

# THE ACACIA TIMES

*A Monthly Insight into the Happenings at Acacia*

**February 2023**

**In this Issue:**

Board Meeting Minutes

Election Information

IHP Recycling Event

**SBC Garbage Pickup**

Residential@  
SBCwastesolutions.com  
- or -  
312-522-1115

Next Blue Bag delivery is 3/3

**New Office Hours**

On Board Meeting Days the  
office will be open from  
Noon – 5:00pm.

**Acacia Association**

111 Cascade Drive  
Indian Head Park, IL 60525  
708-246-2400

[www.acacia-ihp.org](http://www.acacia-ihp.org)

[acaciaihp@gmail.com](mailto:acaciaihp@gmail.com)



**Family Valentine's Party - more photos inside!**



Next Up...

**Village of IHP Shred Event**  
Saturday, April 15

**Acacia Election**  
Voting is February 1-28

# Family Valentine's Party – February 10

The Acacia Family Valentine's Day party was held at the clubhouse on Friday, Feb. 10<sup>th</sup>. The children had fun making crafts and playing games such as Bozo Buckets and Lollipop Pull. The adults enjoyed the delicious food, music, ping pong, bags and meeting new neighbors.



**Upcoming Events:**



Village of  
*Indian Head*  
*Park*  
ILLINOIS

**2023**

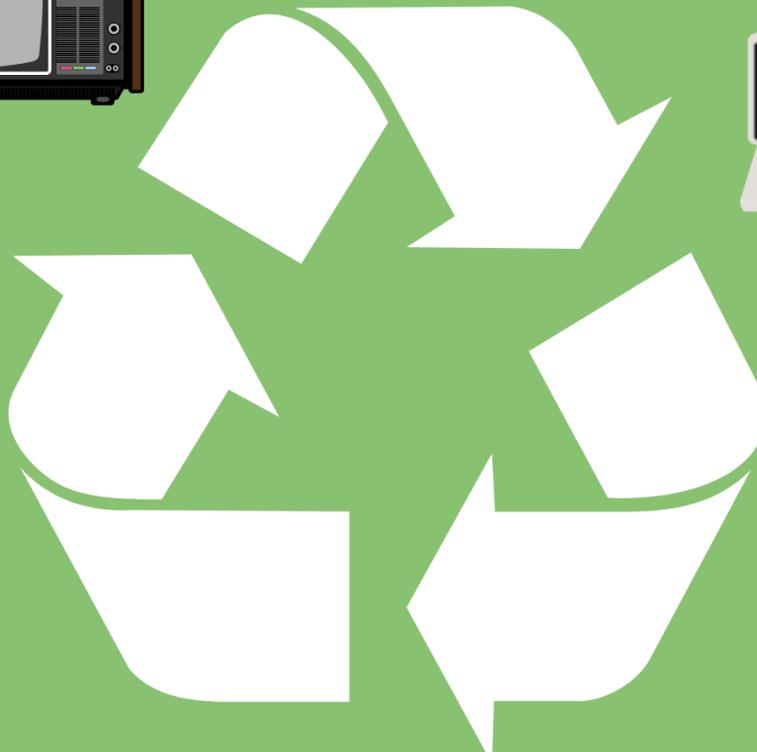
**Paint and Electronics  
Recycling  
and Shred Event**



**Saturday, April 15th**

**9:00 am-1:00 pm**

**at Public Works 11308 70th Place**



**\*Must be an IHP Resident**

## Upcoming Events:

### Acacia Elections in February

#### Yearly Election Announcements:

Voting will take place at the clubhouse during normal office hours Monday through Friday (8:30 - 11:45, 12:15 - 3:30) February 1st through February 28th. Additional dates the office will also be open for voting:

- Sunday, February 19th from 11:00am - 2:00pm
- Saturday, February 25th from 11:00am - 2:00pm
- Tuesday, February 28th from 5:00pm - 8:00pm

Each owner will need to show identification prior to receiving their ballot and then sign to acknowledge receipt as there is only 1 vote per household. Ballot must be filled out and put into ballot box at that time - no ballots will leave the clubhouse. Any owner that owes money will not be allowed to vote until their account is paid in full.

**Candidate Resumes** – See candidate resumes later in this newsletter.

### Recycling at Acacia

A gentle reminder that our blue bags at Acacia are for recyclable materials only. We know it's tempting to use a blue bag when you're out of trash bags, but we kindly ask that you review SBC's guidelines for what is, and what is not, appropriate for a blue bag.

If we all do our part as a community, we will be helping SBC to maximize the effectiveness of our recycling efforts.

SBC's guidelines are on the next page. – Thanks!



### The Heritage Center Indian Head Park

There are book discussions each month at the Indian Head Park Heritage Center, usually the third Sunday of the month, at 3:00 pm. The discussions last about one hour and are open to all IHP residents and friends.

The book selection for Sunday, March 19, is [A Gentleman in Moscow](#) by Amor Towles.

For info on future discussions, stop by the Heritage Center library on weekends, or email Laurie at [lmole40@gmail.com](mailto:lmole40@gmail.com).



**Fiber Materials**

- Bond paper  
(white/colored)
- Computer paper
- Calculator tape
- Envelopes
- Junk mail
- Legal pad paper
- Letterhead
- Magazines
- Newspaper
- Cardboard

**Co-mingled Materials**

- Aluminum cans
- Steel cans
- Plastic soup containers
- Bi-metal cans
- Plastic water / soda
- Juice bottles
- Liquid detergent bottles
- Microwave trays
- Milk jugs
- Plastics #1-5 & #7
- Glass

**Non-Recyclable Materials**

- Food or beverage waste
- Candy & snack wrappers
- Non-paper packing material
- Plastic strapping
- Rubber bands
- Stickers or labels
- Plastic, latex or rubber  
gloves
- K-cups
- Plastic #6
- Styrofoam
- Plastic grocery bags
- Paper coffee cups & lids
- Tissue products & napkins
- Shrink wrap & food  
packaging

## **The Acacia Association Board of Directors Meeting February 14, 2023**

The Board of Directors Meeting of February 14, 2023 was brought to order at 7:00 p.m. by Amy Eckert.

