

THE ACACIA TIMES

A Monthly Insight into the Happenings at Acacia

December 2022

In this Issue:

Board Meeting Minutes
Holiday Fest In the Park
Election Information
Assessment Increase

SBC Garbage Pickup

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

Next Blue Bag delivery is 12/16

Christmas garbage pickup is
12/31

New Office Hours

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

The Office and Shop will be
closed December 26 and
January 2

Acacia Association

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

www.acacia-ihp.org
acaciiahp@gmail.com

HAPPY
Holidays

“The joy of brightening other lives, bearing each other’s burdens, easing each other’s loads and supplanting empty hearts and lives with generous gifts becomes for us the magic of the holidays.”

— W.C. Jones

From all of us at The Acacia Association, we wish you a happy holidays and joyous new year!

Next Up...

Monthly Assessment
increase to \$254.00 effective
January 1, 2023

Holiday Fest at Blackhawk Park
Sunday, December 18
11:00am – 1:00pm



Village of
Indian Head
Park
ILLINOIS

2022 Holiday Fest

AT BLACKHAWK PARK

Sunday, December 18th

11am-1pm



VISIT SANTA AND HIS LIVE REINDEER

CANDY CANE GIVEAWAY

MUSIC AND HOLIDAY CHEER

CHRISTMAS PARADE IN THE PARK

KIDS CRAFTS

FUN FOR THE WHOLE FAMILY



**Kelli Joy Memorial Foundation
will be collecting food for a local
food pantry. Please bring a non-
perishable food item to the event
for donation.**



HO HO HO! Our Visit with Santa



We had a big day with the big man himself at our visit with Santa at the clubhouse.

The families were busy making crafts when Santa arrived. So many little faces lit up with delight, and the magic of Christmas permeated the clubhouse.

Merry Christmas!



Upcoming Events:

Acacia's Holiday Party is Back!!!

Friday, December 30 | 7:00 – 11:00

We are bringing back the Acacia Adult Holiday Party at the clubhouse on Friday, Dec. 30th from 7:00 pm to 11:00 pm. There will be games, music and possibly karaoke if we can find someone with a machine. Everyone is asked to bring a dish to share and their own beverages.

Hope to see you there!



Acacia Elections in February

IMPORTANT DATES

January 10 - Submit resumés

February 1 – Ballots will be mailed and can be submitted starting Feb. 1st

February 28 - In Person voting at the clubhouse

It is now time for Acacia's Annual Elections.

Please remember to submit your resumé or letter of interest to the election committee by January 10, 2023.

There are five positions open:

- (3) three-year terms
- (1) one-year term
- (1) two-year term

The election will be held on February 28. Ballots will be mailed to each owner and should arrive close to February 1st.

When you are submitting your letter or resumé please do not put the position you would like. This is determined by the board after the election. Please consider joining the Acacia Board of Directors, we always want new and interesting ideas to help our community grow.

Monthly Assessment Increase

Please note that the board approved an increase in the Monthly Assessment to \$254.00 effective January 1, 2023. Payment booklets have been sent out to those residents who pay by check. We continue to encourage payment by ACH to eliminate late fees.

Home Instead Presentation

On December 5, representatives from Home Instead came to the Acacia Clubhouse to educate us on the In-Home services they provide, and they are abundant! They provide Personal Services, Companionship, Meal Prep, Transportation and Hospice Support, as well as care for many chronic conditions like diabetes and Parkinson's.

They educated us on their Vet Assist Program which provides expertise in identifying the benefits available to wartime veterans and assistance processing the application for benefits.

We have brochures in the office if you are interested.

Calling All Snow Shovelers!

Do you want to earn some extra cash?

Acacia has a number of residents who are interested in snow removal in addition to what Acacia provides, mainly shoveling front and back steps, and keeping walkways clear. If you're interested, please call the office at 708-246-2400.



Thank you for your Donations!



Thank you to all our Acacia residents for your generous donations to the Food Drive. All donated items go to the "Share Food, Share Love" food pantry which serves residents in 15 western suburbs of Cook County.

Thank you for helping us make someone else's Thanksgiving a happy one!



Snow removal stats

It can take 8 - 10 hours to plow the entire association depending on how deep the snow is? The plows are called when we anticipate a snowfall of 3 or more inches. Using weather maps and forecasts, we can get drivers here to begin plowing before the snow stops, eliminating the need to return and re-plow driveways that were at the start of the plowing. Also, we have 4 snow-plow routes which are rotated each snow fall so no street is always first or last. The maps are posted on our [website](#) and we try our best to also send an email blast and announcement on our website letting residents know when the plowing started and which route is being used.

