

# THE ACACIA TIMES

*A Monthly Insight into the Happenings at Acacia*

**January 2023**

**In this Issue:**

Board Meeting Minutes

Election Information

Family Valentine's Party

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**SBC Garbage Pickup**

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

Next Blue Bag delivery is 1/13

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**New Office Hours**

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

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**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)



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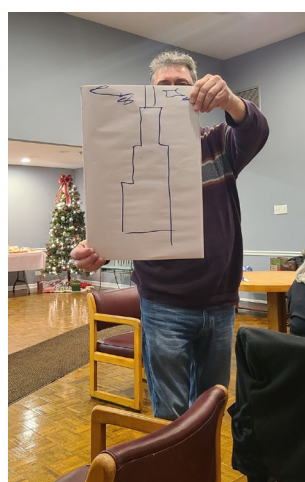
Next Up...

Family Valentine's Party  
February 10

Acacia Election  
Voting is February 1-28

## The Acacia Holiday Party

On December 30, 2022, Acacia hosted a holiday party in the Clubhouse. A few brave residents came out to enjoy food and fun with their neighbors. A rousing game of Pictionary produced tons of laughs due to the strong showing by our budding artists.



## Upcoming Events:



# Family Valentine's Party

## Family Valentine's Day Party at the Clubhouse!

Friday, February 10th from 7 to 10 pm.

Every family is asked to bring a dish to share, and their own beverages. There will be music, family games and prizes. Please R.S.V.P. to the Acacia office with the number of people planning to attend by February 3rd. We look forward to seeing you!

## Acacia Elections in February

### IMPORTANT DATES

February 1 – Mailed ballots arrive about Feb. 1st.

Ballots can be submitted in a sealed envelope marked "BALLOT" after Feb 1<sup>st</sup> at the Clubhouse.

February 28 – Last day to bring in ballots. Votes will be counted at 7:00pm.

### Yearly Election Announcements:

The official ballot will be mailed by February 1, 2023 to all owners. Note: If there is a balance due on your account, you will not be sent a ballot.

One ballot per household

Final day for voting is February 28; votes will be counted at 7:00pm.

### Request for Absentee Ballot:

If you want an Absentee Ballot, please complete the Request for Absentee Ballot Form (included in this newsletter) and submit it to the Office by January 20, 2023.

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

## A Reminder About Homeowner's Insurance

As most of you know, one of our Acacia residents experienced a significant fire resulting in the loss of use of their home, as well as the loss of use of the neighboring unit. Fortunately, no one was injured, and all parties were able to relocate during the reconstruction process. In a separate incident, we also experienced a burst pipe in an unoccupied townhome that spilled into the neighboring unit resulting in damage to both properties.

The good news is that all parties involved had homeowner's insurance to cover the losses. Please check your homeowner's policies and ensure that they are in effect and that they are written specifically as homeowner's policies (condominium insurance is not effective for your townhome.)

Acacia resident, Maureen Kiley-Rhode, witnessed the fire in Acacia and wanted to share some burn prevention education materials available from the American Burn Association( ABA) and the National Fire Protection Agency (NFPA). Maureen is the Senior Program Director at the American Burn Association, and we thank her for her input and expertise in this area.

### Public Education Links:

ABA: <https://ameriburn.org/advocacy-and-prevention/prevention-resources/>

NFPA: <https://www.nfpa.org/Public-Education>



Acacia resident and local mailman, Mike Rohloff, strongly advises that all mail containing any form of application whether for a credit card or other loan be shredded.

"I have had 5 attempts to get credit cards using my information. They were denied because they were using my old address. I have caught someone going through my recycling, looking for junk mail that may be giving credit offers or revealing personal information. Some people have been known to throw out misdelivered mail. The person attempting to steal from me even had my social security number! Also, in the past year, our local post office has had mail theft from boxes AND there has been theft from 3 big blue collection boxes."

-Mike Rohloff

Thanks to our postman for sharing this important information.

## **The Acacia Association Board of Directors Meeting January 10, 2023**

The Board of Directors Meeting of January 10, 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 December 13, 2022 Board of Directors Meeting.  
Moved by: **Peggy Rose Kwiatek, Patti Chiappetta - 7/0/0 motion passed.**

### **Homeowners Forum**

#### **Ben Boyd - 9 Deercreech**

Ben directs his questions to Diane. He starts with confirming her belief that no actual money was stolen, and the employee was remorseful. "Did you ask how long the diversion (of Menards rebates) had been going on?" Answer – No.

