



NATIONAL HEARING CONSERVATION ASSOCIATION

HEAR FOR A LIFETIME

www.hearingconservation.org

2022–2023

ANNUAL REPORT

Dated January 30, 2023

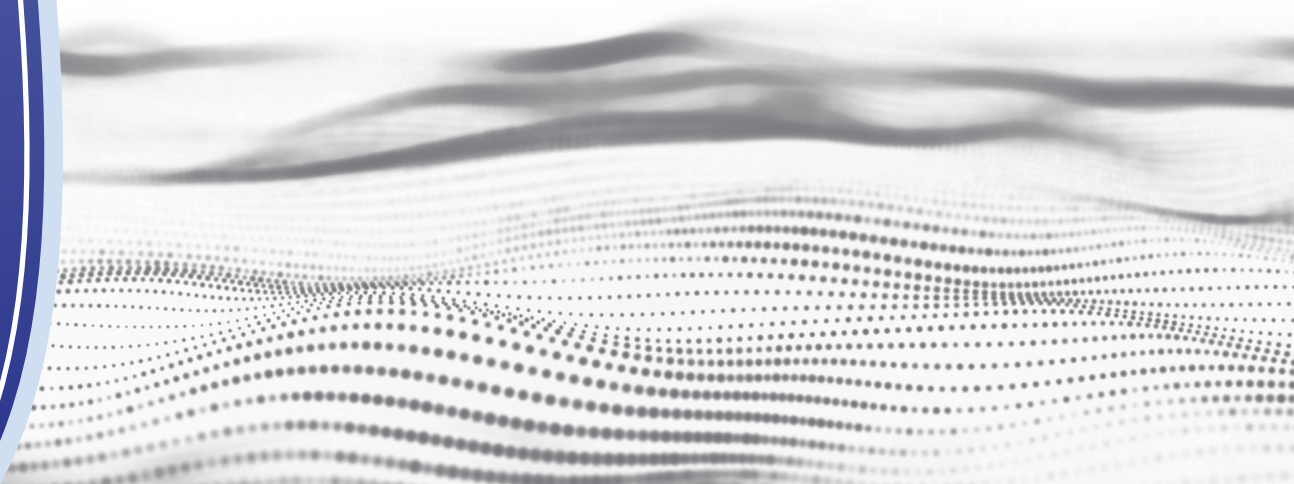


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NHCA Vision

To prevent hearing loss and other auditory disorders due to noise and secondary environmental factors in all sectors of society.

NHCA Mission

NHCA provides leadership, expertise, and education on hearing loss prevention strategies and services to the broader professional community and empowers and supports members through networking and advocacy.

Message From the President



Gayla L. Poling
NHCA President

On behalf of the National Hearing Conservation Association Executive Council, thank you for your membership and a special thank you to ALL of our volunteers that make NHCA what it is! Thank you to our annual sponsors and partners for their generosity and continued commitment to support our hearing conservation community. We are grateful for ALL of these contributions that support NHCA providing leadership, expertise, and education on hearing loss prevention strategies and services to the broader community.

In this third NHCA Annual Report we share our exciting progress on the strategic plan and important highlights on member-focused efforts completed in 2022-2023. This past year brought BIG changes for NHCA, years in the making, to optimize governance through a bylaws update and new leadership roles to support this evolution. We successfully navigated the transition of a new Executive Director and strengthened our partnership with our management team at Civica. Moreover, several efforts have been advanced to broaden commercial partnerships and member value, enhance our website and member communications, as well as prepare us for returning to in-person conference in 2023.

As we review the details below and reflect on the progress we have made at NHCA, please join me in recognizing the above and beyond efforts of our NHCA Executive Council and our Civica partners who keep NHCA going, growing and working toward our vision...

To prevent hearing loss and other auditory disorders due to noise and secondary environmental factors in all sectors of society.

To contribute your specific expertise and become part of the volunteer team at NHCA, please go to hearingconservation.org or email nhcaooffice@hearingconservation.org to get connected.

Progress on Strategic Goals:

Strategic Plan 2020–2023

<https://www.hearingconservation.org/strategic-plan-and-annual-reports>

Goal # 1: Broaden Member Value

Objective #1: *Develop a Young Professionals Committee to work on student and young professional recruitment and retention.*

Accomplished. The Young Professionals Council (YPC) continued to work to promote the engagement of current early career members, to increase the number of student members, and to support the transition of student members to early career members. The Bylaws update evolved the Student Member Delegate to the Student Representative. This role provides an important voice on the Executive Council (EC) as well as provides additional support to increase engagement and a transition pathway for our student members to the YPC.

Objective #2: *Develop a process to engage PSP members to gather input to further initiatives that increase membership value for this membership group.*

The Bylaws update confirmed two Member-at-Large voting positions on the EC that will include the PSP member voice. Significant efforts occurred to engage the PSP member voice and recruit additional PSP volunteer representation.

Objective #3: *Develop a process to engage Commercial Members and gather input to further initiatives that increase membership value for this membership group.*

Significant efforts occurred to engage with annual sponsors and identify additional support initiatives for commercial members. Refer to additional progress in conjunction with Goal #3.

Objective #4: *Develop a plan beyond 2021 for Webinars that are a perceived value for current members and may attract non-members.*

Accomplished. See Webinars update below and ongoing efforts from the Director of Education. Additionally, the NHCA Narrative has been launched as a regular series beginning in May 2022.

Goal # 2: Optimize Governance

The Presidential Trio has been working with the EC toward organizational changes to advance our strategic plan and prioritize the NHCA member voice. In 2022, the EC brought the proposed bylaws changes to improve processes, increase efficiency, and strengthen our impact to NHCA membership for a vote. **All five motions passed in the member vote.** This resulted in a new organizational chart with significant and ongoing efforts continue to ensure transferability and continuous improvement.

