



NATIONAL HEARING CONSERVATION ASSOCIATION

[www.hearingconservation.org](http://www.hearingconservation.org)

**2020–2021**

ANNUAL REPORT

*Dated 2/25/2021*

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## NHCA VISION STATEMENT

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

## NHCA MISSION STATEMENT

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



**Theresa Schulz**  
NHCA President

There's no denying that our Association's history has included a few speedbumps. But it is equally true there's an amazing legacy of successes that continue. It's a great story about an organization of hearing healthcare experts who, although diversified, are unified in their passion as they

make practical applications of specialties and trades that contribute to promote and advance the Vision and Mission of our Association.

Thanks to all of the many members throughout the years who have voluntarily served a term or two in office leading our Association. Current leaders and our management association are carrying on that rich history. The Executive Council, Program Task Force and Civica acted early in the pandemic to renegotiate a new contract that successfully re-scheduled our 2021 conference commitment for the Albuquerque Marriott from 2021 to 2022 (without penalty!).

As we look back at 2020, we realize how fortunate we were that our 2020 Annual Conference went as planned just as the initial impact of the pandemic began. Please enjoy the pre-pandemic conference photos on the next page.

In coordination with CAOHC, NHCA quickly developed "[Best Practices Guidelines for Safely Conducting Hearing Testing During the COVID-19 Pandemic](#)." Our Online Community Forum allowed any member of NHCA to exchange questions and concerns surrounding COVID-19, address best

practices, share ideas, and post first-hand information. This forum remains active and readily available to all members.

The introduction of e-News has been well-received, providing our members with newsworthy updates and timely reminders of upcoming events. Our pilot test of e-News has determined that a monthly presentation (as compared to bi-weekly) will continue to satisfy the objectives of this means of communicating with all of our members.

We've begun periodic Town Hall meetings to increase two-way communication and keep members involved. We've produced several educational webinars. Some are free and all are available in our Learning Management System.

The information in this Annual Report is traditionally presented during the Business Meeting at the conference. Providing every member with this report in advance of the conference serves to economize conference time and accommodate more impromptu discussions. Inquiries for clarification or discussion are always welcome before conference, during, and after.

Advance distribution of the Annual Report also serves as one example of several governance initiatives that are coming forward to offer more transparency and provide each NHCA member a more informed understanding of the current status along with some of the works-in-progress, further motivating members to become more involved.

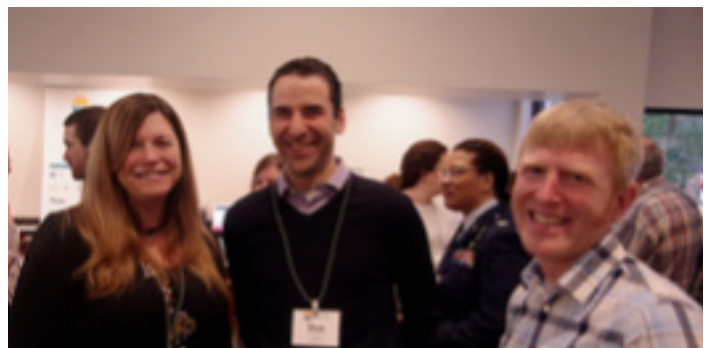
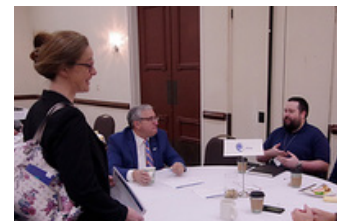
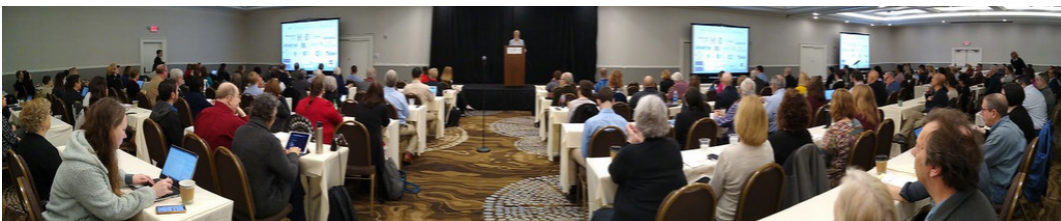
To volunteer for any aspect of NHCA's work, please go to [hearingconservation.org](http://hearingconservation.org) or email [nhcaoffice@hearingconservation.org](mailto:nhcaoffice@hearingconservation.org) or call 303-224-9022.



