



KILLARA JUNIOR GIRLS GOLF SCHOLARSHIP PROGRAM CASE STUDY

By Bonnie Boezeman AO

I approached my own golf club, (Killara Golf Club, Sydney, NSW) to start a new Scholarship Program expressly for girls. Killara has not had an organised junior girls program (other than a small group of young girls between 2000 and 2004 but this was never formalised). I approached the President and the General Manager with a proposal. Both the General Manager and the President were very enthusiastic and very helpful to facilitate this program.

My offer was to pay for 5 girls between the ages of 10 and 16, to receive a scholarship which entailed:

- 1) Full Junior Membership of the clubs facilities for 1 year (and are encouraged to use this opportunity to play in the ladies or mixed comps when they get a handicap or practice after school)*
- 2) 32 weeks of Pro training/coaching lessons for that year (every school semester which lasts 8 weeks x 4 semesters). The girls come every Tuesday after school and arrive at 3:50 for a 4pm start. Lessons are for 1 hour and 15 minutes*
- 3) A Killara logo shirt and embroidered logo stating "2019 Killara Junior Girls Golf Scholarship"*
- 4) Killara Cap (all part of your club's branding) and young girls identifying with their club and members*
- 5) Opportunity to play in interclub match play with other Junior Boys and girls in the area depending how far their skills are developed and to represent Killara*
- 6) Opportunity to continue as a member after completing a year with low junior club fees*
- 7) Certificate of completion of the scholarship per student at the end of the year*
- 8) An alumni program to keep the girls in contact with each other, and a what's app program per year for the girls, club and Pro to keep in touch*
- 9) Playing in the annual Junior Girls (1 stroke round) Club Championship*

Bonnie Boezeman will pay Killara every year (unless there is a sudden change in financial circumstances due to a financial crisis) a donation for 5 girls until she passes away and then, placed in her will enough money for another 30 years. Bonnie is the Patron. She signed an agreement with the club, submitted the redacted section of her will for the clubs future planning.

Killara has a Foundation and Bonnie pays the money into the Foundation which in turn passes the money on to the club to fulfil her wishes.

Killara is in the fourth quarter of year two, and year one was very successful. For example, a 13 year old who started was off a GA of 34 and 12 months later her GA is 12 and another girl started at 30 GA and is down to 15. (despite the challenge of wearing hearing aids). Both competing actively in the Jack Newton junior competitions in NSW as well.

Many people leave money in their wills but it can be very rewarding to use some of these funds to support youth development whilst they are alive. Bonnie has focused on girls due to the serious shortage of young and mid aged women picking up and learning golf.



Alternate concepts:

Some alternate ideas, slightly different from the Killara case are:

- 1) If one sole benefactor is not found, then ask women members to perhaps offer to get 10 women to donate \$300 (\$3,000 per annum to pay for 5 juniors), and if not enough, ask the club to supplement the rest. It just depends on the local clubs junior fee costs and the cost of group lessons from the club Pro
- 2) Same for 5 members at \$500 each and ask the Foundation or club to do a matching. If a Foundation exists, then they can get a tax deduction if it is structured with DGR status
- 3) A matching program with their affiliate state organisation, or with the Australian Golf Foundation

Where Killara GC found the candidates?

Bonnie targeted 12 public and private schools in the area. She also approached driving ranges where Pros are teaching young girls. An email was sent to these girls along with:

- Vision Statement
- History of the Club
- Application Form
- A CV template
- Media alert for local or regional newspapers
- Letter from the General Manager
- Communication timetable with cut off dates

Club professional teaching program

Sample for the Pro Lesson Plans Term 1 for 2020 and term 4 for Year 1 can be found on page 4.



What has been the reaction to the program?

“Despite the challenging time for golf this year, we have been delighted that the Junior Girls Program, instigated and generously supported by Bonnie, continues in its second year and goes from strength to strength. The program has made such a difference in attracting girls into golf at Killara Golf Club. Members are so glad to see the girls out on the course, playing in competition rounds, and gaining confidence as their skills develop through the coaching sessions with a Club Pro each week. We look to the future for women’s golf at Killara with confidence, and highly recommend the Program to other clubs.”

Sue Conde AM, Lady President

“THE JUNIOR GIRLS SCHOLARSHIP WAS STARTED AT KILLARA GOLF CLUB BY BONNIE BOEZEMAN AO, IN 2019. THE SCHOLARSHIP PROGRAM HAS BEEN A PROGRESSIVE AND POSITIVE INITIATIVE. IT’S GOOD TO SEE THE SCHOLARSHIP RECIPIENTS INTERACTING, LEARNING AND PLAYING GOLF WITH THE MEMBERS, AND WATCHING MEMBERS ENTHUSIASTICALLY EMBRACE THE PROGRAM ALONG WITH THE SCHOLARSHIP PARTICIPIANTS.

