeks, I've raised my confidence higher. I don't think people realise how much potential I have. I want to demonstrate my own path, my own way and to other people like myself - just to show them who I am and inspire them."

Recent participant

Building on the programme's success, the vision is to embed Fairways to Learning as a core community programme at Golf It!, helping more people build confidence, skills and connection through golf.

THEME

Sustainability.

We are transforming the perception of golf around the world, showing how nature can thrive on courses through sustainable practices and equipping the next generation of greenkeepers and golf ecologists for whatever the future will bring. Projects like Golf BioBlitz are bringing together sustainability professionals, golf clubs and the public to build the evidence base to better understand how golf and nature complement each other. Programmes such as The R&A Foundation Careers in Golf Scholarship are widening access to entry-level training and creating a secure talent pipeline that will underpin a thriving future for courses around the world.

species of animals, plants and fungi were recorded during the Carnoustie Golf Links BioBlitz including ringlet butterflies, which play a crucial role as pollinators in thriving ecosystems.

$28_{\text{of}}47$

as Birds of Conservation Concern, including yellowhammers a beautiful Red Listed Bird of Conservation Concern.

The First Golf BioBlitz at **Carnoustie Golf Links**

BioBlitzes are critical tools used by ecologists to understand complex, interconnected ecosystems. These community-centred events bring together volunteers, ecologists and naturalists to identify and document as many plant, animal, fungi and other organisms as possible in a specific time frame.

By combining a rigorous scientific methodology with a fun collaborative approach, Golf BioBlitzes not only provide rich data and a snapshot of species variety across a golf course ecosystem, but also engage and educate the public and golfing professionals on best practices and the importance of nature at the heart of our courses. They also connect the surrounding community, from school children up, to their local course.

The very first Golf BioBlitz, made possible by a donation in memory of Helen Goodman to The R&A Foundation, was held at Carnoustie Golf Links in June 2024.

Why Carnoustie?

The inaugural Golf BioBlitz at Carnoustie Golf Links began at 7pm on 27 June 2024 and ran for 24 hours until 7pm on 28 June - World Nature Conservation Day.

It began with evening bird and bat walks led by experts from local conservation groups, using apps and bat detection equipment to aid identification. The following morning a second bird walk and butterfly and insect walks identified further species, whilst safe-release moth traps and hedgehog tunnels helped record more timid creatures.

Carnoustie Golf Links' wide and varied mosaic of habitats and species made it the perfect host for the inaugural Golf BioBlitz. The event was a collaboration between wildlife experts from the RSPB, Oleo Ecology, The R&A's Sustainable Golf team and Carnoustie's Community Engagement and Sustainability teams.

Education programmes, including a walk with an ecologist and introduction to the iNaturalist app, helped maximise the impact of the event for the many children and families in attendance.

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As part of our commitment to biodiversity in golf, we want to change the perception of golf's role in protecting and conserving wildlife, showing that golf courses can have a positive impact on the environment, supporting an abundance of flora and fauna."

Daniel Lightfoot Director - Sustainable Golf, The R&A



bird species recorded are listed



species listed on the Scottish **Biodiversity List (which collates** wildlife of conservation importance in Scotland) including lichens – a critical pollution indicator as they need clean air to thrive.



What's Next?

With the soaring (and buzzing and roaring) success of the first Golf BioBlitz, we are already exploring how the programme could be expanded.

If repeated under similar conditions each year, BioBlitzes provide an indication of how the biodiversity on the course is changing. Together these snapshots will enable us to develop the perception of how golf and nature are connected and drive forward even greater innovation for symbiosis between the two.

As such, we're delighted that Carnoustie Golf Links will hold their second annual BioBlitz in 2025. We will also be taking the approach to Lindrick Golf Club in the UK, where we will explore and document a very different inland habitat to Carnoustie's links.

The aim over time is to gather a snapshot of the array of wildlife on individual courses and build an inspiring picture of the variety of wildlife that exists on courses across the country. Eventually, by rolling out the BioBlitz model beyond the UK, we could show and share the impressive diversity of habitats, flora and fauna flourishing on golf courses around the world.



Health.

We are unlocking the potential of golf to improve people's health and happiness. By supporting projects that champion the universal health benefits of the sport, we are encouraging active lifestyles, strengthening communities and helping individuals of all abilities to lead longer, healthier and more



The R&A Foundation Careers in Golf Bursary

The R&A Foundation's commitment to golf and gorse-dotted links, donors have enabled the cutting-edge sustainable practices. launch of a very different but equally significant programme to protect and enhance the beautiful courses of Singapore.

courses, particularly with growing threats from climate change and extreme weather, requires a region of the globe.

The Careers in Golf Bursary has two distinct Our bursary offers everything needed to start pathways designed to widen access to critical local talent.

non-golfing and disadvantaged backgrounds.