NHCA 2020 Destin FL



# 2020 CONFERENCE PHOTOS



# STRATEGIC PLAN



## NHCA Strategic Planning

The National Hearing Conservation Association (NHCA) Board of Directors and staff met online on August 12, 17 and 19, 2020 to develop a strategic plan. Jeffrey Arnold, MAM, CAE, and Robert D. Spangler, MPA, CSC, of Leading Associations, were engaged to lead the planning process.

During the retreat, the Vision and Mission statements were both reviewed and revised. The revised statements are as follows:

### **NHCA Vision (rev. 08-17-2020):**

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

### **NHCA Mission (rev. 08-17-2020):**

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.

Clear themes emerged regarding the future direction of NHCA. These themes led to the establishment of four key strategic focus areas.

## Strategic Focus Areas

After deliberation, the board established four areas of strategic focus moving forward:

- 1. Broaden Member Value:** Create and implement a plan to increase member value beyond the in-person conference.
- 2. Optimize Governance:** Adopt enhancements to the governance system to keep the Executive Council (EC) on target with Strategic Goals, flexibility to respond to external challenges, and efficiently keep tasks/projects moving forward between board meetings.
- 3. Expand and Leverage Industry Partnerships:** Establish and execute a process for identifying and prioritizing organizational outreach needs to enhance NHCA's profile, market programs and services, and find research and advocacy partners.
- 4. Establish Financial Resilience:** Establish a system to develop and monitor a comprehensive financial management plan that allows a set amount in reserve in case of emergencies as well as funding to launch new initiatives.

Within each of these focus areas we have developed accountability, timeframes and objectives. You can view the complete strategic plan report [here](#).



# FINANCIALS & HIGHLIGHTS

FISCAL YEAR: JULY 1 TO JUNE 30

## SUMMARY STATEMENT OF ACTIVITIES

INCOME		
	2019–2020	2018–2019
Dues	\$55,550.00	\$53,315.00
Conference	\$157,925.72	\$171,179.03
Other/Fundraising	\$9,555.00	\$10,235.01
Total	\$223,030.72	\$234,729.04
EXPENSES		
	2019–2020	2018–2019
Administrative	\$84,450.52	\$86,030.16
Conference	\$107,273.32	\$143,592.02
Other	\$35,155.68	\$11,272.71
Total	\$226,879.52	\$240,894.89
INCOME LESS EXPENSES		
	June 2020	June 2019
Net Operating Income	-\$3,848.80	-\$6,165.85
Investments	\$15,242.10	\$9,115.41
<b>Net Income</b>	<b>\$11,393.30</b>	<b>\$2,949.56</b>

## FINANCIAL POSITION: END OF FISCAL YEAR

		JUNE 30	
		2020	2019
ASSETS	Checking	\$36,746.00	\$29,375.52
	Invested Resources (Vanguard VBIAX)	\$108,051.23	\$114,406.06
	Invested Reserves (Vanguard VASIX)	\$104,424.48	\$97,827.55
	Other & Accounts Receivable	\$12,798.22	\$7,700.00
	<b>TOTAL ASSETS</b>	<b>\$262,019.93</b>	<b>\$249,309.13</b>
LIABILITIES	Accounts Payable	\$1,567.50	\$250.00
	<b>TOTAL LIABILITIES</b>	<b>\$1,567.50</b>	<b>\$250.00</b>
EQUITY	Safe-In-Sound Restricted Fund	\$30,675.26	\$32,553.10
	Retained Earnings	\$218,383.87	\$203,652.61
	Net Income	\$11,393.30	\$12,853.42
	<b>TOTAL EQUITY</b>	<b>\$260,452.43</b>	<b>\$249,059.13</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>		<b>\$262,019.93</b>	<b>\$249,309.13</b>