"Did you ask how much money was at stake?" Answer – No.

Diane states that the reason for no further investigation was her belief that the penalty was sufficient. Ben states that the Board claims to be more transparent, but that an email was sent to the board members with a new amount. He asks how much was the new amount. Diane states that the email was produced by employees who did it of their own accord; it was not requested by the board. Amy asks Ben how he knows about the email. Ben replies, "a little birdie told me." Ben states the amount was over \$4,000 and asks if the board then investigated further based on this new information. Answer – No.

Ben states that he reviewed six years of Menards invoices, and he believes the full amount is closer to \$7,800, and asks if it was repaid. Ben asks about Merchandise Credit Checks and explains the process of returning merchandise without a receipt. Diane states she thought receipts were required for returns. Ben explains that merchandise returned without a receipt is refunded to a Merchandise Credit Check in the amount of whatever the current price is at the time of return. He explains that this credit does not necessarily come back to Acacia.

Ben states that he believes Diane has failed as a Treasurer and asks for her resignation. He passes out a flyer with an email address and links to videos for anyone who wants more information.

## **Homeowners Forum**

### **Tom McKirchy – 25 Heatherwood**

Tom asks why would he give his email address to Ben given all the confidentiality breaches. He is concerned that he will get garbage, and further stated that he has a No Solicitors sign on his door and he doesn't want an Integrity Matters sign. Ben asks if integrity matters to him. Tom replies, yes, but not in this way. Tom does not want to be contacted by email from Ben.

### **Tracy Buttron – 19 Hawthorne**

Tracy asks again whether there is an employee handbook outlining the rules for employee separation.

### **Carol Mason – 23 Elmwood Square**

Carol thinks the rules were changed mid-stream and this is not fair. She compares the rebate receipts to frequent flyer points that employees keep. She states that we have been through many board presidents, and it has never been this bad. Our employee never caused any trouble, did a good job, and helped a lot of people. She thinks the harassment and mud-slinging are over the top.

### **Joe Consolo – 145 Cascade**

Joe states that in the last meeting a resident spoke publicly about sexual harassment issues and Acacia's vulnerability to lawsuits. Joe asks the board if they followed up with this person. Amy replies that nothing was investigated because nothing was reported, and the comments in the meeting were presented as hearsay and not fact. Joe reminds Amy that she took the sexual harassment training course, and he believes the board should have followed up to learn more about the comment, and document it per Illinois law. Amy states that only one incident of sexual harassment was reported to her; it was addressed but no written record. She acknowledges she made a mistake, and her response was not in tune with what needed to be done. Diane explains that it has been acknowledged in her report that the sexual harassment process is an area that needs to be improved.

### **Tracy Buttron – 19 Hawthorne**

Tracy clarifies that her comment in the December meeting was not an accusation of sexual harassment, but more a concern over having adequate insurance for such situations. She works in the insurance industry and raises the possibility of Acacia being under insured for new areas of litigation including cyber harassment.

## **Homeowners Forum**

### **Jim Mesi – 33 Elmwood**

Jim asks what the reaction was when the board learned it was more than \$703 in rebates. At \$4,000 what was the punishment? At \$7,000 what was the punishment? What is the board doing now? Amy replies that this is part of their investigation which is not done yet. Jim asks why the board is protecting the employee, and not the residents. Amy states that Acacia's attorney advised them to keep the matter confidential as it related to an employee's misconduct. He states that this is all nonsense, and they are hiding information from the residents. Jim asks who decided the punishment. Amy replies that the full board voted.

### **Ben Boyd – 9 Deercreek**

Ben reminds Amy about the probation program that was presented to him and Joe at their meeting. He states he was surprised that the punishment had been determined already by Amy and Diane. Amy responds that it was presented to them as an idea, and they were given time to consider it. Ben states that he and Joe were told that the punishment was final, and they (Amy and Diane) would not be taking this to the entire board because they did not trust the other board members to maintain confidentiality. Ben stated that if he and Joe had gone along with their plan, we would not be here tonight, and the rest of the board would never have known. Diane states that she questions Ben and Joe's integrity because they resigned and they want to run again.