Developed with the New Zealand Sports Turf sustainability is truly global. On the other side of Institute, the year-long course will develop the skills the world from Carnoustie's rugged, sea-wind swept to maintain first rate golf courses whilst promoting

The second pathway is a club management programme, developed in partnership with the Club Management Association of America (CMAA) Creating, maintaining and managing world class to deliver entry-level education for those at the start of their career. It uses a blended workplace learning approach, where apprentices apply the dedicated and knowledgeable workforce in every education content to the club environment under the supervision of a qualified workplace mentor.

the next generation of greenkeepers and club golfing professions by identifying and nurturing managers on their path to excellence, no matter their background: direct funding for foundational The first pathway is designed to create a new courses and certifications, paid training placements pipeline to greenkeeping jobs for those from at Singapore golf clubs and ongoing mentorship and peer support through The R&A's networks.





Disability Golf Hub at Woburn

A standing wheelchair. A bunker rebuilt. A hospital The programme supports individuals with a range referral transformed into a weekly golf session. At Woburn Golf Club, England, The R&A Foundation's health impact is visible in every new swing. Following Through one-to-one and group coaching, participants the success of The G4D Open, The R&A Foundation donated a Paragolfer chair to the club in 2024. This all-terrain standing wheelchair is the centrepiece of an extraordinary legacy left by The G4D Open at Woburn - a thriving disability golf hub for the community.

EDGA, the initiative is far more than an equipment donation. It includes coaching, community outreach and infrastructure improvements, including accessible practice areas and revised bunker design. It's a holistic approach to creating healthier lives through golf.



of conditions including spinal cord injuries, muscular dystrophy, Parkinson's disease and cerebral palsy. are gently reintroduced to physical activity. The benefits go even deeper, as participants experience reduced anxiety, improved posture, restored confidence and a new sense of belonging.

Coaches and staff have received specialist training Developed in partnership with The Golf Trust and through EDGA, and local engagement is rapidly growing. The venue now welcomes referrals from community groups, county sports partnerships and NHS providers, including Stoke Mandeville's National Spinal Injuries Centre. A new partnership with legal and rehabilitation specialists at Irwin Mitchell is further amplifying reach.

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Golf gives them back their spark - and maybe gives their family back the person they've been missing."

Kevin Barker Director - Golf Development – GB&I and Africa, The R&A

Already, over 400 people have accessed golf through the programme, both on-site and through outreach, and many continue to play regularly. With further sessions planned and momentum growing, Woburn and its Paragolfer chair are redefining what a golf club can do for community health.

Rise Up and Play

major Paragolfer event: Rise Up and Play. Organised by The Golf Trust with support from The R&A Foundation for coaching hours and delivery, the day welcomed participants with a wide range of mobility impairments. Many of them had never played golf before.

Coaching was personalised, equipment was adapted and the welcome was warm. Despite the weather, spirits soared.

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It was good to meet new friends, to share all that is good in participating. Your enthusiasm is contagious and leaves every one of us yearning for more."

> **Steve Crocker** Participant from Milton Keynes

Every single participant continued playing golf after the event – at Woburn or closer to home. The event was followed by large-scale sessions with WheelPower, the UK national charity for wheelchair sport, and

On 14 October 2024, Woburn Golf Club hosted its first LimbPower, which supports amputees and people with limb differences.

> With demand rising and a growing network of engaged partners, Woburn's programmes are set to offer healthy, invigorating experiences for even more people in 2025. This includes a three-day youth access programme at Stoke Mandeville for 11-18-year-olds with spinal injuries, planned for the summer of 2025.



International Congress on Golf and Health

Golf is stepping forward with evidence, experience and ambition to meet rising global health challenges. In 2025, the 3rd International Congress on Golf and Health brought together leaders from across sport, medicine and government to reaffirm the game's role in promoting physical, mental and social wellbeing.

At the Royal College of Surgeons in Edinburgh, the Congress welcomed delegates from more than 20 countries. Experts from The R&A, the DP World Tour, EDGA, Ladies European Tour and the Confederation of Professional Golf were joined by academic researchers, physiotherapists, public health officials and PGA professionals to share cutting-edge research and practical insights.

Throughout the two-day event supported by The R&A Foundation, speakers discussed the proven health benefits of golf - from reducing the risk of over 40 chronic diseases to improving mental health, social connectedness and cognitive function in older adults. Presentations also addressed elite player wellbeing, injury prevention, nutrition and adaptations for golfers with a disability.

This Congress reinforced the momentum behind golf's growing status as a global health asset - both as a recreational activity and a social prescription. From inter-personal connection to cardiovascular strength, for social players to elite professionals, experts explored golf's full spectrum of wellbeing impact. Across all levels of the game, the message was clear: golf can and should play a central role in improving lives and supporting public health outcomes.

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Regular physical activity and participation in sport **66** is one of the best things you can do for physical, Even a single 18-hole round can offer significant mental and social health. The Congress is a fantastic cardiovascular and cognitive benefits, particularly for opportunity to share knowledge and experience, older adults, compared to regular walking. Globally, to celebrate what golf is accomplishing and to more and more people are playing golf - over 100 understand barriers to participation and how we million now – which is great for both individuals and can work to remove them." populations."

Maree Todd, MSP Minister for Social Care, Mental Wellbeing and Sport



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GOLF, HEALTH AND PERFORMANCE GATHERING



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The 3rd International Congress on Golf and Health is just the latest step in our mission to unlock and share the immense health benefits of golf far and wide. By bringing this calibre of experts together, we're creating the coalition that can drive decision makers at the highest level to recognise and support the ways in which golf can positively impact psychological and physical wellbeing for so many."