Objective #1: *Conduct a governance review to provide recommendations on policies, procedures and systems.*

Objective #2: *Create roles and responsibilities documents for those who follow you in your position.*

Objective #3: *Develop meeting, follow-through, and accountability protocols and train EC on the protocols.*

Accomplished. As we entered our 4th year of partnering with Civica as NHCA's management company, we experienced exciting growth and expansions through promotions and hiring new team members. We welcomed a new NHCA Executive Director, Ashley Montoya on July 1, 2022.

Goal # 3: Expand and Leverage Industry Partnerships

Objective #1: *Research possible partner organizations*

Objective #2: *Create weighting criteria based on organizational priorities.*

Objective #3: *Identify and execute specific initiative areas for advocacy campaigns; webinars; position papers, and member development efforts where we can partner with that organization.*

The Bylaws update evolved the Commercial Member Delegate to the new Director of Commercial Partnerships role to closely partner with the Director of Membership to broaden member value and enhance organizational priorities. The Presidential Trio and Executive Director advanced a process to recognize and engage with partner organizations. Significant efforts continue to streamline liaison roles and active Task Forces, while on-going working standing committees is leveraged for advocacy.



Progress on Strategic Goals: (continued)

Goal # 4: Establish Financial Resilience

Objective #1: Determine the amount that needs to be in reserve to address emergencies. Establish a system to invite new initiatives.

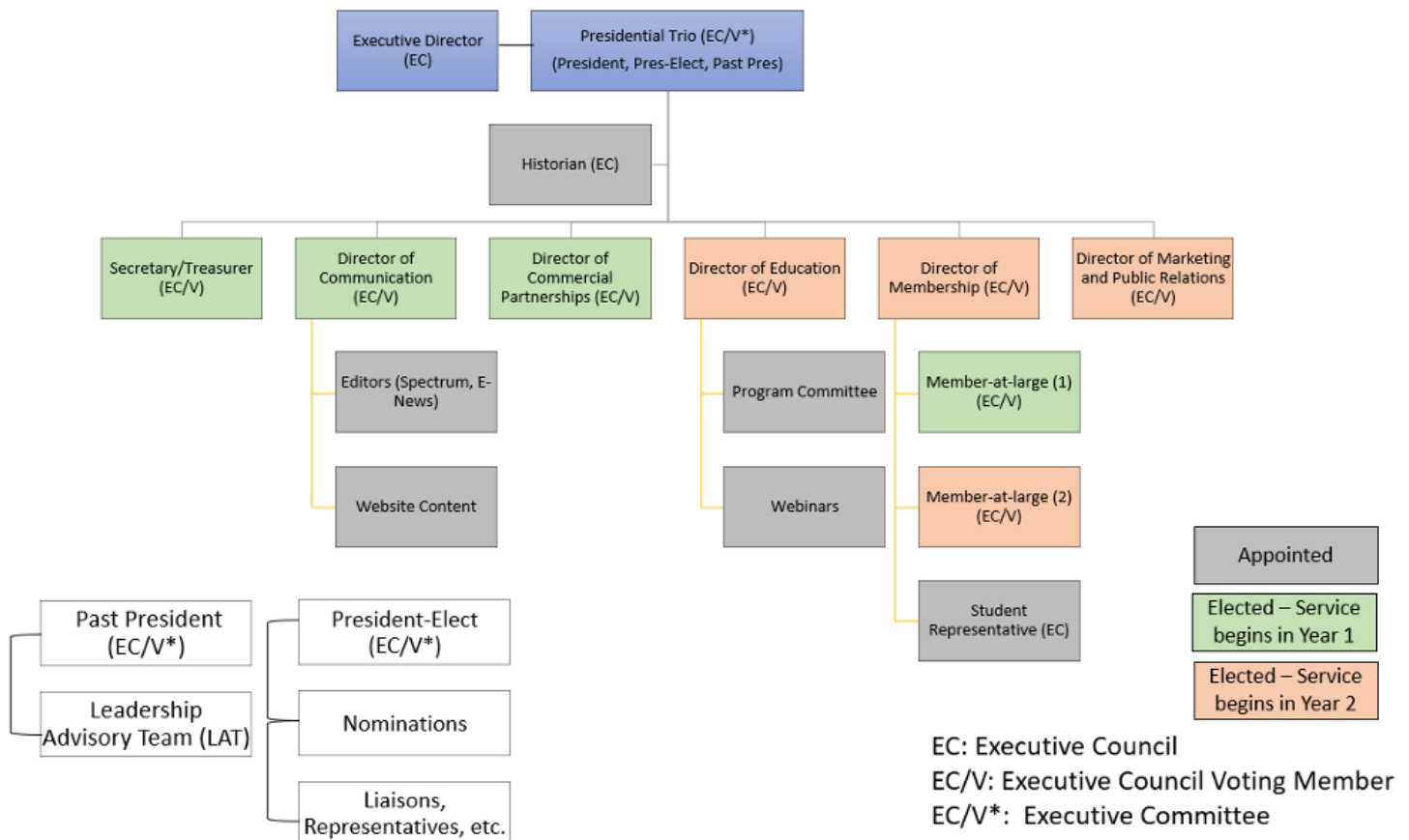
Objective #2: Establish a system to invite new initiatives.

Objective #3: Establish a system to prioritize new initiatives and seek approval from Exec council.

Objective #4: Calculate the dollar amount necessary for new initiatives.

Objective #5: Create and distribute an Annual Report for the membership.

