



State of the Association

Fiscal Year 2024

April 1, 2024 - March 31, 2025

National Association of Watch & Clock Collectors, Inc.

**Saturday, June 21, 2025 York Expo Center
334 Carlisle Ave
York, PA 17404**

Incoming Board Chair Jarett Harkness called the Regular Annual Meeting of the National Association of Watch and Clock Collectors, Inc. (NAWCC) to order at 8:00 a.m. and welcomed all in attendance. As the newly elected Chair, he expressed his desire to help members have great stories and memories as he has experienced during his time with the organization.

Executive Director Rory McEvoy was introduced and invited to speak and give an update for the organization.

ED McEvoy thanked the outgoing board members for their work and the continuing stewardship of the organization. He reported the financial status is quite solid through an effort to minimize expenses. He complimented the Headquarters staff as working in unison to further the vision. Appreciation was given to all the Committee Chairs, Committee Members and volunteers. ED McEvoy then opened up the floor to question and answer.

Topics discussed during the Q & A session were as follows:

- **Current Membership** – Current membership stands at approximately 7,500 and is still declining but not to the degree that had been budgeted. The Organization is always working to reverse that trend. ED McEvoy believes the past 3 years have largely been committed to housekeeping, updating and streamlining systems. Going forward, efforts to promote the organization and provide a more useful interface with members and more content for them. Social media advertising appears to be a promising avenue for creating public awareness.
- **Expansion to Overseas Members** – Always looking toward increasing our foreign presence. Believe that the integration of the forums into the membership base will make that path more accessible.
- **Local Chapter and Regional Support** – ED McEvoy believes that the local Chapter well-being and Regional Conventions are the lifeblood of the Organization. The ability to provide local educational programs is limited by time and resources. The hope is that the expanding development and success of the NAWCC School of Horology, under the direction of Ken De Lucca, will provide newly trained members that can share their education with local chapters. Additionally, the Organization is working to develop a new Regional Registration program that will help streamline and integrate that procedure with the National database.

Board Treasurer Bob Burton was invited to give the Treasurer's report. Key points were:

- The NAWCC's financial health remains strong and improving through fiscal year ending March 31, 2025, due to investment returns, a successful 2024 Chattanooga convention, expansion of the School of Horology and excellent work by the dedicated staff at the Columbia, PA headquarters. The organization is committed to aggressively look for new sources of revenue, explore collaborative opportunities and develop financial support from members, the public, foundations and business partners.
- The NAWCC's net assets (excluding collections) totaled \$7.959k as of the FY end, up \$152k (2%). Investment portfolio was valued at \$4.261k an increase of \$252k (6.3%). It should be noted that no draw was taken on investments during the year, even though a draw was authorized by the budget, if necessary. Much-appreciated contributions exceeded budget expectations by \$176k.
- NAWCC ended FY 2025 with revenue in excess of budget \$328k and expenses above budget \$130k. Operating revenue totaled \$2.260k with expenses at \$1.833k. This excludes Gifts in Kind of more than \$900k, including some fine collections.
- A New Maker Space was added to the School of Horology, funded entirely by a generous member donation that was also used to fund state-of-the-art equipment for the watch classroom.
- The old database has been completely replaced with the new member database. The result should offer more efficient operations and cost savings in the long term.
- The first phase of the HVAC system replacement should be completed soon. This phase was funded by a Local Share Account (LSA) grant of \$1 million, with no matching required from the NAWCC. Phase 2, a smaller project, will be undertaken at a future date. The Headquarters team is working on grants and awards to help fund this portion of the project, with some success already.
- Field work for the FY 2025 audit has been completed by RKL with no problems anticipated. The audited financial statements will be posted on the website (www.nawcc.org) as soon as available. Financial statements for FY 2024 received an unmodified opinion from the auditors.
- Hearing no objections, the motion was approved by unanimous consent. Chair Harkness adjourned the meeting at 8:30 a.m.

Treasurer Burton thanked the team at headquarters for doing an exemplary job of controlling expenses and increasing revenue, with special acknowledgment to ED Rory McEvoy and Controller Brianna Ardini.

Newly elected Nominations and Elections Committee Chair, Rich Newman, expressed satisfaction in the mix and diversity of the current board members. He reported that fewer than 600 ballots were cast for the 2025 election and encouraged all members to vote and share names of members to be considered for future board positions.

Secretary Nancy Spieker made a motion to approve the minutes from the June 15, 2024, Annual Meeting, as published and posted on the website. Motion was seconded by Director Burton. Hearing no objections, the motion was approved by unanimous consent.

Chair Harkness adjourned the meeting at 8:30 a.m.

Board Chair

During the 2024–2025 fiscal year, the Board of Directors met a total of seven times. Five of these meetings were held virtually and two were held face to face prior to our 2024 National Convention in Chattanooga, TN, and the 2025 Lone Star Regional in Mesquite, TX. The face-to-face meetings allow directors the opportunity to interact directly with many of our members who attend these events. The Annual Members’ meeting was also held with members in Chattanooga, where members were updated on the NAWCC’s activities, finances, and direction by the Board Chair, Treasurer, and Executive Director. As always, all NAWCC members are invited to attend any of these meetings and participate in an open Q&A session at its conclusion. The Board sincerely appreciates the questions and feedback received from those who have been able to attend.

Being in a relatively stable financial situation and with strong and effective leadership from our Executive Director and his Headquarters team, the Board has fully pivoted away from day-to-day operations and toward working strategically with our Executive Director to set the path for the future of the organization. This strategic focus will allow us to better leverage the organization’s assets to grow membership and improve our development (fundraising) efforts needed to continue improving our organization and ensuring its future.

With support of the Board of Directors, several significant upgrades were initiated in the museum, including continued improvements to the Public Time Gallery, establishment of a Bulova Watch Gallery, and kickoff of a new and exciting gallery devoted to the history and development of the wristwatch. The School of Horology also continued to grow with an expansion of clock courses and new watch courses.

Members are encouraged to visit Columbia and personally witness these positive changes.