Professor Andrew Murray Medical & Scientific Advisor, The R&A

Dr Julia Kettinen Golf exercise medicine specialist and researcher

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This scientific congress coming to Scotland helps us understand the health benefits, hear about how golf is even being prescribed now in Scotland and further afield, and also look at supporting the mental health of players. I have had some incredible highs, but life in professional sport can be lonely and tough, so the work on mental health is so important."

> **Stephen Gallacher** Four-time DP World Tour winner

THEME

Heritage.

We are empowering archivists, curators and educators to share the rich history of golf. From staging a landmark exhibition on the legacy of St Andrews caddies, to supporting emerging researchers and oral historians, we are helping The R&A World Golf Museum celebrate the people, perspectives and everyday experiences that have defined, and will continue to define, the game across generations.





Exhibition on the Enduring Legacy of St Andrews Caddies

Golf's history isn't only written in championship Together, they honour the caddie as companion and records – it's walked daily in quiet companionship on chronicler of the game. the fairways.

Supported by The R&A Foundation, this project gave It has never been players alone who live the sport, caddies pride of place - a space traditionally reserved and so in 2024 The R&A World Golf Museum opened for champions - and offered the golfing community a landmark exhibition celebrating St Andrews caddies and general public a glimpse into a world often left - those who witness the drama, humour and emotion undocumented. Through this work, we are preserving of every stroke. a living legacy, one voice at a time.

Caddies carry stories full of grit and grace, of local 66 lore and personal glory. Some are quietly moving -They are a part of St Andrews life, a part of the golf like helping a man fulfil his lifelong wish to play the course's life, that hasn't been researched in the way Old Course before his illness advanced. Others are other areas of golf history have." irresistibly funny – such as assisting a player who Hannah Fleming drove his tee shot through a hotel window, only for a guest to lean out and wave a white towel in surrender! Learning & Access Curator, The R&A World Golf Museum

Framing a Forgotten History

The exhibition was part of a wider collaboration between "You don't have to be famous to tell a good story," The R&A World Golf Museum and photographer Liam Dickson explains. "The best ones often come from Dickson, whose previous project Scotland Redistilled the person standing next to you." explored working lives and changing industries. His These personal recollections are being preserved for current focus is the caddie culture of St Andrews.

both present-day audiences and future generations Over 25 oral histories have already been recorded, of golfers, visitors and historians. Plans are ongoing to and more than 60 caddies photographed. Veterans expand the project into a permanent installation - a who have worked the links for over 50 years appeared living archive of insight and memory, from the people alongside new seasonal workers and international who know the courses best. students. The stories are unfiltered, unvarnished and deeply human.

Voices of the Links

Each of these caddies has helped shape the spirit of the Old Course, and they still work on those historic links today. Their stories, featured in the Museum's exhibition, offered a rare window into the human history of golf:



Jimmy Reid

Jimmy has caddied on the Old Course since 1974. With 50 years of experience, he's guided tourists, pros and everything in between. "A good golfer's easy. But helping someone better themselves out here - that's the joy. You love it so you keep doing it."



Revered for her wit and wisdom, Susan has been a caddie at St Andrews since 1988. She's befriended the crows of the Old Course, who find her for their daily treat of porridge oats.



Tam started caddying in 1973 at the age of ten, following in his uncle's footsteps. He's looped for astronauts, actors and even an Elvis impersonator. "I've been doing this since I was the same height as the golf bag. It's in the blood."



Jonathan Rimmer

Jonathan began caddying in 2002 during a summer off from university and never left. A tournament regular, he caddied in the 2023 Walker Cup. "Helping someone shoot the round of their life here - that's more rewarding than any leaderboard."

Emily Thomson

Emily began caddying at St Andrews in 1995 and returned in 2023 after raising her son. "I just love being out with the guys, hearing the stories. Even when I wasn't caddying I'd still walk the course."

John Boyne



John has been a caddie since 2002, starting after a personal loss. "It was meant to be a summer break - I stayed." Now 23 years in, he still finds joy in helping golfers break 80 and believes the Old Course is a place of healing and humour.



Scan the QR code to hear their stories in their own words.

Research Spotlight: Rediscovering Thomas Hodge

administered by The R&A Foundation, golf historian anniversary of Hodge's birth approaching in 2027, Mike Roberts has spent the past two years exploring the project will bring this fascinating but underthe life of Thomas Hodge – the Cornish-born artist, recognised figure to wider attention. educator and cricketer who was a prominent figure in St Andrews between 1855 and 1895. Hodge moved to Scotland around the age of 30 to found a military school with his sisters and his influence on the town's cultural and sporting life spanned four decades.

During a research trip in January 2024, Roberts was granted access to the Museum's collections and met with fellow historians. He studied Hodge's letters, school records and family photographs, viewed over 40 of his artworks and accessed archival material acquired after the death of Harry Langton, whose book The Golf Artist of St Andrews remains the key

Supported by the Wilson Family Research Fund published account of Hodge's life. With the 200th



THEME Talent.