**Directors in attendance were: President Amy Eckert, Treas. Diane Voyles, Directors Patti Chiappetta, Jennifer Cione, Lyn McMillin, Peggy Rose Kwiatek, Tom Herley.**

The Pledge of Allegiance was recited.

Motion to approve the minutes of the January 10, 2023 Board of Directors Meeting. Moved by: **Peggy Rose Kwiatek, Patti Chiappetta - 7/0/0 motion passed.**

### **Homeowners Forum**

#### **Alberta Mytys – Cascade Drive**

Alberta states that Jose's explanation of rebates was the same as the past president's recall when Joe interviewed him. Jose was giving all rebates to the President who said he didn't want them and to throw them out. He said the Association did not want to process them. Alberta asks if we had a policy on rebates prior to this discovery. Amy answers no.

Alberta states that Ben & Joe were the two board members charged with overseeing the Menards bills. Did they ever ask about the rebates? As a result, has the board developed a policy for claiming Menards rebates? Amy answers yes.

Mistakes were made, we are all human, but she believes in forgiveness and working together to become united. No one has suffered more than Jose. He felt his job and Acacia were like family to him.

#### **Patrick Ferguson – Elmwood Court**

Patrick takes great offense at any money taken from the association whether \$700 or \$5,000. He is appalled that we refer to a past president, but he is unnamed so it cannot be verified, and our not redeeming rebates does not give Jose permission to take them. He notices Jose is not in attendance and thinks he is hiding – Amy says he is not a member of the board. Patrick asks that his presence be required, he has attended in the past.

Patrick asks if any more investigating is being done on the Menards rebates. Amy responds that we are still investigating. Patrick notes that this is his fifth time asking the same question. Patrick asks if we are also investigating the Home Depot receipts as they offer the same rebates as Menards. Patrick asks what new policy will be put in place. Amy responds the policy will be the same for any rebate offered to Acacia. Patrick asks if we are looking into past purchases at Home Depot? Diane says she doesn't remember signing any checks for Home Depot and isn't sure if we buy from them. Patrick states that her lack of knowledge about where we spend our money tells him she doesn't know her job.

## **Homeowners Forum**

### **Patrick Ferguson, continued**

Patrick asks where Jose's reimbursement check is reflected in the Balance Sheet. Amy responds that this is an employee issue and legal counsel has told her not to discuss it. Patrick says he has a legal right to know where the money is being placed. He contends that his question has nothing to do with the employee and Amy responds that she has a right not to answer the question. Diane says that the check is here but cannot tell you where it went. Patrick will request the information through a records request. It's his understanding that this employee makes over \$105,00 per year, plus bonus, and at that rate he should not be taking from us.

Patrick shared that he gave several things to Jose and wonders where they are. Patrick's opinion is that our employee is dishonest. He believes the position should be seasonal as there is not enough work during the winter.

### **Joe Consolo – Cascade Drive**

Joe asks Amy if she has developed a sexual harassment policy in writing since the last meeting. Amy responds yes, there is a draft in process. Joe reminds her that lack of action would be willful and wanton misconduct; Amy acknowledges. Amy asks Joe why he did not file the report. Joe responds that Amy was handling the office and she also told him it there was no proof. Joe expresses his concern that our new bookkeeper is contacting a board candidate directly. Joe feels this is inappropriate contact by an employee. Joe relates a conversation with Frank O'Connor claiming that Frank never told Jose to use the rebates. When Jose came to Joe's house after talking to Amy and Diane he never told him that.

### **Cleo Walters – Nacona Lane**

Cleo asks who the accountant and the attorney for the Association is. Amy responds that Mugnolo & Associate is our CPA and Ben Rooney of Costello, Sury & Rooney is our law firm.

Was there a final amount of what the supervisor took? Amy responds that we have an initial amount but that we do not have the final investigation done yet. Cleo asks when the investigation will be done. Amy responds she does not know and there is still a lot of work to be done in this area.

Cleo states that she is proud of her time on the board. The things that are going on now are shameful and giving us a bad name.

## Homeowners Forum

### Cleo Walters, continued– Nacona Lane

She is disappointed that those who have done wrong have not stepped up to the plate. Cleo caught an employee stealing and asked the person to leave – she does not tolerate lying or stealing. She believes the board exists to represent the residents and they have not done so. She hopes we can establish better policies to avoid this situation in the future. She reiterates her intolerance for lying and stealing and thinks Jose should be out.

### Jerry Rizzo – Cascade Drive

Jerry states that with all the lies and nonsense after the last meeting he wrote a story. We have a serious problem and Amy is responsible. We are in a civil war. The board is broke more than Humpty Dumpty. There are only two members he trusts – Jen Cione, and Peggy Rose. He claims Amy and Diane are responsible for the mess we are in. He reads a long excerpt from Joe Consolo's November resignation letter summarizing the actions taken by board members in the weeks following the disclosure.

Jerry asks what Amy and Diane were thinking when they initially planned not to tell the board about the rebate discovery. He states this is unforgivable, and that Ben & Joe resigned because of Amy. He tells Amy she lied to the residents and did everything in her power to cover it up. He appreciates that Joe and Ben resigned because he thinks it reflects their values. He thinks they all picked the employee over the residents and that they all covered it up. He states that your own employees did an audit showing \$4,800, Ben found six years at \$7,800. Do the audit – do your job he tells the board. He makes the analogy that Amy is the getaway driver waiting for Jose to steal the rebates and drive off into the sunset. He tells Amy this is criminal. In order to move forward, Jerry asks that Amy and Diane resign immediately and that Joe and Ben be reinstated. Jerry asks if he missed anything? Amy tells him she will not respond to him. Jerry tells Amy he sent her a letter in December.

### Erica Cione – Elmwood Court

Erica reminds the board that this has been going on since October. Residents and friends have been fighting and this is not a good community.

### Jim Mesi– Elmwood Court

Jim agrees wholeheartedly with all that has been said. He is very frustrated that this is his third board meeting and the questions residents have raised have not been answered. Jim asks if the other board members are allowed to answer. Amy responds as a board member it is her responsibility to maintain confidentiality on employee matters; if other board members want to breach confidentiality, then that's their business. Jim states this goes beyond employee matters and extends to other questions as well. He is tired of hearsay, a mistake, but never a solid answer.