Our facilities have also been undergoing significant updates. Last year we were able to gain funding for a badly needed roof replacement, which is now being followed up with a major upgrade to our HVAC system. At the same time, our Headquarters team have been working on upgrades to our IT infrastructure and systems and are in the process of launching a replacement for our outdated membership database. This is all intended to set the stage for improved support and access for our current and prospective membership.

I am proud of the work that has been accomplished and look forward to the improvements ahead.

—*Rhett Lucke*

Board Secretary

During fiscal year 2024 (April 01, 2024, to March 31, 2025), the Secretary prepared agendas for two, and minutes for three, in-person meetings: the Board meeting held on June 12, 2024, at the 2024 National Convention in Chattanooga, TN; the NAWCC Regular Annual Meeting of the Membership held June 15, 2024, at the 2024 National Convention in Chattanooga, TN; and the Board meeting held February 26, 2025, at the Lone Star Regional in Mesquite, TX. In addition, the Secretary prepared agendas and minutes for electronic Board meetings held on May 14, 2024; August 5, 2024; September 25, 2024; November 11, 2024; and January 14, 2025.

Agendas for all Board of Director meetings were posted on the NAWCC Message Board in accordance with the Bylaws and Standing Rules. Draft minutes of all meetings were also posted on the Message Board. Once minutes were approved, they were published on the NAWCC website.

The Secretary also produced letters of invitation for four committee reports to the Board of Directors, maintained the Board of Directors contact list, and kept a record of Regional Board Representatives.

In addition, the Secretary responded to many questions about the agenda and minutes posted on the Members Forum or sent directly via the website or email.

The Secretary also sent reminders to the Directors of the due date of action items arising from Board of Directors meetings or requests from the Chair or the Executive Director.

—*Sherry Kitts*

Treasurer and Finance

This is my second year as your Treasurer. Our Controller, Brianna Ardini, came on board in October 2023 and has done an excellent job. Monthly financial statements have been prepared on a timely basis for review and approval by the Finance Committee and then presented to the Board of Directors. We have an exceptional committee, consisting of Cathy Gorton, James (Jay) T. Dutton, Tom Compton, Brianna Ardini, and me. I greatly appreciate the expertise that they bring to the Committee. It should be noted that our independent accountants rendered an unmodified opinion of the 2024 fiscal year-end audited financial statements.

Our investment portfolio is managed by PNC. In this last fiscal year, our endowment investment enjoyed unrealized gains of approximately \$46k and realized gains of approximately \$45k. The portfolio's market value at the close of our fiscal year, March 31, 2025, was \$4,261,158, a gain of \$252,653. There was no draw from the income on this portfolio in the fiscal year, even though we had authorized a 4% draw if necessary.

For FY 2025, (unaudited) revenue was above budget by \$328k and expenses were over budget by \$130K. Our team at Headquarters has done an excellent job controlling expenses and should be commended. Our organization's assets at the beginning of the fiscal year were \$8.123 million, versus \$8.671 million at the end of the fiscal year, a difference of \$548 thousand. The fiscal 2026 balanced budget has been passed by the Board of Directors and has \$2.08 million of revenue and anticipates a 4% draw on investments. We are utilizing the LSA (Local Share Account) grant of \$1,000,000 to fund Phase 1 of the replacement of our outdated HVAC system and hope to have this phase of the project completed by the start of the National Convention. Phase 2 will be done in the future and is a much smaller project cost-wise. The team at Headquarters is already pursuing grants and awards to fund this phase.

Membership numbers continue to decline, and costs of operations continue to increase year after year. I urge the membership to consider donations to ensure the future financial health of our organization.

—*Robert B. Burton, DMD*

Executive Director

Our Association had a major reset five years ago. The abrupt cessation of face-to-face meetings, reduction in paid and volunteer staff numbers, and subsequent increases in the overheads for all of our operations have put some significant challenges on our collective plate. Today, I am pleased to report that we are successfully steering the NAWCC and are taking a positive stance as we look forward.

The costs of maintaining our campus in Columbia, PA, which includes offices, the Museum, the Library and Research Center, and the School of Horology, were daunting to say the least. However, we completed necessary preventative maintenance to the buildings and grounds to ensure that they remain fit for their purpose and appear inviting.

The air conditioning system was one of our biggest worries, as it is necessary in providing the right conditions to preserve our extensive archival material and museum objects and ensuring the comfort of staff and volunteers, students, and visitors. We are successfully past the midway point of refurbishing the entire system. Phase I of the project concluded this year and included the replacement of all rooftop air handlers, with major renovation of the internal systems that they connect to.

The \$1 million for Phase I of this project was provided by the Pennsylvania Local Share Account (LSA)–Statewide Grant. We are currently applying for a further \$500,000 to see the project through to its completion. To date, we have successfully raised \$250,000 through the Pennsylvania Redevelopment and Capital Projects Grant and are applying for the remaining amount through the LSA–Statewide program.

We prioritized building closer connections with the Columbia community by opening our doors to host events for local not-for-profits. By building these connections, we are now in a better position to fundraise for other facility improvements. Improvements to the Museum and Library have been largely funded by the generosity of donors and commercial affiliates, such as Bulova (Citizen Group) and Hamilton (Swatch Group).

In short, we are in a good place financially. We have cut operational costs substantially and are running an efficient office. We are now looking to the future and have invested in the new full-time Director of Philanthropy position, working toward primarily building the endowments necessary to give the Association a robust future and developing our fundraising strategies.

As part of cost reductions, we moved away from the old membership database and created a bespoke tool that is still being developed. An important part of the

strategy is to develop a program that can be used by Chapters to reduce the burden of manually processing registrations, booking tables, producing badges, etc.

Member numbers are still in decline, though this has been less dramatic than was anticipated. We are investing in marketing to promote new membership and with this, putting more energy into reaching wider audiences through online content on YouTube and other social media outlets. We will be tracking the effectiveness of our advertising carefully and will be reflective and proactive in planning future efforts.

As part of the push to make the NAWCC more attractive to younger audiences, we are putting our persona under the microscope as we work toward improving the presentation of our many membership perks and promoting our resources in a clearer and less complex online format. Over the next year, we will be pushing more content out online to promote our conventions and the benefits of supporting the NAWCC through membership.