# FINANCIAL POSITION: JULY 2020–DECEMBER 2020

## National Hearing Conservation Association

### BALANCE SHEET

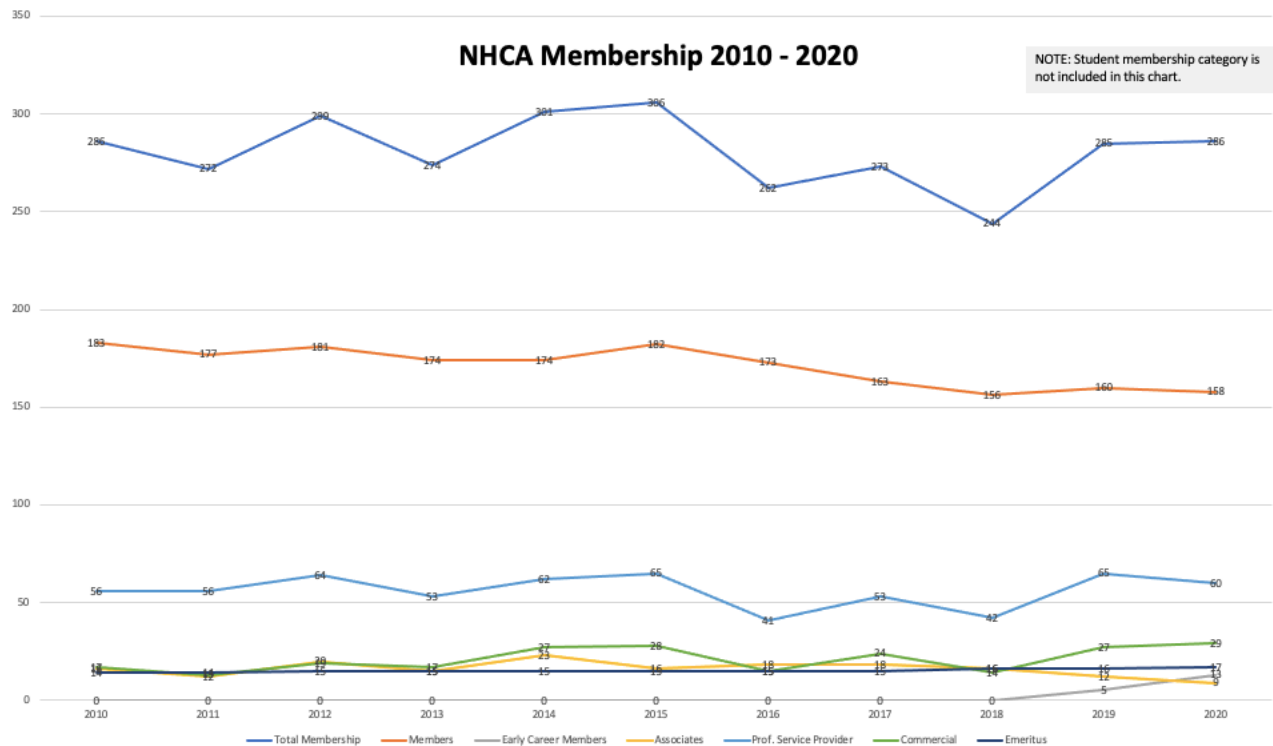
As of December 31, 2020

	TOTAL		
	AS OF DEC 31, 2020	AS OF DEC 31, 2019 (PY)	CHANGE
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
10100 First Bank - 9400	51,466.71	64,580.92	-13,114.21
10201 Vanguard Investment Account			
10250 Vanguard Balanced Index - Admir	124,503.22	106,964.05	17,539.17
10275 Vanguard Lifestrategy Fund	110,678.31	101,423.15	9,255.16
<b>Total 10201 Vanguard Investment Account</b>	<b>235,181.53</b>	<b>208,387.20</b>	<b>26,794.33</b>
10500 Key Bank MM - #3467-.15	0.00	0.00	0.00
1072 Bill.com Money Out Clearing	0.00		0.00
<b>Total Bank Accounts</b>	<b>\$286,648.24</b>	<b>\$272,968.12</b>	<b>\$13,680.12</b>
Accounts Receivable			
11000 Accounts Receivable	0.00	0.00	0.00
<b>Total Accounts Receivable</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
Other Current Assets			
12000 Undeposited Funds	0.00	0.00	0.00
12200 Prepaid Expenses	6,250.00	5,700.00	550.00
<b>Total Other Current Assets</b>	<b>\$6,250.00</b>	<b>\$5,700.00</b>	<b>\$550.00</b>
<b>Total Current Assets</b>	<b>\$292,898.24</b>	<b>\$278,668.12</b>	<b>\$14,230.12</b>
<b>TOTAL ASSETS</b>	<b>\$292,898.24</b>	<b>\$278,668.12</b>	<b>\$14,230.12</b>
<b>LIABILITIES AND EQUITY</b>			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 Accounts Payable	4,795.00	3,000.00	1,795.00
<b>Total Accounts Payable</b>	<b>\$4,795.00</b>	<b>\$3,000.00</b>	<b>\$1,795.00</b>
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
<b>Total Other Current Liabilities</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Current Liabilities</b>	<b>\$4,795.00</b>	<b>\$3,000.00</b>	<b>\$1,795.00</b>
<b>Total Liabilities</b>	<b>\$4,795.00</b>	<b>\$3,000.00</b>	<b>\$1,795.00</b>
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	30,675.26	32,553.10	-1,877.84
30000 Retained Earnings	229,777.17	216,506.03	13,271.14
Net Income	27,650.81	26,608.99	1,041.82
<b>Total Equity</b>	<b>\$288,103.24</b>	<b>\$275,668.12</b>	<b>\$12,435.12</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$292,898.24</b>	<b>\$278,668.12</b>	<b>\$14,230.12</b>

Accrual Basis Friday, January 22, 2021 05:11 PM GMT-07:00

# MEMBERSHIP

	2020 TOTALS
Individual	158
Early Career Member	13
Professional Service Provider—1st Rep	19
Professional Service Provider—2nd Rep	41
Commercial Member—1st Rep	9
Commercial Member—2nd Rep	21
Associate	10
Emeritus	17
Student	44
<b>Total 2020 NHCA Membership</b>	<b>332</b>