Accomplished. Significant efforts led by our Treasurer and endorsed by the EC solidified a Financial Advisory Group and established a process for new initiatives to be brought to the NHCA EC as part of the budgeting process each summer. The EC endorsed additional advocacy efforts and opportunities beyond the annual conference with significant contributions from the Leadership Advisory Team (LAT). One such effort is the planned International Hearing Protector Fit-Testing Symposium which also supports Goals #1 and 3.



Source: Organizational Chart from NHCA Policy & Procedures Manual approved 8/9/2022

Financials

Fiscal Year: July 1 to June 30

Summary Statement of Activities

INCOME			
	2021-2022	2020-2021	2019-2020
Dues	\$53,401.79	\$49,104.12	\$55,550.00
Conference	\$53,422.00	\$81,444.60	\$157,925.72
Other/Fundraising	\$4,592.00	\$3,953.50	\$9,555.00
Total	\$111,415.79	\$134,502.22	\$223,030.72
EXPENSES			
	2021-2022	2020-2021	2019-2020
Administrative	\$93,160.99	\$90,851.04	\$84,450.52
Conference	\$10,052.61	\$8,890.88	\$107,273.32
Other	\$4,847.78	\$12,101.85	\$35,155.68
Total	\$108,061.38	\$111,843.77	\$226,879.52
INCOME LESS EXPENSES			
	2021-2022	2020-2021	2019-2020
Net Operating Income	\$3,354.11	-\$3,848.80	-\$6,165.85
Investments	-\$29,545.03	\$15,242.10	\$9,115.41
Net Income	-\$26,190.62	\$11,393.30	\$2,949.56

Financial Position: End of Fiscal Year

		JUNE 30	
		2022	2021
ASSETS	Checking	\$66,439.61	\$64,543.67
	Invested Resources (Vanguard VBIAX)	\$117,952.19	\$134,831.05
	Invested Reserves (Vanguard VASIX)	\$99,105.38	\$111,771.55
	Other & Accounts Receivable	\$9,409.00	0.00
	TOTAL ASSETS	\$292,906.18	\$311,146.27
LIABILITIES	Accounts Payable	\$1,859.03	\$3,317.50
	TOTAL LIABILITIES	\$1,859.03	\$3,317.50
EQUITY	Safe-In-Sound Restricted Fund	\$28,849.77	\$30,237.99
	Retained Earnings	\$288,388.00	\$230,214.44
	Net Income	(\$26,190.62)	\$56,785.34
	TOTAL EQUITY	\$291,047.15	\$317,237.77
TOTAL LIABILITIES & EQUITY		\$292,906.18	\$311,146.27