Overall, we have had a great year with some great regionals and a successful national convention in York, PA. This success was due to the fantastic volunteers who help make these events happen. Thanks to the commitment of our volunteers and HQ team, the NAWCC is making steady progress in the right direction.

—Rory McEvoy

Awards Committee

This year, longtime member Barbara Volk decided to step down from the committee. We are very grateful for her years of dedicated service. Tim Orr has joined our Committee, and we are pleased that he has chosen to do so.

The Committee has approved four Fellow Awards this year. In addition, they have evaluated nominations for the Kenneth Roberts/Snowden Taylor Award and the James Gibbs Literary Award.

—Bob Pritzker, Chair

Chapter Relations Committee

Primary Purpose

The primary purpose of the Chapter Relations Committee (CRC) is to strengthen NAWCC chapters, establish trust and accountability between chapters and the national organization, and provide guidance and support to the chapters.

Committee Composition

The CRC currently comprises four committee members and two staff members:

- Bob Burton, Mike Dayton, Frank Webster, Keith Henley, Marlo Davis, Alex Simpkins

Meeting Frequency

Previously, our meetings were held on an ad-hoc basis. Moving forward, we aim to hold quarterly meetings, while continuing to maintain frequent communication via email. During these meetings, we discuss newsletter topics, plan quarterly Zoom sessions with chapter officers, and address the health and well-being of chapters.

Successes

We have had several successes in assisting struggling chapters. For instance, we have collaborated with Alex at headquarters to send e-blasts and messages to members in various regions. I am in regular communication with numerous chapters each week, providing ongoing support to those in need.

Since July 2024, we have held two Zoom meetings, inviting all chapter officers to attend. Using Town Hall formats, it was a great way of sharing success and struggling stories among all the Chapters that attended. Discussion points included Chapter success stories, what chapter activities work. Leadership expert J. D. Castle talked about how to groom the new and next leaders. We had great turnouts at the meetings.

We have been working hard on updating the Speakers Bureau and also the Chapter Officers list.

Upcoming Initiatives

- **Newsletter:** We released the Spring 2025 newsletter, with Laura Taylor's guidance. Will work on an additional newsletter for the fall.
- **Chapter Officers Zoom Meeting:** We are preparing for our next Zoom meeting with chapter officers and Representative meeting at National.
- **Chapter Representative meeting at National: June 2025**

Challenges

One significant challenge we face is the difficulty in assisting chapters that are unwilling to accept help. Many of these chapters have dwindling membership and lack volunteers willing to take on leadership roles.

Future Plans

To address our challenges, I have been reaching out to Chapters especially on the West Coast, to extend a willingness to lend a hand anyway we can. We must keep the doors of communication open! Chapters need to know the NAWCC headquarters is here to help.

New Developments

We have welcomed two new members to the Chapter Relations team: Alex Simpkins from NAWCC HQ and Mike Dayton from California.

Chapter Relations has no financial needs. We consist of hardworking volunteers. I am grateful to all who lend a hand!

—Jeff Zuspan, Chair

Convention Committee

Convention Committee Members: Sherry Kitts, Chair; Judy Draucker; Jack Goldberg; Jarett Harkness; John Koepke; Gary Myers; Marlo Davis, Membership Services; Rhett Lucke, Board Chair, ex-officio; Rory McEvoy, Executive Director, ex-officio. Wayne Laning has recently joined our committee, with special focus on A/V cost effectiveness in contracts and adequate equipment to support needs.

The primary purpose of the Convention Committee (CC) is to secure locations and support implementation of National Conventions, and to help Chapters in the execution of Regional Events. In support of this purpose, the Convention Committee maintains a schedule of events to ensure, to the extent possible, no major events are scheduled at the same time.

John Koepke continued to maintain the schedule for National, Regional, and Symposium events in a most dedicated and accurate manner. In addition to the dates, John maintains such critical data as the General Chair and Board Regional Rep contact information, location of the event, and the host hotel. John also supports the General Chair by providing the forms and other instructions vital for a successful and trouble-free event. John has promised to remain on the committee and continue to maintain the schedule until the end of this Convention Committee term in June 2025, for which the General Chair is most grateful. Gary Myers has

graciously agreed to take up the Regional Meeting Spread Sheet maintenance.

The Convention Committee continues to support volunteer personnel in planning and execution of National Conventions. The 2024 National Convention held in Chattanooga, TN, on June 13-16, the 79th annual National Convention of the NAWCC, was very successful under the leadership of Co-Chairs Glen Kitts, Sherry Kitts, and Chris Martin. The 2025 National Convention will be in York, PA, June 19-22, under the guidance of Chair Sherry Kitts and Co-Chairs Rich Newman and Lee Davis. The Convention Committee looks forward to a successful, eventful, and fun-filled event. Convention Center and Hotel contracts have been signed for the 2026 National Convention to be held in Lexington, KY, led by Co-Chairs Derek Phelps and Ed Brown. The leadership of the organization has determined that having the National Convention in the headquarters area every two years is desirable. To that end, the 2027 National Convention contract has been signed for York, PA, June 10-13, and the NAWCC is “penciled in” for York, PA, June 7-10, 2029. Gary Myers produced an excellent budget for the 2025 York National Convention, with Jack Goldberg reviewing contracts. Gary offered to act as the pre-convention and onsite convention Registrar and is doing an outstanding job. CC Chair Sherry Kitts developed the budget for the 2026 National Convention in Lexington with input from the Co-Chairs. The 2026 National Convention location and budget were approved by the Board of Directors on August 5, 2024. The 2027 York National Convention budget, also developed by CC Chair Sherry Kitts, was approved by the Board of Directors on April 7, 2025.

Of note regarding the 2027 National Convention in York, PA, is that the Wyndham Garden is not available on the only dates that the York Expo Arena is available. The Convention Committee will work with the local Convention and Visitors Bureau (Explore York) to consider courtesy contracts at two to three alternate, attractive hotel options.

In accordance with an important objective of the Convention Committee for this year, the “Regional Meeting and National Convention Guide” document was revised to contain only Regional Meeting Guidance, and a new National Convention Guide was developed. Jack Goldberg and Sherry Kitts were largely responsible for development of the new National Convention Guide, which was reviewed by other members of the Convention Committee. The revised Regional Meeting Guide (RMG) and new National Convention Guide (NCG) were approved by the Board of Directors on April 7, 2025, and have been uploaded to the Convention Committee Procedures location of the NAWCC website.

