



**National Association of Watch and Clock Collectors, Inc.
 Board of Directors In-Person Meeting
 Lone Star Regional, Mesquite, TX
 February 26, 2025 @ 9:00 am Central**

OPEN MEETING – FINAL MINUTES

DIRECTORS PRESENT

Leroy Baker, Director	Bob Burton, Treasurer	John Cote*, Director
Renee Coulson, Vice Chair	Cathy Gorton*, Director	Jarett Harkness, Director
Sherry Kitts, Secretary	Rhett Lucke, Chair	Philip Morris, Director
Geoffrey Parker, Director	Jeff Zuspan, Director	

*by ZOOM

DIRECTORS ABSENT

Eliel Garcia, Director

EX-OFFICIO MEMBERS PRESENT

Rory McEvoy, Executive Director	Myron Mintz, Legal Counsel
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ITEM	SUBJECT	LEAD
1	Call to Order Chair Lucke called the meeting to order at 9:00 am CST.	Chair Lucke
2	Welcome, Introductions, Meeting Procedures & Announcements Robert’s Rules of Order for Small Boards will be followed. The following guests were welcomed: Controller Brianna Ardini (by ZOOM), Jim Coulson, Gary Myers, Bill Slough, Evelyn Slough, and Board Candidate Michael Taylor. Guests were reminded to hold questions until the end of the meeting.	Chair Lucke
3	Roll Call Directors and Ex-Officio Board members were present as noted in the tables above.	Secretary Kitts

ITEM	SUBJECT	LEAD
4	<p>MOTION by Secretary Kitts: to approve the January 14, 2025, Board of Directors Meeting Minutes.</p> <p>SECOND by Geoff Parker.</p> <p>MOTION APPROVED BY UNANIMOUS CONSENT</p>	Secretary Kitts
5	<p>Treasurer Report</p> <ul style="list-style-type: none"> • December Financials as well as the 2025-2026 Budget were approved at the recent meeting of the Finance Committee. • No draw was taken from investment accounts. • The individual who hoped to take a part-time position as a watch instructor at the School of Horology was unable to do so. ED McEvoy has a good prospect who may not want a salary. • Chair Lucke praised the staff for their fiscal stewardship. 	Treasurer Burton Controller Ardini

ITEM**SUBJECT****LEAD****6 2025-2026 Budget Presentation/Discussion**Treasurer Burton
Controller Ardini**Budget Assumptions and Primary Impacts**

- Membership decline was conservatively projected at 4%; actual 2024-2025 was 2.3%.
- With auto-renewal we hope to slow membership decline.
- Budget anticipates enrollment in School of Horology workshops to be 85% of capacity due to the larger number of class choices after Samantha Gradel brought on Board.
- Filling the Development position anticipates 5% increase in donations.
- Because the 2025 National Convention is not hosted by Chapters, 100% net profit based on historical records is projected.
- Pennsylvania Historical and Museum Commission (PHMC) grant for Cultural and Historical Support will fund the Sundial Garden project.
- A larger local event revenue is assumed.
- A 4% draw from temporary restricted funds is included with amount dependent on market performance.
- The Development Position and School Coordinator are added expenses.
- A part-time employee is also anticipated downstairs.
- A 3% across-the-board wage increase is included in the budget.
- The 4.65% health insurance increase and the 6.36% dental insurance increase is absorbed rather than passing on to the employees, resulting in an annual benefit increase of 4%.
- The average increase in industry is ~7%, so ours is favorable for us.
- An increase in workshop expenses is included for: more workshops, more personnel, and more materials.
- Disengaging from iMIS frees us of \$30,000 that would have cost us for next year. There is some additional expense in IT for further integration of the new database.
- Higher electrical bills are built in due to experience this year.
- Bank and credit card fees are being examined to determine where we may be able to realize savings.
- We have a surplus of \$120,000, which will be applied to the Development position (\$34K), repairs to the rental unit (\$25K), additional repairs to the museum (especially windows)(\$23K), security upgrades (\$25K), and the part-time downstairs employee for the weekends (\$13K).
- No dues increase.