**Treasurer’s Report – Diane Voyles**

Income	\$111,466.00	(assessments, late fees, closing fees, etc.)
Expenses	\$163,858.00	
Capital Expense		None this month
Transfer to Capital	<u>\$6,000.00</u>	
<b>NET INCOME</b>	<b>-\$52,392.00</b>	

As of January 31, 2023:

Operating Accounts	\$514,919.06
Capital Reserve	\$275,363.54

At the close of January there are 24 accounts past due for a total of \$12,977.00 due to missed assessment payments, late fees and fines. Three accounts are in attorney’s hands. These comprise over half of the outstanding debt.

Note that any homeowner owing Acacia money is not entitled to vote in the annual election and will not be allowed recreation privileges such as pool pass, clubhouse rental, court keys. Please make every effort to stay current with your fines and HOA fees. Tracking outstanding accounts takes time and effort.

Residents are encouraged to enroll in ACH – automatic payment – for monthly assessments. This avoids any chance of missed payments and late fees. Currently 66% of residents use ACH. There is no charge for ACH and the assessment amount is withdrawn from your account on the 15th of each month.

The Financial Committee is “on hold”.

Motion to approve the Treasurer’s report as prepared by staff: Lyn McMillin, Amy Eckert 7/0/0

**Clubhouse Director’s Report – Peggy Rose Kwiatek**

There were 2 clubhouse rentals in the month of January.

Bunco night was held at the clubhouse on Tuesday, February 7<sup>th</sup> at 6:30 pm. Our hostesses Lyn, Alice and Maureen planned a Valentine’s themed spread of food and a good time was had by all. Our next Bunco night will be on Tuesday, March 7<sup>th</sup>. Don’t worry if you don’t know how to play Bunco. We will teach you! Lyn McMillin mentioned that some people commented that bunco should remain adults only as the nature of the conversations that take place may not be suitable for children. The board agreed that Bunco will remain adults-only (21 & over) and reserved for ladies as it has always been.

The Acacia Family Valentine’s Day party was held at the clubhouse on Friday, Feb. 10<sup>th</sup>. The children had fun making crafts and playing games such as Bozo Buckets and Lollipop Pull. The adults enjoyed the delicious food, music, ping pong, bags and meeting new neighbors.

## **Clubhouse Director's Report, continued – Peggy Rose Kwiatek**

Our clubhouse fireplace is now fixed and ready for use. A decorative fireplace screen has also been purchased for safety.

We are now looking to update the clubhouse kitchen from its 1970s look. We are getting estimates from three different contractors. We are also looking to finish the update on the remainder of the clubhouse floors that was started in the Great Room about 6 years ago. These expenses would be taken out of our reserves fund. Diane asks if we have a timeframe for receiving the kitchen quotes. Peggy Rose responds that we are waiting for our third quote which is due soon.

## **Recreation Director's Reports – Amy Eckert**

The pool needs to be replastered either this year or next year at the latest. Depending on what is found while replastering the tile may also need to be replaced.

We have a quote from Chicagoland Pool Management as follows:  
\$63,719.00 to replaster and if needed \$13,416.00 to re-tile.

We also have a quote from Platinum Pool as follows:  
\$71,143.00 to replaster the pool, but they would not be able to put us on their schedule until 2024.

Decision on the replastering is deferred until next month. Meantime, Amy will work on getting a third quote.

### **Purchase of vacuum for pool.**

We budgeted this purchase when we developed the 2023 budget. The recommended one is the MaytronicsWave 100 robot vacuum. I have a quote from Chicagoland Pool for \$3696.00 delivered. I did a google search to see if I could find it for a lower price and found we could order one from Railroom at a cost of \$2599.35 plus \$260.00 taxes and shipping (unknown cost) or from Walmart at a cost of \$3400.00 plus taxes and shipping (unknown cost). Note: Chicagoland Pool has them in stock, Railroom and Walmart could not guarantee in stock at this time, but they can be ordered.

**Motion to purchase a Maytronics Wave 100 vacuum from Chicagoland Pool at a cost not to exceed \$3,696.00.** Moved by: Amy Eckert, Peggy Rose Kwiatek - 7/0/0 motion passed

### **Purchase of an AED for association**

This has been suggested by residents – to place in 4 Season Room so it is always available to pool and clubhouse. I spoke with a paramedic and the pool company for ideas of where to go to purchase one. Looking into costs they range from \$1800.00 new, about ½ that for refurbished one. Looking for input on making this decision. Amy suggests we open training to the residents.

## **Grounds Director's Reports – Amy Eckert reporting**

· Completed 3 grounds Service Requests

### **Grounds Director's Reports, continued – Amy Eckert reporting**

- Completed staking out the stumps for removal and had J.U.L.I.E. locate underground utilities. Awaiting action by the tree service to grind stumps
- Continued inspection and preventative maintenance of large machines and hand-held machinery in anticipation of upcoming grounds maintenance needs
- Scouted and selected locations for spring tree planting
- Purchased \$139.60 in gas for the truck

PLEASE when you put your garbage and recycling out make sure you tightly close them and if you are putting any boxes out put them under something. If we all do this, we will have less garbage flying around the neighborhood.

### **Townhome Maintenance Director's Reports – Amy Eckert reporting**

- Completed 2 Service Requests
- Began equipment inventory and took audit with board member
- Rodded backed up drain lines in maintenance garage

### **Village Relations Director's Report – Patty Chiappetta**

Village Goals was started 5 to 6 years ago. Each year the board sets Village discretionary spending. Goals will be voted at the March meeting.