In addition to the issue of the revised RMG and new NCG, Melanie Bernhardt, who acted as National Convention Treasurer for several years, completed the “National

Convention Treasurer Handbook,” which was reviewed by the Board Treasurer, the NAWCC Controller, and several 2024 National Convention Chairs and the Convention Committee. This document was approved by the Board of Directors on November 12, 2024, and subsequently uploaded to the Convention Committee Procedures website location. This handbook will continue to be an invaluable guide for those handling the finances of the National Convention.

Convention Committee goals for 2025-2026 include (1) successful implementation of the 2025 National Convention, (2) continuing to secure National Convention venues, developing budgets, and guiding the completion of contracts for the associated convention centers, hotels, caterers, and table providers, (3) keeping the Regional Meeting Spreadsheet up to date and resolving conflicts with requested dates, (4) soliciting volunteers for the General Chair position(s) of National Conventions, (5) supporting Chapter organizers and volunteers of events with potential lecturers, workshops, exhibit development, and possible auction items donated to NAWCC, Inc., for the purpose of furthering the mission of the museum and the NAWCC, Inc., (6) encouraging completion of the Regional Chair and Board Representative final reports, and (7) in accordance with NRS Task Force 2023 recommendations, encouraging support from NAWCC, Inc. and the Board of Directors for establishment of a Social Media Group for event promotion, coordination of a single point of contact to support Chapters and Regional Event organizers, and development of a document of available workshops for event organizers to use in planning their events.

The Convention Committee Chair is very grateful for the efforts of all the individuals involved in successfully meeting the goals of the committee and humbly thanks them, realizing the various needs cannot be met without these team players.

—*Sherry Kitts, Chair*

Crafts Committee

All activities of the Crafts Committee are designed to encourage NAWCC members to display their varied skills in the National Crafts Contest held annually at the National Convention. To promote the National contest, the Committee followed the Administrative Guidelines that were requested by and submitted to the NAWCC Board of Directors in 2007. Provided below is a brief explanation of some of the Committee activities that were completed during the past year.

2025 National Convention: All medals and the trophy have arrived. Donegan Optical has donated the trophy this year (with a value of \$300). Entries are coming in slowly. We have a youth entrant this year.

—*Bill Slough, Chair*

Development Committee

Development Committee Charter

The Development Committee is responsible to work with the Executive Director for development and implementation of the Development Plan as directed in Standing Rules Article XVIII Section 2(a).

- Work with the NAWCC education staff and marketing staff to promote courses both internally to members/chapters and externally to potential members where workshops are scheduled.

Committee Personnel

The Development Committee is Chaired by Dr. Geoffrey Parker. The membership of the Committee comprises Rich Newman, Jarett Harkness, John Paolini, Stephen Parnes, Rhett Lucke (ex-officio), and Rory McEvoy (ex-officio). John Cote resigned from the Board in January 2025, and serves in an advisory capacity. We are reaching out to several other members to serve in an advisory capacity.

We are currently seeking several more members. We have tentatively selected some candidates from general membership as well as from the new incoming Directors.

Development-Related Milestones in 2024–2025

- The NAWCC received a grant from the Commonwealth of Pennsylvania of \$1,100,000.00 for the purpose of remediating or replacing the HVAC system at the museum and HQ. This represents about half of the funds needed to ensure that our collections and library are appropriately protected for the next generation of collectors and scholars.
- The process for taking in donations-in-kind or donations of items for the library and museum has been streamlined. We have taken in several large and important donations of horological collections, including an important collection of skeleton clocks, which will be partially on display in time for the convention.
- Executive Director McEvoy, with the help of members of the development team and others, has produced a series of video and audio features called “Collecting Conversations.” These have been used to reach out to NAWCC members and members of the horological community in general to show the value of the NAWCC and the National Watch and Clock Museum. Improving our online presence to reach potential donors and sponsors through social media outlets is a core competency that the Board of Directors has prioritized.

- We have made numerous updates to the NAWCC website, as well as simplifying the donation process and segregating member/nonmember access. The website has been and continues to be improved and streamlined and brought up to current website standards. This is a work in progress.
- Hamilton Watch Co. has agreed to a large investment in refurbishing and refreshing the room in our museum that has been dedicated to the Hamilton brand. Their investment will allow us to bring this fascinating story not just to museum visitors but to the horological world at large.
- Bulova Watch Co. has sponsored refurbishments and a gallery and are helping with sponsorship for the National Convention.
- With the assistance of Jarett Harkness from the Development Committee, Richard Callamaras agreed to run for a director position with the Board of Directors. He will be asked to join the Development Committee in pursuing large corporate sponsorships as he works as a National Sales Manager for Bulova.
- The Development Committee is assisting with restructuring the business levels of membership for the organization, as well as the various benefits that are received for being a business member.
- Development Committee member John Paolini agreed to become the NAWCC Director of Development. John has many years of experience working with high-dollar investors, sponsors and donors and will be excellent in this role. John will remain on the Development Committee and liaise both with the Executive Director and with the Development Committee regarding key initiatives and actions of the Committee and the NAWCC.
- The Development Committee, in consultation with Committee members Rich Newman and John Paolini, created an annual communications timeline, so that there would be constant contact with NAWCC members and potential sponsors and donors in conjunction with appeals for annual giving, endowments, and scholarships. This is the first time in the history of the organization that such a structured communication plan has been developed and put into practice.
- Development Committee Chairman Geoff Parker developed a structured “Dialing for Dollars” program that went into effect in the fourth quarter of 2024. It has since been expanded and re-branded to the “Targeted Contact” program. It includes detailed and structured contact with past and present donors and will be recorded in the new NAWCC database and financial program.
- The Development Committee assisted with the rewriting of several donation forms, including those for the Annual Appeal and Endowment Funds.

- John Paolini and DevCo created a procedure and forms for members to donate appreciated stocks and make Qualified Charitable Distributions from investment accounts.
- The Development Committee assisted with reviewing and editing the Museum and School of Horology 5-year plans.