Praises were given to the Finance Committee and Headquarters.

MOTION by Treasurer Burton: To approve the 2025-2026 budget as presented.

SECOND by Vice-Chair Coulson

A roll call vote was taken with all eleven Directors present voting Aye.

MOTION PASSED BY UNANIMOUS VOTE.

ITEM**SUBJECT****LEAD**

Note: Item 9, 2025 Symposium Update was addressed at this point in the schedule.

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| 7 | 2025 National Convention Status Report (June 18-22) <ul style="list-style-type: none">• Gary Myers gave the Registrar report and displayed a table and chart showing a positive trend compared to recent National Conventions. Registrations: 317; Banquets: 73; Early Bird: 23; Tables: 292. Thanks to Gary for his dedicated work.• HQ was thanked for the work on sponsorships. Explore York: \$35,700; Bulova: \$10,000; RGM: \$1,500.• Four ZOOM planning meetings have been held: September 12, 2024, November 07, 2024; January 09, 2025; February 13, 2025. Next scheduled meeting is March 13, 2025.• Wyndham Garden Hotel is sold out on the peak days.• Final arena layout has been completed thanks to Leroy Baker. Other York Expo and Wyndham Garden room layouts were also completed for final review.• A/V plans were completed for final review.• Contract performance dates were listed in a table.• Signage is in progress, with Tailgate signs currently being produced.• Chapter donations are starting to come in with many thanks to Jeff Zuspan for taking this on as part of Chapter Relations.• Door prize planning for the banquet is underway.• The detailed action plan is being further developed.• Biggest challenge is the loss of Earl Harlamert as Mart Chair. It will require concentrated logistical performance to handle management of both Tailgate and Mart infrastructure set up. | Conv Com Chair
Kitts |
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ITEM**SUBJECT****LEAD****8 Future National Conventions**

Co-Chair Kitts

- 2026 Lexington, KY (6/25-6/28)
 - Central Bank Center and Hyatt Regency contracts completed.
 - Co-Chairs are Derek Phelps and Ed Brown
 - Logo (thank you to HQ Publishing), Registration Form (thank you to Rich Newman), and Banner (thank you to Chris Martin) completed.
 - Table layout completed (thank you to Leroy Baker) and preliminary room layouts drafted.
 - The Chairs need to be identified.
 - Decisions on table supplier need to be finalized.
- 2027 York, PA (6/10-6/13)
 - York Expo Center contract has been signed and deposit made.
 - Plans for 2027 will be based on lessons learned in 2025.
 - Need to complete a contract with the Wyndham Garden Hotel.
- 2028 and future options
 - Ten venues of appropriate size with included or adjoining hotels were solicited for potential fit.
 - Three of these were out of the booking window for our size convention.
 - Dayton, Ohio is doing serious upgrades but it is a bit soon to have the Ohio membership tackle the National again – perhaps 2030.
 - Fort Wayne, Indiana, is bending over backwards to gain our business. The prices are great. The only issue is we would have to secure marked off street parking for high profile or trailered vehicles.
 - Valley Forge Casino and Resort gave a reasonable spatial and hotel price but the extras (tables, chairs, A/V) seem high and geared to Exhibitions and concerts – working further on this one.
 - Others possible and/or in process: Peoria, IL; Springfield, IL; Raleigh, NC.