1. Allocating \$10,000 for ring cameras for residents that care to have one for their protection
2. Blackhawk Park improvements ideas such as sports court, better landscaping, dog run that is \$300,000
3. Comprehensive review of zoning code and land use plan for \$100,000
4. Frontage Road and Flagg Creek landscaping improvements \$350,000
5. Household stormwater grants at 50/50 split between village and residents \$250,000
6. New electronic sign \$50,000
7. Sacagawea Park cement sidewalk \$150,000
8. Sacagawea Park planting and mulch \$20,000
9. Sacagawea Park updated playground equipment \$200,000
10. Savings for potential Wolf Rd landscaping \$300,000 - Landscaping goal is for additional greenery due to the county will only replace anything over 6" but nothing under 4". This money the village is looking to put on the side for the Wolf Road project is if we would need fencing or berms.
11. Triangle facade improvements \$350,000
- 12 Triangle facade study for business development or special assessment area \$45,000

Total that can be allocated is about \$700,000 but board doesn't have to spend that.

Board member comment fiscal year ending should the board be doing goals or wait for new board. Response was it could wait.

## **Village Relations Director's Report, continued – Patty Chiappetta**

Police and fire commission have a group that meets quarterly. If anyone is interested in joining let the Village know. The deadline was Saturday the 12th. If at anytime an individual is interested in joining a group please continue to look on the village website for group upcoming applications.

Police Report: Village body worn camera hardware/software has been installed. Cameras in all cars installed as well. Also waiting on IDOT permitting for license plate reading cameras.

Night-Time Dog Walkers Encouraged to Wear Reflective Clothing

2022-23 Vehicle Stickers Must be Purchased at Village Hall - New residents or those who purchased a new vehicle can now purchase a vehicle sticker for half price. However, the purchases must be made in-person at Village Hall. We apologize for the inconvenience. 2023-24 vehicle stickers will go on sale May 1, 2023 and can be purchased in-person or online.

National Night Out event on August 1st in Blackhawk Park sponsored by IHP Police Department

Recycle and Shredding Event on Saturday April 15<sup>th</sup>.

Amy asks if GOALS is working on projects for next year and encourages residents to express their opinions at the next Village board meeting. This is discretionary spending so your opinion matters.

Diane asks if the village is still planning to update the street signs. Patty responds yes because they are no longer compliant with IDOT specifications. See the village website at <https://www.indianheadpark-il.gov> to see samples of the new signage.

Peggy Rose asks about the Ring doorbells for residents, but Patty is unsure how this program will roll out at the moment.

## **Architecture & Landscape Committee – Jen Cione**

**Projects approved to start = 1**

**Projects completed and inspected = 1**

We have had a resident request to install an invisible fence for their pet. ALCC will develop a policy and process within the next two weeks to address this request.

## **Welcome Baskets Report – Peggy Rose Kwiatek**

One new welcome basket was delivered to new residents at 6 Briarwood Lane. We had a very nice visit where all the guidelines and amenities were explained, and the residents' questions were answered. Remember, if you have recently moved to Acacia, you may contact the office and request a welcome basket visit.

## **Office Director's Report – Amy Eckert**

1. Consider changes to closing fees/process as follows:
  - When request for documents comes in the documents will be prepared and sent with the bill for Closing Documents
  - Bill and all monies owed must be paid before Paid Assessment Letter is sent
  - \$150.00 paid before PAL is sent
  - \$200.00 if paid as part of closing
  - Need to add to closing document letter: any monies owed the association must be paid in cash or cashier's check if paid less than 2 weeks before closing date
2. Replaced phone system for main office, AR office, and shop.
3. Purchased a voice recorder to replace non-working one.
4. Request for Records – there is a form for anyone that wants to request records on the website. It needs to be filled out and turned into the office if you are requesting records.

## **Election Director's Report – Lyn McMillin**

The election is underway. We have approximately (80) households that have voted as of February 13. We will have two dates on the weekend to vote:

Sunday, February 19, 11am to 2pm

- and -

Saturday, February 25, 11am to 2pm.

Please be sure to bring IDs and if you have money owed to the office bring it up to date before you vote.

The lottery drawing for placement of names on the ballot was held at the end of January. There with three witnesses present. There will be three vote talliers and one overseer to count votes on February 28. Remember: 1 vote per household, you must vote in the Clubhouse and you CANNOT take the ballot home.

## **New/Ongoing Business**

IHP Police Department would like us to host a meeting for residents (Acacia and others) to go over senior safety issues/scams. Diane asked if they would do an evening presentation so those who work during the day could attend.

As was discussed at the last board meeting, we need to develop a policy and reporting form for any type of workplace harassment and update the Workplace Harassment policy and training that all employees and employers are required to take each year. I suggest that the new board form a Human Resources committee of at least 2 board members to deal with developing both. The committee would also be responsible for all personnel issues – i.e., yearly evaluations, recommendations regarding compensation, updating Employee Handbook, etc.

I have given to all current board members a template for a Workplace Harassment Reporting that may help get things started.

## **Yearly Election Announcements**

### **2023 Voting Procedure**

Voting is taking place in-person at the Clubhouse throughout the month of February. There is one vote per unit. Your account must be current in order to receive a ballot.

**ANNUAL MEETING DATE:** Tuesday, February 28, 2023 at 8:00pm

**LOCATION:** The Acacia Association Clubhouse, 111 Cascade Drive, Indian Head Park, IL 60525

**PURPOSE:** To elect 5 Board members. Directors to be elected, not officers. Officers are elected by the board from among its members. (3) 3-years terms, (1) 2-year term, and (1) one-year term positions open.

**NOMINATING COMMITTEE:** Chairman Lynda McMillin

To have the election be official, we need a quorum of voters – please vote!

### **CANDIDATE RESUMES:**

There are 10 candidates running for 5 open board seats

See Candidate Resumes later in this newsletter.

## Homeowners Forum

### Cleo Walters – Nacona Lane

Cleo shared a personal issue between herself and Jose and was disappointed in the outcome.

### Patrick Ferguson – Elmwood Court

Patrick states that in the December meeting he spoke to the entire board regarding severe cracking in his driveway. He invited all board members to come to his home to inspect and thanks Jen Cione for coming over. Patrick shows the board photos on his phone of his driveway. Patrick's driveway was replaced 12 years ago prior to his moving in (per Amy). Patrick responds that if that's the case then something is wrong, and he believes either it is poor construction, or we are not properly maintaining. In 2021 Elmwood Court was seal-coated, however, Patrick continued to have cracks which he pointed out to Jose. The crew came back twice to seal coat the cracks – he maintains this is not the proper way to fix a driveway. Patrick states he is contacting two local companies for written estimates with explanation on how to properly fix his driveway. If the association will not perform the work, Patrick will pay for it himself and sue the board for reimbursement.