Alignment with Executive Director and Organizational Strategic Priorities

The Development Committee is focused on actions and approaches that support the NAWCC's overarching prioritized short-, medium-, and long-term needs. DevCo has developed an ongoing list of priorities with SMART (Specific, Measurable, Achievable, Relevant, and Time-Bound) goals attached. These are assigned to specific Committee members and reviewed at each monthly meeting.

The Executive Director, the Development Director, and the DevCo Chair are meeting in a scheduled monthly meeting to discuss updates and actions to be addressed. The DevCo Chair and Development Director are also meeting frequently.

The DevCo Chair wishes to express his thanks to all the Committee members.

—Dr. Geoff Parker, Chair

Governing Documents Committee

Committee members include Peggy Goodwin (OH); Richard Lamoureux (CA); Geoff Parker (TN); Richard Newman (IL); and Renee Coulson (TN). The number of committee members is very efficient for the committee's purposes/responsibilities.

The committee's primary purpose/responsibilities include:

- Maintaining master copies of the Governing Documents and other documents as defined by the Board;
- Provide current copies of the Bylaws and Standing Rules to the NAWCC's corporate office;
- Oversee the provision of online copies of the Governing Documents so that they are accessible to all interested parties;
- Incorporate into all the appropriate documents any changes that the NAWCC Board, or the NAWCC membership approves in an efficient and timely manner;

- Conduct ongoing reviews of all Governing Documents, thereby identifying any amendments that should be made and/or additional items that should be incorporated so that the support provided to the NAWCC’s mission, governance and operation is enhanced;
- Submit to the Board, a minimum of every five years, a report for each Governing Document, containing the Committee’s recommendations;
- Oversee all referendums that are mandated;
- Make such technical, non-substantive corrections, and/or changes to the Governing Documents, provided said corrections and/or changes do not alter, nor limit, the substance, and/or functions, and/or intent of the documents;
- Prepare an annual report at the end of each fiscal year for presentation to the Board by May 15 following the end of the fiscal year;
- Submit to the Board, for their approval, a copy of the Committee’s Policies and Procedures every 5 years;
- Prepare and submit additional reports, as and when requested by the Board.

The Committee meets on an “as needed” basis, and over the past 12 months (calendar year) we have had many meetings including developing wording for “in-kind” board donations relative to expense reports as well as many meetings in reviewing the Standing Rules to remove redundancies and revising wording to clarify various Standing Rules. All our meetings are virtual and held through the NAWCC Forum – Governing Documents Committee. The Executive Director and Chairman of the Board are ex-officio members of the committee.

The committee has a current handbook of policies and procedures as outlined in the standing rules. The last update was done in April 2021 and will require review by the Committee no later than 2026 to bring any outdated information current for submission to the Board for approval of the revised document.

The committee’s main accomplishments over the past year include reviewing/ revising suggested motions that affect the Governing Documents and the continuing review of the Standing Rules. The committee has been assigned the Codes of Ethics documents and have been added to the Governing Documents Committee forum for ease in review.

The Member Code of Ethics was last revised in 2020 and is due for a review. The Board’s Code was reviewed and revised in 2023 and unless the Board requires any changes, that review will be done in 2028. The Bylaws were revised in 2023 as were the Articles of Incorporation so no review is necessary at this time unless a referendum by the membership dictates changes and revision(s).

The committee's objectives for the next 12 months include completion of the Committee's review of the Standing Rules; review of the Member Code of Ethics, as well as the Governing Documents Policies and Procedures Handbook. Most of this will be completed after the new Governing Documents Committee Chair is seated in June.

These objectives are in line with the Executive Director and the Board Chairman.

The committee doesn't feel there are challenges and has the full support of the ED and the Board of Directors in achieving the objectives as outlined above. All committee members are actively involved in these objectives.

Interaction with Legal Counsel as well as all other committees is necessary on an "as-needed" basis depending on what Governing Document(s) is being reviewed/ revised. Additionally, as a committee chair requests, the GDC will review specific policies/procedures relative to that request to provide any clarification and revision as needed.

It was a pleasure serving on the Board of Directors and as Chair of the Governing Documents Committee for the past four years, and I wish the NAWCC the best!

—*Renee Coulson, Chair*

Library Collections Committee

Committee Members: Rich Newman, IL, Chair; David Dunn, PA; Bruce Forman, IN; Dan Fritsch, PA; Pat Holloway, TX; Fortunat Mueller-Maerki, NJ, Chair Emeritus; Geoff Parker, TN; Ian Roone; Istvan Varkonyi, PA; Staff: Thomas Stocker; Board Chair, Rhett Lucke; Exec. Director, Rory McEvoy

During the second year of the Committee's two-year term, Rich Newman became the new chair of the Library Collections Committee. Istvan Varkonyi has agreed to become the Co-Chair of the Committee commencing with the 2025-2027 term.

Over the course of the past year, the Committee continued to evaluate opportunities within three broad areas of need: develop and/or recommend policies for the management of the library and research center collection; advance funding and fundraising activities; and execute projects that support the mission of the Library and NAWCC.

Many areas of interest and possible initiatives were identified by committee members and subsequently discussed, rationalized, and prioritized to establish an achievable list of objectives for the term as follows:

High Priority

- Determine collections in need of conservation

Status: A large collection of Hamilton microfilm has been identified and prioritized for scanning to preserve the information and make it more readily available. The Committee expects the digitization of these records to begin later in 2025 and to be completed sometime in 2026.

- Promote the library and research center to members and the larger horological community

Status: Begun. An initiative has begun to post previously published book reviews in the *Bulletin* to a larger audience under the Forums: Horological Books section, commenced in January 2025.

- Fundraising

Status: Committee and staff are working together on two possible grants to provide funding to digitize portions of the Library. Grant applications were submitted in November 2024 with an anticipated possible awarding of grants in late summer 2025. A possible member fundraising campaign is being discussed to coincide with the 2025 National Convention, which will take place in the York/Columbia area.

- Evaluate content search engines and digitization to make the collections more accessible

Status: Staff has been evaluating several opportunities, including a grant (see above) and third-party library-focused institutions that we may be able to partner with to digitize portions of the Library, including the *Bulletin*, for wider accessibility.