National Hearing Conservation Association

Statement of Financial Position

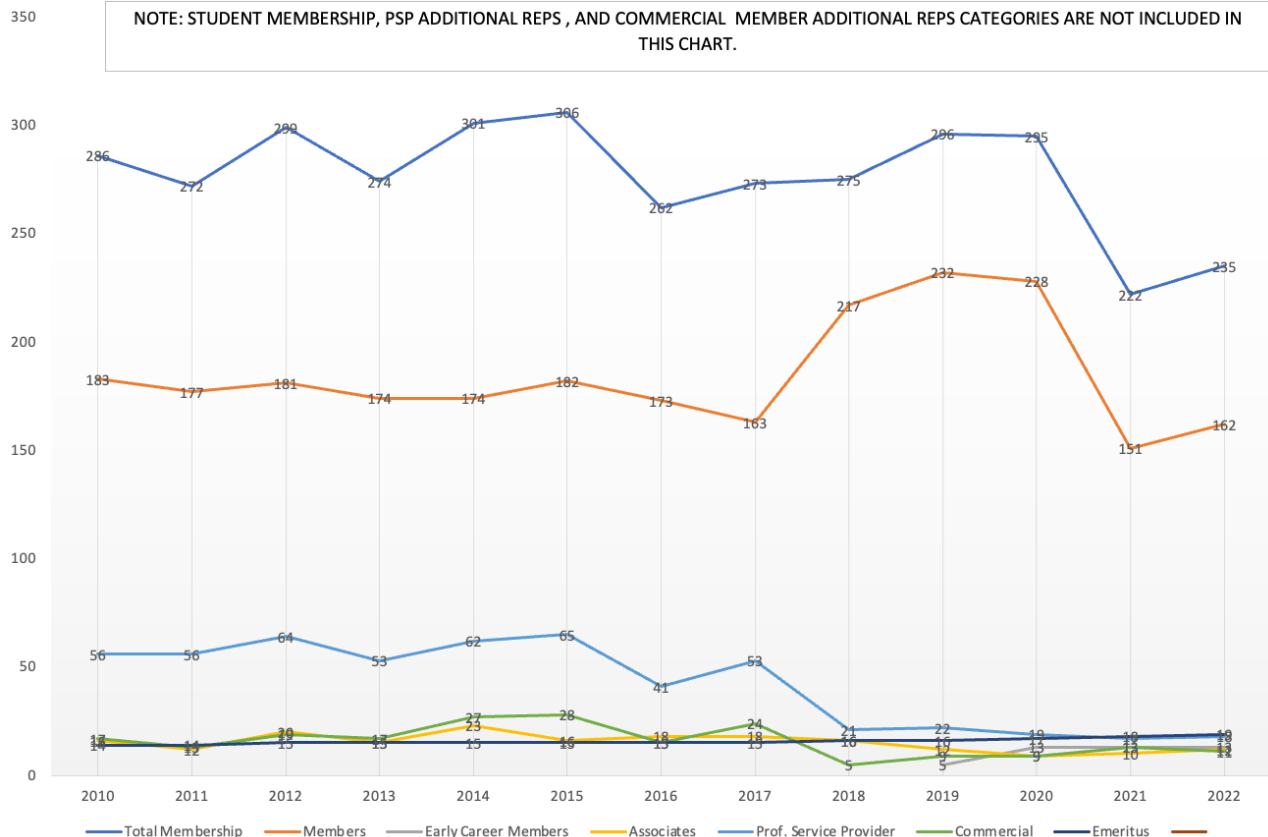
As of December 31, 2022

	TOTAL		
	AS OF DEC 31, 2022	AS OF DEC 31, 2021 (PY)	CHANGE
ASSETS			
Current Assets			
Bank Accounts			
10100 First Bank - 9400	107,167.08	64,535.80	42,631.28
10201 Vanguard Investment Account			
10250 Vanguard Balanced Index - Admir	118,176.67	142,203.00	-24,026.33
10275 Vanguard Lifestrategy Fund	97,089.07	112,808.81	-15,719.74
Total 10201 Vanguard Investment Account	215,265.74	255,011.81	-39,746.07
1072 Bill.com Money Out Clearing	0.00	0.00	0.00
Total Bank Accounts	\$322,432.82	\$319,547.61	\$2,885.21
Accounts Receivable			
11000 Accounts Receivable	0.00	0.00	0.00
Total Accounts Receivable	\$0.00	\$0.00	\$0.00
Other Current Assets			
12000 Undeposited Funds	0.00	0.00	0.00
12200 Prepaid Expenses	11,331.00	6,609.00	4,722.00
Total Other Current Assets	\$11,331.00	\$6,609.00	\$4,722.00
Total Current Assets	\$333,763.82	\$326,156.61	\$7,607.21
TOTAL ASSETS	\$333,763.82	\$326,156.61	\$7,607.21
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 Accounts Payable	187.64	2,410.32	-2,222.68
Total Accounts Payable	\$187.64	\$2,410.32	\$ -2,222.68
Other Current Liabilities			
18499 Pre-Paid conference expense	0.00	0.00	0.00
18505 Safe-In-Sound Restricted Funds	0.00	0.00	0.00
20100 Webinar Fees due CAOHC	0.00	0.00	0.00
20200 Due to NHCASF	0.00		0.00
Total Other Current Liabilities	\$0.00	\$0.00	\$0.00
Total Current Liabilities	\$187.64	\$2,410.32	\$ -2,222.68
Total Liabilities	\$187.64	\$2,410.32	\$ -2,222.68
Equity			
29000 Opening Balance Equity	0.00	0.00	0.00
29250 Fund Balance	0.00	0.00	0.00
29500 Restricted Funds - Safe n Sound	28,849.77	30,237.99	-1,388.22
30000 Retained Earnings	262,197.38	286,999.78	-24,802.40

NHCA Membership

	2022 Totals
Individual	162
Early Career Member	13
Professional Service Provider	18
Professional Service Provider Additional Reps	35
Commercial Member	11
Commercial Member Additional Reps	17
Associate	12
Emeritus	19
Student *Student membership dues are \$1	100
Total 2022 NHCA Membership	390

NHCA Membership 2010 - 2022



NHCA Commercial Partnerships and Annual Sponsors Highlights

*We would like to express our deepest gratitude to our
2022-2023 annual sponsors.*

Annual sponsorship confirms a commitment to the important partnership between our commercial and NHCA members that is needed to advance hearing loss prevention shared goals and support our hearing conservation community. NHCA “Annual Sponsors” gain ongoing benefits highlighted year-round to combine the advantages of annual membership and conference sponsorship. NHCA leaders continue to work on evolving this partnership to broaden value and help “IGNITE” us for conference. Moreover, year-round engagement in our [NHCA Virtual Marketplace](#) highlights the newest products and services available from our sponsors. These products and services are of ongoing importance and heavily relied on by a vast majority of NHCA members.

All members are encouraged to “lock in” the names of the 2023 Annual Sponsors for ready reference.

To our Annual Sponsors:

Thank you for being accessible year-round.

Thank you for knowledgeable, personable representatives.

Thank you for your continued commitment of time and financial support.

Platinum

SHOEBOX

Gold

3M Science.
Applied to Life.™

Bronze



ASHA
American
Speech-Language-Hearing
Association



BENSON MEDICAL INSTRUMENTS

CAOHC® 
Council for Accreditation in
Occupational Hearing Conservation

hearX

 **minuendo**®
Lossless earplugs

TRE METRICS®

 **WAHTS**™

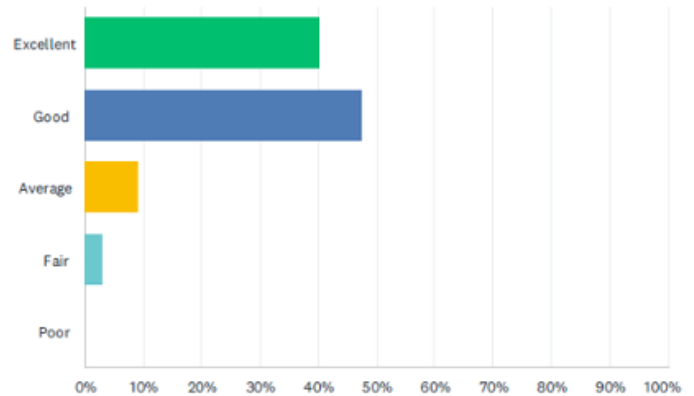
Director of Communication Highlights

It has been a busy year for NHCA communications. A short online survey was conducted to identify the strengths and weaknesses of NHCA communications and obtain feedback on the Spectrum Newsletter. Mostly positive feedback was received along with a few ideas on improving Spectrum. The overall survey rating of NHCA communications is provided to the right.

