



HEAR FOR A LIFETIME

www.hearingconservation.org

2023–2024

ANNUAL REPORT

Dated January 31, 2024

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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



Rachel Bouserhal
NHCA President

In a continuous commitment to foster transparency and illuminate the inner workings of the Executive Council (EC), the annual report was introduced four years ago. Within the pages of this fourth edition, you will discover an overview of the remarkable endeavors undertaken by the EC and dedicated volunteers over the past year.

In alignment with our strategic goals, we have diligently worked to enhance

the value of NHCA membership, forge and leverage partnerships within the industry, optimize governance structures, and ensure financial resilience. This collective effort was made possible through the unwavering dedication of NHCA members, who generously volunteered their time and expertise, holding NHCA close to their hearts. I express heartfelt gratitude to all those who served in roles contributing to the progress and evolution of NHCA.

In our pursuit of growth and success, we consistently strive to evolve and stay attuned to the current landscape. The initiation of a new partnership with Civica holds the promise of propelling us to greater heights in terms of membership and sponsorship. In the summer of 2024, we will be revisiting and refreshing our strategic plan to ensure ongoing relevance and alignment to best support NHCA.

This report aims to provide you with a comprehensive view of the outcomes achieved for NHCA through the collaborative efforts of your volunteer leaders and the dedicated Civica staff. We remain steadfast in our commitment to realizing our vision: *To prevent hearing loss and other auditory disorders due to noise and secondary environmental factors in all sectors of society.*

Thank you for your continued support as we work together to achieve these vital goals and uphold the mission of NHCA. To contribute your specific expertise and become part of the volunteer team at NHCA, please go to hearingconservation.org or email nhcaoffice@hearingconservation.org to get connected.

Financials

Fiscal Year: July 1 to June 30

Summary Statement of Activities

INCOME			
	2022-2023	2021-2022	2020-2021
Dues	\$59,390.94	\$53,401.79	\$49,104.12
Conference	\$124,723.00	\$53,422.00	\$81,444.60
Other/Fundraising	\$8,911.96	\$4,592.00	\$3,953.50
Total	\$193,025.90	\$111,415.79	\$134,502.22
EXPENSES			
	2022-2023	2021-2022	2020-2021
Administrative	\$104,957.55	\$93,160.99	\$90,851.04
Conference	\$104,584.36	\$10,052.61	\$8,890.88
Other	\$15,385.00	\$4,847.78	\$12,101.85
Total	\$224,926.91	\$108,061.38	\$111,843.77
INCOME LESS EXPENSES			
	2022-2023	2021-2022	2020-2021
Net Operating Income	-\$31,901.01	\$3,354.11	-\$3,848.80
Investments	\$15,218.54	-\$29,545.03	\$15,242.10
Net Income	-\$16,682.47	-\$26,190.62	\$11,393.30

Financial Position: End of Fiscal Year

		JUNE 30	
		2023	2022
ASSETS	Checking	\$72,664.40	\$66,439.61
	Invested Resources (Vanguard VBIAX)	\$130,561.07	\$117,952.19
	Invested Reserves (Vanguard VASIX)	\$101,715.04	\$99,105.38
	Other & Accounts Receivable	\$32,170.67	\$9,409.00
	TOTAL ASSETS	\$337,111.18	\$292,906.18
LIABILITIES	Accounts Payable / Other	\$62,746.50	\$1,859.03
	TOTAL LIABILITIES	\$62,746.50	\$1,859.03
EQUITY	Safe-In-Sound Restricted Fund	\$28,849.77	\$28,849.77
	Retained Earnings	\$262,197.38	\$288,388.00
	Net Income	-\$16,682.47	-\$26,190.62
	TOTAL EQUITY	\$274,364.68	\$291,047.15
TOTAL LIABILITIES & EQUITY		\$337,111.18	\$292,906.18