Medium Priority

- Inventory the vertical Files

Status: Resources to catalog and maintain the vertical files have been lacking for many years. The Committee sampled the files and determined that much of the materials are duplicative and organized in a manner that is difficult to systematize. Next steps are pending.

- Get up to date with acquisitions

Status: Committee members are helping to acquire publications, including foreign

language publications; however, more sources of funding for the Library are needed long term.

- Determine state of catalog and catching up

Status: Cataloging of incoming publications and related materials has been confirmed and much improved under the leadership of Librarian & Archivist Thomas Stocker.

- Increase consortium participation to promote the research center and collaborate

Status: Not begun

—Rich Newman, Chair

Membership Committee

Per NAWCC Standing Rules:

The Membership Committee has the following responsibilities, to be updated as needed by the Executive Director:

- Member surveys and demographics
- Recruitment awards and incentives
- Member benefits and services
- Membership retention initiatives
- New member packets
- Membership publicity
- Member recruitment initiatives
- Membership categories

Committee Members: Leroy Baker, WI, Chair; Tom Bartels, NV; Jarett Harkness, TX; Peter Lovell, MD; Tim Orr, CO; Rhett Lucke, NE (ex officio); Rory McEvoy (ex officio); Marlo Davis, PA (ex officio); Laura Taylor, PA (ex officio)

Recruiting of new members fell significantly this year, 663 new members joining during the fiscal year. Our retention of existing members improved slightly, with 1,236 members not renewing. We continue to lose more members than we recruit.

The Board of Directors spent substantial time at the June 2024 meeting discussing stabilizing our membership numbers. The Membership Committee was tasked with developing specific actions to present to the Board. The Committee developed a prioritized list of 21 items for the Board to consider. After discussion with the Board and considering resources available, the Committee proposed implementing the top ten ideas. Six of those are implemented and the remaining four are in process. We will continue to monitor membership categories and adjust as deemed necessary.

Staff implemented a new membership database, linking to the process for joining and renewing memberships online that was created last year. We continue to update our marketing materials and make process improvements for our member operations.

Membership Statistics as of March 31, 2025:

6,792	Regular members
483	Associate
209	Lifetime
214	Contributing – Brass 124; Silver 63; Gold 34; Platinum 11; Ruby 2; Diamond 2
141	Business – Regular 130; Silver 8; Gold 6; Platinum 1
7,838	TOTAL MEMBERS

—Leroy Baker, Chair

Museum Collections Committee

The duties of the Museum Collections Committee (MCC) are defined in the NAWCC Bylaws (September 2020) and primary responsibilities consist of the following:

Responsible for developing and recommending policies for the Museum collections to the Board for approval including collections management, acquisitions, collections, development, accession and deaccession articles for the Museum, and other matters pertinent to the collection of the Museum, and other matters pertinent to the collections of the Museum. The Committee shall also provide oversight of the policies established by the Board for collections of the Museum.

Committee Members include: Philip Morris (Chairman, AL); Mark Frank (IL); Clint Geller (PA); Frank DelGreco (OH); Rhett Lucke (NE); Ralph Pokluda (TX); Ernie Lopez; and Rory McEvoy (PA)

The Committee has worked with Executive Director McEvoy and provided comments and input on the new NAWCC Strategic Plan, which is greatly expanded and improved over the outdated 2010 version. This updated plan is intended to cover the period from 2025-2030 and is currently with the ED to be finalized.

The April 8, 2024, edition of *The New York Times* published an extensive article entitled “Before S-Town Made Him Famous Clock Lovers Knew Him Well.” This article highlighted the exhibition at the museum (curated by MCC Chairman Philip Morris) entitled “S-Town Exquisite Clocks: Celebrating the Artistry of John B. McLemore, Horologist” which ran through the end of August 2024. This exhibition highlighted the work of John B. McLemore who was a highly accomplished clock and who inspired the acclaimed podcast *S-Town* from *Serial* and *This American Life*. Morris and co-author William R. Tatum also wrote and published an exhibition book entitled *S-Town Exquisite Clocks: Celebrating the Artistry of John B. McLemore, Horologist* with all proceeds going to the museum. Thanks to Director Bob Burton and his wife, Jody, for returning the exhibition clocks to Alabama following the close of the exhibit.

The Committee continues to work with Museum staff to field the large number of inquiries the museum receives on a nearly daily basis related to potential donations of watches, clocks, ephemera, and other items as well as providing responses to questions from members and the public about their objects. Committee members often reach out personally in response to these inquiries to answer questions about the process of donating an item or providing advice, if the item is not a good fit for the museum. Many significant donations were received during 2024 including a Samuel Mulliken tall clock in a Chippendale-style and a top-of-the-line Herschede tall clock with a custom-painted moon dial that is now on display in the Maker’s Gallery. In addition, the museum received a collection of important New York State clocks, including a rare shelf clock by Abner Jones, a Sydney wall clock, and two tall clocks. In 2023, the MCC Chairman visited with a donor to review a group of 8-10 Pennsylvania shelf clocks that were being considered for donation to the museum. The donation was finalized in 2024 and the clocks transported to the museum. This group of clocks consists of several of the most iconic Pennsylvania shelf clock examples, many of which have been described extensively in horological literature and many which grace the cover of books. Prior to this collection, the museum had very few of these clocks and no truly stellar examples. Without a doubt, the addition of each of these groups of clocks strengthens our collection and helps us tell the story of timekeeping.

As with prior years, efforts continued in 2024 to clean and organize the museum’s storage area with the assistance of some Committee members and as a result, items are now properly stored with all clock components (dials, movements, weights, pendulums, etc.) properly labeled and stored together. This work was led by Committee member Ralph Pokluda and Director Jeff Zuspan who have made multiple visits to the Museum where they have now evaluated more than two thousand (2,000) clocks in the storage area. The evaluations consisted of

determining the condition of the item, determining if the item was a duplicate, and if the item filled a need for the collection. Based on these evaluations, the Committee has reviewed and voted on several groupings of clocks and watches for accessioning/deaccessioning. As was our practice last year, some of the items voted for deaccession will be sent to auction, thus raising funds earmarked to maintain the collection and provide much-needed space. In 2022, proposals were solicited from more than a dozen auction houses with the goal of identifying those that afforded the NAWCC the most favorable terms for selling these items. Items selected for auction are sent to the most appropriate auction house based on the proposals received. The fruits of these activities were realized in November 2024, when the Collections Committee voted to use funds raised from the sale of some deaccessioned items to purchase at auction a rare and important E. Howard & Co. sidereal regulator made for the observation of the 1874 Transit of Venus.