Whether it's on or off the course, we are helping dedicated individuals reach their full potential. From world class training programmes like the Women's Amateur Asia-Pacific Academy to essential practical support for talented but disadvantaged players through our Africa Travel Fund, we are creating pathways to the elite level across the globe. Our scholarships for young people of exceptional promise and leadership courses for those already excelling in golfing careers are elevating the standards across the roles that make our game possible.

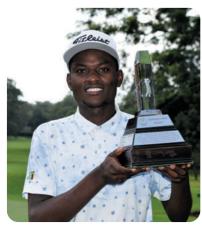




Africa Travel Fund

Michael Chuma and the Muthaiga Open

This is Michael Chuma, this year's winner of the Muthaiga Open in Kenya. It is also Michael Chuma more than 2,000 km from his home.



The Muthaiga Open wasn't just Michael's first win in solo competition, it was How it works the first individual competition in a foreign country he to play in.

began in Ndola, Zambia. To reach

Muthaiga, without assistance, even before getting on a plane, Michael would have needed to travel 18.5 to South Africa to get to Zambia. hours by road. He's from a single parent household. He doesn't have a bank account. Making it to Kenya wasn't difficult; it was entirely impossible for him.

Yet through the Africa Travel Fund, Michael was provided with an internal flight to cut down travel time, before connecting with Bwembya Chanda (another Zambian golfer who has been supported by The R&A Foundation for multiple years) to support him travelling to Kenya.

Having arrived, it took Michael a day to get settled, shooting a three-over-par first round. But over the next two days he shot three-under and then six-under to beat some of the very best Kenyan golfers and secure the title.

These moments and these achievements are exactly why The R&A Foundation, and why golf, matters. When we make long-term commitments to breaking down barriers, whether geographical or societal, or providing unprecedented opportunities and unlocking untapped potential, it is because we know these moments are possible.

Through initiatives like the African High Performance Programme, The R&A Foundation has been notably improving the play of elite amateur golfers across has ever been able Africa. But competitive match play is critical for their next stage of development.

Michael's journey Africa is a vast continent - but also one where the travel network is underdeveloped. This means it is rarely possible to travel as the crow flies. It's often easier, for example, for someone in Botswana to travel

> The Africa Travel Fund is designed to overcome these distances for players facing financial barriers to participation. The fund provides not only support with the costs of travel and accommodation, but also often logistical support and a limited stipend for personal costs.

Since launch, eight players have attended nine events in three countries through the Africa Travel Fund. For many, like Michael, it was the first time they've ever been able to travel for individual tournaments. Their attendance not only helps push them to widen their horizons and further their game, it raises the overall standard of the tournaments and continues to develop the sport of golf across the continent.

Women in Golf Leadership Programmes

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We put the Women in Golf Leadership Development Programme in place to support women to become higher performers in their roles and give them the confidence to progress in their careers. The programme is not a course, more a journey of transformational change."

> Jackie Davidson Director - Golf Education, The R&A

Since launching the Women in Golf Charter in May 2018, The R&A has been more central than ever in the In 2024/2025, there are currently 86 participants from across The R&A's jurisdiction engaged on mission to bring more women and girls into the game, both as players and professionals. Key to this vision of the programmes. redressing their underrepresentation is the creation of more opportunities for women to work within the golf **6** industry. With over 1,300 organisations now signed up I am more motivated now than ever to continue my to the Charter globally, we have already seen immense mission to inspire future female golfers, peers and success in expanding access for women. industry leaders."

The Women in Golf Leadership Programmes are a critical complementary piece to our accessibility work. This one-of-a-kind initiative aims to equip women working in golf with the skills, confidence and network to excel in their careers and become future leaders within our sport.

Thanks to R&A Foundation support, there are two levels of programme supporting women from junior to senior manager and team leaders.



participated in the Women in Golf Leadership Programmes

have gained promotion since attending

A six-month Foundation Programme is designed to create a strong basis for progression by establishing the practices and mindset that will allow participants to thrive under pressure and envision their desired impact on the game.

A year-long Leadership Development Programme is designed for more experienced managers who are ready for the next level of leadership. It provides one-to-one coaching, ongoing mentoring and access to psychometric and diagnostic tools to help understand and hone their personal style of leadership.

Amelia Lewis Director, Two Circles Agency

I have been promoted to a senior management position within my organisation, and this programme is a huge part of the reason why."

> Karen Moss Senior Manager, Golf Now

SPOTLIGHT

Women's Amateur Asia-Pacific (WAAP) Academy

Worth Their Weight in Gold

When we look behind the greatest moments throughout the history of golf, so often we see indispensable relationships between players and their coaches.

When Earl Woods watched Greg Norman storm to victory at The 122nd Open at Royal St George's in 1993 playing some of the best golf ever seen, he looked beyond Norman's play and saw the work of coach Butch Harmon. He asked Harmon to meet with his son, a three-time US Junior Title winner still struggling to find his first professional success. By the time Harmon and Tiger Woods parted ways ten years later, Woods had won eight major titles.

From David Leadbetter's work with Sir Nick Faldo that laid the groundwork for Faldo's victory in The 116th Open at Muirfield in 1987 (and his successes in 1990 and 1992) to the guiding role Pia Nilsson had in Annika Sörenstam's early development, behind even the very greatest of players, great coaches often have critical parts to play.

