



NATIONAL HEARING CONSERVATION ASSOCIATION

www.hearingconservation.org

2021–2022

ANNUAL REPORT

Dated 1/25/2022

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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

Volunteers are the lifeblood of any association. On behalf of the National Hearing Conservation Association, I'd like to thank ALL of the volunteers that make NHCA what it is. You all deserve recognition for contributing your precious time to be on a team of passionate, dedicated warriors against NOISE.

I'd like to mention a few specific volunteers. Nancy Wojcik came to NHCA late in her hearing conservation career but jumped into leadership roles quickly and with great impact. Nancy retired from both her "real job" and her *Spectrum* Editorship in 2021. Before she left she helped mentor Marjorie Grantham who has now taken the reins as *Spectrum* Editor. Thanks to you both.

Susan Cooper created and guided NHCA e-News as a new NHCA communication vehicle. e-News goes to approximately 2,800 recipients each month. Feel free to share e-News as you tell the NHCA story to potential members and anyone who shares our passion for hearing loss prevention.

Lynnette Bardolf, two time Program Chair fulfilled the role during her Program Chair-Elect year and then served a full year.

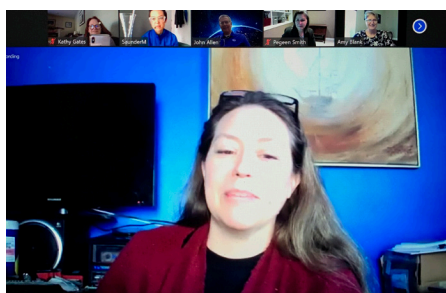
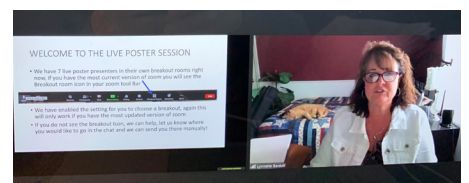
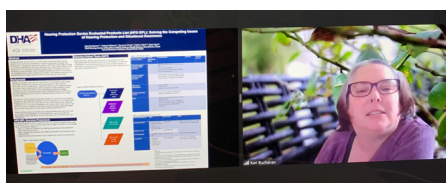
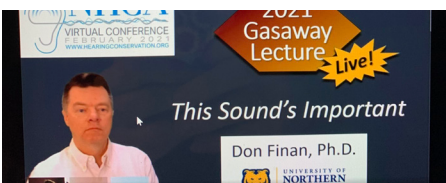
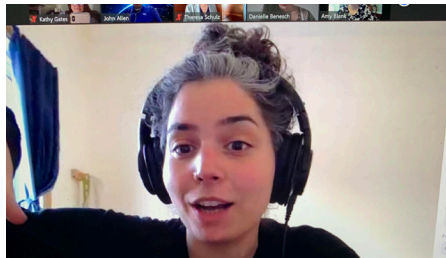
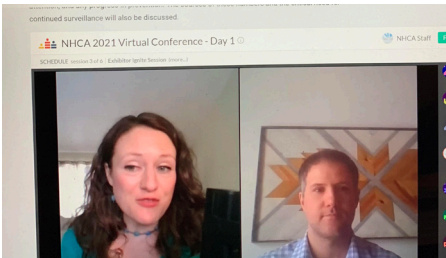
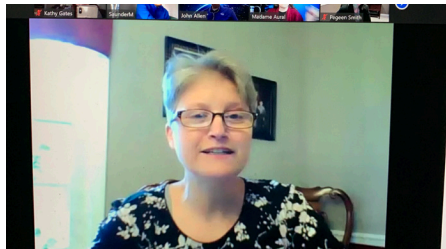
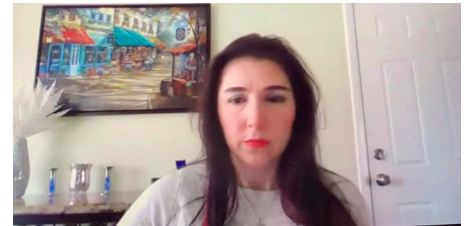
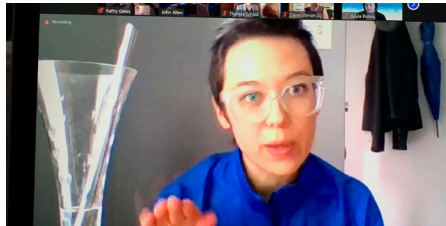
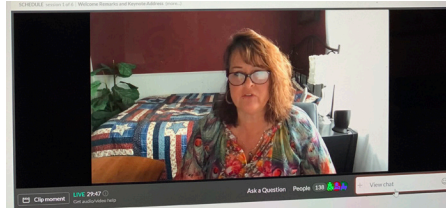
Thanks to Dave Stern, for longstanding service as Associate Member Delegate, since 2010.