Plans are underway to start the process of going through the museum's watch collection and items in storage in 2025 and begin the systematic evaluation of the collection with an emphasis on identifying objects which are not museum worthy and could potentially be sold at auction, raising money for the purchase of more significant watches and freeing up space.

—Philip Morris, Chair

Nominating & Elections Committee

The Nominating and Elections Committee (NEC) manages the election and appointment process for members of the Board of Directors and elected members of the NEC. It is charged with actively soliciting and vetting qualified potential candidates along with the preparation and distribution of election ballots, announcing election results and nominating candidates for appointment to the Board.

Tim Orr (CO) is the NEC Chair. Other members are Jay Dutton (FL); Chris Miller (MO); and Rich Newman (IL). Terms for Orr and Miller expire in 2025. All four members of the NEC are former Board members. There is also a nonvoting member, Carroll Wolfe (AR), whose assistance, as prior NEC Chair, has been invaluable.

NEC created a list of qualified candidates and worked with both the NAWCC Publications Department and IT Department to publicize the 2025 elections and biographical information on the candidates in the NAWCC's *Watch & Clock Bulletin*.

NEC, working with Alex Simpkins of the NAWCC IT Department, created and tested a Survey Monkey electronic ballot, which was sent to the e-mail addresses of all eligible members on February 14, 2025. The number of ballots sent was about 7,000, and no more than 200 of those addresses proved to be undeliverable.

Two NEC members, Jay Dutton and Tim Orr, participated in “Coffee & Horology” Zoom meetings hosted by member Frank Webster of Louisville, and fielded questions from members attending those meetings.

In addition, NEC created notices as NAWCC Forums posts and blast e-mails about balloting, offering members the opportunity to report any balloting difficulties. Fewer than 70 issues were reported, and NEC provided those members with an alternative electronic method to have their votes recorded.

Total vote turnout was about 6 percent. In future, both the NEC and the Board should probably consider ways to increase the number of eligible members who vote. It would also be wise for the NAWCC Membership Department to consider a method for soliciting and updating member e-mail addresses so that voting files are kept current.

Shortly after the close of voting, on April 1, 2025, NEC reported voting results to the Board and suggested a slate of appointed Board and NEC candidates to supplement those elected. The Board appointed all the candidates suggested by NEC for appointment.

—Tim Orr, Chair

Time Symposium Committee

Committee Members: Cathy Gorton, Chair; Jim Girard; Howard Cohen; Rich Newman; Ian Roome; Mark Frank; John Kovacic; Jay Dutton; Rhett Lucke; Rory McEvoy, Executive Director; NAWCC HQ Support: Tina Manley, Alex Simpkins, Brianna Ardini, Laura Taylor, and others as needed.

Committee Goals

1. Organize and host an annual Ward Francillon Time Symposium educational event.
2. Include the James Arthur annual presentation at the Time Symposium event.
3. Prepare plans and engage with venues to schedule Time Symposiums 5 years out.
4. Maintain the Time Symposium webpage on the new location: <https://education.nawcc.org/symposium>
 - a. Include the current Time Symposium details and online registration

- b. Maintain a repository of information on previous Time Symposia – include history of Ward Francillon and James Arthur, year, location, James Arthur Lecturer, and any available video recordings.
- c. NOTE: Video recordings are currently posted from 2013 – 2023. Videos were recorded of the speakers at the 2024 Time Symposium, but they have not been posted as of June 2, 2025. Other HQ and IT priorities like the transition from IMIS to the new system, the HVAC replacement, and maintaining the National Website, once completed, should allow for the 2024 Time Symposium videos to be made available online.

Administration

1. HQ NAWCC Provided Support – Webpage hosting & maintenance, Registration Tracking, Program Editing, Video recording, contract signatures, funds management, assistance with advertising in the *Bulletin* and e-blasts, Executive Director guidance through committee participation
2. Committee responsibilities – program creation and management, speaker logistics, site exploration, all management and administration of program logistics, Committee Scheduling and minutes, Time Symposium budget
3. Assistance requested in area of securing major sponsors and exploring grant options from both HQ NAWCC and the Development Committee
4. Time Symposium Restricted Account as of 2 June 2026 is \$39,679. This does not include 2025 registrations or deposits made for 2026 Time Symposiums.

Summary of Time Symposium Information

Year	Location	No. of Attendees	Full Program Price	Revenue	Expenses	Profit	Donations
2021	Philadelphia	125	\$300	\$55,623	\$49,648	\$5,975	\$3,045
2022	New York City	Est 125	\$597	\$44,000 Est	\$44,000 Est	Break Even	\$7,000
2023	Lancaster, PA	102	\$195	\$13,486	\$9,551	\$4,295	\$540
2024	Sturbridge, MA	91	\$475	\$28,860	\$25,570	\$3,290	\$1,455

Accomplishments

2024 Time Symposium: Howard Cohen, Primary Local Coordinator

1. Theme: A Horological Tour of New England, Sturbridge, MA

- Date: October 21 – 24, 2024 – Monday Evening start thru Thursday afternoon
- Experience New England horology with original lectures and exclusive museum tours at The Willard House and Clock Museum, Old Sturbridge Village including the J. Cheney Wells clock collection and The American Clock and Watch Museum.