### **Jerry Rizzo – 2 Sweetwood**

Jerry starts by saying we all know there is a problem. He holds up Joe Consolo's resignation letter and asks Amy if this is true. He says it boils down to four points: stealing, cover-up, no investigation, and a sham deal. He asks Amy if she thinks stealing is wrong. Amy answers – yes. He asks why the cover-up? Amy says there was no cover-up, that Joe's letter is his opinion, and doesn't reflect their intentions. Jerry asks why it was only Amy and Diane in the meeting with the employee, why did they instruct no emails or texts, why is there no trust among your board members? Amy responds that they asked for confidentiality and nothing in writing because our lawyer instructed them to do so. Jerry asks why the investigation was stopped at \$703, why not look for all of it? Diane states that the amount of money does not matter, be it \$5 or \$100. Jerry states he will give her \$5 for \$100 in return. Joe's letter states that Frank O'Connor told our employee it was ok. If that's the case, then that's 12 years worth of activity to be reviewed. Jerry states he wants the board to conduct a proper investigation. He states it's Acacia's money and he wants it back.

## **Homeowners Forum**

### **Carol Mason – 23 Elmwood Square**

Carol asks if anything regarding rebates was outlined in the employee's contract. An unidentified man responds that he would not need a contract to know right from wrong.

### **Jim Mesi – 33 Elmwood**

Jim asks why we need a lawyer to give advice. He feels if you steal, you're done.

### **Jerry Rizzo – 2 Sweetwood**

Jerry points out that the board is comprised of residents, too. He asks if they have opinions as residents because it is their money too.

### **Joe Consolo – 145 Cascade**

Joe reminds Diane that she told him they were proceeding with the probation plan whether he and Ben liked it or not. Diane states she does not remember this. Joe states that not doing an audit prior to sentencing is inappropriate. Lyn McMillin questions why he left the board.

### **Alberta Mytys – 126 Cascade**

Alberta states that there was no policy regarding rebates and we need one. She is impressed that the board discussed the pros and cons of the situation prior to their decision. She states that our employee has been able to keep our staff from leaving, we have cheerful workers who enjoy working for him and he maintains our equipment. Diane states she thinks he saves us \$5,000 per year.

### **Cleo Walters – 6 Nacona Lane**

Cleo reiterates her story from last month's board meeting regarding the pool chemical inventory and her being told to "leave it alone" when she suspected an inventory shortage. She said our employee came barreling toward her and asked why she accused him of stealing. She says now she feels stupid for leaving it alone and feels she should have said more at the time. She states it's not about one person, it's about the residents. The amount of money stolen is irrelevant, this is about conscience and integrity. She feels our employee should lose his job.



## **Homeowners Forum**

### **Jean Frankovic – 166 Cascade**

Jean asks what are the solutions going forward? She believes an outside Accounting firm should be hired because no one will be happy with an internal audit at this point. She states she does not trust anyone on the board. She states that a theft of \$700 is a misdemeanor, but a theft of \$4,000 is a felony. She points out to the board that they are continuing to employ a felon, and the amount of money does make a difference. She asks who the Treasurer is (Diane identifies herself) and tells her she should be embarrassed of her statements, and she should be off the board.

### **Jen Cione – 43 Elmwood Court**

Speaking as a resident, Jen states that this Menards issue has split Acacia residents, and long-term friendships have been damaged. She asks for calm among the residents. She asks about the election and what the board is doing to ensure appropriate checks and balances because she thinks this is a sensitive election.

### **Joe Consolo – 145 Cascade**

Joe states that the bottom line is wrong is wrong, the trust has been broken, and the employee should be terminated. He has ethical problems with the fact that there was no full audit and no termination of the employee.

### **Jerry Rizzo -**

Jerry states that he does not like coming to board meetings, he thinks \$703 being repaid is an insult and he wants full restitution based on an external audit after which he promises not to come to another meeting. He thinks the board knows it's more than what was repaid and he wants the truth.

### **Jim Mesi – 33 Elmwood**

Jim asks now that you know it's more than \$703, what will the board do. Amy responds that this is a decision the board will make.