National Hearing Conservation Association

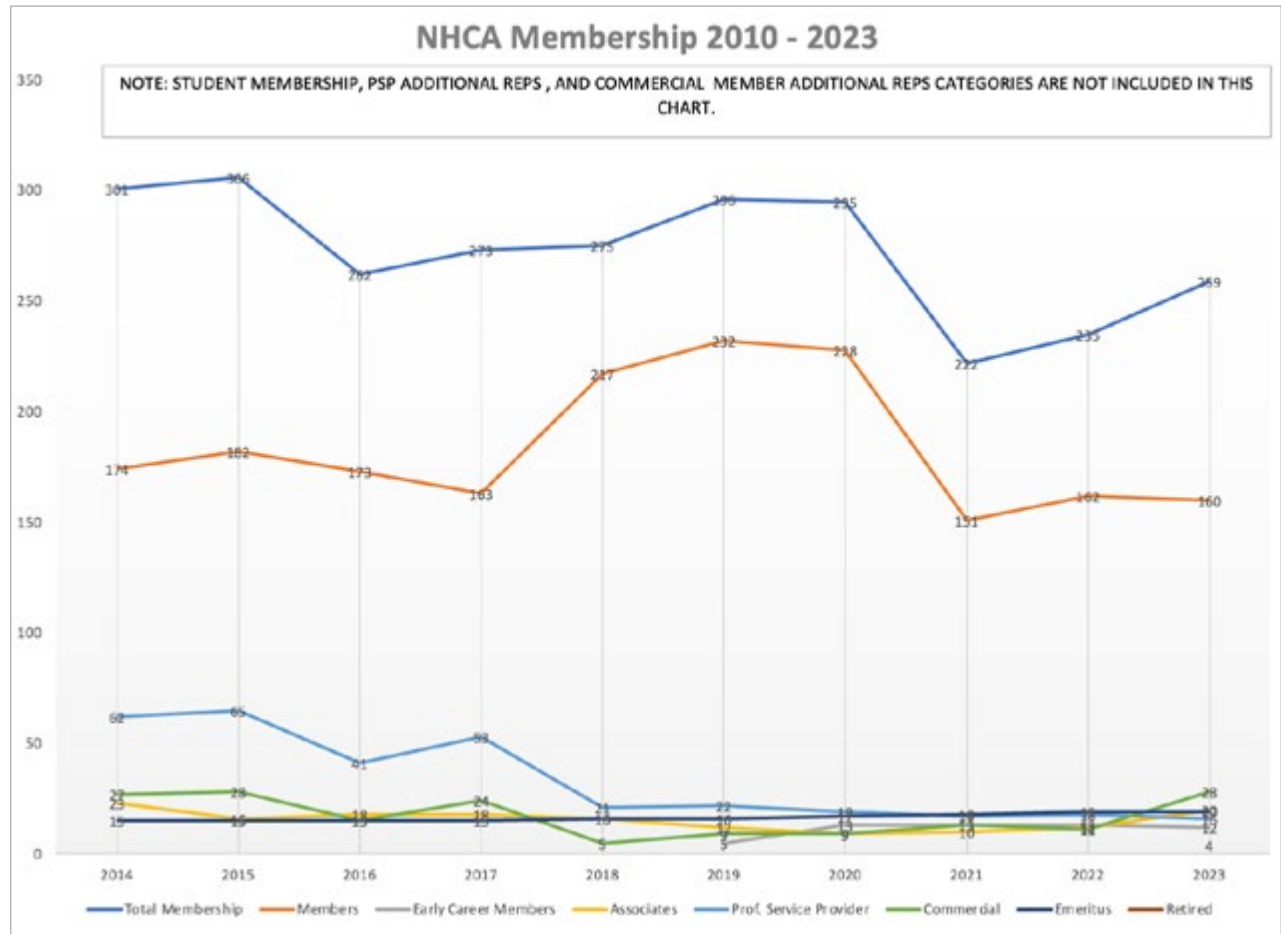
Statement of Activity

July–December, 2023

	<u>Total</u> <u>Actual</u>
Income	
40100 Membership Dues Income	\$35,199.72
40200 Conference Income	\$71,228.00
40280 International Hearing Protector Fit-Testing Symposium	\$85,319.00
40300 Fundraising/Other Income	<u>\$5,034.80</u>
Total Income	<u>\$196,781.52</u>
Gross Profit	<u>\$196,781.52</u>
Expenses	
50100 Administration Expense	\$51,635.91
50200 Conference Expense	\$6,393.26
50300 International Hearing Protector Fit-Testing Symposium Expense	\$42,349.82
50400 Board & Membership Expenses	\$4,690.84
50500 Fundraising and Publications	<u>\$2,485.00</u>
Total Expenses	<u>\$107,554.83</u>
Net Operating Income	<u>\$89,226.69</u>
Other Income	
40400 Investment Income	<u>\$12,963.92</u>
Total Other Income	<u>\$12,963.92</u>
Net Other Income	<u>\$12,963.92</u>
Net Income	<u>\$102,190.61</u>

Membership Report

	2023 Totals
Individual	160
Early Career Member	12
Professional Service Provider	16
Professional Service Provider Additional Representatives	38
Commercial Member	28
Commercial Member Additional Representatives	4
Associate	20
Emeritus	19
Retired (<i>NEW membership level in 2023</i>)	4
Students (Student membership dues are \$1)	86
Total 2023 NHCA Membership	387



Director of Membership Highlights

The Membership Committee met consistently in 2023. We had rich conversations about promoting the benefits of membership of NHCA with tangible products resulting in 2023.

1. A new membership category was created: Retired Member. This was established to meet the needs of those who no longer actively work in their profession. The membership fee was reduced to promote continued membership in the organization.
2. Civica, as an organization, was engaged to increase individual membership and explore opportunities for future expansion of the association.
3. With the assistance of Civica, a short 10-item survey was created to send to current student members to assess their perceptions of NHCA and benefits received from being a member.
4. Dedicated efforts between the Directors of Membership and Commercial Partnerships identified opportunities to support membership growth and broaden partnerships. Specifically, NHCA was an exhibitor at the 2023 American Speech-Language-Hearing Association Convention. Value of membership was promoted, especially to students. We had a verbal commitment from 20 students and 3 individual members to join.



