

Questionnaire for the Candidate

The answers to the questions will be displayed at <https://blackstar.coop/>. This is your opportunity to inform the Member-Owners why they should vote for you for the Black Star Co-op Board of Directors. Please, limit answers to ~150 words per question. We will cut off responses exceeding this limit.

1. Why are you interested in serving on the Board of Directors of the Co-op?

My first experience at Black Star Co-op was during Barks for Beers 2021 and was immediately sold by the worker-focused model, care for community and passion for quality beer! Having gotten to know a lot of current and former employees and patrons over the last two years, particularly Bill, Aaron, and Hayden behind the bar, **I want to serve the Co-op so that it can continue to thrive by reaching new customers, and retaining quality employees that give the Co-op its pub charm.** On a more personal note, a lot of my favorite breweries (Fourth Tap and Adelberts) have now gone under, and I'd like to help Black Star stay the course and avoid a similar fate.

2. What goals would you like to see Black Star Co-op achieve in the next year? Five years?

In the next year I'd like to see us try hosting something like a beer mile/5K to expand and engage our cooperative membership, as there are quite a few fun running groups here in ATX!

Both the short and long term, I would like to see our participation in environmental cleanups around town, and establishment of partnerships with organizations that look to further local environmental justice, and/or serve the disadvantaged populations in Austin. I also want to see better retention of staff, which would require better compensation for said workers.

Long-term, I'd also like to see Black Star continue the tradition of brewing excellence by winning some more medals at the Great American Beer Festival, Texas Craft Brewers Association, and existing as a welcoming space for craft beer enthusiasts!

3. What qualities and past experience do you have for serving on the Black Star Co-op Board of Directors?

I have an acute eye for detail as an engineering PhD student, which lends itself to well thought out plans. I have also served on industrial relations for the UT chemical engineering PhD student organization, and was successful in securing funding and partnerships from a variety of global corporations, so I understand

how to tailor a message for different audiences. I can also leverage my contacts at UT Austin to see if we could bring student recruitment and/or social events to Black Star.

My greatest qualities that would help me serve is that I care about others and am receptive to their opinions. No single person is alike, as such our diversity of experiences and thoughts is our greatest strength as a collective. As a board member, I am always willing to listen to the suggestions of both patrons and workers to better the cooperative.

4. Name one way in which you'd like the Black Star Co-op Pub and Brewery to stand out from other local brewpubs.

As Black Star is a cooperative, we can stand out from other brewpubs by engagement and integration with the local community. For example, organizing volunteer teams with local causes and charities can affect local change while simultaneously marketing ourselves to a greater Austin population. This could be by sponsoring Food Bank work groups, organizing volunteering shifts/donation drives for the animal shelters, doing trail/bike path maintenance, or a myriad of other activities. That gets our name out there by leaving a positive impact on the communities in which we live.

5. What is your favorite Co-operative Principle and why?

I would have to say **Education, Training, and Information**. To paraphrase philosophers much smarter than myself, education is the gateway towards a bright future. Arming ourselves with the knowledge to accomplish tasks and an understanding of the world we live in is crucial to the survival and success of any individual, let alone any organization. An educated co-operative workforce and membership is a thriving co-operative! It also represents our ability to process new information and changing circumstances, as well as our ability to adapt and survive in the face of an ever-shifting landscape! This is especially relevant with the recent brewery closures in the area, so we can learn from their circumstances to strengthen the cooperative.

Declaration of Candidacy

I, Benjamin Drewry, a member of the Black Star Co-op, hereby declare myself a candidate for the Black Star Co-op Board of Directors. I certify that I have already purchased, in full, my membership share and am therefore eligible to run in the 2024 election. In addition, I certify that, to the best of my knowledge, I can pass a TABC background check if required to do so. I acknowledge that I have read this packet and understand the commitments involved in being a Director.

I am also aware of the following:

- All candidates are required to attend at least one of the board meetings prior to **November 30th, 2023**. The November meeting will be held online, Wednesday, **November 15th 2023**.
- **November 30th, 2023, 11:59 p.m.** - Deadline for candidates' applications to be received via email at leadershipdevelopment@blackstar.coop. A confirmation of receipt will be sent out by the Leadership Development Committee. Please contact jeffrey.ouellette@blackstar.coop if you have not received a confirmation within two business days.
- Candidates' responses to "The Candidate's Questions" will be presented on <https://blackstar.coop/>.
- **December 1st, 2023** - Online voting will be made available to all members.
- **December 31st, 2023** - Close of the election.
- **January 1st, 2024** – Announcement of results and contacting of new Board members for seating at the January 2024 Board meeting

Signature:



Name: Benjamin Drewry

Street Address: 1003 Justin Lane, Apt 2024

City, State, Zip: Austin, TX, 78757

Phone (preferred): (757) 679-1466

Email: bendrewry26@gmail.com

Conflict of Interest Statement

I affirm to the best of my knowledge that neither I, nor any of my affiliates (hereinafter defined), have any financial or other personal interest, direct or indirect, that is incompatible with the proper discharge of my possible fiduciary duties as a Director of Black Star Co-op or would tend to impair my independence, judgment, or action in performance of my duties as Director, except as described below. I further affirm to the best of my knowledge that neither I nor any of my affiliates is an officer or managing agent of any municipal, state, federal, or private granting or contracting entity that provides or receives funds or other benefits to or from Black Star Co-op, except as described below. As used herein, I understand the term "affiliate" to mean any relative, business, or professional partner, associate, or other person or entity (including without limitation any corporation or partnership in which I have a personal or financial interest) with whom I have any significant relationship.

Disclosure of possible conflicts:

No potential conflicts exist for myself.

As a candidate for the Black Star Co-op Board of Directors, I agree

Benjamin Drewry

Printed Name of Candidate

A handwritten signature in black ink that reads "Benjamin Drewry". The signature is written in a cursive, flowing style.

Signature of Candidate

11/30/2023

Date