



It has been a great honor to serve as your regional representative, and also as the BJCP President – a position that only current elected representatives are eligible to hold. I am proud to run on my record of service, commitment, and dedication to our organization.

I became a judge in 1997, and within a year began volunteering for the organization. First as an exam grader, later as an associate exam director, and then as a freelance developer of our database system. I worked on several committees, and helped develop the mead exam, and its study guide. I led the development of four revisions of the style guidelines, including the 2021 version due out next month.

As president, I helped update our bylaws, develop several new policies, recruit staff members, create new positions for volunteers, build relationships with external organizations, expand our organization to many new countries, and to continue to grow and develop our membership. I typically devote well over 20 hours a week to BJCP business, year after year.

I have visited every state in the region while a representative, by judging in competitions, speaking at events, and proctoring exams. I understand what it means to be a judge, but also carry the responsibility as a senior judge to help train, mentor, and develop others. I share my knowledge by developing free content for the program, and also as a writer for beer magazines and author of beer books.

While a computer scientist by profession, I also have an MBA and a management degree, and have experience managing non-profit organizations and running large programs. I understand the financial, legal, administrative, and regulatory aspects of the job, and especially the fiduciary duty to place the organization's interests above my own. I was honored to receive the AHA Governing Committee Recognition Award for Outstanding Service to the Community of Homebrewers in 2012, largely on the work I've accomplished while at the BJCP.

I have broadened the organization to welcome those with disabilities, people from other countries, and under-represented groups. I initiated the development of a disability policy, provided clear guidance on diversity and inclusion, led international outreach, and have spoken at women's groups in the industry. I also led the organization through the challenge of COVID without reducing staffing or services.

Our growth has given us new challenges to master. But these are problems we like to have, since they come from success. As we grew in the past, we adapted the exam program to handle greater throughput. As we gained members in new areas, we adapted the organizational structure to add regions, and created regional assistants. As new countries were added, we

developed a new Ethics Policy to better guide members in their actions. Nothing ever happens as fast as we'd like, but part of the job is understanding what is practical and possible in an all-volunteer non-profit organization. I have delivered on my past promises not just because of my efforts, but because I understand how things work in this organization.

I see continued challenges in maintaining our standards as we expand, evolving our organizational structure and operations to suit our increasing size, enhance our governance and policies to increase our professional standards, effectively using our volunteer staff, and to develop as a more mature and sustainable organization. There are many smaller projects and efforts that need to be done, of course, but I am looking after the overall strategy and execution of the organization.

While I help guide the organization, I really do enjoy getting out and meeting new judges, and seeing what new ideas are being pursued in all regions. I look forward to hearing people's thoughts, working with the rest of the staff to help turn these dreams into reality. I am not one to offer empty promises; I simply promise to work every day to make this organization better, and one that we are all proud to call home.

I ask for your vote to help me continue with this work. We live in challenging times, and I offer the knowledge, experience, and commitment to tackle our challenges head on. Thank you.