Director of Commercial Partnerships and Annual Sponsors Highlights

Our commercial partners are true industry innovators and leaders in hearing conservation. They each play a critical role in helping achieve NHCA's mission. Thanks to their support as Annual Sponsors, we are able to host engaging events, provide more educational opportunities, and offer other improvements to increase member value, such as a new membership category for retired members.

As Annual Sponsors they receive special benefits throughout the year. This unique position combines the best of two worlds: the continuous connection with members and the spotlight of exhibiting at our annual conference. This year we had the opportunity to realign our annual sponsorship opportunities to broaden the scope of offerings and enhance continuous engagement opportunities throughout the year. NHCA's leaders are dedicated to enhancing this partnership. We are constantly seeking ways to increase its value and impact. This effort is crucial in bringing everyone together to network and share knowledge.

Additionally, our Virtual Marketplace serves as a year-round platform where sponsors can showcase their newest products and services. This space is important for our community. It provides a constant stream of the latest innovations and solutions in hearing conservation.



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.*

Title

SHOEBX

Supporting

3M Science. Applied to Life.™ hearX

Contributing



Director of Communication Highlights

It has been a busy year for NHCA communications. In addition to continued updates to improve membership value, there have been many volunteer changes. The Director of Communication (Don Finan) stepped down and Elizabeth Masterson has been Acting Director since May. We thank Don for his service. The search for a permanent Director continues. Other specifics are provided below.

NHCA Website

The Website Content Management Committee (comprised of Elliott Berger and Susan Cooper) completed its contributions and was retired as an ongoing committee. Elliott and Susan had performed a critical service several years ago to tackle a website that was not working and helped lay a functional foundation. This preceded the NHCA website refresh in 2022 in which the entire outward-facing Website look and content were updated and ongoing content management strategies defined. We are grateful for their contributions.