And thanks to the 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 volunteer to become part of the volunteer team at NHCA, please go to hearingconservation.org or email nhcaoffice@hearingconservation.org or call 303-224-9022.

2021 CONFERENCE PHOTOS



PROGRESS ON STRATEGIC GOALS:

Goal # 1: Broaden Member Value

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

A new Young Professionals Council has been established with the following members:

Juan Vasquez, Drew Price, Jenny Rajan, Katie Steffen

Mission:

“The Young Professionals Council works 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 NHCA members.”

Goals:

1. Increase visibility of NHCA and encourage membership on social media platforms, with specific target of students.
2. Increase outreach to university programs to promote awareness of NHCA and its benefits.
3. Create a vibrant, multidisciplinary culture among members to foster meaningful connections and professional growth

Accomplishment: Recommended dropping Student membership dues. Logistics of membership requires annual renewal. Voted to decrease to \$1.

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

Significant efforts to recruit a PSP Member Delegate have not resulted in filling the vacant role.

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

The objective is being address under Governance

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

See Webinars conducted in 2021 and plans for 2022.

Goal # 2: Optimize Governance

The Presidential Trio has been working with the EC toward organizational changes consistent with our Strategic Plan Goals.

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.*

See upcoming By-Laws change recommendations for NHCA member vote.

Changed to consent agenda and trained EC on that protocol.

Developed EC Orientation training.

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.*

Leadership Advisory Council recommended deleting Liaison positions and inactive Task Forces and defining time-lines and aims for active Task Forces. Standing Committees are recommended for on-going work. Representatives for the following: ANSI Representatives (voting rep.), AQC (voting rep), Safe-in-Sound, and IOMG working group (voting rep) should remain. The EC endorsed these recommendations in a new governance structure. Member vote is not required.

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.*

Financial advisory group formed.

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

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

New initiatives to be brought to NHCA Executive Council as part of budgeting process.

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

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

Accomplished

FINANCIALS & HIGHLIGHTS

FISCAL YEAR: JULY 1 TO JUNE 30

SUMMARY STATEMENT OF ACTIVITIES

INCOME			
	2020-2021	2019-2020	2018-2019
Dues	\$49,104.12	\$55,550.00	\$53,315.00
Conference	\$81,444.60	\$157,925.72	\$171,179.03
Other/Fundraising	\$3,953.50	\$9,555.00	\$10,235.01
Total	\$134,502.22	\$223,030.72	\$234,729.04
EXPENSES			
	2020-2021	2019-2020	2018-2019
Administrative	\$90,851.04	\$84,450.52	\$86,030.16
Conference	\$8,890.88	\$107,273.32	\$143,592.02
Other	\$12,101.85	\$35,155.68	\$11,272.71
Total	\$111,843.77	\$226,879.52	\$240,894.89
INCOME LESS EXPENSES			
	2020-2021	June 2020	June 2019
Net Operating Income	\$22,658.45	-\$3,848.80	-\$6,165.85
Investments	\$34,126.89	\$15,242.10	\$9,115.41
Net Income	\$56,785.34	\$11,393.30	\$2,949.56

FINANCIAL POSITION: END OF FISCAL YEAR

		JUNE 30	
		2021	2020
ASSETS	Checking	\$64,543.67	\$36,746.00
	Invested Resources (Vanguard VBIAX)	\$134,831.05	\$108,051.23
	Invested Reserves (Vanguard VASIX)	\$111,771.55	\$104,424.48
	Other & Accounts Receivable	\$0.00	\$12,798.22
	TOTAL ASSETS	\$311,146.27	\$262,019.93
LIABILITIES	Accounts Payable	\$3,317.50	\$1,567.50
	TOTAL LIABILITIES	\$3,317.50	\$1,567.50
EQUITY	Safe-In-Sound Restricted Fund	\$30,237.99	\$30,675.26
	Retained Earnings	\$230,214.44	\$218,383.87
	Net Income	\$56,785.34	\$11,393.30
	TOTAL EQUITY	\$317,237.77	\$260,452.43
TOTAL LIABILITIES & EQUITY		\$311,146.27	\$262,019.93