Following this survey, significant enhancements were made to the NHCA logo, tagline, website, Spectrum Newsletter and E-Newsletter to better serve our members.

Q1: Overall, how would you rate the communication you receive from NHCA?

Answered: 99 Skipped: 2



Refreshed NHCA Logo and Tagline

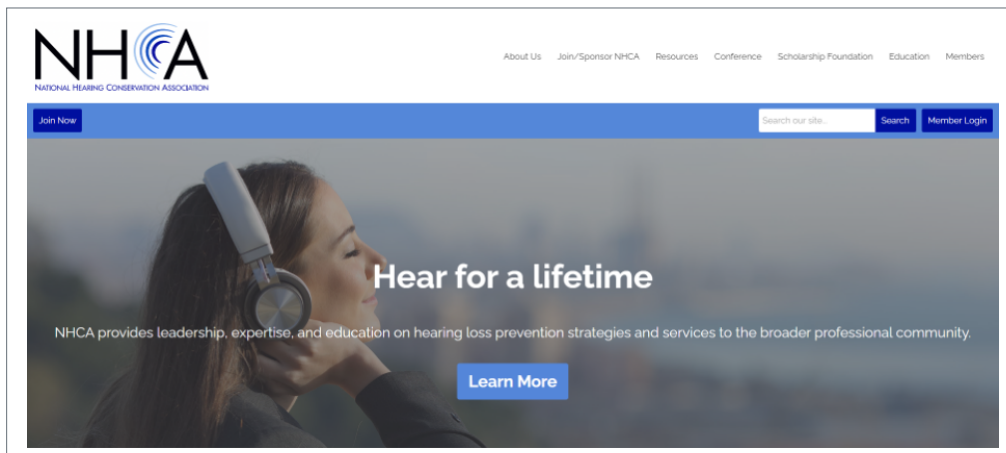
The NHCA logo was refreshed to a more modern look and the NHCA tagline updated to better align with the strategic vision and “who we are” as NHCA. Our new tagline is: Hear for a Lifetime.



Enhanced NHCA Website

Our Website has been updated—both to be more visually pleasing and more user friendly. Earlier in the year, a **Website Task Force** was formed to identify and fix functional issues, improve the look and make the content more useful for members. Many more web updates are

coming, so please check back often! The **Website Task Force** works in partnership with the **Website Content Management Task Force**, which ensures that the critical regular updates to the website occur and the overall site is properly maintained. See NHCA website update below.



Evolving Spectrum Newsletter

NHCA created an Associate Editor position to work with the Spectrum Chief Editor, Marjorie Grantham. Stephanie Karch graciously accepted this position.

Exclusively for our members, our Spectrum Newsletter received a new look to coincide with our refreshed NHCA logo and website, and also more technical content to benefit our readers. Three important highlights include:



- New Signals in Noise section—technical article where NHCA experts separate the research from the noise
- New Tone Bursts section—a short burst of knowledge from our NHCA experts
- New regular section on [The NHCA Narrative](#)—highlights how our members personify the foundation of NHCA. It includes stories about how members have benefited from and contributed to NHCA. A narrative is a collection of stories that represent the central idea of an organization. The NHCA Narrative is highlighted on the NHCA Website.

Advancing NHCA E-Newsletter

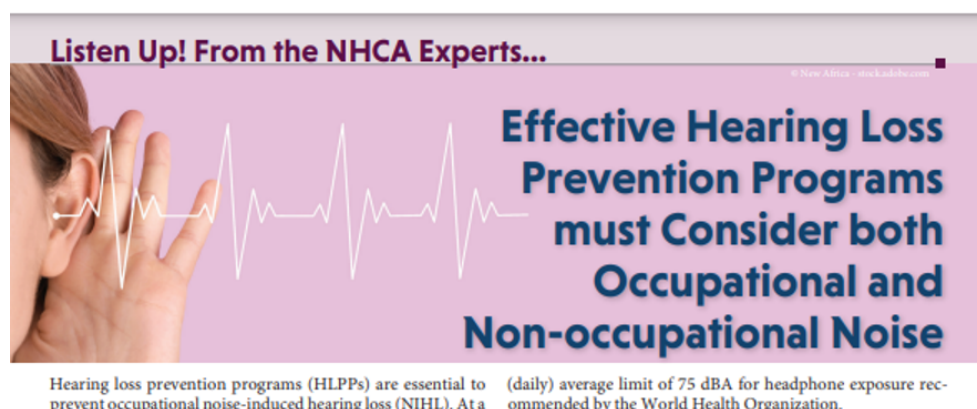
Our original E-News Editor (Susan Cooper) moved on from the position and Marjorie Grantham became our new E-News editor. We are very grateful for Susan's immense contribution to NHCA communications, and grateful for Marjorie stepping up! E-News also received a refreshed look to coincide with the new logo and

Website colors. The website was also adjusted so that entire E-Newsletters will get posted rather than snippets of selected past articles. Monthly issues of E-News clearly [link to the website](#) and draw in activity. E-News is sent to over 3,000 members and non-members each month and assists in drawing activity to the NHCA website.