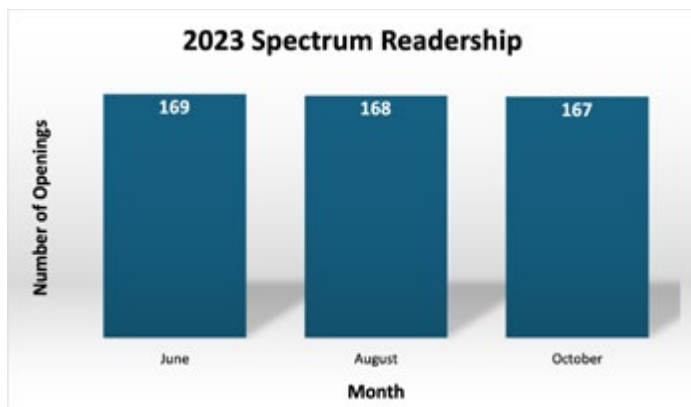
The Website Task Force is still in operation and continues to work on further improvements to functionality and

content. Of note, through a partnership with individuals at the National Institute for Occupational Safety and Health, a motivational hearing loss prevention video series is now being hosted **exclusively** by NHCA on our website. It was developed by the National Occupational Research Agenda Hearing Loss Prevention Cross-Sector [Council](#). The first [video](#) in the series has been posted and features conversations with noise-exposed workers who have experienced hearing loss and/or tinnitus. The second video has nearly been completed and is expected to be posted in early 2024. Interviews for the third video are in process.

Spectrum



Spectrum Newsletter staff have continued to produce exceptional and tailored content for our members. Readership tripled after the newsletter was refreshed in October 2022, with a new look and new content. This increased level of readership remained steady through 2023.



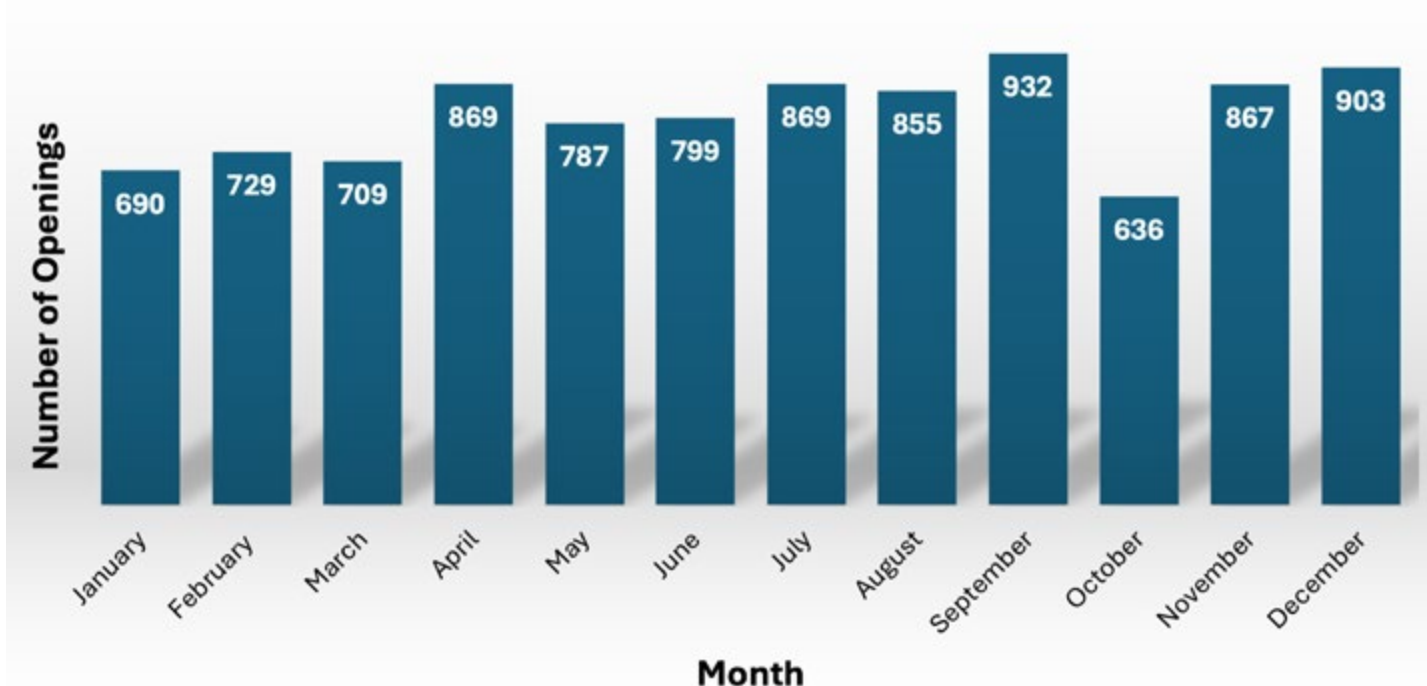
Our Associate Spectrum Editor (Stephanie Karch) moved on from the position. We thank Stephanie for her tenure. Elliott Berger, our longtime Spectrum Signals in Noise Editor (previously called the Spectrum Technical Editor), also stepped down. His tremendous contribution to the Spectrum Newsletter was celebrated in the October Spectrum issue. Finally, we are grateful that William Murphy joined the Spectrum staff as an Associate Editor in charge of the Signals In Noise section.