ITEM	SUBJECT	LEAD
9	Time Symposium Update	Symposium Chair Gorton
	<ul style="list-style-type: none"> • The 2025 Symposium is “Horological Treasures of the Midwest. <ul style="list-style-type: none"> ➤ Dates are October 13-16, 2025, in Chicago, IL. ➤ It will again feature full program (\$775) or a-la-carte pricing. ➤ The pricing includes bus transportation, many meals, and museum fees. ➤ Features are Halim Time and Glass Museum, the Adler Planetarium, the Egin History Museum, the Sanfilippo Estate, and Mark Frank’s Astronomical Clock. ➤ Speakers include Mark Frank, Steve Frank, Andrew Johnson, Cathy Pagani, and Carlene Stephens. The James Arthur lecture is by Cameel Halim, founder of Halim Time and Glass Museum. ➤ Alex will go live with the webpage soon. ➤ Cathy responded to a question that the involved museums would promote the event including direct communication to their members. Additionally, the list of magazines in which Bob Frishman placed free ads will be utilized. • The 2026 London Time Symposium planning is well underway. Rich Newman has the lead on this event. <ul style="list-style-type: none"> ➤ Dates are May 4-10 (Mon-Sun), 2026, in London, England. ➤ Features are Clock Maker’s Museum, Belmont House and Kidbrooke Royal Observatory, British Museum Horology Room, Westminster Abbey/Big Ben/The Clockworks Museum, Lectures and Tour of the National Maritime Museum at Greenwich, and an optional day tour ➤ Coach and tube transportation, some meals, and museum entrance tickets included. ➤ Registrations will be offered starting at the National Convention in June 2025. • The 2027 Symposium is still in planning. • The 2028 Symposium in conjunction with the WWII Museum has a couple challenges being addressed. 	

BREAK (A break was taken from 10:00 – 10:30 am.)

10	Election Plans/Schedule	ED McEvoy
	<ul style="list-style-type: none"> • Alex Simpkins has worked with the NEC to get the election underway and avoid some issues we had in years past. So far, 419 have participated. • Some discussion involved the confusion that resulted from using Survey Monkey because the word “Survey” was misleading for an election. ED McEvoy recognized this as one of the problems of using proprietary software, but it was a big savings to us and simple to use. It was decided that we would elevate the fact that this was indeed the NAWCC election. We may in the future be able to create our elections with the new database software. 	

ITEM**SUBJECT****LEAD****11 Headquarters/ED Updates**

ED McEvoy

General

- Compliments to Bob Burton and Brianna Ardini – such good news and such good work.
- The Headquarters team was asked to bring forth ideas to make the workplace more fun and this has been a great motivator.
- We are just weeks away from getting the new air handling units installed on the roof, which will mandate the repositioning of some of the archives and collections to protect them from the work.
- We have received some major donations which have allowed us to partner with four or five auction houses to turn these donations into monetary resources to support the museum.
- We are changing over to the new membership database, allowing us to not renew our expensive contract with iMIS.
- Stephen Bennett of Summit Computing is doing a phenomenal job of working with the team on the new database. He is currently retained at \$320 per month.
- The new database will consider all users, and those using the database to support the RP registration program will have the output from the database they need to carry on with registrations.
- The new database will link members to Chapters, awards, and many details such that focused reports can easily be generated.

School of Horology

- The School of Horology is just weeks away from having the furniture for the watchmaking class space.
- Since Bernhardt Stoeber had to withdraw from teaching watchmaking, Mark Clodfelter has expressed interest and joins us for 2 days per week. He is local and has great energy and passion for helping the school progress in this discipline.
- The clockmaking classes are really developing with Sam Gradel fitting in well to the position of School of Horology Class Coordinator.
- A generous donation of appreciated Apple stock is being put to good use in the loading dock upgrades. Peter Lovell wanted members to be able to repair and make things in the space. ED McEvoy showed photos of the impressive changes.
- Loading dock upgrades;
 - Divider wall installed.
 - Upgrade to LED lighting.
 - Electrical Outlets increased and diversified.
 - Two 18-foot benches built.
 - Extraction for heat and fumes installed.
 - Lathes and milling machines are ready for users of the space.

