

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?

I believe in the four pillars of cooperative governance. I want to be a part of a brewery that is democratically organized, supports livable wages, is part of the surrounding community, and works together for a common purpose.

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

1) Expand and remodel the Black Star space. 2) Increase membership: 3) Increase staff. 3) increase the membership: develop a sustainable approach to create membership tiers (i.e., Owners can choose to pay and additional yearly fee to be 'Owner Plus' 4) provide healthcare benefits for the staff. 5) Help Black Star develop a management strategy that will help adjust to the many changes occurring in Austin and Central Texas; the rising cost of real estate (commercial and residential), changing consumers, rising cost of supplies, and local competition.

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

For the Black Star Co-op I believe my experience as a construction owner and facilities director for a large university will be useful, specifically contract management, leases, outside vendors, tenant improvements, budget development, and operational development.

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

Provide a living wage to the staff. BOD and staff collaboration.

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

It's hard to choose just one, but I would say Education, Training, and Information. Knowledge is a key component to developing a self-managed, fully functioning co-operative. It can expand our role within our community, develop future co-operative leaders, and help provide good jobs with a living wage and a good future.

Declaration of Candidacy

I, Daniel Heath, 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 **October 1st, 2023**. The September meeting will be held online, Sunday, **September 24th 2023**
- **October 1st, 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/>.
- **November 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: _____

Daniel Heath

Name: _____

Daniel Heath

Street Address: _____

1405 Monica St.

City, State, Zip: _____

Austin, TX 78758

Phone (preferred): _____

(512) 362-4303

Email: _____

daniel.heath@utexas.edu

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:

NA

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

Daniel Heath

Printed Name of Candidate

Daniel Heath

Signature of Candidate

10/31/22

Date