Industrial Hygiene in the Workplace (IHW) Magazine Articles

We continued to identify NHCA member authors and produce six quality short articles each year for submission to a column dedicated to NHCA in the IHW Magazine. All articles advertise for NHCA and highlight the expertise

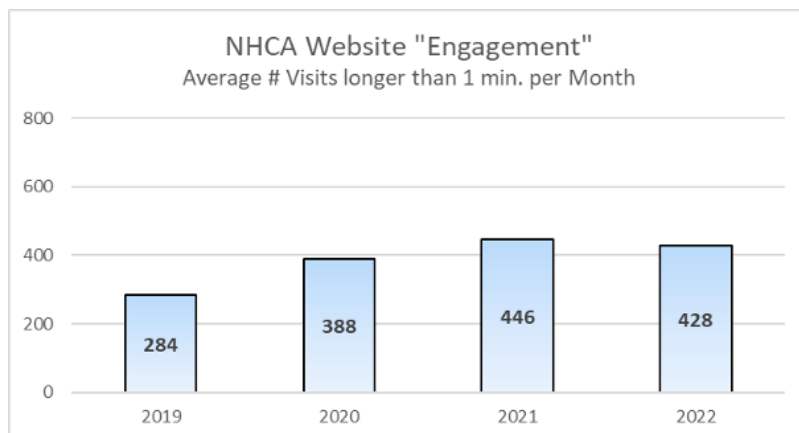
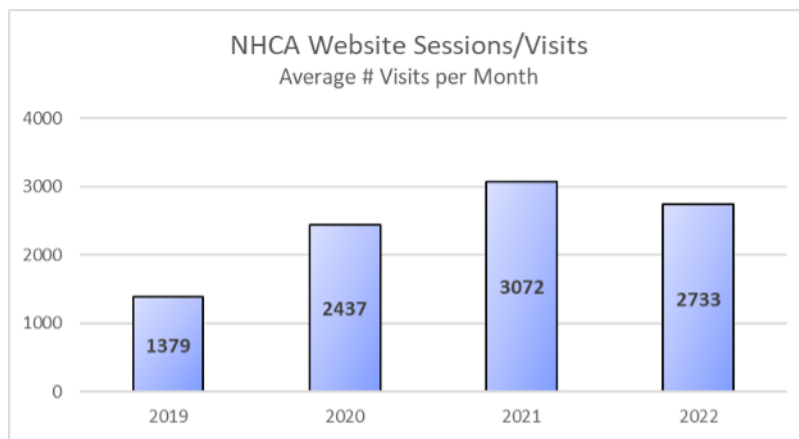
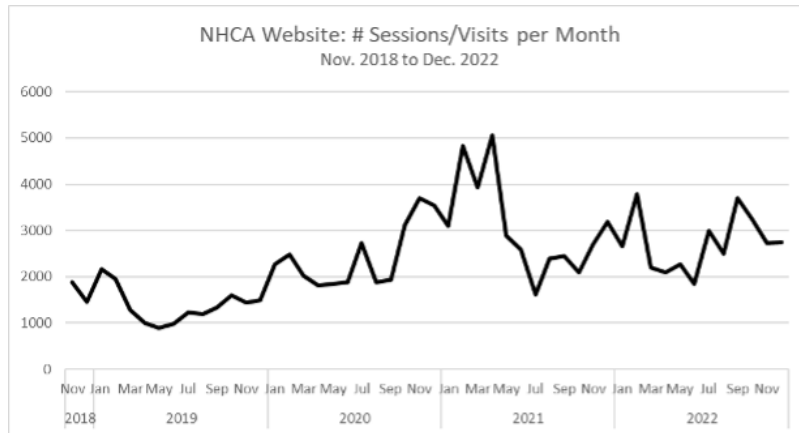
of our members. The column is titled "Listen Up! From the NHCA Experts..." and the signature includes the author's job title "and National Hearing Conservation Association (NHCA) Expert."



NHCA Website Update

The **Website Content Management Task Force** continued to ensure that critical, regular updates to the website occurred and identified areas for further improvement along with solutions. The Website Task Force formed early in 2022 has made progress on systematically reviewing all website content, identifying and fixing functional issues, and improving content. This process is ongoing

and more updates are expected. The look of the NHCA website was also dramatically updated to better serve our members. Collectively, the efforts of these two task forces have greatly improved the content and functionality of the website. Many of these updates occurred at the end of 2022 and are not reflected in the website statistics below



NHCA Marketing & Public Relations Highlights

NHCA Marketing and Public Relations efforts are receiving a new focus and organization to leverage our efforts with NHCA communications described above. You will also notice cross-over events like the pre-conference IGNITE sessions that are free and offer year-round opportunities to engage. NHCA continues to develop and implement a monthly social media plan to ensure postings are included on the various social media platforms that offer information about NHCA upcoming

events. We continue to post Facebook announcements about upcoming Webinars, Town Halls, and for the annual conference. Social media postings have expanded beyond Facebook and are now posted on Instagram, Twitter, and LinkedIn.

Volunteers are needed to support this effort and lend their voices to NHCA outreach! Please contact Mike Murphy at michael.j.murphy450.mil@health.mil.

Follow Us!



[/hearingconservation](https://www.facebook.com/hearingconservation)



[@NHCAorg](https://twitter.com/NHCAorg)



[@hearingconservation](https://www.instagram.com/hearingconservation)