Some coaches are mentors, some are swing specialists and some are short-game whisperers. But what connects them all? Why do they say a good golf coach is worth their weight in gold?

Another winner of The Open, three-time champion Jack Nicklaus, said the most important coaches in his life "had the gift of imparting to their students" the ability to believe in themselves. They wanted

you not just to develop your skill, technically, but to understand who you are, what your abilities are and be able to identify and fix your flaws without them by your side."

The story of 2018 US Women's Open winner Ariya Jutanugarn is no different. This extraordinary player, who continues to raise the bar for Thailand's female game, moved from near misses on the LPGA Tour in Thailand and the 2016 ANA Inspiration to major champion through a vital coach relationship. Could she have held her nerve through a thrilling four hole play-off against Hyo Joo Kim of South Korea without the countless hours refining her mental game with long-term swing coach Gary Gilchrist?

That victory has inspired a whole new wave of female talent in the Asia-Pacific region, but many of these players with world class potential lack access to the coaching that would allow them to flourish.

This is why The R&A Foundation has made it part of our mission to ensure every promising player, no matter where they are born, can access transformative, elite-level coaching. We are determined to bring the level of coaching that facilitates a lifetime of success to places and players who might otherwise never be able to access it.

The launch of the Women's Amateur Asia-Pacific Academy is the latest flagship project for this mission.



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Access to a world class coaching environment is not always possible in some countries and so establishing the WAAP Academy is an important step towards ensuring that players have access to guidance and expertise from qualified coaches who will work with them closely to develop their physical and mental capabilities."

Dominic Wall Regional Managing Director - Asia-Pacific. The R&A



A Unique Opportunity

The WAAP Academy has been purpose-built to unlock the full potential of promising players from developing golfing nations across the Asia-Pacific region.

Although these nations have long produced world class players, they overwhelmingly come from Korea, China, Thailand, Japan and Australia, whilst other countries lack the same level of assistance and expertise.

Bringing together the very best strength and conditioning coaches, sports psychologists, data analysis and biometrics experts with short game and swing instructors, the Academy has provided top-tier training to 13 women in its inaugural year.

Academy players came from India, Indonesia, Malaysia, Pakistan, the Philippines, the United Arab Emirates and Vietnam. Early participants to experience this world-class coaching included Rianne Malixi – the 2024 US Girls and US Women's Amateur Champion, and Mirabel Ting - who ended 2024 as the number two on the World Amateur Golf Ranking® (WAGR®).

The programme has been specifically designed to contribute to a pathway for excellence by preparing attendees for competition, primarily the WAAP Championship. This event, which was developed by The R&A and Asia-Pacific Golf Confederation to uplift Asia's elite female amateurs to the international stage, has now been staged on seven occasions. The winner earns invitations to play in three major championships,

Mannat made history by becoming the including the AIG Women's Open. first Indian to reach the semi-finals at The R&A Girls' Amateur Championship at Alwoodley in Impact is not limited to time spent at the WAAP Academy, as a Virtual Academy platform also assists players England. She is another player whose game appears with ongoing support and continued interaction with elevated after her work with the WAAP Academy. Just a couple of weeks after the Academy concluded, she coaching staff. This provides further strategic, physical and psychological development as they apply the triumphed in 2024 at the All India Ladies and Junior learnings from their time together on their home courses. Girls Championship.

Stars of the Future



RIANNE MALIXI

Rianne is one of only two players in history to win both the US Women's Amateur and US Girls' Junior in the same year. These successes, along with victory in the Women's Australian Masters of the Amateurs, catapulted her from 60th in the WAGR rankings at the start of 2024 to third in September of that same year. One of three attendees from the Philippines, the WAAP Academy offered her the opportunity to hone a game ready for the biggest stage.



PARKHA IJAZ

Despite being Pakistan's number one female golfer and a hugely promising talent, Parkha's access to elite international coaching is limited. She is the Pakistan Golf Federation Ladies' Champion, a two-time winner of the National Amateur Championships of Pakistan, has two gold medals in the national games and is a six-time winner of the Prime Minister Open - but she is still searching for her first international amateur win. The WAAP Academy is a unique opportunity in her trailblazing mission to become Pakistan's first female professional golfer.



MANNAT BRAR

SPOTLIGHT

The Royal and Ancient Golf Club Scholarship.

Golf's next generation won't just be on the leaderboard – they'll also be behind the scenes, shaping the future of the game through leadership, innovation and passion.

Launched in 2024, The Royal and Ancient Golf Club Scholarship identifies and supports the development of young leaders across every aspect of the sport. The generosity of Members of The Royal and Ancient Golf Club of St Andrews is directly cultivating the coaches, agronomists, championship directors, entrepreneurs and administrators who will define golf's future. Whether breaking down barriers in adaptive golf, pioneering sustainable greenkeeping or developing golf rehabilitation programmes in conflict zones, the inaugural Scholars are united by one belief: Golf Matters.

The Scholarship is built on five pillars of support – a bursary for education, a bursary for golf-related activities, mentorship from a Club Member, access to a peer network and an annual leadership conference in St Andrews. This holistic model offers Scholars more than funding – it provides direction, opportunity and a lifelong connection to the traditions and future of the game.