STATEMENT OF FINANCIAL POSITION

National Hearing Conservation Association

Balance Sheet
As of December 31, 2021

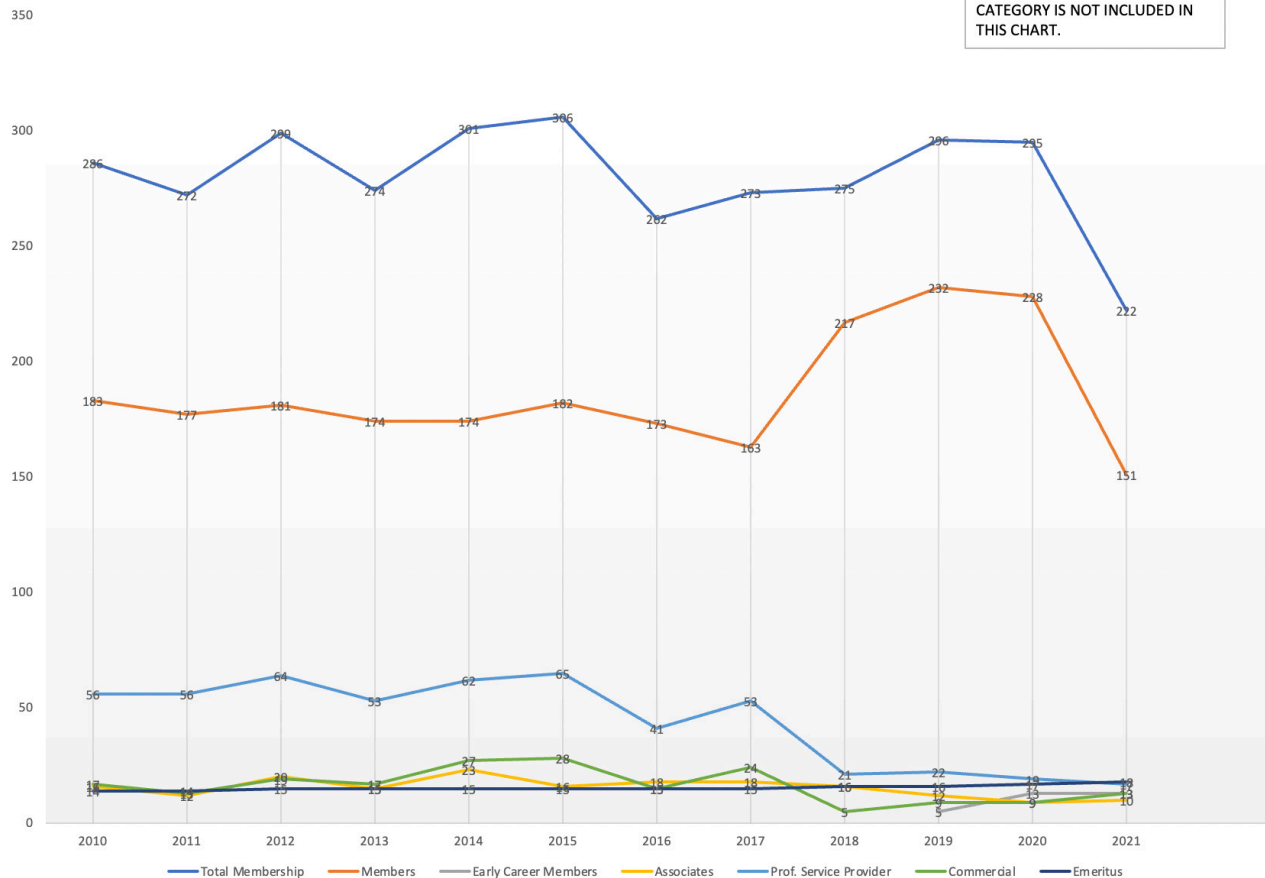
	TOTAL		
	AS OF DEC 31, 2021	AS OF DEC 31, 2020 (PY)	CHANGE
ASSETS			
Current Assets			
Bank Accounts			
10100 First Bank - 9400	64,535.80	51,466.71	13,069.09
10201 Vanguard Investment Account			
10250 Vanguard Balanced Index - Admir	142,203.00	124,503.22	17,699.78
10275 Vanguard Lifestrategy Fund	112,808.81	110,678.31	2,130.50
Total 10201 Vanguard Investment Account	255,011.81	235,181.53	19,830.28
1072 Bill.com Money Out Clearing	0.00	0.00	0.00
Total Bank Accounts	\$319,547.61	\$286,648.24	\$32,899.37
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	6,609.00	6,250.00	359.00
Total Other Current Assets	\$6,609.00	\$6,250.00	\$359.00
Total Current Assets	\$326,156.61	\$292,898.24	\$33,258.37
TOTAL ASSETS	\$326,156.61	\$292,898.24	\$33,258.37
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 Accounts Payable	1,659.32	4,795.00	-3,135.68
Total Accounts Payable	\$1,659.32	\$4,795.00	\$ -3,135.68
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 CAHOC	0.00	0.00	0.00
Total Other Current Liabilities	\$0.00	\$0.00	\$0.00
Total Current Liabilities	\$1,659.32	\$4,795.00	\$ -3,135.68
Total Liabilities	\$1,659.32	\$4,795.00	\$ -3,135.68
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	30,237.99	30,675.26	-437.27
30000 Retained Earnings	286,999.78	229,777.17	57,222.61
Net Income	7,259.52	27,650.81	-20,391.29
Total Equity	\$324,497.29	\$288,103.24	\$36,394.05
TOTAL LIABILITIES AND EQUITY	\$326,156.61	\$292,898.24	\$33,258.37