The Acacia Association - 2023 Final Budget

Ordinary Income/Expense

Income

4001 • Assessment Income	\$1,179,576
4020 • Late Fees & Fines	\$3,400
4021 • Closing Fee Income	\$2,500
4030 • Newsletter Ads	\$1,000
4040 • Recreation Facilities	
4041 • Clubhouse Income	\$2,500
4042 • Pool Income	\$1,500
4999 • Uncategorized Income	<u>\$2,580</u>

Total Income **\$1,193,056**

Expense

6010 • Payroll Expenses	\$530,323
6100 • Contract Services	
6102 Lawn Services	\$6,500
6103 Pest Control Services	\$900
6110 • Scavenger	\$66,000
6115 • Cleaning Service	\$4,500
6120 • Professional Tree Service	\$20,000
6125 • Pool Management	\$43,000
6130 • Snow Removal	\$17,000
6140 • Painting Contractor	\$72,000
6145 • Print & Reproduction Services	\$200
6146 • Computer/Printer Service	\$2,750
6147 • Quickbooks Payroll Support	\$1,020
6149 • Web Site Development & Mtce	<u>\$300</u>

Total 6100 • Contract Services **\$234,170**

6180 • Insurance

6182 • Workers Comp Insurance	\$11,700
6183 • Auto (Vehicle)	\$1,195
6184 • Liability Insurance	<u>\$6,254</u>

Total 6180 • Insurance **\$19,149**

6190 • Professional Fees

6192 • Accounting	\$7,000
6196 • Legal Fees	<u>\$2,000</u>

Total 6190 • Professional Fees **\$9,000**

The Acacia Association - 2023 Final Budget

6200 • Office & Administration	
6210 • Clubhouse Supplies	\$1,000
6220 • Office Supplies	\$2,000
6230 • Licenses and Permits	\$1,300
6250 • Postage and Delivery	\$900
6280 • Fire Alarm System	\$2,200
6285 • Security Systems	<u>\$1,200</u>
Total 6200 • Office & Administration	\$8,600
6300 • Repairs & Maintenance	
6310 • Driveway Repair-Asphalt/Coating	\$87,000
6330 • Equipment Repairs/Maintenance	\$5,000
6340 • Pool Maintenance	\$1,000
6345 • Tennis Court Maintenance	\$200
6347 • Playground Maintenance	\$5,200
6350 • Clubhouse Repairs & Maintenance	\$1,200
6360 • Townhome R&M	\$12,000
6392 • Vehicle Mtce & Gas -Truck	<u>\$4,000</u>
Total 6300 • Repairs & Maintenance	\$115,600
6400 • Supplies	
6403 • Lumber	\$98,000
6404 • Paint & Paint Supplies	\$38,000
6406 • Pool Chemicals	\$7,000
6407 • General Maintenance Supplies	\$5,000
6408 • Small Tools	\$1,500
6409 • Tree & Shrub Cost	\$3,400
6410 • Gasoline for equipment	\$4,000
6411 • Grounds Supplies	\$2,000
6412 • Grounds Equipment	\$4,000
6413 • Pool Maintenance/Supplies	\$5,000
6415 - Front Door Replacement/Painting	\$500
6420 • Special Events	\$3,000
6421 - Welcome Baskets	<u>\$100</u>
Total 6400 • Supplies	\$171,500

The Acacia Association - 2023 Final Budget

6501 • Bank Service Charges	\$2,400
6620 - Federal Taxes	\$2,000
6650 • State	\$600
6700 • Utilities	
6710 • Gas (for heating)	
6711 • Gas - Clubhouse	\$7,000
6712 • Gas - Pumphouse	\$4,000
6720 • Electric	\$8,000
6730 • Water	\$9,000
6740 • Telephone	<u>\$3,100</u>
Total 6700 • Utilities	\$31,100
6800 • Bad Debt Expense	\$2,400
Total Expense	\$1,127,842
Net Ordinary Income	\$65,214
Other Income/Expense	
Other Income	
7010 • Interest Income	<u>\$7,500</u>
Total Other Income	\$7,500
Other Expense	
8022 • Transfer - Capital Replacement	<u>\$72,000</u>
Total Other Expense	\$72,000
Net Other Income	-\$64,500
Net Income	\$714

The Acacia Association Board of Directors Meeting December 13, 2022

The Board of Directors Meeting of December 13, 2022 was brought to order at 7:00 p.m. by Amy Eckert.

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

The Pledge of Allegiance was recited.

Motion to approve the minutes of the November 9, 2022 Board of Directors Meeting. Moved by: **Diane Voyles, Patti Chiappetta - 5/0/2 motion passed.**

Homeowners Forum

Statement from the Board:

Recently the Acacia Board has had to address a serious personnel issue. The Board met in closed session, discussed the issue and options, and then voted on an action plan. Personnel issues are considered confidential or obvious reasons as are Homeowner's financial issues such as missed payments, fines and foreclosures. This information is not meant to be shared with residents by any board member past or present. Sharing this information breaks the trust of the board. What we will tell you is that no funds on hand or collected from homeowners as assessments, fines or fees were taken from the association.