In its first year, the programme attracted over 200 applications from across the globe. The 2024 cohort was selected through a rigorous three-stage review process involving video submissions, references and interviews. Ten exceptional young people were selected, hailing from three continents and bringing a wide range of golfing career aspirations. They are already making their mark – from coaching juniors to managing turf to advocating for disability access and visibility. The programme is already changing lives – and changing golf.

Over 300 applications have been received for the 2025 cohort, and this larger group of candidates represents even more diversity in terms of geography and area of interest.

The inaugural cohort contains ten remarkable young people from around the globe:



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I am so grateful to have this opportunity. Being part of this programme has been truly life changing and I know that this is just the beginning."

> **Sarah Brannigan** 2024 Royal and Ancient Golf Club Scholar

More Than a Scholarship – A Movement for the Future of Golf



Atirath Deb Roy and his Mentor Jonathan Plaxton

Mentorship in Action

What makes this scholarship truly unique – and potentially its most transformative feature – is the personal mentorship it provides. Each Scholar is paired with a member of The Royal and Ancient Golf Club of St Andrews, carefully matched to their interests and ambitions. In this way, the Scholarship extends the tradition of counsel, guidance and partnership across generations which stretches back throughout golf's long history.

Scholar Ellie Smyth, whose passion for growing golf's audience through event experiences is being mentored by sports industry veteran Rupert Hampel. This relationship offers not only strategic insight and professional guidance, but also a trusted sounding board at a pivotal moment in her journey.

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It is rewarding and inspiring to be able to support such an engaged and enthusiastic person at such a formative stage of her career."

> Rupert Hampel Mentor and Club Member

Global Momentum

In its inaugural year, the Scholarship attracted applications from more than 25 countries – a powerful early signal of the appetite for inclusive leadership in golf. As stories from the first cohort percolate throughout our sport, interest in this unique opportunity is growing across regions and sectors historically underrepresented in golf's leadership pipeline.

This growing momentum reflects the programme's wider purpose: to demonstrate that golf belongs to everyone around the world – and that securing the best talent for the future of the sport means being open to talent that comes from everywhere.

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We want to be very intentional about how we support young people and to make sure it's meaningful for them."

> Jackie Davidson Director – Golf Education, The R&A



Leadership Conference in St Andrews

In August 2025, Scholars will gather at the home of golf for an inaugural conference. The week will include workshops on strategic development and values-led leadership, meetings with Club Mentors and executive directors at The R&A, and opportunities to get to know one another and Club Members as they play on historic golf courses. The conference will foster global connections, deepen professional knowledge and celebrate the shared values that unite our Scholars.

CONNECTIONS

Golf Legacies.

Throughout its history, golf has existed in conversation with its players. Just as every player knows how golf has helped shaped them, in turn the game itself has been moulded by its most passionate proponents.

Golf's position today as a global sport which brings joy and teaches the values of patience and hard work is owed to each and every one of these custodians. Today's thriving game is their legacy.



Old Tom Morris – The Legacy of Golf

The legacy of Old Tom Morris is perhaps the game of golf itself.

His four victories in the The Open were part of the foundation of the competitive game. The over 70 courses he designed, including five courses that host The Open, shaped not only the way we construct and imagine what courses could be but established the fundamentals of today's agronomy and greenkeeping practices.

As a club maker, Morris also changed the tools with which players tackled his courses. His role in the popularisation of the gutta percha ball (over the much more expensive featherie ball), was critical in the democratisation of the early game, moving it away from being a pursuit of only the aristocratic. Equally he laid out the first putting course for women in 1867 – The Himalayas, still used in St Andrews today – to enable women to play the game.

When we look at the game we love today, in every facet we can see the fingerprints and aspirations of Old Tom Morris. He is proof of the scale and longevity of impact that passionate custodians can have through golf.



Arnold Palmer – The Legacy of Generosity

What made Arnold Palmer extraordinary wasn't just his seven major championships and 62 PGA Tour victories; it wasn't just his go-for-broke, heart-on-his-sleeve, swashbuckling style; it was the man behind the legend.

His unwavering humility and authenticity and his way of treating everyone, regardless of station, with genuine respect are inextricable from his greatness.

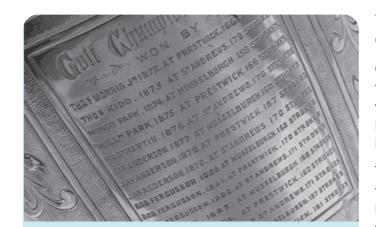
The legacy of this son of a greenkeeper from working class Pennsylvania is found most in the values of sportsmanship and courtesy so woven into golf's fabric. It can hardly be a surprise that his extraordinary philanthropic generosity continues to inspire and change lives today.

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When you've reached the top, send the elevator back down for the others."

Arnold Palmer

Winner of The Open in 1961 and 1962



Your Legacy

For most golfers, their interest in and love of the game begins with someone else – perhaps a parent or grandparent who introduced them to golf; maybe a player they loved to watch and tried to emulate; probably the camaraderie shared with great friends made on the course.

There are likely already people who owe their love of golf in some way to you. Through a gift in your Will to The R&A Foundation, you can extend and build on this legacy.