2. Guest Speakers and Program:

- **James Arthur Presentation:** Dava Sobel: Finding Longitude: The backstory of her book *Longitude* and its impact on the public's knowledge of horology and specifically marine timekeeping.
- **Aaron Stark:** Disrupting Time: Industrial combat, espionage, and the downfall of the Waltham Watch Company – Had to cancel
- **Russ Oeschle** - Timothy Barns: Pioneer Clock Maker of Connecticut and New York
- **Sara Schechner:** William Cranch Bond and Sons: Astronomers and Horologists
- **Damon DiMauro:** The early pre-1740 clockmakers of Boston
- **Robert Frishman:** (Tuesday Banquet Speaker) The Mullikens: Massachusetts Clockmakers
- **Mary Jane Dapkus:** Aaron Willard, Jr. and the Sea Captain's Widow
- **Greg Gorton:** The Calendar Clock Company of Curtisville, CT: The story of an early perpetual calendar clock manufacturer
- **Richard Newman:** Watchmaking in Early America
- **Andy Dervan:** Richard Cranch and his daybook: a colonial watch repairman from Boston and great friend of John Adams
- Tuesday afternoon tour: Willard House and Clock Museum
- Wednesday afternoon tour: Old Sturbridge Village including the J. Cheney Wells clock collection
- Thursday visit to the American Clock and Watch Museum

3. Budget: 2024 Time Symposium

	Budgeted	Actual
Revenue:	\$32,950	\$28,860
Expenses:	\$32,976	\$25,570
Total Income:	(\$ 26)	\$ 3,290

We offered an All-Inclusive Registration Fee, and design your own program A-La-Cart. This was a successful approach. Presented here are registration numbers for the 2024 Symposium: 91 individuals attended, including those that paid and our comped speakers and HQ NAWCC staff.

	All Incl w/ bus \$475	All Incl w/o bus \$400	Tue Lecture only \$75	Tues- Lect & Willard House \$125	Wed - Lecture only \$75	Wed- Lect & Cheney Wells \$100	Thur-Museum \$55	Mon-Welcome Reception \$45	Tues- Lunch \$35	Tues - Banquet \$75	Donation
Paid	19	20	9	16	14	16	4	17	5	23	\$1,455
Comp	1	5	2	5	0	5	5	4	0	5	
Total	20	25	11	21	14	21	9	21	5	28	

Current Activities

1. 2025 Time Symposium: Mark Frank and Rich Newman, Primary Local Coordinators

- **Theme:** Horological Treasures of the Midwest, Evanston, IL
- **Date:** October 13-16, 2025 – Monday Evening start thru Thursday afternoon
- Join us for a combination of invited lectures and experiential learning at the Halim Time and Glass Museum, the Adler Planetarium, Elgin History Museum, the Sanfilippo Estate, and Mark Frank’s Astronomical Clock and one other private collection.

2. Guest Speakers and Program

- **Cameel Halim** - James Arthur Lecture – Stories of the Halim Time And Glass Museum
- **Carlene Stephens** - Time and Navigation: A History Through Seven Objects: mariner’s astrolabe, marine chronometer from 1812, wristwatch from 1920s, a quartz frequency standard from the 1960s, a submarine inertial nav system from the 1980s, a GPS receiver from the 1980s and a robot vehicle from 2005
- **Cathy Pagani** – Chinese Art and Culture with a horological connection
- **Andrew Johnston** – The (Brief) Golden Age of Celestial Navigation in Space
- **Stephen Franke** – 1558: To Bush or Not To Bush?
- **Mark Frank** – Astronomical Skeleton Clock

- **Mon** – 13 Oct - Mark Frank’s Astronomical Clock viewing and Welcome Reception at Host Hotel
- **Tues** – 14 Oct – Adler Museum, Gold Coast Exhibit, Chicago Dinner Cruise
- **Wed** – 15 Oct – The Halim Time and Glass Museum with speakers and dinner banquet
- **Thurs** – Elgin History Museum and Sanfilippo Estate

3. Budget: 2024 Time Symposium

	Budgeted	Actual
Revenue:	\$48,250	\$
Expenses:	\$48,043	\$
Total Income:	\$207	

We offered an All-Inclusive Registration Fee, and also the option to design your own program A-La-Cart. This worked well in 2024, hence repeating it again for 2025.

5-Year Schedule of Upcoming Time Symposiums

Year	Theme /Location	Primary Coordinators
May 3 – 11, 2026	<p>England – Timing our event with the Antiquarian Horological Society’s Annual Meeting in the UK – Visits planned include Belmont House, The Clockmaker’s Museum at the Science Museum, Victoria and Albert Museum, The British Museum, Westminster Abbey, Big Ben, The Clockworks Museum, Belmont House, National Maritime Museum and Stores, The Ashmolean Museum, and The Science Museum in Oxford.</p> <p>Note: The number of registrations will be limited for this Time Symposium because of the capacity of several of the tours and venues on the itinerary. Registrations will be accepted on a first-come basis. We will maintain a waiting list.</p> <p>Registration is planned to open after the National.</p>	Rich Newman & Cathy Gorton
2027	Watches in the West – Concept being developed	Jarett Harkness
2028 Oct	Military Timekeeping – WW II Museum – New Orleans, LA	Cathy Gorton and Steve Barnes
2029	HQ NAWCC location – York/Lancaster – in conjunction with a Mid-Eastern York Regional – Not a National	TBD
2030	TBD	

Archived Symposium Summary Reports Starting in 2023

1. Hosted 2023 Time Symposium – Lancaster Legacy at the Hamilton Club in Lancaster, PA.
 - **Date:** July 16-17, 2023 – Immediately following the 2023 National Convention
 - **James Arthur Presentation: Title:** Edward Duffield and 18th-Century Pennsylvania Horology. Presented by: Bob Frishman

1. Guest Speakers and Program

- Bruce Forman – Inside David Rittenhouse
- Michael Schwartz – The Unsteady Start of Watchmaking in Lancaster
- Carlene Stephens – Reinventing the Wristwatch: The Hamilton Pulsar
- Jim Zimmerman – History of Bowman’s – A Lancaster Icon
- Keith Scobie-Youngs AHS Lecture – Forged in Fire...The Early Clocks of England
- Doug Gehr – Clocks in the Cloister
- Hosted six 20-minute experiential sessions at the NAWCC Museum
- Exclusive access to the National Watch & Clock Museum

2. 2023 – 2024 Financial Report

Revenue:	\$13,846
Expenses:	\$ 9,551
Total Income:	<u>\$ 4,295</u>

3. Total Attendees: 102

Registration fee for full program: \$195

—Cathy Gorton, Chair