### **Tom McKirchy – 25 Heatherwood**

Tom runs a small animal rescue operation and he told of a possum he found in our park that was in very bad shape with pellets lodged in his face, neck and backside. The possum was nursed back to health and released in Darien because they would not subject him to being shot again in our park. Tom asks that folks please not shoot small animals.

## Treasurer's Report – Diane Voyles

Income	\$95,988.00	(assessments, late fees, closing fees, etc.)
Expenses	\$49,895.00	
Capital Expense		None this month
Transfer to Capital	<u>\$12,000.00</u>	
<b>NET INCOME</b>	<b>\$34,093.00</b>	

As of December 30, 2022:

Operating Accounts	\$414,762.22
Capital Reserve	\$303,524.49

At the close of December there are 22 accounts past due for a total of \$12,382.00 due to missed assessment payments, late fees and fines. Three accounts are in attorney's hands. These comprise over half of the outstanding debt.

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.

Processes to address in 2023:

Workplace Harassment Policies which apply to Acacia Board and employees.

Inventory process – in process with Patti

Purchasing procedures/process.

Board member roles and backups.

The **Financial Committee** is “on hold” until after the 2023 elections next month.

**Motion to accept Treasurer's Report as prepared by staff. Peggy Rose Kwiatek, Patti Chiappetta 7/0/0**

## Clubhouse Director's Report – Peggy Rose Kwiatek

There were 7 clubhouse rentals in the month of December.

The Acacia Adult Holiday Party was held on Friday, December 30<sup>th</sup> at the clubhouse. We had a good turn out and everyone enjoyed the food, music and games.

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

Bunco night was held at the clubhouse on Tuesday, January 3rd at 6:30 pm. Our hostesses Kathleen Creighton and Pat Shenemen planned a beautiful spread of food, and a good time was had by all. Our next Bunco night will be on Tuesday, February 7<sup>th</sup>. All of Acacia is invited. Don't worry if you don't know how to play Bunco. We will teach you!

The Social Committee met on Sunday, January 8th at the clubhouse to take down the Christmas decorations inside the clubhouse. Thank you to Dawn Moll, Kathleen Creighton and Kathy Vasquez for their help.

We also discussed having an Acacia Family Valentine's Day party open to all Acacia residents. The date will be Friday, February 10th from 7 to 10 pm at the clubhouse. Every family is asked to bring a dish to share, and their own beverages. There will be music, family games and prizes. Please R.S.V.P. to the Acacia office with the number of people planning to attend by February 3rd.

We are still looking into having the clubhouse fireplace fixed so it can be used for parties. It was suggested we get more estimates before having someone come out to diagnose the problem, so I have found three new fireplace repair companies. Liz has been calling them, but they have not been good at returning her calls. The board suggested we go ahead and place the service call with the only company to respond to us. Once we know what the issue is, we will seek multiple bids for the repair, if necessary

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

Nothing to report this month.

## **Grounds Director's Report – Amy Eckert (reporting)**

- Completed 2 grounds Service Requests
- Oversaw removal of 1 dead tree by Family Tree Werks
- Began staking out stumps for removal
- Began inspection and preventative maintenance of large machines in anticipation of the upcoming grounds maintenance needs
- Purchases \$206.50 in gas for the truck
- One snow event where plows were called out on December 22, 2022 and Route #1 was followed

We have a proposal from Family Tree Werks to remove 25 stumps on the property. The cost is \$50.00 per stump under 24" and \$75.00 per stump over 24". Currently waiting to get further information on the size stumps that need to be removed from maintenance staff. There is money in the budget for this and if amounts are not known by tonight an electronic vote will be taken when we have the price.

## **Grounds Director's Report, cont'd – Amy Eckert (reporting)**

Garbage pickup is back to Fridays starting this week. Remember if you need blue bags, an appliance or large item picked up you need to contact SBC at [residential@sbcwastesolutions.com](mailto:residential@sbcwastesolutions.com) or call them at 312-522-1155. Blue bags are delivered the 1<sup>st</sup> and 3<sup>rd</sup> Friday of the month. Many residents complained to the office that they would do this and still no blue bags were delivered. Liz contacted our rep at SBC to let them know of the issue. If you need bags while waiting for yours to be delivered, we have some in the office so you can come in and get one.