MEMBERSHIP

	2021 TOTALS
Individual	151
Early Career Member	13
Professional Service Provider	17
Professional Service Provider Addt'l Reps	34
Commercial Member	13
Commercial Member Addt'l Reps	30
Associate	10
Emeritus	18
Student	46
Total 2021w NHCA Membership	332

NHCA Membership 2010 - 2021

NOTE: STUDENT MEMBERSHIP CATEGORY IS NOT INCLUDED IN THIS CHART.



NHCA COMMERCIAL MEMBER ANNUAL SPONSORS

NHCA leaders have been working closely with our Commercial Partners to combine the advantages of annual membership and conference sponsorship. NHCA “Annual Sponsors” launched with the 2021 Conference with ongoing benefits highlighted year-round. In fact, our Commercial Members helped “IGNITE” us for conference in our most recent Town Hall with exciting overviews of new products and services to learn more about at 2022 Conference.

Commercial Members are the focus of an interactive VIRTUAL EXHIBIT HALL during the 2022 Conference that remains active and accessible to NHCA members right up to the time of the 2023 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 2022 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

NHCA would like to express our deepest gratitude to our 2022 sponsors:

Platinum



Bronze



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 2021, 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 2021 Media Award to the Centers for Disease Control and Prevention (CDC), Noise Induced Hearing Loss (NIHL) Workgroup for their recent contributions to raising the public awareness for the risks of hearing loss and how to prevent it.

John Eichwald, MA
(Lead; accepting on behalf of the group)
CDC National Center for Environmental Health
Lauren Benet
Yulia Carroll, MD, PhD
Patrick Breysse, PhD, CIH
Robin Ikeda, MD, MPH

Other honorable mentions who significantly contributed to the CDC NIHL Workgroup communication efforts include:

Bryan Beamer • David Byrne • Eric Cahill • Chucuri
“Chuck” Kardous • Thais Morata • William Murphy •
Christa Themann



The Golden Globe Award was presented to **Richard Danielson**—Nominations Task Force and AAA Liaison Role; **Susan Cooper**—e-News Editor & Website Management Task Force; **Heather Malyuk**—Commercial Member Delegate & efforts for sponsorship reorganization; **Merlyn Lubiens**—Presidential Advisor

2022-2023 BOARD OF DIRECTORS

Thank You

Thank you to our outgoing officers, new officers, and our continuing Executive Council members for their efforts.

OUTGOING EXECUTIVE COMMITTEE MEMBERS



Amy Blank

Past President
(2020-2021; 2021-2022)
*Office of the Surgeon General
Falls Church, VA*



Kathy Gates

Director of Marketing
and Public Relations
*Hearing Center of Excellence
Queensbury, NY*



Don Finan

Director of Membership
*University of Northern
Colorado
Greeley, CO*



Bankole Fasanya

Member Delegate
*Purdue University Northwest
Scherville, IN*

2022-2023 BOARD OF DIRECTORS (CONTINUED)

Congratulations

Please join us in congratulating our newly elected NHCA Executive Council members starting their terms during NHCA's 2022 virtual conference!