Patrick states that he submitted two requests to the board for his driveway and four requests to have large holes in his yard filled in. He states he is disabled and has metal rods in his back and if he falls, he cannot get up. He submitted the service requests again this year and they were returned to him with instructions to submit them in April. He hands the requests to Amy stating he expects it to be placed on the top of the stack. He suggest that we accept service requests year-round and prioritize them for the Spring.

Patrick addresses the following comments to the residents.

Do you have rotted studs or rotted wood in your walls? Please call Patrick because he wants to hear your story. Patrick states that he had an Evanston unit and three windows failed because his window frames were no longer square. After hiring a window company, two engineers and a specialty contractor, and spending \$10,000 they concluded that it was due to the cedar boards around the windows which had rotted. He states that the association refused to replace the rotten wood and continued to apply caulk.

Patrick states that he lives in an end unit and when he moved in his east was constructed of stucco. One year later, the stucco was removed and replaced with (one) 3/8" of plywood. He states that his end wall which protects him from the elements now consists of (two) sheets of 3/8" plywood with black felt paper sandwiched in between. His utility bills are through the roof whether winter or summer. Patrick asks any homeowner with an end unit who has plywood on their outside wall to contact him. He states he has contacted two attorneys regarding changes the association made to the units. Patrick states that the changes made to the buildings are illegal because the association misrepresented the changes as maintenance rather than alterations. Patrick states that the association completely altered the structure which would have required a building permit and now we are not in compliance with Illinois building codes which the village of Indian Head Park follows.

## **Homeowners Forum**

### **Edita Diorio– Elmwood Court**

Can we leverage the use of village funds to construct a bathroom in the park. Edita asks when the nets will be put up so they can play and asks Amy for a break to put the nets up sooner. Amy is concerned about the weather damaging our equipment but will look into it. Regarding the bathroom, Amy encourages any resident to attend the village board meetings or email the village board and make your voice heard, and not to rely on Patty Chiappetta to relay their wishes and concerns. The more people the village hears from, the better chance of being heard.

### **Kathleen Creighton – Elmwood Court**

Kathleen states that she lives in a Dearborn unit with vaulted ceilings and a year ago she noticed cracking in the ceiling. She called her roofer as it was a new roof, apparently the roof was good, but the siding it attached to was rotten. Water came through the rotted wood causing internal damage, and she is wondering why that is. Amy asks if she reported it. Kathleen states that she visited the maintenance garage and spoke with Tim and Jose who told her it was her responsibility to repair the inside. Amy concurs. Kathleen states that the damage was caused by the rotted wood that the association maintains and had they maintained it she would not have paid a \$6,000 repair bill. Amy asks if she reported it at the time. Kathleen states no. Amy reiterates that unless we hear complaints in a timely manner, the board cannot address them. Kathleen states that she too has a driveway problem similar to Patrick Ferguson. She states that Jose came out to look, said someone would be back, but no one has returned. Amy instructs Kathleen put it in writing and submit it to the office.

### **Mike – Briarwood**

Mike asks about the work truck that is parked in our clubhouse lot. Amy responds it belongs to Inside Out Painting; they are leaving it there until the coping and painting is complete. Mike points out that residents are not allowed to part cars there so why do we allow a contractor to do so, and he thinks we should charge the rent. Amy states that we are allowing this until they resume the project, but she will follow up on the possibility of charging them rent.

### **Evelyn McNeill - Briarwood**

Evelyn asks about the utility boxes that are tipped over and who is responsible for them. Amy states that each box is identified with the utility that owns it and instructs her to call that company and complain. Evelyn also asks that we highlight the Heritage Center and its weekend hours and book club on Sundays.

## Homeowners Forum

### Anna – Cherrywood Court

Anna states she has a similar story to Patrick Ferguson's. She has a Dearborn unit with ceiling damage in the lower level. She learned that caulking of the upper windows was not done well which caused the leak. She states that it was her fault for not reporting it, but states that she feels maintenance caused the problem and they should take some responsibility.

A couple of years later, Anna had a new deck installed and discovered that the side wall to which the deck attached was rotten. She reported it to the board and Amy came out to look. Amy agreed the wood was rotten, and the only solution was to remove the deck, replace the rotten wood on the side and reattach the deck. Anna states that the association caused the rotten wood, but she paid the price to remove and reattach her deck. Again, she states that our maintenance is lacking, and she wants to know where her association dues are being spent.

Diane asks if our grounds staff habitually caulk our windows. Amy responds that no, the painters do the caulking during the paint cycle. Anna states that she was recently on the paint cycle so why wasn't this wood replaced as part of that. Amy states there is no way to know when the rot began. Anna asks if we can have the townhomes inspected once a year to stay on top of the maintenance. Diane offers that Anna submit a service request asking that the exterior of her home be inspected.

### Patrick Ferguson – Elmwood Court

Patrick states that the issue Kathleen and Anna are referring to have to do with where the roof attaches to the stucco walls, and is a key point on all Dearborn models. He believes our current crew does not have the necessary experience in building maintenance and engineering. He strongly suggests we hire an outside firm to inspect each and every home.

He states that during a roof repair State-Farm pointed out that the wood surrounding his chimney box was rotted. He states that the paint crew's solution was to attach new wood over the old which he believes will attract termites. Patrick is frustrated and irritated at the board for trying to save pennies on their homes but then consider thousands of dollars in rebates not real money. He states the painting contractors broke his deck and he had to pay for repairs. He keeps hearing that rotted wood in the wall is not the association's responsibility. Patrick responds that the association is responsible for the problems their negligence created. Patrick reminds Amy that she and Jose were in his home to view the rotten studs in his walls and for Amy to tell him that the association is not responsible is either a complete cop-out or Amy does not understand the law.