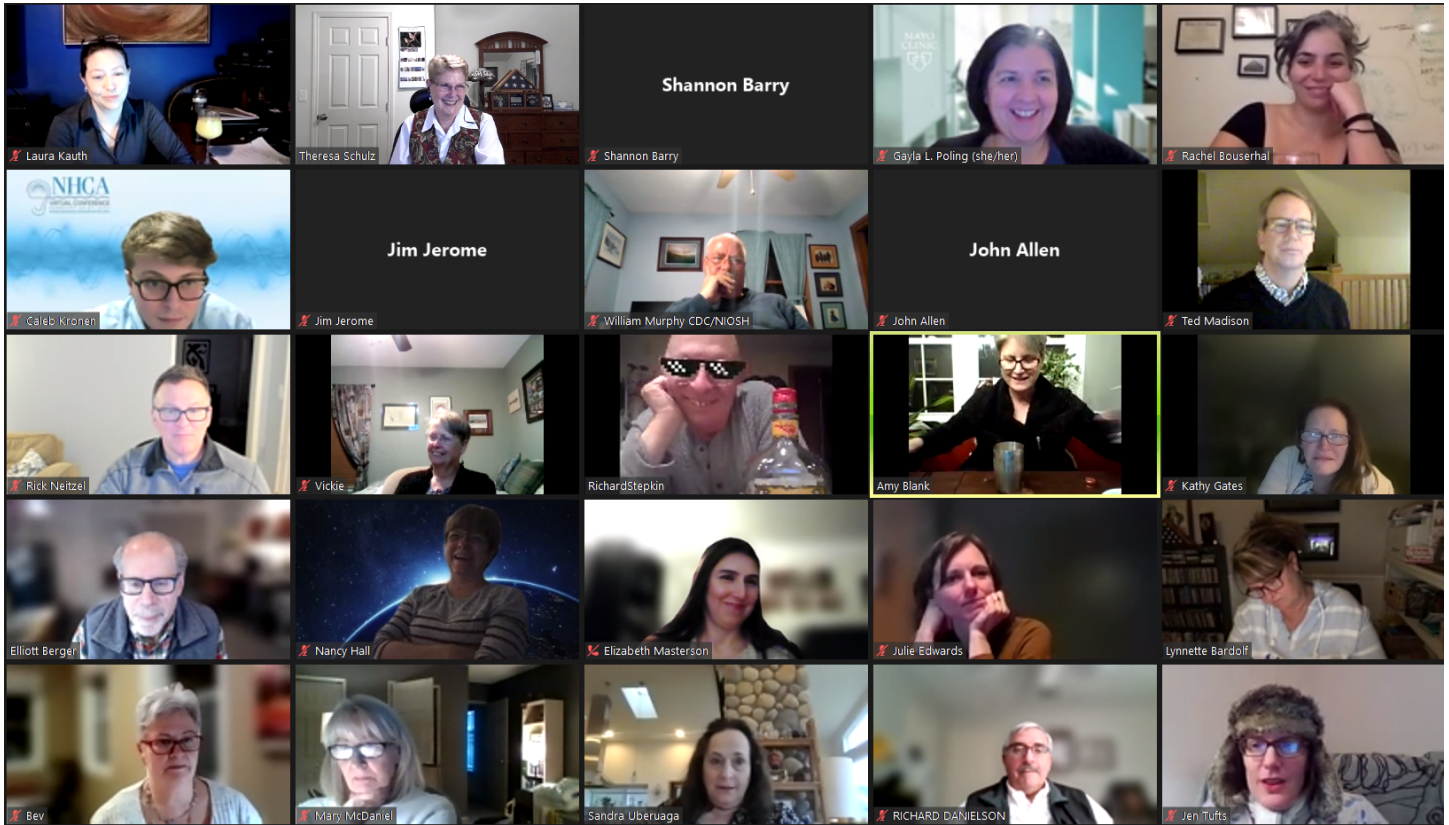
[National Hearing
Conservation Association](https://www.linkedin.com/company/national-hearing-conservation-association)

Visit our website: <https://www.hearingconservation.org/>

Director of Education Highlights

Annual Conference, Webinars, Town Halls, and much more have been prioritized to increase member value beyond the in-person conference. We had 190 attendees (61 first timers) at our 2022 Virtual Annual NHCA

Conference. After two years of virtual conference, our Program Committee has been hard at work preparing for the return to in-person conference in 2023!



2022 Town Halls

All NHCA online/virtual Town Hall Sessions are offered at no cost (free) to both members and non-members. We offered five Town Halls and if you missed an earlier NHCA Town Hall The meetings (and transcripts) are available to view [here](#). This platform will continue in 2023.

MAY (12th and 16th) 2022

Presidential Trio—Governance Evolution

Two town halls were hosted in May 2022 to introduce the behind-the-scenes of NHCA and propose EC revisions to the governance structure to improve processes, increase efficiencies and strengthen NHCA's impact. This permitted an opportunity to discuss proposed bylaws changes with NHCA membership prior to the historic member vote and to recommend approval of those changes.

AUGUST 2022

Presidential Trio—NHCA Narrative and Governance Evolution

This town hall provided an opportunity to engaged on the [NHCA Narrative](#) effort. We also shared key updates from NHCA leadership about the approved by-laws changes and progress toward the 2020–2023 NHCA Strategic Plan. And we introduced our new NHCA Executive Director.

NOVEMBER 2022

Ignite Session—Conference Preview

This Town Hall meeting served to share exciting updates about new products and services being offered by our NHCA Sponsors in addition to a “sneak peek” of the conference in February 2023!

JANUARY 2023

Ignite Session—Conference Preview and Roundtables

This BONUS Town Hall meeting served to share even more highlights from annual sponsors and engaged in roundtable discussion on hot topics to be featured at conference in February 2023!

2022 NHCA Webinars

The National Hearing Conservation Association (NHCA) coordinated with the [Council for Accreditation in Occupational Hearing Conservation \(CAOHC\)](#) to host four webinars in 2022. Thank you to our expert speakers! A summary of each webinar is highlighted below. There

were 102 attendees that attended live, in addition to those who viewed past recordings

A recorded version of each webinar is available in the [NHCA Learning Center](#). For additional information about the webinars, go to: <https://nhc.mclms.net>

Professional Supervisor Panel Discussion When: January 20, 2022

Presenters: LTC J. Andrew Merkley, AuD CCC-A CPS/A | Theresa H. Small, AuD CPS/A

Effective Hearing Conservation Messaging and Motivation When: May 19, 2022

Presenter: Lauraine (“Laurie”) Wells, Au.D.