Our E-News Editor (Marjorie Grantham) transitioned the position to Angela Anderson near the end of 2023. We are very grateful for Marjorie's contribution and her continued role as our Spectrum Chief Editor. We are also grateful to Angela, who is a new NHCA member, for joining NHCA communications!

E-News is our one publication that is received by both members and non-members. With some fluctuations, readership has slowly increased over time, beginning with 690 individuals opening E-News in January, and ending with 903 individuals opening it in December. Past and current E-Newsletters can be viewed [here](#) on the NHCA Website.

2023 E-News Readership



We continued to identify NHCA member authors to 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.” Future and past IHW magazine issues can be viewed [here](#). Each article is announced in E-News. Our NHCA IHW authors published this year were: Laurie Wells, Cory Portnuff, Elizabeth Masterson, Susan Cooper, Deanna Meinke, and Don Finan. Thank you to our experts!



Hearing Protection

By: Donald Finan, Contributor

Listen Up! From the NHCA Experts... Measurement Basics: Don't Push the Limits

Your sound level meter may be trying to tell you something: It has limits, as do we all. Depending on how far you push someone's limits, you may receive a very clear response. For sound level meters, the response might not be quite as clear and often can be easy to miss—resulting in inaccurate measurement.

The sound level meter's limits involve measurement ranges used to accurately measure low, medium and high sound levels. While some meters automatically “select” an appropriate range, others require the range to be set manually. An accurate measurement requires an appropriate measurement range.

So, how are the limits pushed? Well, that depends entirely on the sound. In general, measurement of low-amplitude sound requires a low measurement range, while high-amplitude sound requires a high measurement range. Here's where things can be confusing, though. Measurement ranges will overlap. A “low” measurement range

might be 30-80dB SPL (decibel sound pressure level), while a “high” range might cover



Low Range	Middle Range	High Range
Range is too low: signal		

Director of Marketing & Public Relations Highlights

The Marketing and Public Relations team continued to leverage and promote efforts across NHCA. Our new logo and tagline, “Hear for a Lifetime” was on display via custom polo shirts by members of the EC and conference planning committee at the annual conference in Jacksonville, FL. The marketing team is working hard to add NHCA merchandise for purchase on our website in 2024 , such as fleece jackets, long sleeve shirts, and/or t-shirts.

Our marketing plan also included cross-over events like the first annual International Hearing Protector Fit-Testing Symposium in Dallas, Texas. The highly successful conference had excellent attendance in-person, virtually, and internationally. Additional engagements included

webinars, pre-conference IGNITE sessions, and virtual round tables that provided year-round opportunities for members to engage.

NHCA continues to develop and implement a monthly social media plan to ensure postings are included on various social media platforms that offer information about NHCA upcoming events. Social media postings have expanded beyond Facebook to include LinkedIn and will begin posts on Instagram and “X” (formerly known as Twitter) in 2024. Volunteers are needed to lend their Social Media expertise and voices in support of NHCA outreach! Please contact Mike Murphy at: nhcaoffice@hearingconservation.org.



Director of Education Highlights

2023 was a busy and successful year with education, thanks to the diligence, drive, and hard work of the Program Task Force (with Conference Chair Madi Saunders), the NHCA/CAOHC Webinars Task Force, the EC, Civica, and of course all our incredible contributors!