Patrick states that there is no simple process to complain or to submit a bill for reimbursement. He thinks it's possible he and 50-100 other homeowners would file a class-action lawsuit which would make this association look like fools. Amy responds that we do have a complaint form and process which has been in place for several years – it is on our website, it is available in the office, and it has been announced at board meetings.

## **Homeowners Forum**

### **Evelyn McNeill - Briarwood**

Evelyn is shocked at the ad hominem attacks she has heard tonight. We do not live in the Taj Mahal. Patrick accuses Evelyn of directing her comments at him and he feels attacked. Evelyn states she is not attacking Patrick. Evelyn states that her impression is that Acacia was inexpensively built in the 1970s and there have been issues with buildings over the years and we should direct our complaints about improper construction to the village of Indian Head Park. Evelyn apologizes to Patrick as it was not her intent to attack him.

### **Patrick Ferguson – Elmwood Court**

Patrick asks to provide a rebuttal to Evelyn. Patrick states that he has contacted the Village of Indian Head Park building department and the State of Illinois building and zoning departments and determined that changing from stucco walls to 3/8" plywood is against the building code of IHP which follows the building code of Illinois. He states that this modification was not caught because the association did not request building permits. They were allowed to make repairs to the structures as they were – they did not do that – they altered the exterior materials.

### **Cleo Walters – Nacona Lane**

Cleo states that these buildings are old and asks if there is a way to make our houses structurally better. Can we use better materials or better methods to improve the townhomes and Acacia overall? Diane responds that when the new board is installed, they will form a committee to research new materials available, their lifecycles, and cost. It will take time, but it is on our radar for 2023. Cleo asks that when we do form the committee, we get someone who has a background in building construction, building codes, and structural engineering so that we fix them once and not continue to put band-aids on them. Diane respond that the coping project and better paint was our first project tackling some of these bigger issues and we continue to learn. Amy states that the board routinely talks to the experts when changing materials.

Patrick Ferguson and Cleo Walters volunteer to be a part of the committee that Diane referenced. Patrick states that we need to make these units air-tight and water-tight; the main issue now is that they are not water-tight. Patrick concludes his comments with his appreciation of the volunteer nature of the board, but he is frustrated that he is spending money to fix problems caused by the association.

**Motion to close Open Session and go to Executive Session** – Amy Eckert, Peggy Rose Kwiatek 7/0/0

**Motion to close Executive Session and Return to Open Session** – Amy Eckert, Lyn McMillin 7/0/0

The Menards rebates were discussed. After the January Board meeting Liz was asked to send all paperwork for potential rebates from 2018 through 2021 to Rebates International - this is what Menards and Rebates International said was the process to get the information. This was done. Rebates International acknowledged receipt of all the records sent and then the office received this:

RE: Acacia Association's Rebates

The information regarding these receipts from 2018, 2019 and 2020 is no longer available.

Rebate guidelines are pre-determined by the sponsor. Rebates International is the clearinghouse responsible for processing rebate submissions and we are following these guidelines. As a clearinghouse, we have done all we are allowed to do.

Thank you,  
L. Anderson  
Rebates International

**Motion to close Open Session** – Amy Eckert, Diane Voyles  
7/0/0

# The Acacia Association

111 Cascade Drive, Indian Head Park, Illinois 60525-4496

## REQUEST FOR RECORDS

OWNER INFORMATION (please print)

Full Name: \_\_\_\_\_  
Last First M.I.

\_\_\_\_\_ Address City State Zip

Home phone: \_\_\_\_\_ Cell phone: \_\_\_\_\_

Email: \_\_\_\_\_

## RECORDS INFORMATION

Reason for Request \_\_\_\_\_

\_\_\_\_\_

Please describe in detail the records you are requesting:

1) \_\_\_\_\_

2) \_\_\_\_\_

3) \_\_\_\_\_

I would like to inspect these items \_\_\_\_\_ Yes \_\_\_\_\_ No

I would like copies of these items \_\_\_\_\_ Yes \_\_\_\_\_ No

I would like to receive documents electronically \_\_\_\_\_ Yes \_\_\_\_\_ No

Signature of Applicant \_\_\_\_\_

Cost: Research of records older than 3 years - \$100.00; \$0.10 per side for copying and emailing

Date Received: \_\_\_\_\_ Date Responded: \_\_\_\_\_

## **Candidate Resumes – Election 2023:**

### **Diane Voyles**

I have been on the Acacia Board for the last 5 years, first serving as the ALCC Director and this past year as Treasurer. In these positions I have endeavored to professionalize the Acacia board through standardized and documented forms and procedures. Most recently in the Treasurer role I streamlined the number of bank accounts, consolidated many CDs into 4 while improving on our earned interest rates. I also audited our back charges to remove unnecessary fees that totaled over 500.00 annually. I established the Financial Advisory team in an effort to involve more Acacia homeowners in our investment practices and reserve planning. I have taken advantage of the Acacia membership in the HOA Leader website, reading articles and participating in educational seminars to strengthen my understanding of HOA board responsibilities and their function.

I have over 40 years in the business world with extensive experience in project management, team building and customer service. I am a full-time employee of the CDW corporation where I currently work as a data analyst. I would like to continue working on the Acacia Board as a facilitator of change toward professionalism, financial security and improved accountability.

Thank you for your consideration.

### **Anita Holub**

Hello my name is Anita Holub. I have lived in Acacia for 12 years, and absolutely love living in this community. My husband Bill and I have really enjoyed playing pickleball on the new courts, and I enjoy relaxing at the pool in the summer. Bill really loves taking our dog Angel for walks on the new sidewalks, and in our beautiful park.

I have decided to run for the board because I would like to get more involved in our community and make more positive changes in the future for Acacia. I have 15 years experience as a dental assistant, and an additional 10 years experience as a nanny. I believe my work experience, coupled with my knowledge of the area and desire for new leadership, make me an effective candidate for the board. I would love your vote, and look forward to keeping Acacia a friendly, safe, and wonderful place to live.

Sincerely,  
Anita Holub

## **Candidate Resumes – Election 2023:**

### **Joseph Consolo**

My name is Joseph Consolo and I am running for a seat on the Acacia Board. I reside at 145 Cascade Drive. I am a nineteen year plus resident of Acacia.