Determining Work Relatedness—Exploring The Gray Areas When: July 21, 2022

Presenters: Laura Kauth, MA, CCC-A, CPS/A | Dr. Raul A. Mirza | Dr. Mary M. McDaniels

Boothless Audiometry Technology Overview and Updates When: September 12, 2022

Presenters: Laura Prigge with GSI | James (Jesse) A. Norris with Edare | Renée Lefrançois with SHOEBOX, Ltd.

NHCA Awards

Each year, NHCA presents various awards, in different categories, at its annual conference to recognize member achievements and contributions to the industry and the association. While not all awards are given out every year, awards categories include:

Lifetime Achievement Award to recognize a lifetime of extraordinary accomplishments in the hearing loss prevention profession as well as service to NHCA.

Outstanding Hearing Conservationist Award to recognize outstanding contributions to or achievement within the field of hearing conservation.

Michael Beall Threadgill Leadership & Service Award was established to recognize outstanding leadership and service to NHCA over a sustained period of time.

Conference Awards

Outstanding Lecture Award

Bestowed annually for the best presentation at the annual conference of NHCA.

Outstanding Poster Award

Established in 1997, this award is given for the best poster presentation at the annual conference of NHCA.

Media Award to recognize the efforts of writers and/or producers of news features that serve to heighten public awareness of the hazards of noise.

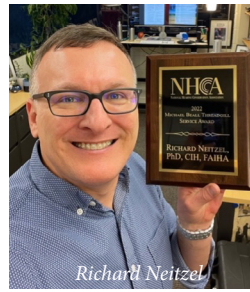
The Golden Lobe Award recognizes task force members for their outstanding contributions to the health and welfare of the association.

NHCA Awards

(continued)

In 2022, the awards below were presented to very deserving individuals to honor their time, energy, and service.

The NHCA Media Award was established to recognize the efforts of writers or producers of news features that serve to heighten public awareness of the hazards of noise. The award is also available to NHCA members who take the time and effort to bring hearing conservation-related issues into public light. The NHCA conferred the 2022 Media Award to Thais C. Morata and Wikipedia partners for their contributions to raising public awareness of the risks of hearing loss and how to prevent it.



This was awarded to an outstanding member, Richard (Rick) Neitzel.

The Michael Beall Threadgill Award was presented at the 2022 NHCA Virtual Annual Conference. Only occasionally does NHCA present this prestigious award in recognition of exceptional leadership and service to NHCA.



The Golden Lobe Award was presented to:

Susan Cooper—E-News Editor

Nancy Wojcik—Spectrum Editor

David Stern—service as long-standing Associate Member Delegate

Lynnette Bardolf—Two-time Program Task Force Chair

2023–2024 NHCA Executive Council

Thank You

To our outgoing officers, new officers, and our continuing Executive Council members for their efforts.

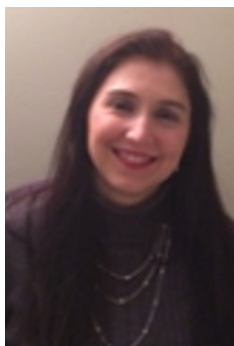
Outgoing Executive Council Members



Theresa Schulz
Immediate Past-
President



Ted Madison
Secretary/Treasurer



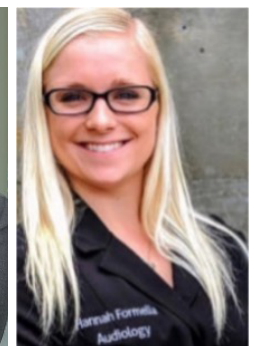
Elizabeth Masterson
Director of
Communication



Valerie Hennessy
Director of
Commercial
Partnerships



Cory Portnuff
Member-at-Large



Hannah Formella
Student Member
Representative

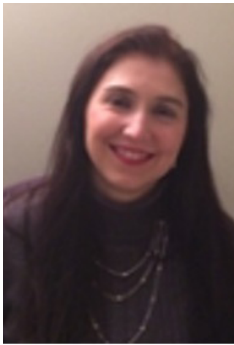
2023–2024 NHCA Executive Council

(continued)

Congratulations

Please join us in congratulating our newly elected NHCA Executive Council members starting their terms after the 2022 NHCA Conference!

Incoming New Executive Council Members



Elizabeth Masterson
President-Elect



James (Jim) Schultz
Secretary/Treasurer



Donald Finan
Director of Communication

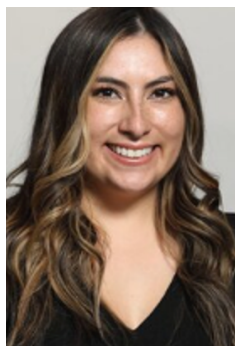


Jesse Norris
Director of Commercial Partnerships



Valerie Pavlovich Ruff
Member-at-Large

Ex Officio Executive Council Members



Ashley Montoya
Executive Director,
2022–Present



Elliott Berger
Historian

2023–2024 NHCA Executive Council

(continued)

Continuing Service Executive Council Members



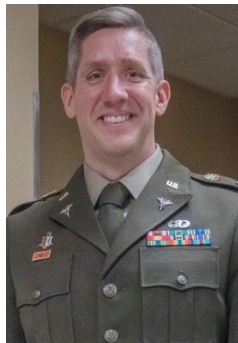
Gayla Poling
Immediate Past-
President



**Rachel
Bouserhal**
President



Laura Kauth
Director of
Education



Michael Murphy
Director of
Marketing & PR



**Sharon
Sandridge**
Director of
Membership



**Sridhar
Krishnamurti**
Member-at-Large