## **Townhome Maintenance Director's Report – Amy Eckert (reporting)**

The tan portion of the painting on the 2022 paint cycle has been completed. The brown trim painting will be completed in early Spring 2023.

Coping project on this year's paint cycle is currently at 47 to 53 Westwood and the remainder of the project is expected to be completed this year weather permitting. Also, the buildings at 29-47 Elmwood have been completed but payment is being held until inspection of the completed work can be performed by Acacia personnel.

## **Architecture and Landscape Director's Report – Jen Cione / Tom Herley**

Projects approved to start = 2

Projects completed and inspected = 4

### **Decorations on Townhomes**

A reminder that Christmas decorations may remain in place until February 1.

## **Acacia Office Report – Amy Eckert**

Over the past 4-6 weeks we have had 2 incidents that brought up many questions about what happens in a disaster situation – specifically insurance of townhomes. One was the fire on Stratford and the other was an empty unit where it appears a pipe burst, and water infiltrated the adjoining unit. As homeowners in Acacia each owner is required to carry insurance (Homeowners policy NOT Condo or Renter’s policy) on their unit and according to our Covenants and Bylaws proof of insurance submitted to the Association office yearly. Some owners do this on a yearly basis, but most don’t, and we have not been diligent in requiring this. I would like to come up with a way for us to collect and track this information. Any and all ideas are appreciated.

The other situation is empty units – whether the resident leaves for warmer climates over the winter, travels extensively for work or pleasure, sells and moves and unit is empty until new owner moves in, foreclosure, move out, etc. There are several things that are suggested to protect your unit and hopefully adjoining units when your unit is empty. These include:

- Make sure your heat (at lower temperature) is left on to prevent frozen pipes
- Turn the water to the house off – not just to individual sinks, etc – but at the water meter
- Leave electricity on so if you have a sump pump it will run as needed
- Have someone check on your home while you are gone
- Register with the IHP Police department and they will do exterior checks of your home while you are away

While these precautions can’t prevent a disaster from happening it can help mitigate any damage to your home and any adjoining units.

Another issue that arose over the holidays is theft of decorations in Acacia and surrounding associations. Liz contacted the IHP police chief to let him know and ask that they increase patrols overnight. If you have had this happen to you or if it happens in the future, please make sure that you contact the IHP police and report the theft or damage to them.

## **Village Relations Director’s Report – Patti Chiappetta**

Nothing to report this month.

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

Two new welcome basket visits were scheduled this past month, however both residents called to have their visits rescheduled. I will be visiting them this month. Remember, if you have recently moved to Acacia, you may contact the office and request a welcome basket visit.

# **Yearly Election Announcements**

## **2023 Voting Procedure**

One ballot will be mailed to each owner by February 1st. There is one vote per unit. Please return your ballot in the envelope provided marked "BALLOT." Note: if there is a balance due on your account, you will not be sent 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!

## **ABSENTEE VOTING**

If you will not be at your home address for the month of February, you may request the ballot be sent to your out-of-town address by February 1 from the Acacia office. The Request for Absentee Ballot is included in this newsletter and is on our website. Please submit your request to the office by January 24<sup>th</sup>.

### **IMPORTANT DATES**

February 1 – Mailed ballots arrive about Feb. 1st.

Ballots can be submitted in a sealed envelope marked "BALLOT" after Feb 1<sup>st</sup> at the Clubhouse.

February 28 – Last day to bring in ballots. Votes will be counted at 7:00pm.

Please complete your ballot and seal it in the provided BALLOT envelope. This will distinguish it from other correspondence and ensure it remains unopened until ballots are counted on February 28 at 7:00pm.

Ballots can be returned to the Clubhouse mail slot, or you may come in and drop it in the Ballot box.

### **Candidate Resumes:**

There are 10 candidates running for 5 open board seats

See Candidate Resumes later in this newsletter.

## **Homeowner Forum**

### **Ben Boyd – 9 Deercrest**

Ben asks the board to send mass email with instructions to visit the Integrity Matters YouTube channel.

### **Anita Holub – 8 Sweetwood**

Anita asks how a resident would know if they have a firewall between the units. Carol Mason responds to look in the attic for a brick wall separating the units.