You can help to ensure that golf will always matter.



Our Promise

Our values, drawn from the game itself, and longterm vision for the sport's future mean that whenever we receive your legacy gift, you can be assured that it will meaningfully represent your love of, and belief in, the sport.

The networks, resources and reach of The R&A will ensure that your gift will achieve maximum impact – from helping golf's next generation of leaders, to ensuring that more juniors have access to play, transforming the lives of the disabled and disadvantaged, and sharing the history of golf all around the world.

Leaving a gift in your Will to The R&A Foundation can be a simple, tax-effective way to leave a legacy that will enable future generations to benefit from all that golf has to offer and help to ensure that golf will always matter.

For a confidential discussion about leaving a gift to The R&A Foundation in your Will, please contact The R&A Philanthropy team at **foundation@randa.org**

Our Community.

The R&A Founders Society (R&AFS)



Our community of major donors - individuals and organisations pledging £50,000 or more over five years - continues to grow. Their support allows us to dream bigger and deliver more, from grassroots access to international opportunities. To thank our donors for their significant contributions, we host exclusive events to celebrate the work that their support makes possible.

The 152nd Open at Royal Troon

We were delighted to bring R&AFS members behind the scenes of The Open at Royal Troon, with highlights including a morning on the range with Sir Nick Faldo and a sustainability-focussed tour of the 18th hole with Adam Newton, The R&A's Sustainability Championship Agronomy Lead, exploring the ecological practices helping to future-proof The Open. Celebrating both the Championship and the community who make our work possible, a memorable dinner included our special quest Tom Watson.



Hill of Tarvit. Scotland

R&AFS members enjoyed a nostalgic day of hickory golf, capped with an after-dinner talk on technology and tradition by Professor Steve Otto, The R&A's Executive Director - Chief Technology Officer, and Hannah Fleming, Learning and Access Curator at The R&A World Golf Museum.

Singapore

At a special event held at Sentosa Golf Club in Singapore, R&AFS members enjoyed a day of golf followed by an inspiring evening in conversation with Thai LPGA star Jeeno Thitikul. Interviewed by Jerome Ng, The R&A's Director (Asia-Pacific) of Golf Development, Jeeno reflected on her remarkable journey from winning the inaugural Women's Amateur Asia-Pacific (WAAP) championship to becoming the world's number one female golfer. Guests from across the region had the opportunity to meet Jeeno and hear firsthand about her passion for the game, her rise to the top and her hopes for inspiring the next generation. They enjoyed dinner together, finished by a whisky tasting by Loch Lomond Whiskies, Official Spirit of The Open.



Bay Hill

The first R&AFS event in North America took place at Bay Hill - the Florida home of Arnold Palmer - and was hosted by The Arnold & Winnie Palmer Foundation. The gathering included personal reflections from Amy Palmer Saunders and her son, Sam, on Mr Palmer's legacy and the shared values between their Foundation and The R&A. Guests also heard from Royal and Ancient Golf Club Scholar Mason McKenna, who spoke about his journey into golf, his passion for coaching and the role the Scholarship has played in his life.



An International Network

St Andrews.



Organisational Supporters

Thanks to the generosity of corporate supporters, like Rolex and AIG, and trusts and foundations, like The Arnold & Winnie Palmer Foundation, the Hugh Fraser Foundation and Gerald Micklem Charitable Trust, we are able to elevate the scale at which we offer support to charitable projects and programmes around the world.







To find out more, about how you can support The R&A Foundation's transformational projects, please get in touch with our Philanthropy team at foundation@randa.org or scan the QR code (left) to begin your personalised giving journey.

This year we welcomed supporters from six continents - connecting with communities from Singapore to



"Golf has always been about more than a round well played. Wherever you are in the world, you're part of a community bound together not just by a love of golf but by a shared desire to pass on its benefits and values. We are connected not only by the game itself but by what we believe it can do - for young people, for communities and for the future."

Bruce Mitchell Past Captain, The Royal and Ancient Golf Club of St Andrews

AMBITIONS

2025 Projects.

Thanks to almost £1.5 million in unrestricted donations given in 2024, The R&A Foundation will be able to support 31 initiatives in 2025. Unrestricted gifts give us the flexibility to fund a wide range of programmes, extending long-standing partnerships and exploring new opportunities and ideas.

From developing referees in Africa to publishing new educational materials at The R&A World Golf Museum, the investments made possible by philanthropic support will extend the reach and relevance of golf around the world. Below, we spotlight a few of our forthcoming projects.

New Materials for The R&A World Golf Museum

Two new projects in 2025 will help the Museum expand how golf's history is told and shared:

Fresh Ground Film

Funding awarded: £60,000

In a community-focussed video project highlighting lived experience and diverse perspectives of golf, 18 participants will engage with the Museum's collections and share their stories through a series of short films, adding nuance, humour and humanity to the way golf's past is interpreted.

Gallery and Collections Guide

Funding awarded: £21,500

A new printed guide will enhance gallery visits. Beautifully designed and richly illustrated, the publication will highlight the stories behind key objects and expand access to the collection for new and returning visitors. **Expanding Access for Underrepresented Communities with the Muslim Golf Association** Funding awarded: £25,000



In 2025, The R&A Foundation will support the Muslim Golf Association's largest programme to date in the UK: a community-led initiative delivering over 200 tailored golf sessions across London, Birmingham, Yorkshire and Lancashire.