We kicked off 2023 with our first in-person Annual NHCA Conference since 2020. Our attendance was strong, and members were very enthusiastic to be back together with

their colleagues and friends. This was followed by NHCA's first Hearing Protector Fit-Testing Symposium, a hybrid event held in August. This event was both profitable and integral to advancing the field in this critical area.

The Program Task Force for the 2024 conference has been hard at work for the past year prepping for this year's annual conference and we hope for a repeat of last year's successes.

2023–24 Ignite Sessions

NHCA Town Hall meetings and Ignite Sessions have proven to be a helpful way to maintain contact with our members throughout the year and provide a platform to preview our upcoming conference and highlight sponsors. Town Halls are free of charge and recorded for later viewing.

On November 28, 2023, NHCA President Rachel Bouserhal kicked off the Fall Ignite! Session with updates on recent events. Director of Commercial Partnerships Jesse Norris introduced some of our conference sponsors to discuss their recent developments (thank you to Shoebox, WAHTS -Wireless Audiometric Hearing Tests System,

and Minuendo!), and Conference Chair William Murphy previewed the features of the upcoming 2024 Conference.

On January 11, 2024, NHCA hosted a virtual round table to preview some of the topics featured at the upcoming 2024 NHCA annual meeting in Albuquerque, NM. Guest speakers included Les Blomberg (Noise Pollution Clearinghouse), Amy Blank (U.S. Army) and Karen Turner (Protec Hearing Inc.), who discussed the role of Professional Service Providers. Greg Flamme (SASRAC) also spoke on the topic of noise exposure and impulsive noise, and Laurie Wells (3M) spoke on considerations in HPD selection and fit testing.

Webinars

CAOHC and NHCA once again collaboratively hosted a series of webinars... 5 total in 2023. Planning is also well underway for 2024, kicking off with a very popular topic (Determining Work Relatedness) with date to be announced.

Topics for 2023 were:

March 30: Virtual Patient Software

A review of virtual audiometric patient simulators and discussion of integration in CAOHC certification courses for audiometric training, particularly in virtual courses.

Presenters: Frank Wartinger and Sarah Mouser

Moderator: Kirsten McCall

May 11: Noise Surveys & Evaluating Impulse Noise

This webinar addressed current practices for quantifying workplace noise, identifying noise-hazardous locations, and quantifying individual worker noise exposures.

Presenters: Charles Jokel, Christopher Smalt, and Andrew Merkley

Webinars

(continued)

July 27: Hearing Protection Devices Update

In emulation of NHCA's Ignite! sessions, this well-attended webinar hosted speakers from four manufacturers of hearing protection to highlight some of their products, features, and applications. Due to the strong attendance and Q&A, this may become a regular webinar topic!

Presenters: Tim Chismar, Susan Cooper,
James Schrack, Andy Wetjen
Moderator: Laura Kauth

September 21: Using age adjustments in audiometric monitoring: Validity concerns, practical considerations, and OSHA guidance

Dr. Flamme and Dr. Dieters led a detailed discussion of the history of OSHA's age correction, validity in applying them in current hearing conservation programs, alternatives which better address age adjustment, and practical considerations in implementation.

Presenters: Dr. Kristy Deiters and Dr. Gregory Flamme
Moderator: Laura Kauth

November 16: Considerations When Selecting Hearing Protection for Hearing-Critical Tasks

This webinar explored the complex intersection between hearing critical tasks and hearing protection from potentially damaging sound. Studies were discussed to illustrate the importance of hearing in certain capacities and inform decisions on the selection of hearing protection.

Presenter: Benjamin Sheffield
Moderator: Kathy Gates

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 2023, the awards below were presented to very deserving individuals to honor their time, energy, and service.

NHCA's **Outstanding Hearing Conservationist Award** recognizes outstanding contributions to or achievements within the field of hearing conservation. Since it was established 30 years ago, only 22 individuals have received this honor. The Outstanding Hearing Conservationist Award was presented to **Greg Flamme**. Greg's work has influenced and benefited hearing conservation efforts that cut across academia, professional organizations, the military, civilian governmental agencies, and the general public.