It is common and natural for Boards to discuss issues and votes to be taken to make final decisions. As a matter of fact, it is the responsibility of the Board to do so. In a healthy board or any team, multiple views/positions are held. Members need to be able to accept other views/positions and continue to work together even after difficult opposing majority votes are taken.

This recent issue has uncovered shortcomings in the processes, checks and balances of the Acacia Board. The current climate has dictated the need to be more cognizant of every dollar spent. It is apparent that we need to run more like a business and less like a social club. Over the past several years the Board has made progress in this goal, but there is still room for improvement.

Acacia board members are volunteers from all walks of life. Some are retired, others still work in full or part time positions. This is a different country than it was when Acacia began in the 1970s. Now people are less trusted and more criticized. People value their free time. This board is no different. Many hours are spent in performing our director roles. Each member is willing to part with only so many of their free hours.

The goal going forward in 2023 is to put processes in place so that the recent issue or any similar issue cannot happen again. We need your help. The board needs people who are willing to use their free time to help with this restructure. Elections are coming up in February. We need people who are willing to share their free time, voice their opinions and listen to others' opinions, and work together to create a stronger Acacia Board.

If you are here to ask us questions, we will gladly answer any questions that does not violate the confidentiality of our employees or our homeowners. This is a board meeting, and all questions or comments will be directed only of the Board.

Diane emphasized that no actual Acacia funds were taken, described the situation as unrealized discounts, and that is why it was not a black and white issue for her.

Statement from Ben Boyd to the Residents:

This is not a time to approach your Board of Directors with anger and raised voices – It is a time of professionally questioning the Board in a Civil manner. The Board has earned our respect, but the residents have a right to questions the Board.

Our President and Treasurer call a secret meeting, on October 11th with Joe Consolo and myself to discuss Jose Rivera using Acacia earned Menards rebates for personal gain at the sum of \$700. Amy and Diane presented a drafted year long probation of Jose and instructed that this will not be shared with the Board because Amy did not trust the Board to keep the to themselves and the residents would find out. Amy and Diane wee going to meet with Jose to discuss the discovery of stolen rebates. Joe and I call another meeting wanting to demand that the Board – The representatives of the resident had to be informed and that Joe be a part of the meeting with Jose (He has over 30 years as a layer with Sheriff Department interrogating criminal suspects) and that we want a forensic audit surrounding Jose's purchases in the past 15 years. Answer was NO to the audit, but they would inform the Board.

I believe the secret meeting and keeping the Jose situation of the board in violation of our Bylaws. On October 11th the President and Treasured signed the Management review letter from our Accounting firm stating that we have no knowledge of any allegations of fraud or suspected fraud affecting the Association's financial statements. Then that afternoon they met with Joe and I were informed of Jose's fraud. The actions of our President and Treasurer wee in direct violation of their Fiduciary responsibility to the residents that calls for their immediate resignation. A petition is being signed by residents to have Amy and Diane resignation from the Board.

I will be filing a F.O.I.A. tomorrow to receive from quick book statements all Menards purchases for the last 12 years. This will determine the true dollar amount that Jose could have used for his personal gain. I did a cursory audit from the records I have kept as Townhome Maintenance Director to approximate the amount for our annal expenditures. I suspect the rebates to be over \$3,000 not \$700. This will be confirmed after I receive information outlined in F.O.I.A. If this gets out what will it do to our home values.

Homeowners Forum, continued

A second petition is being circulated to the residents to have Jose Rivera immediately dismissed as an employee of Acacia. We the residents need a new Board dedicated to protect the residents financial interested not an employee of Acacia.

Diane responded to Ben that the private meeting among the four board members was to protect the confidentiality of the issue and was not meant to hide anything. Ben and Joe said it should go to the board, and it did. Diane says any subset of a group can meet (per Acacia Covenants and ByLaws) and if it was wrong then why did they (Ben and Joe) set another meeting?

Amy concurs with Diane and said they were looking for confidentiality and input.

Patrick Ferguson – Elmwood Court

Patrick notes that Home Depot has a matching program for Menards rebates so Ben's FOIA should include Home Depot receipts as well. Patrick states the he took care of a resident with dementia after Maintenance supervisor had been helping her for over a year. (Amy cautions him not to spread rumors, only facts). Patrick states he has had 30 days to review her financial records and has proof that money has been taken from a checking account. He further states that two investment accounts have been reduced to under \$100. He states the Maintenance supervisor bought a car under market value from the resident with dementia and Amy prepared the Bill of Sale for the transaction. He asks why they would do this and states that the State's Attorney, the Attorney General and The Public Guardian are investigating the matter and Amy and Maintenance supervisor are targets.