# NHCA LAUNCHES “ANNUAL SPONSORS”

The creative minds of NHCA leaders have been working closely with our Commercial Members to combine the advantages of annual membership and conference sponsorship. The outcome is a new identity. NHCA “Annual Sponsors” has evolved from concept to reality, effective concurrent with the 2021 Conference.

Commercial Members are championing NHCA’s unveiling of an interactive VIRTUAL EXHIBIT HALL during the 2021 Conference that, get this, will extend to remain active and accessible to NHCA members right up to the time of the 2022 Conference.

The products and services of NHCA’s Commercial Members are of ongoing importance, heavily relied on by a vast majority of the members our Association. All members are encouraged to “lock in” the names of the 2021 Annual Sponsors for ready reference.

*To our Commercial Members:*

Thank you for being accessible year-round

Thank you for knowledgeable, personable representatives

Thank you for your generosity of time and financial support

## Annual Sponsor Team

3M  
ASHA  
Benson Medical Instruments  
CAOHC  
Honeywell  
Kudowave  
Moldex  
Shoebox  
Starkey  
Tremetrics  
TSI

Thank you also to National Institutes of Health – National Institute Deafness and other Communication Disorders – It’s a Noisy Planet initiative.

NHCA would like to express our deepest gratitude to our 2021 sponsors:

## Diamond



## Platinum



## Silver

**Honeywell**

## Bronze

**SHOEBOX**

**TREMETRICS**

**BENSON MEDICAL INSTRUMENTS**

**MOLDEX**  
Ideas that wear well.



**CAOHC**  
Council for Accreditation in Occupational Hearing Conservation

# 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.

In 2020, the awards below were presented to very deserving individuals to honor their time, energy, and service.



The **Michael Beall Threadgill Award** was presented at the 2020 NHCA Annual Conference to **Elliott Berger**, a second time awardee and the only member to have been doubly honored.

The Michael Beall Threadgill Award was initially designated the Outstanding Leadership and Service to NHCA award, and it was renamed in 1990 in memory of Michael Beall Threadgill. Michael was passionate about his work and the mission of NHCA. He served as Program Chair for several years. Through his efforts, NHCA benefited from increased awareness of the association and critical growth in membership. His death in a private airplane crash, in the prime of his life and career, was a loss to NHCA and to the many who had come to admire him for his dedication. This award, first presented in 1986, was established to recognize outstanding leadership and service to NHCA over a sustained period of time.