INCOMING NEW EXECUTIVE COMMITTEE MEMBERS



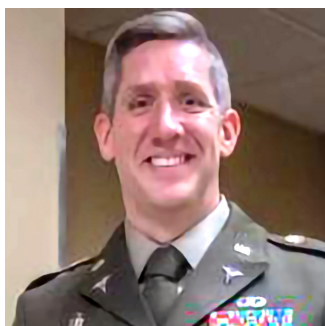
Rachel Bouserhal

President Elect
*Ecole de Technologie
Supérieure
Montreal, QC, Canada*



Laura Kauth

Director of Education
*Hearing Conservationist
Davenport, IA*



Michael Murphy

Director of Marketing
and Public Relations
*US Army
Georgetown, TX*



Richard Stepkin

Director of Membership
*NoNoys II Inc.
Medford Lakes, NJ*



Sridhar Krishnamurti

Member Delegate
*Auburn University
Auburn, AL*

2022–2023 BOARD OF DIRECTORS

(CONTINUED)

CONTINUING SERVICE EXECUTIVE COMMITTEE MEMBERS



Theresa Schulz

Past President
DoD Hearing Center
of Excellence,
Bandera, TX



Gayla L. Poling

President
Mayo Clinic
Rochester, MN



Ted Madison

Secretary/Treasurer
Midwest Center for
Occupational Health & Safety
Saint Paul, MN



Elizabeth Masterson

Director of
Communication
NIOSH
Cincinnati, OH



Cory Portnuff

Member Delegate
University of Colorado
Hospital
Denver, CO



Valerie Hennessy

Commercial Member
Delegate
3M
Indianapolis, IN



David Stern

Associate Member
Delegate
The Boeing Company
Seattle, WA



Hannah Formella

Student Member
Delegate
Stevens Point Consortium
Program
Stevens Point, WI

CONTINUING EX OFFICIO EXECUTIVE COMMITTEE MEMBERS



Elliott H. Berger,

Historian
Indianapolis, IN



Kim Gill, MA, CAE

Executive Director
Aurora, CO

2021 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, there were 102 attendees at 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.

Hearing Protector Fit Testing **When: April 8, 2021**

About the Webinar: For over 30 years, hearing conservation professionals have known that the Noise Reduction Rating is not necessarily representative of the protection afforded to the average user of hearing protection. This workshop will present an overview of the technologies available to the hearing conservation professional. During the first part of the session, attendees will learn about different methods to implement fit-testing, benefits of conducting fit testing, and the different methods used by various commercially available fit-testing systems. Information related to the recently approved ANSI/ASA S12.71-2018 performance criteria for standard for hearing protector fit-test systems will be shared.

Presenters:

William Murphy, B.S., M.S., M.Eng., Ph.D.(BIO) | Wei Gong, CSP, CIH (BIO)

Age Adjustment in Occupational Hearing Conservation Programs **When: May 13, 2021**

About the Webinar: The NIOSH tables used by OSHA to adjust occupational audiograms for the effects of age were developed using cross-sectional trends observed across a small dataset (380 men and 206 women). The data for those tables were collected over 50 years ago and therefore do not account for: (1) reductions in hearing loss prevalence; (2) worker ages beyond 60; (3) race/ethnicity differences; and (4) errors in the application of cross-sectional trends to longitudinal changes of individual workers. In this presentation, we describe nationally-representative cross-sectional trends from NHANES (ages 12 to 85+; N=9937) that closely match longitudinal changes in a large group of noise-exposed workers. These results suggest that the age adjustments (“corrections”) in the OSHA Hearing Conservation Amendment over-adjust for current age effects, which would reduce the sensitivity of age-adjusted thresholds to noise induced hearing loss.

Presenters:

Greg Flamme, Ph.D. | Kristy Deiters, Au.D

Impulsive Noise: Understanding, Measuring, and Assessing **When: June 17, 2021**

About the Webinar: Exposures to high-level impulsive noises such as collisions of objects, firearms, or explosions significantly increase the risk for developing noise induced hearing loss. Although Impulse and impact noise are generated through different processes, they are often grouped into impulsive noise. When measuring impulsive noise, sound level meters may not be the best choice due to technological limitations. The selection and use of microphone, preamplifier, and processing systems are critical to capturing high-quality data. In many cases, recordings are more beneficial than capturing a peak level or a single integrated level to understand the exposure and to mitigate the risk. Understanding technological limitations and learning about specific techniques for capturing and measuring impulse noise can result in accurate and repeatable data.