ITEM**SUBJECT****LEAD****11 Headquarters/ED Updates (continued)
(cont)**

ED McEvoy

Museum

- Amanda Okum is working on the next phase of the Public Time Gallery.
- Quincy will be in the Public Time Gallery.
- We have been able to acquire an 1842 E Howard tower clock, which was probably the first he ever made.
- The Watch Display will be on the other side of the room from the Bulova display.
- A generous donation will allow us to display some very expensive watches.
- Janelle Soash is working on the transitional story of pocket watches to wristwatches.
- We have a curated case of dial making how made, how decorated.
- Alistair Audsley, CEO of the Alliance of British Watch and Clock Makers, is working with us to curate an exhibit on the UK watchmaking industry.
- Museum visits are up 40% from last year.

Parking Lot/Exterior/Other

- The tree that was protected in the parking lot died, and the space will be used for the Sundial Garden.
- Warmer weather is needed to do some roofing and start HVAC work in March.
- Working with GMS to get another redevelopment grant.
- Flights for Roger Smith, 2025 Keynote speaker from the UK, have been booked.

ITEM**SUBJECT****LEAD****12 MEMBERSHIP COMMITTEE INITIATIVES**Membership
Chair Baker**Future of Life Memberships**

- Considerations were:
 - Do we want more Life Members?
 - What do we want to get from Life Members?
 - What do we want to give to Life Members?
 - Should we award Life Memberships to long-time members?
- Life Memberships were originally priced at 20 times annual dues. The proposal is to raise the price to \$5,000, promoting it as a donation to the NAWCC.
- While Life Members donate at a slightly higher rate and amount when compared to regular members, we expected their donation rate would be much higher.
- Life Members should continue to get hard-copy Bulletins.
- Recommendation of the Membership Committee was to raise the price to \$5,000, much of that being a donation.

MOTION by Treasurer Burton: To raise Life Member price to \$5,000.
SECOND by Director Harkness

Discussion followed, resulting in the consensus that the portions of the price should be better defined as to the amount that is tax deductible as a donation and the amount that is set aside for dues. We should also specify where the donation should be directed - what portion would go to the endowment, etc. Based on this discussion,

MOTION WAS TABLED AWAITING FURTHER DEFINITION.

Director Baker and ED McEvoy will work on specifics and bring to the next Board meeting.

Targeting newly retired people

In general, we need to have a targeted approach to reaching out to the local communities. We can appeal to senior living facilities, newly retired, have speakers at public libraries or even display interesting items with a hook at local libraries. Many members have been gained through offering classes, as Gary Myers has done in Washington State (he has a waiting list), but “how do we find a Gary in every chapter?” Jeff Zuspan is going to work with this topic through Chapter Relations.

ITEM	SUBJECT	LEAD
12 (cont)	MEMBERSHIP COMMITTEE INITIATIVES (continued)	Membership Chair Baker

Golden Circle Member dues

Because Golden Circle members have paid dues for 50 plus years, it is proposed that they should get a reward of some kind. Freezing the dues for each person as they reach 50 years would be an administrative headache. The most favored approach was to make Golden Circle a dues category and set the dues at each dues cycle.

Review of Other Initiatives

Several other initiatives (which were listed at the January 14th meeting) were enumerated. It was clarified that many initiatives not requiring further Board approval are or will be implemented by the committee. A change affecting the budgetary assumptions would require Board approval.

It was suggested that the best approach to all these proposals is to have a small committee make determinations of what can and should be done that does not need additional Board approval for implementation. The committee should determine what will need to be presented to the Board and bring that back for further discussion and approval.

The members of the committee selected were Leroy Baker, Geoff Parker, and Jeff Zuspan.

ITEM

SUBJECT

LEAD

13 Craft Committee Report

Craft Committee
Chair Slough

The purpose of the Craft Competition is to showcase the finest work in current-day horological crafts. This contest highlights each artisan’s talent as well as their understanding of history’s influence on their craft.

All horological classes (specialties) are judged by experts in the field. Youth members are judged separately from adult members.

Entries can be directly by the member or by his representative. Entries can be shipped. Entries can also be binders or files of builds or restorations documented by photos through stages of progression.

