

A Policy – Ends

A.0 Global

- A.0 Black Star Co-op has organized its Ends policies into the “Five Points of the Black Star”, which are given below.

A.1 Patron Experience

- A.1 Black Star Co-op will provide products and service of exceptional quality. Specifically:

- A.1.1 Earn excellent reviews on our food, beer and service in various media.
- A.1.2 Ensure we have knowledgeable and respectful servers.
- A.1.3 Maintain a comfortable environment with a true sense of Gemütlichkeit.
- A.1.4 Provide our patrons with a method of offering feedback to workers.

A.2 Community Involvement

- A.2 Black Star Co-op will be a model for, and encourage involvement with, the local community. Specifically:

- A.2.1 Be an advocate for and educate the community about the co-operative model, beer, and brewing.
- A.2.2 Provide financial and member service support to charitable/community service organizations selected by the membership.
- A.2.3 Support co-ops, local businesses, and other community endeavors.
- A.2.4 Engage in diversity-oriented outreach.

A.3 Environmental Sustainability

- A.3 Black Star Co-op will be a responsible steward of natural resources and work to minimize our environmental impact. Specifically:

- A.3.1 Promote alternative transportation to reach the brewpub.
- A.3.2 Use water and energy efficiently.
- A.3.3 Reduce fossil fuel consumption by purchasing local, organic products and alternative energy when feasible.

A.3.4 Minimize the amount of our materials going to landfills and produce zero waste by 2015.

A.4 Worker Treatment

A.4 Black Star Co-op will provide an empowering environment for all workers through self-management. Specifically:

A.4.1 Pay a living wage and provide excellent benefits to all workers.

A.4.2 Promote worker retention.

A.4.3 Maintain a hospitable working environment.

A.4.4 Encourage high-quality work from our workers.

A.5 Financial Development

A.5 Black Star Co-op will manage our business reflective of the priorities and values of our Member-Owners. Specifically:

A.5.1 Pay dividends to Member-Investors by 2012.

A.5.2 Maintain an education and general welfare fund.

A.5.3 Pay a patronage refund by 2015.

A.5.4 Open a second location.