Presenters:

Donald Finan, Ph.D. | Greg Flamme, Ph.D. | William Murphy, B.S., M.S., M.Eng., Ph.D.(BIO)

NHCA WEBSITE

Website Annual Report

Increase in website visits: 26% increase in total visits in 2021 vs. 2020, and a 15% increase in “quality visits” of those lasting more than 60 seconds. See additional comments and charts below.

Many improvements to website including:

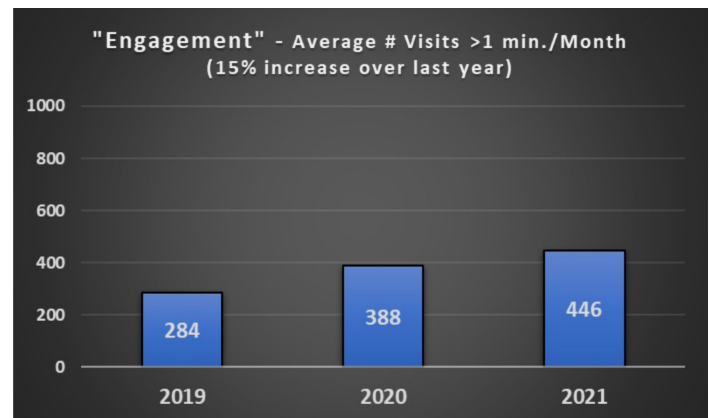
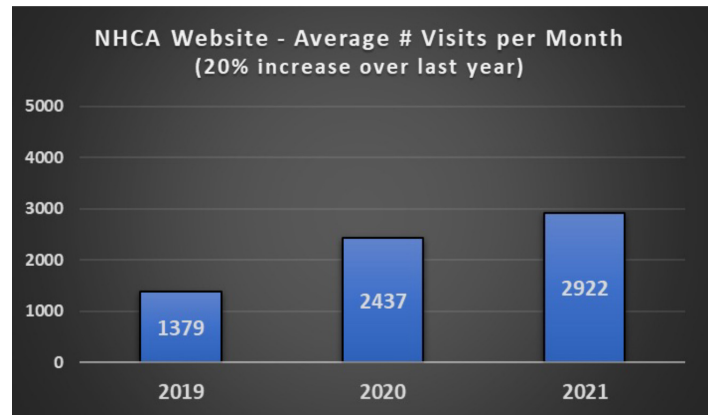
- Website Taskforce continues to improve the organization and content to improve ease of access and appearance of the home page.
- Spectrum and Spectrum archives continued to be maintained and up to date and include all issues and program supplements back to day 1 which is 1976.
- All NHCA position statements and letters to OSHA and related agencies are available and up to date.
- Monthly issues of E-News clearly link to the website and draw in activity.
- All links are operational.
- A Website tracker SmartSheet is used to make updates and maintenance of the website easy and efficient.

Major Historian items:

- All paper archives from 1976 forward are either on our website or have been provided to Civica for electronic storage.

Volunteer opportunity:

- A new Web site Task force was recently formed to tackle larger improvements to the NHCA Website. This Task Force will be seeking volunteers in the near future (likely the Spring of 2022). If you have an interest, please contact Elizabeth Masterson, NHCA Director of Communication, at emasterson@cdc.gov.



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 [2022](#).

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

JANUARY 2021

How to Attend the NHCA Virtual Conference

This Town Hall 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."

SEPTEMBER 2021

What do hearing conservationists do?

This Town Hall features panelist speakers: Laura Kauth, Cindy Bloyer, Colleen Le Prell, Amy Blank, Elizabeth Masterson, Alisa Genualdi and John Allen. This panel provided an overview to acquaint students and interested professionals with the wide-ranging applications of hearing conservation. NHCA members described the various paths that brought them into hearing conservation, and the careers they built in this field.

NOVEMBER 2021

Conference Preview and Ignite Session

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 2022!

SOCIAL MEDIA

NHCA continues to develop and implement a 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 FB announcements about upcoming Webinars, Town Hall Webinars, and the 2022 virtual conference. Social media postings have expanded beyond Facebook and are now posted on Instagram, Twitter, and Linked-In.

Follow Us!



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[@hearingconservation](#)



[National Hearing Conservation Association](#)

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