The **Outstanding Lecture Award (OLA)** winner for the 2020 NHCA Annual Conference was **Donald S. Finan** for his presentation on *Musical Acoustics and Health: A Hands-On Approach to Learning and Applying*.



The **Outstanding Poster Award (OPA)** winner for the 2020 NHCA Annual Conference was **Bankole Fasanya** for his poster on *Correlations Between Headphones Output in Decibel and Electronic Devices Volume*.



The **Golden Globe Award** was presented to **Susan Cooper**—Program TF & Web Mgmt TF; **Caleb Kronen**—AV; **Nancy Wojcik**—Spectrum Editor & OSHA Age Correction TF, Music Induced Hearing-loss TF

# 2021–2022 BOARD OF DIRECTORS

## Thank You

Thank you to our outgoing officers, new officers, and our continuing executive committee members for their many efforts.

### OUTGOING EXECUTIVE COMMITTEE MEMBERS



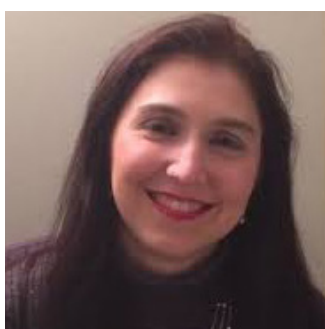
**Theresa H. Small**  
Secretary/Treasurer  
*Associates in Audiology, Inc.,  
Englewood, CO*



**Pegeen Smith**  
Director of  
Communication  
*3M Personal Safety Division,  
St. Paul, MN*



**Vishakha W. Rawool**  
Director of Education  
*The University of Mississippi,  
University, MS*



**Elizabeth Masterson**  
Member Delegate  
*NIOSH, Cincinnati, OH*



**Teah Richey**  
PSP Member Delegate  
*Health Conservation, Inc.,  
Pensacola, FL*



**Heather Malyuk**  
Commercial Member  
Delegate  
*Sensaphonics, Chicago, IL*



# 2021–2022 BOARD OF DIRECTORS (CONTINUED)

## *Congratulations*

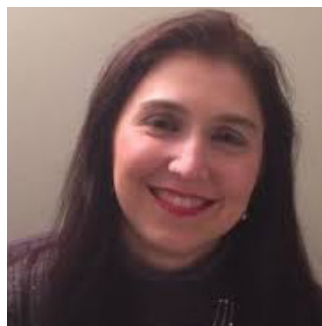
Please join me in congratulating our newly elected NHCA Executive Council members starting their terms during NHCA's 2021 virtual conference!

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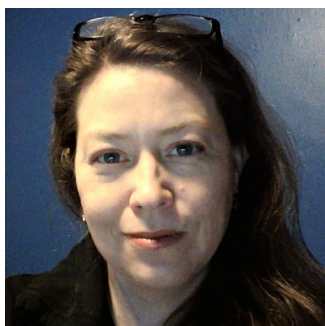
### INCOMING NEW EXECUTIVE COMMITTEE MEMBERS



**Ted Madison**  
Secretary/Treasurer  
*Midwest Center for  
Occupational Health & Safety*



**Elizabeth Masterson**  
Director of  
Communications  
*NIOSH, Cincinnati, OH*



**Laura Kauth**  
Director of Education  
*Independent Hearing  
Conservationist/Professional  
Consultant, Davenport, IA*



**Cory Portnuff**  
Member Delegate  
*University of Colorado  
Hospital*



**Valerie Hennessy**  
Commercial Member  
Delegate  
*3M Personal Safety Division,  
St. Paul, MN*

**OPEN**

PSP Member Delegate

# 2021–2022 BOARD OF DIRECTORS

## (CONTINUED)

### CONTINUING SERVICE EXECUTIVE COMMITTEE MEMBERS



**Theresa Schulz**

President  
DoD Hearing Center  
of Excellence,  
New Braunfels, TX



**Amy Blank**

Past President  
Office of the Surgeon  
General, Falls Church, VA



**Gayla Poling**

President-Elect  
Mayo Clinic, Rochester, MN



**Donald Finan**

Director of Membership  
University of Northern  
Colorado, Greeley, CO



**Kathy Gates**

Director of Marketing  
& Public Relations  
DoD Hearing Center of  
Excellence, Queensbury, NY