### **Mike Rohloff – 35 Briarwood**

Mike states that he has had two thefts of decorations this Christmas and five attempts to steal his identity. Be mindful of how you recycle your mail. Three local collection boxes were compromised using a master key that postal employees sold. Thieves are looking for checks, washing the ink, and then re-issuing to their network. See more of Mike's recommendations on page 4 of this newsletter.

### **Jack Brandush – 15 Deercrest**

Jack states he loves our new website but is curious about the statement that Acacia is "award-winning" – what award did we win? He would also like us to add the names of the board members to the website. Liz will investigate the award and add names.

### **Jim Mesi**

Jim asks about the election process. Lyn explains that we are continuing to follow COVID procedures so in person voting is not required. We will have a locked ballot box in the clubhouse everyday and residents can drop their ballot in the box or the mail slot.

### **Jen Cione**

Jen states that this election is more sensitive, and she feels we should go back to the old way of voting where the office hands out a ballot in person and the resident is checked off the list when they vote. She feels we need a strong system of checks and balances to ensure that the number of votes cast matches the number of votes counted.

## **Homeowner Forum**

### **Anita Holub – 8 Sweetwood**

Anita asks who counts the votes. Answer - Phyllis Gorman, Alice Williams, and Janice Sojetz have counted votes in the past. No board members are allowed to count votes.

### **Jim Mesi**

Jim asks for confirmation that no final decision has been made yet on the employee's status. Amy answers that is a disciplinary issue and must remain confidential. Jim asks wouldn't they like their money back? What's to talk about? Diane responds that they did not think of it as stealing, they thought of it as a bad decision.

### **Susan Palmer - 13 Heatherwood Court**

I am writing to commend the Association Board for their handling of the meeting in December 2022.

The meeting was very full and at times the discussion was loud and contentious regarding an employee issue. The Board was professional throughout the meeting. They explained the process for the discussion and answered questions appropriately. They maintained confidentiality by not using the employees name, only giving the facts of the situation and the process used in decision making.

I feel the Board handled the situation appropriately. A problem was identified investigated and corrective action was taken. The problem was resolved by the Board and now we need to move forward.



## **New and On-Going Business**

Nothing to report this month.

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

### **Motion to close Executive Session and Return to Open Session – Amy Eckert, Patti Chiappetta 7/0/0**

During Executive Session the board:

- Addressed the Menards rebate audit and we are going to move forward with it
- Decided that we will put two locks on the ballot box and there will need to be two people to open it before ballots are counted
- Decided the Association will not send mass email as requested by Ben Boyd

### **Motion to close Open Session – Peggy Rose Kwiatek, Lyn McMillin 7/0/0**

# THE ACACIA ASSOCIATION

ANNUAL MEETING FEBRUARY 28, 2023

REQUEST FOR ABSENTEE BALLOT

This request applies ONLY if you will be OUT OF TOWN during the month of February.

Please mail my ballot with instructions to the OUT-OF-TOWN address below.

NAME \_\_\_\_\_

OUT-OF-TOWN ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_ ZIP \_\_\_\_\_

Signature \_\_\_\_\_

Acacia address \_\_\_\_\_

Date \_\_\_\_\_

This request form must be returned to the office immediately. Ballots will be mailed after January 28, 2023

Your ballot will be mailed to your OUT-OF-TOWN address ONLY. Your ballot must be returned so we receive it before February 28, 2023 to be counted.

## **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 of 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.



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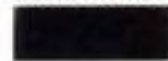
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Dark  
Oak



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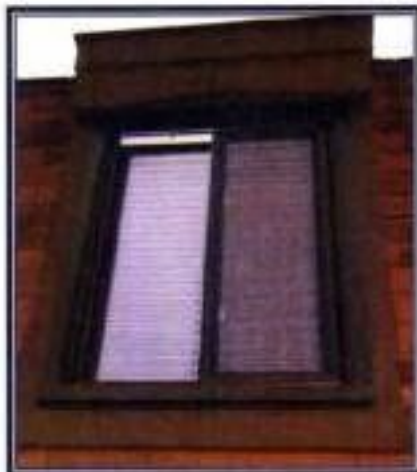


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Actual Acacia Project  
Photos

