

**This Isn't Just a Board Seat.**

**It's a Chance to Shape the Future of Independent Hardware.**

Everything we do, from accounting and tax services to strategic partnerships like payroll, is designed to help our members run stronger, more efficient, and profitable businesses.

Serving on the MHA Board gives you:

- Real-world leadership experience
  - A broader perspective beyond your own business
  - Increased confidence as a leader
  - A stronger professional story and career differentiator
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**Core Responsibilities:**

**1. Provide Strategic Direction**

- Help shape the future of MHA services and offerings
- Ensure we are meeting the evolving needs of hardware and small business retailers
- Think beyond today—focus on what's next

**2. Represent the Membership (your membership is mandatory)**

- Serve as a voice for independent retailers
- Bring ideas, concerns, and opportunities from the field
- Stay connected to what members need, not what we think they need

**3. Govern, Not Manage**

- Provide oversight, not day-to-day operations
- Support and hold accountable the Chief Executive Officer (CEO)
- Ensure the organization is operating in alignment with its mission and nonprofit purpose
- Ensure strong fiduciary oversight, including financial stewardship, risk awareness, and long-term sustainability

#### **4. Participate Actively**

- Review and approve budgets, audits, and major initiatives
  - Attend board meetings (minimum of 4 per year, including annual meeting)
  - Serve on committees when appropriate (e.g., audit, legislative, nominating, strategy)
  - Be prepared, engaged, and willing to contribute—not just observe
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#### **Individual Board Member Expectations**

Each Board Member is expected to:

- Engage actively: review materials and contribute to discussions and decisions
- Act as an ambassador: represent and promote MHA in your network and community
- Leverage relationships: help identify opportunities, partnerships, and new members
- Support growth: contribute ideas and connections that strengthen the organization
- Continue learning: stay informed about industry trends and member needs

#### **Ethics, Confidentiality & Governance**

Board Members are expected to:

- Uphold the highest standards of integrity and ethical conduct
  - Maintain confidentiality regarding sensitive organizational discussions
  - Disclose any conflicts of interest and act in the best interest of the organization
  - Follow all bylaws, policies, and governance practices of MHA
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#### **Leadership Pathways & Growth Opportunities: Board Officers**

##### **Board President**

- Leads board meetings and helps guide the overall direction of the organization
- Serves as a key partner to the CEO
- Represents MHA in important conversations and decisions

**Growth Opportunity:**

- Strategic leadership at a high level
- Facilitation and influence without operational responsibility
- Expanded visibility and impact

**Vice President**

- Supports the President and steps in when needed
- Plays a key role in committees and initiatives
- Serves as part of the leadership pipeline for future President roles

**Growth Opportunity:**

- Develop executive-level thinking
- Build leadership confidence
- Prepare for expanded roles

**Secretary-Treasurer**

- Oversees financial stewardship, records, and compliance
- Works closely with board leadership

**Growth Opportunity:**

- Increased financial literacy
- Exposure to nonprofit governance and financial oversight
- Better understanding of organizational operations

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**Term & Structure**

- 3-year term
- Maximum of two consecutive terms (can rejoin after one year off the Board)
- Board size: 9 Directors with regional representation