The People’s Choice Award is chosen by members viewing the Craft Contest exhibit through balloting. This trophy will still be donated by Donegan and presented at the National Convention banquet.

Bill Slough is developing a binder of procedures to guide a person filling the position of Craft Committee Chairman.

We are getting more entries – after COVID the entries picked up.

Bill is working on 3D printing to appeal to the younger people.

Bill was happy that the Craft Contest entry appeal was in the Sept/Oct Bulletin rather than the Nov/Dec Bulletin.

LUNCH BREAK: BOXED LUNCHES
(Lunch break 12:30 pm – 1:30 pm)

Chair Lucke

ITEM**SUBJECT****LEAD****14 Development Committee Initiatives**

Development
Committee Chair
Parker

Development Committee has lost two members plus John Cote – can use two or three more members

2024-2025 Initiatives

- Shifted focus from ideas to action, assigning action items, specific tasks, and due dates.
- Donation forms were updated, including explaining Qualified Charitable Distributions (QCD). John Paolini created a procedure for contacting members and explaining how to implement a QCD.
- Guidance has also been created for donating appreciated stock.
- Contacting business members has been initiated through Stephen Parnes working with Marlo Davis.
- National Convention sponsorship program has been updated.
- Jarett Harkness has been instrumental as the public face of the NAWCC at non-NAWCC events.
- Legacy giving guidance has been drafted.
 - Option to specify general use or specific purposes, such as School of Horology or the Museum.
 - Advise that physical donations may be liquidated with proceeds going to endowment funds or general NAWCC operating funds.
 - Funds resulting from liquidation can be used at NAWCC's discretion.
- Annual Appeal letter was rewritten.
- Created “Dialing for Dollars” program – thanking those who have given notable amounts (\geq \$250) and expressing gratitude for any future donations.
- John Paolini and Stephen Parnes are major players in the world of multi-million dollar appeals.

2025-2026 Plans

- Need to fill three seats – please provide suggestions if you know someone who would be a good fit.
- Support initiative to fill a staff Development Position.
- Enhance “Dialing for Dollars” program.
- Develop targeted and specific fund-raising goals.
- Continue to pursue:
 - Corporate sponsors \$5K - \$20K.
 - Name a gallery or other feature for large donor.
 - Solicit sponsors for events.
 - Pursue watch company sponsors on the Board.
 - Enhance presence at non-NAWCC shows, in horological organizations, and watch schools.

ITEM	SUBJECT	LEAD
14 (cont)	<p>Development Committee Initiatives (cont)</p> <p>2025-2026 Plans (continued)</p> <ul style="list-style-type: none"> • Identify the right audience to reach out to. • Investigate alternatives having potential to supplement loss of income streams. • Consistent and constant communication. • Produce a calendar of when to issue eblasts and make calls. <p>Other comments and suggestions were:</p> <ul style="list-style-type: none"> • To get the most out of the committee, shrink back vision – maybe too much being tackled with available resources. Primary focus should be calling to solicit donations. • Need to reach out to the top market – those that support such causes as the MET, Winterthur, etc. – the \$50,000 plus donors. • Expectation of return on investment in a Development Specialist is a minimum of 2.5 times their salary. 	Development Committee Chair Parker
15	<p>Next Meeting by ZOOM: Monday, April 7, at 7 pm Eastern This could be amended if we do not have the Board candidates from the NEC.</p>	Chair Lucke
16	<p>Call for any other New Business There was no new business.</p>	Chair Lucke
17	<p>Adjournment of the Regular Open Session Chair Lucke adjourned the Regular Session at 2:40 pm.</p>	Chair Lucke
18	<p>Solicit feedback from the audience.</p>	Chair Lucke
	<p>Executive Session commences immediately following Regular Session.</p>	Chair Lucke

Please send all comments and questions to NAWCC BOD Secretary Sherry Kitts at sacutts@comcast.net