I resigned on November 14, 2022 for ethical reasons as result of violations by specific officers of the Board who violated their oath and the Bylaws of the Acacia Association as truthfully presented in my letter of resignation to the Board. Said letter has been distributed by residents voluntarily beyond anything I ever would have imagined. The letter also made it clear the Board entered into an agreement with the Supervisor of our work crews for using Menards rebates that belonged to Acacia for his own personal use without authorization, without conducting a full audit going back five to ten years. I resigned and wrote my letter of resignation because I faced a moral and ethical dilemma. I could have ignored the wrongs going on or stand up and fulfill my fiduciary duty to the residents of Acacia. I had absolutely nothing to gain by doing so. I have had residents thank me and tell me there are not a lot of people who would have stood up and did the right thing as I did. I can tell you why many people keep their mouths shut by the things I have experienced. I have had an Acacia Association President tell people that I violated Executive Session in order to divert attention away from the fact that one or more Board members violated their fiduciary duty to the residents of Acacia. Executive Session is from Robert's Rules of Order. I violated no stature. I am subject to no criminal or civil penalties. I simply told the truth. The truth is in fact an absolute defense to defamation. Nothing in my letter stated things that were exclusively discussed in Executive Session.

I retired in 2019 after working 28 years for the Cook County Sheriffs Office as an attorney serving in various roles. I in fact handled racial and sexual harassment inquiries for Human Resources. I handled employee misconduct, including employee wrongdoing such as theft. I wrote general orders. In fact, I wrote the first Sexual Harassment Policy in the Cook Sheriff's Office on behalf of the Cook County Department of Corrections, where I served a number of years as their first full time attorney. I worked with Internal Affairs and the Sheriff Inspector General's Office. I was privy to confidential information which I never revealed during my years of service. I acquired a great number of skills that would be essential to helping improve the Acacia Association.

During my time on the Board, I negotiated a garbage disposal contract that saved the residents a \$1,000 a month. I worked on getting a mulching contract that will improve the look of Acacia. More importantly, I stood up for the residents.

## **Candidate Resumes – Election 2023:**

### **Joseph Consolo, continued**

I have been urged to run for the Board by a number of residents because they believe I have proven that I will stand up for the good of the residents. If you want someone who believes in honesty and integrity, then I am someone you should consider voting for. We need five new Board members who are currently not on the Board. Those five people need to be dedicated to putting the best interests of the residents first, and to continue operating as a self managed Board. We need a strong inventory system utilizing modern technology. We need to think outside the box by looking at better and more modern ways to do things in the best interests of our residents.

I am open to hearing from residents and sharing ideas. Please email me at [joejudgie@gmail.com](mailto:joejudgie@gmail.com), if you would like to hear what I have to say. I also want to hear your thoughts and ideas as well.

Sincerely  
Joe Consolo

INTEGRITY MATTERS.

### **Patti Chiappetta**

My name is Patti Chiappetta and I live at 26 Elmwood Drive. I have served on the HOA board for a year. I am the village relations liaison for the HOA. I have recently taken on the snow removal as well. I have enjoyed being part of such a great community. I served 5 years on the district 106 educational foundation. I was a vice president, president and a director. I have lived in the district all my life. I also work full time as a manager for NYSE datacenter operations.

## **Candidate Resumes – Election 2023:**

### **Bill King – 9 Briarwood Court**

We all know that Acacia has some major problems that need to be dealt with as soon as possible. There are also large physical changes taking place at Acacia. The Acacia Board must have a very hands-on approach to this new situation. We cannot repeat recent last mistakes as regards to our grounds. This is a one time chance to make a lasting legacy.

When I served on the Acacia Board a few years ago, I worked with fellow Board members on many improvements. One of the biggest was replacing the crumbling paved area near the pool. A fellow Board member told me of a very nice stamped concrete area behind a local school. Myself and several Board members looked at the area and thought it would be a great replacement for our pool area. After the replacement was installed, we had a landscape contractor put in a new garden behind the shop near the pool. The ground was first remediated and then two trellises were put up against the shop wall. Flowering vines were planted in front of them.

Now they are overgrown on the sides and over the tops of the trellises — neglect.

Three small flowering shrubs were planted in front of the garden. Now they are gone and never replaced — neglect.

Three lily plants are now gone and not replaced — neglect.

Our small fountain with calming sounds is now gone -neglect.

We now have newly paved streets with curbs and sidewalks. Sod has been laid. (Some of which has been damaged already by leaves being piled on it.) New shrubs will be planted in the Spring. Our trees will have mulch placed around them for the first time in the spring which should control our weed problem next to the trees. We do not want these new improvements to also be neglected as the garden was.

I am running for the Board to ensure that our new and improved grounds are not neglected like our garden was. There are also other neglected areas in Acacia that have been neglected for a number of years. They also need to be dealt with. Now is also a great time to deal with them. We should also see what other improvements can be made to our grounds. But my first order of business in the spring, if I am elected, is to reconstruct our neglected garden.

**INTEGRITY MATTERS.**

## Candidate Resumes – Election 2023:

### Melissa Allison – 167 Cascade Drive

I would like to submit my interest and resume for a position on the Acacia Board of Directors.

While I have only lived in Acacia for 3 years, I have been a resident of Indianhead Park for over 23 years. I love this community, but of late, I have seen some alarming decisions made by the current board that I believe are not in the best interests of the homeowners.

I believe my working experience, as well as operating my own business, will allow me to make thoughtful, thorough, and fair decisions on the current operations, financials, and projects most important to our residents.

Transparent decision making and communication is key to moving forward with this board and the fact that I believe Integrity Matters on serving the residents and knowing that the board should work in the best interest of the residents.

Melissa Allison

#### **MELISSA ALLISON** CLIENT EXPERIENCE DIRECTOR

Communication, impeccable attention to details, deadlines, and accuracy, and ongoing follow up have been my keys to enduring client engagement, satisfaction, and loyalty, in daily operations and at special events.

Adept at working independently as well as collaborating within cross-functional teams, usually on several large projects at once.