**Bankole Fasanya**

Member Delegate  
Purdue University Northwest,  
Schererville, IN



**Christina Campbell, B.A.**

Student Member  
Delegate  
University of Texas at  
Dallas, Callier Center for  
Communication Disorders,  
Dallas, TX



**David Stern**

BS Aeronautical Science  
Associate Member Delegate  
The Boeing Company,  
Seattle, WA

### CONTINUING EX OFFICIO EXECUTIVE COMMITTEE MEMBERS



**Elliott H. Berger,**  
**IINCE.Bd.Cert., MS**

Historian  
FAIHA, Indianapolis, IN



**Kim Gill, MA, CAE**

Executive Director  
National Hearing  
Conservation Association  
(NHCA), Aurora, CO

# 2020 NHCA WEBINARS

## NHCA/CAOHC Webinars

The National Hearing Conservation Association (NHCA) coordinated with the [Council for Accreditation in Occupational Hearing Conservation \(CAOHC\)](#) and hosted 3 CEU approved webinars in 2020 which were held in the Fall. Thank you to the following speakers: Drs. Vickie Tuten and Kirsten McCall (Webinar 1), LTC John “Andy” Merkley (Webinar 2) and Dr. Michael Santucci (Webinar 3). Overall, one-hundred two people (102) attended the online live presenter webinars.

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

A summary of each webinar is highlighted below.

### **Webinar 1—A Hybrid Approach to Audiometric Technician Training: A Fusion of Traditional and Virtual Learning**

This presentation offers a suggested roadmap for developing and delivering virtual courses and reviews the benefits and challenges of a hybrid model, including lessons learned. While of benefit to anyone considering virtual synchronous learning, the intended audience are current CDs of any experience level and those who may be considering becoming a CD.

### **Webinar 2—Hearing Health Education through STS (Short Training Segments): Microlearning Theory in Hearing Conservation**

This presentation introduces microlearning and how to use it to meet learners’ needs and expectations while effectively using it for hearing conservation training in the workplace.

### **Webinar 3—Audiology, Hearing Loss Prevention and Music: Treatment Considerations**

This presentation provides a brief overview of the recent American Academy of Audiology consensus guidelines on treatment for music-induced hearing disorders. It includes a focus on earplugs for musicians as well as the safe use of in-ear monitors.

## Other NHCA Webinars

NHCA also offered two of its own webinars in 2020. A summary of these webinars is highlighted below.

### **Free Webinar—Managing Noise Exposure Data for Extended Work Shifts - What are the Options?**

*Speaker: Dennis Driscoll*

Determining employee time-weighted average noise exposures for facilities with 8-hour work shifts is a fairly straightforward procedure. However, confusion often reigns when extended work shifts (e.g., 10-hour, 12-hour workdays) exist. To handle exposure data for workdays greater than 8 hours there are at least three viable options. The data may be normalized to an 8-hour day for direct comparison to the applicable regulation criteria, the average sound level may be compared to a sliding-scale criteria, or the full-shift projected dose may be utilized. This webinar demonstrates how to appropriately manage data and describes pros and cons of several methods. *This webinar has not been submitted for CEU approval.*

### **Webinar—Auditory Fitness for Duty Evaluations**

*Speakers: Lynn Cook, Amy Blank*

The ability to detect, recognize, discriminate and/or localize speech and other sounds in a variety of acoustic environments can be essential for safe and effective performance for some jobs. Audiologists are uniquely suited to develop testing protocols that reflect the essential functions of the job, as well as to determine at what level an individual must perform in order to be considered auditorily “fit for duty.” This overview seeks to outline factors that may be important to consider in an “auditory fitness for duty evaluation.”

This webinar is available for purchase in the [NHCA Learning Center](#) and offers .1 CEUs for AAA and ASHA.