The **Media Award** was established to recognize the efforts of writers and/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 to public light. The Media Award was presented to **Frank Wartinger** for his creation and work on the podcast "Talking Ears." This podcast helped spread knowledge on the importance of hearing health and hearing conservation for professionals in the music industry.



The Golden Lobe Award was presented to:

The Website Task Force—Website Refresh
(Don Finan & Elizabeth Masterson)

Susan Cooper—Website Content Management Committee support

Dennis Driscoll—Audiometric and noise measurement calculator development

Thais Morata—Liaison to the International Ototoxicity Management Group (IOMG)

2023–2024 NHCA Executive Council

Thank You

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

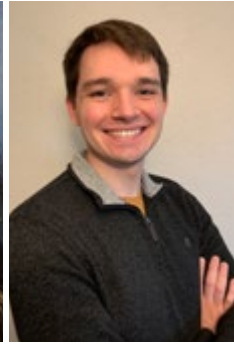
Outgoing Executive Council Members



Gayla Poling
Immediate Past-
President



Laura Kauth
Director of
Education



Blake Voss
Student Member
Representative

Congratulations

To our newly elected NHCA Executive Council members starting their terms after the 2024 NHCA Conference!

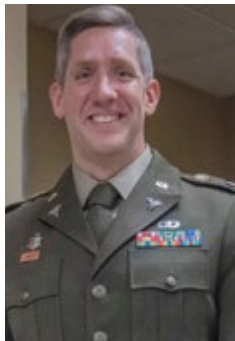
Incoming Executive Council Members



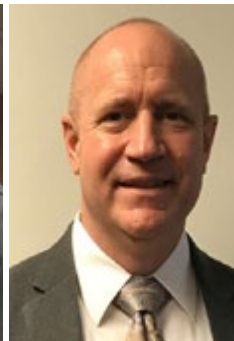
**Sridhar
Krishnamurti**
President-Elect



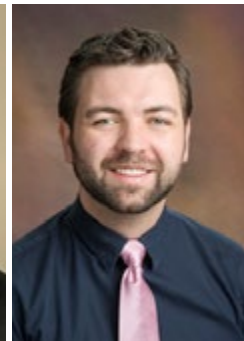
**Sharon
Sandridge**
Director of
Membership



Michael Murphy
Director of
Marketing & Public
Relations



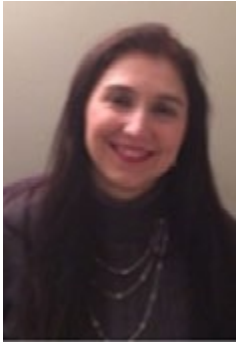
Andy Merkley
Director of
Education



Frank Wartinger
Member-At-Large

2024–2025 NHCA Executive Council

Continuing Service Executive Council Members



Elizabeth Masterson
President



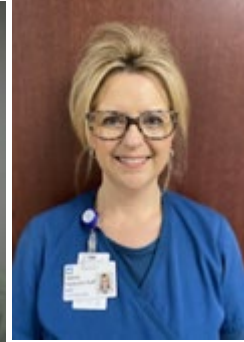
Rachel Bouserhal
Immediate Past-President



James (Jim) Schultz
Secretary/Treasurer



Jesse Norris
Director of Commercial Partnerships

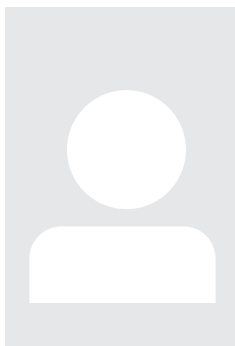


Valerie Pavlovich Ruff
Member-at-Large

Vacant—Seeking an Officer

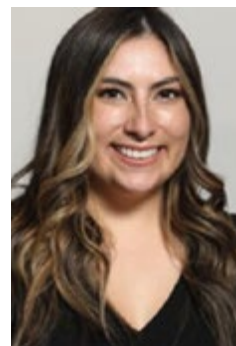


Director of Communication



Student Member Representative

Ex Officio Executive Council Members



Ashley Montoya
Executive Director,
2022–Present



Elliott Berger
Historian