#### **President, Owner**

**JMA Communications**, Conference and Event Planning

**1995 - Present**

- Sole planner for CQA's academic forums, specialist seminars, semi-annual national conferences, and online conferences: budget setting and management to within +/- 2%; venue and vendor selection, negotiation, and supervision; and oversight of all event-related logistics: website registration, accommodation, audio-visual, catering, off-site entertainment, transportation, etc.
- Develop and design networking events around high-end experiential activities including client dinners in landmark venues, boat cruises, poker tournaments, and golf outings.
- Sustain clear, informative, and timely communication (verbal and written) with client, sponsors, speakers, and vendors, with clear action items and deadlines.
- Serve as on-site point person for speakers, attendees, vendors.
- Host post-event client debrief to discuss lead generation, member feedback and cost analysis.

## **Candidate Resumes – Election 2023:**

### **Melissa Allison, continued – 167 Cascade Drive**

#### **Senior Client Service Professional, Equity Trading Team -IHS Markit – 2003 – April 2020**

- Third employee, helped build the business from startup to maturity to acquisition.
- Relationship management for fast-paced equity trading team with over 85 clients.
- Managed on-boarding process for new clients, coordinating with legal, accounting, marketing, and operations.
- Developed, refined, and scaled processes to track client inquiries, measure response times, and create key performance indicators to provide insights to drive customer experience improvement.
- Served as point person for clients, assisting with trade file delivery and upload into post trade analytics software-based platform, and with data interpretation and translation into actionable takeaways.
- Acted as escalation manager when operational issues impacted clients, driving problems to resolution, and managing communications.
- Collected and maintain sales support and analyst training materials on Confluence platform.
- Served as point person for management team, providing client experience insights.

#### **Arizona State University, Bachelor of Science, Business Administration**

Salesforce; Confluence; Microsoft Teams, Outlook, Word, Excel, PowerPoint; Google Docs, Zoom

### **Ben Boyd**

I am submitting my letter of introduction to be placed on the February, 2023 ballot for a position on the Acacia Board of Directors.

My goal is to help create a Board that functions as a Fiduciary to all Acacia residents. The actions of the present Board since October 11, 2022 and the blatant disregard for Acacia residents calls for new Board leadership.

I am one of five individuals asking to be voted onto the Board to create a new Board that has transparency and integrity with Acacia residents.

Experience – past Board member and Past Director of Townhome Maintenance.

INTEGRITY MATTERS

## Candidate Resumes – Election 2023:

### Wayne Dubin

My name is Wayne Dubin. I have been an Acacia resident for twenty-four years. I am running for the Acacia Board.

I have a mechanical engineering degree from Bradley University. I spent about thirty years in facilities management for the Walgreens Company, Miles Laboratories and St. Anthony's Hospital. I have successfully managed multimillion dollar budgets with those companies.

Every time our Association raises our monthly assessments by \$10, they bring in an additional \$46,000 from the previous year. This year we raised it \$14 a month which raises approximately an additional \$65,000 from last year. In the last two years we have increased our revenue from assessments by about a \$111,000. We need to take a real hard look at how to control our expenses. We need to eliminate any waste or mismanagement of funds.

I am asking for your vote. I do not like what I currently see going on and I believe that if we elect five Board officers, that are not currently on the Board, we can make a positive difference on the Board.

### INTEGRITY MATTERS

### Mary Kay Kelly

I am excited for the opportunity to become an Acacia Association board member. I have been an Acacia resident since 2018 and truly enjoyed this friendly community. I have been a resident of LaGrange for over 30 years and have been an active member of the community. Below is experience I have that I feel will assist with my ability to be a competent member of the board.

- LaGrange Citizen's Council member and counsel secretary for 2 years. This council is a nonpartisan organization that evaluates and recommends candidates for local offices with the goal of finding the best qualified candidates for the village, library, and park district positions.
- Local Realtor for approximately 10 years. I have bought and sold townhomes in the Acacia community as well as many of the surrounding suburbs. Knowing that a home purchase is an important investment, I always worked hard for the best interest of my clients. As a board member, I will work hard for the best interest of our residents.

## Candidate Resumes – Election 2023:

### Mary Kay Kelly, continued

- Assistant for local construction company for 12 years. Having experience with RFPs, review of construction proposals, and interfacing with sub-contractors will be beneficial when the board is seeking work and negotiating bids.

- Currently an Office Manager. I manage the office space for over 200 employees as well as support two corporate presidents. Over the last two years, my focus has been to develop and document processes and procedures for our company as we transitioned back to the office post-COVID. The Acacia board has a goal of improving existing processes and developing better checks and balances. I welcome this opportunity to help reform procedures so all residents can trust that their board members are acting in the best interest of all.

Representing our residents is an important role and I understand it comes with challenges. I have seen the recent passion that our residents have brought forth and I will commit to addressing the community's needs with a positive and optimistic approach while always exercising fairness. Thank you for this opportunity.

### Jen Cagney

My name is Jennifer Cagney and I moved into Acacia in May 2018. I graduated from Benedictine University with a bachelor's degree in math with a secondary education endorsement. I have been teaching math ever since and am currently in my 10<sup>th</sup> year teaching. I have a master's degree in teacher leadership with a special education endorsement from Elmhurst College.

This is the first home I have owned so I have not been on an association board before, but I was part of our contract negotiation team in the summer of 2020. Our team was very organized and were able to accomplish a lot during our meetings and negotiations.

Like many others in the community, when I was looking to buy, I knew I wanted to buy a townhome in Acacia. I believe the main role of the board is to represent every person in the community and make decisions in the community's best interests. I also believe that every person in the community should feel comfortable talking with and expressing concerns to any member of the board. I am interested in being a part of the board because I think I can do both of these important jobs well.



16108 S. Weber Rd., Lockport IL 60441



**SHARON KALINOSKI**  
CPA & Real Estate Broker  
Indian Head Park  
(Acacia) Homeowner  
Since 2009

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A photograph showing a high-rise building on the left side, with a balcony railing in the foreground. The view extends to a wide beach, palm trees, and the ocean under a clear sky. The sun is low on the horizon, creating a bright reflection on the water.

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