Designed to broaden participation amongst communities historically underrepresented in the game, this programme aims to welcome over 580 new participants in its first year, in three key areas: youth engagement, women's initiatives and inclusive golf for disabled participants.

Supporting Golf Employment in Argentina Funding awarded: £15,000

From programmes for inner city youth in Glasgow to community golf instructors in Romania, and greenkeeping and club management bursaries in Singapore, The R&A Foundation uses golf to transform the lives of many beyond the course.

beyond the course.Cultural and historical factors have contributed to aIn Argentina, a new programme designed to train young
people from vulnerable socio-economic backgroundsvery low number of women playing the game. This, in
combination with limited infrastructure and financial
barriers, has meant very few female golfers have
progressed to become coaches.

Working with Pescar, a local non-profit which specialises in changing lives through education for work, the programme will consist of both personal training to acquire socio-emotional skills and technical and professional training for future employment. This includes transitioning to hands-on experience through a range of internship opportunities.

Designing New Possibilities for Seated Golfers Funding awarded: £35,000

In 2025, The R&A Foundation will help fund the design of a new kind of golf chair, built to meet the needs of players with spinal injuries and other seated golfers. Developed in collaboration with EDGA, the 'Golf Chair' project will research, prototype and test a new, costeffective seat that would open golf to more wheelchair users than ever before.

Rather than manufacture the chair for market, the project will deliver a publicly available blueprint, making it possible for clubs, schools and community providers to build their own at lower cost.



Creating a Pipeline for Female Coaches in Africa Funding awarded: £18,000

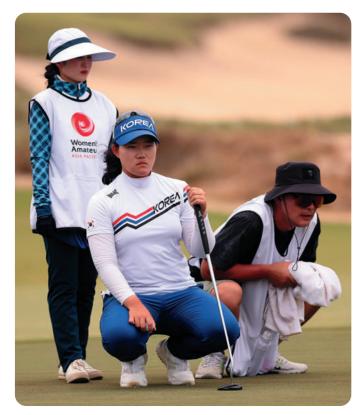
From its critical role in creating the first Africa Amateur Championship to this year's roll-out of the Africa Travel Fund, The R&A Foundation has, from its inception, had tangible success in growing African golf. Our next mission is to significantly increase the appeal and uptake of golf amongst African women.

Asia-Pacific Player Development Fund Funding awarded: £30,000

Building on the successful rollout of the Africa Travel Fund, the Asia-Pacific Player Development Fund will provide players from financially disadvantaged backgrounds with the practical and monetary support to overcome the barriers to tournament access.

The fund will be available to all players involved in our grassroots programmes and enable them to compete in WAGR-registered events both domestically and regionally. Critically, this will help break down the disparity in support available to players from different countries across the region.

Developing golf nations like Bangladesh, Cambodia, Indonesia, the Philippines and Sri Lanka tend not to have many WAGR events and similarly struggle to support their players to travel abroad. This prevents the hugely talented golfers they are nurturing from going on to challenge at the highest levels and inspire whole new generations of Asia-Pacific players.



The R&A Africa Rules Scholarship Funding awarded: £20,000

In 2025, an inaugural cohort of five scholars will begin a two-three year journey through The R&A's Rules education pathway, culminating in Level 3 Tournament Administrator and Referees Seminar (TARS) certification. Participants will attend seminars, referee at elite events (eg the All-Africa Team Championship and the Africa Amateur Championship) and play leading roles in Rules and refereeing education by delivering Level 1 and Level 2 Rules seminars in their home countries.

This programme will build a sustainable pipeline of tournament officials and Rules educators across the region.

Golf at the Heart of Healthy Ageing across Scotland

Funding awarded: £100,000 (over three years)

Building on the success of establishing five golf clubs as health hubs, this Golf in Society project will create a national network of health hub golf venues across Scotland. This marks an extension of a partnership with the Scottish Government, which has invested



£400,000 in this and surrounding projects. These hubs will support older adults living with chronic illness, and their unpaid carers, by helping them access and enjoy holistic golf and health programmes which improve physical, mental and social wellbeing.

Free golf sessions will be provided for people with conditions such as dementia, Parkinson's disease, stroke and those suffering from loneliness and depression, along with their unpaid carers who will benefit from crucial respite support. Community outreach approaches developed through research funded by The R&A Foundation in 2023 will maximise uptake and ensure we reach the individuals who most need our help.

As someone who was new to golf only three years ago, I have been blown away by how welcoming, generous and passionate our global community is.

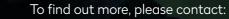
I am lucky enough in this role to meet so many individuals, all around the world, whose commitment to the values of golf is matched only by their desire to create impact through it. It is this combination of integrity and ambition that drives every initiative The R&A Foundation embarks on.

It is thanks to all of you that I have come to understand, in such a short time, just how much golf matters. I look forward immensely to the coming years as we continue to grow our community and our impact, together.



Caroline Wallard Director - Philanthropy, The R&A

Together we can build a better future through golf.



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The R&A Foundation

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