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## COMING SOON

NHCA/CAOHC will offer three additional webinars in Spring 2021. The topics will focus on HPD fit testing, Measurements of Impulses, and Age Correction Factors. Additional information will be provided via the e-Newsletter and on the NHCA social media platforms.



# NHCA WEBSITE

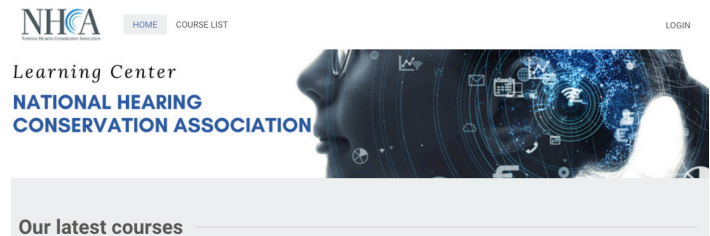
## Statistics and Content

Increase in website visits: 77% increase in total visits in 2020 vs. 2019, and a 37% increase in “quality visits” those lasting more than 60 sec.

Many improvements to website including:

- General reorganization of website to improve ease of access and appearance of the home page.
- Spectrum archives are now complete for all issues and program supplements back to day 1 which is 1976.
- All NHCA position statements and letters to OSHA and related agencies are now available and clearly organized.
- Monthly issues of E-News now clearly link to the website and draw in activity.
- All data are now updated, current, and links are operational.
- Website tracker SmartSheet has been created to make updates and maintenance of the website easier and more efficient.

## Learning Center



In 2020 we launched the NHCA Learning Center. The launch coincided with the 2020 NHCA Annual Conference and the Learning Center was used to streamline the process for completing conference evaluations and receiving CE certificates.

During the year we also offered recorded sessions of our live webinars in the learning center to expand access to our educational offerings.

Then, when COVID hit and we were forced to pivot our conference to completely virtual in 2021, we built out an entire course library for the live and pre-recorded sessions, as well as continued its use for evaluations and CE certificates.

One of the best features of the Learning Center is the CE Tracker, making it easy for you to track all of your CEs. Whether you are a member or a non-member attending our educational programs, your CEs will be added to your profile in the NHCA database. When you complete a course evaluation in the Learning Center, you automatically receive an email with your CE certificate and your CE credits are transferred into your user profile. Anytime you login to your user profile you can view and download a transcript. And, you can add CEs you've received from other entities to track everything in one place!

We will continue to add webinars and programs to the Learning Center so be sure to check back throughout the year!

<https://nhc.mclms.net/en/>

# TOWN HALL SESSIONS

All NHCA online/virtual Town Hall Sessions are offered at no cost (free) to both members and non-members. This platform will continue in 2021.

Good news! If you missed an earlier NHCA Town Hall meeting of interest, the meetings were recorded and are available to view and to read the chat transcripts by clicking [here](#).

## JULY 24, 2020

### Open Forum—COVID-19 Pandemic

Led by Theresa Schulz, President, this meeting provided an open forum for members, partners, and colleagues to discuss concerns, solutions, resources, and best practices learned from personal experiences. Highly productive.

## NOVEMBER 5, 2020

### NHCA Goals and Objectives

This Town Hall meeting served to share the newly developed outline of strategic planning initiatives crafted by the current leaders of NHCA for 2020–2023. The open forum gathered both support and a much valued progression of thoughtful input from the participants, opening a pathway to success.

## JANUARY 8, 2021

### How to Attend the NHCA Virtual Conference

This meeting provided helpful instruction specific to navigating a virtual learning center, including how to interact with peers. Ample time was allotted to Q&A in preparation for participating in NHCA's February 2021 conference. Immediate feedback: "Time well spent that increased my competence and confidence."

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## SOCIAL MEDIA

NHCA continues to develop and implement a social media plan to provide and ensure postings are included on the various social media platforms that offers information about NHCA upcoming events. In 2020, there was a two percent increase in both reaches and engagements in Facebook postings compared to 2019. We continue to post FB announcements about upcoming Webinars, Town Hall Webinars, and the 2021 virtual conference. Social media postings have expanding beyond Facebook and are now posting on Instagram, Twitter, and Linked-In.

*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/NationalHearingConservationAssociation)

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