HAVING A SCHOLARSHIP PROGRAM FOR YOUNG LADIES TO LEARN THE BASICS OF GOLF AND OPEN UP OUR GREAT SPORT TO THESE YOUNG WOMEN OF THE FUTURE IS SOMETHING WE ARE VERY PROUD OF AT KILLARA GOLF CLUB.”

CONGRATULATIONS TO BONNIE ON A GREAT INITIATIVE”

David Gazzoli
General Manager
Killara Golf Club

“THE SUCCESS OF THIS WONDERFUL PROGRAM IS DUE TO THE OPPORTUNITY TO HAVE PGA COACHING CONSISTENTLY OVER THE WHOLE YEAR, WHICH ENABLES THE GIRLS TO CREATE GREAT FOUNDATIONS FOR THEIR SWING AND PRACTICE HABITS IN THE FUTURE”

Patrick Fairweather
Head Professional
Killara Golf Club



 2020 Lesson Plans Term 1 & 4			
WEEK	THEME	GROUP	Description Times 4-5PM
Week 1	Swing	Group 1	Studio- Full swings and collecting data
		Patrick	Grip, Set up, Posture
			One swing thought to focus on during the term
	Putting		Putting- distance drill, alignment drill, Gate drill and skill games to finish
			Putting Drills whilst one on one analysis takes place
		Group 2	Pitching and chipping
	Short Game	Ryan	Technique- explanation of key points at each type of shot
			Station work- Standard Chipping, chip and run, lob shot, bunker shot
			Pitching Distance control
			skills challenge and up and down competition
Week 2	Course Play	Group 1	Combined Foursomes matchplay
		Group 2	Pairs to be made up of 1 girl from each group
			Major focus- match play and general rules of golf
			On Course Etiquette
			Social interaction and getting to know each other
Week 3	Full Swing	Group 1	Outlining and clarifying swing, set up and fundamentals from week 1
		Patrick	Range time working with each girl on key focuses and improving understanding
	Putting	Group 2	Stroke fundamentals/stroke correction, grip and set up
		Ryan	Drills- Speed, alignment, balance and starting
Week 4	Course Play	Group 1	Course Play- focus on pre shot routine
		Ryan	Alignment, club choice, visualisation
		Group 2	Course Play- focus on game plan choosing the right shot
		Greg	Alignment, club choice, visualisation
Week 5	Short Game	Group 1	Bunkers- Concept of a bunker shot
		Patrick	Setup position, club and club face, swing fundamentals
			chipping practise if time permits
	Pitching	Group 2	Pitching- Distance control, flight and landing distance
	Full Swing	Ryan	Full swing practise session shot shapes and basic concepts around these shots
Week 6	Skills	Group 1	Rotation of both groups through skills test involving all facets.
		Patrick	Long game targets and attempt to draw or fade the ball
		Group 2	Putting scoring skill test
		Ryan	bunkers and chipping testing
Week 7	Wet Weather	Group 1	Indoor Studio
	Any week	Group 2	Playing golf game on simulator and fair ground fun games
	Fall back		Rules sheet and quiz explanation and Q&A
Week 8	Course	Group 1	Final graduation and end of term
		Group 2	BBQ Friends and parents



*Killara Golf Club
Vision Statement*

Golf, it has often been said, is a game for life. It is a fact that many girls schools do not have golf as a sport' option. Our mission is to provide girls aged 10 – 16 with the opportunity to learn the skills of golf at a young age.

Golf teaches many social skills that benefits golfers in all walks of life. Etiquette, dress codes, adherence to rules, social interaction, how to compete, to win and to lose and how to have fun.

In many businesses, women do not have a level playing field versus their male peers we have the option to take their male clients out for a round to develop valuable business contacts and discuss deals. This is in part due to the lack of opportunity for girls at a young age to get involved in our wonderful game.

The intention of this scholarship program is to give five young girls each year the opportunity, to learn these skills as well as provide an association with one of the best and most prestigious clubs in Sydney. Should they decide not to continue to play after their annual scholarship, they will always have the basic skills and grounding to pick up golf at a later time in their career.

It can be viewed as a case study in the club for other member initiatives to help grow Killara GC.

The vision in 20 years (and beyond) is to have 100 young women who have had a golf scholarship at Killara and can use this as a life enhancing experience. Killara will also benefit as a Club, given the involvement of new families coming to watch their young girls experiencing tutoring, competition and interaction with other girls and boys in the Killara junior program.

The intention is to create an 'alumni' of graduates that will have a special connection with each other and with our Club.

Killara GC had its origins in 1899 and its early development was facilitated by donations and memberships dues paid by men and women, several years before women had the rights to vote in Australia.

This program will showcase the modern Killara as it continues to rebuild its golf course and facilities through the Killara 2024 program and will continue the strong tradition of female involvement in the Club.