Amy clarifies that she spoke with Acacia's attorneys and was told that because Acacia did not direct Maintenance supervisor's involvement with resident Acacia has no liability for his actions.

Joe Consolo – Cascade

Joe asks about the Menards rebates and whether any further audits had been completed. No answer from the board. Joe states that fiduciary duty trumps everything, and if the board has additional data on the amount of rebates missing, then they should release this information to the residents. He notes that employees are agents of Acacia and in this capacity, Acacia is responsible for them. Joe believes more is going on and he thinks it is wrong.

Homeowners Forum, continued

Jerry Rizzo – Sweetwood

Jerry asks the board why they did not do a full investigation when the rebate issue was discovered? Why not look at all purchases from Menards? Why sneak around? Why the cover up? What don't I understand? Jerry says all the money belongs to Acacia. He asks Amy if she is getting a kickback. Amy responds No. Jerry asks why maintenance supervisor would need a babysitter and states he thinks Amy is hiding something.

Carol Mason – Elmwood square

Carol stated that she thought this was an over-rated witch hunt so we can get all shook up about it. Our Maintenance supervisor has worked for four presidents and ten secretaries and operations have always been loose. She thinks it was naivete on his part Ultimately, Carol thinks this is blown out of proportion.

Sally Chutro – Cascade

Sally asks if we audit our financials. Amy responds Yes audits are done every year.

Frank Bisceglia – Sweetwood

Frank asks how the board came to their decision. Amy responds that there were 4 board members at the first meeting, then it was presented to the full board.

Maureen Lang – Cascade

Maureen reminds the group that we elected this board to do a job for us so that residents don't have to do it. She asks that we offer more respect for their judgment.

Debbie Dobson – no address given

Debbie asks if we are planning to start redeeming Menards rebates.

Response was yes, we are planning on redeeming them and a process is in place.

Homeowners Forum, continued

Tracy Buttron – Hawthorne Square

Tracy asks what Maintenance supervisor's penalty is. She asks about the lewd comments reported by many women, and she is concerned that our resident with dementia is being taken advantage of. She states that she is concerned that comments of this nature will bring a lawsuit against Acacia and the residents will be at financial risk. She states that she does not think the board is representing the community.

Cleo Walters – Nacona Lane

Cleo states this meeting should be about finding better ways and we should learn from this, however all of us must be accountable for our actions. She states that when she was a board member, she found a discrepancy between the pool chemical inventory and expenditures. Concerned that she would be blamed for the lost product, she took it to the board president at the time who she said told her to "leave it alone." The next day our Maintenance supervisor approached her and asked why she accused him of stealing. Her response was that she made no such accusation. She said she felt like she was thrown under the bus.

Unidentified Woman

An unidentified woman states that the letter being circulated stated that the probation plan included Ben and Joe keeping an eye on the Maintenance supervisor. She asks who will do it now. Answer, the board.

Treasurer's Report – Diane Voyles

Income	\$94,132.32	(assessments, late fees, closing fees, etc.)
Expenses	\$74,031.90	
Capital Expense		None this month
Transfer to Capital	<u>0</u>	6,000 transferred on Dec. 4
NET INCOME	\$20,100.42	

As of November 30, 2022:

Operating Accounts	\$386,995.87
Capital Reserve	\$291,556.39

At the close of November there are 17 accounts past due for a total of \$7,160.97 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.

Motion to approve 2023 Final Budget. Lyn McMillin, Diane Voyles 5/0/2.

This month we established a process for handling Menards receipts/rebates.

Processes to address in 2023:

Workplace Harassment Policies which apply to Acacia Board and employees.

Inventory process.

Purchasing procedures/process.

Board member roles and backups.

The Financial Committee met on November 16. The CD which expired on November 25 was reinvested at the Western Springs bank for 28 months at 3% as agreed upon by the Financial Committee.

We discussed the 2019 Reserve Study and agreed to request the free spreadsheet which is included in our existing study. This can be utilized by committee members to enter variables to see how the future looks with hypothetical projects. The spreadsheet was ordered, received and emailed to members of the committee. We will discuss future capital reserve projects at the next meeting on January 18 at 6:00 pm.

Motion to accept Treasurer's Report as prepared by staff. Lyn McMillin, Diane Voyles 5/0/2

Clubhouse Director's Report – Peggy Rose Kwiatek

There were 3 clubhouse rentals in the month of November.

Our annual Food Drive was held on Thursday, November 17 from 8 am to 6 pm. Tables were provided outside of the clubhouse for residents to drop off their donations. Thank you to the many residents who donated food for this worthy cause. The donated items went to the “Share Food, Share Love” food pantry which serves residents in 15 western suburbs of Cook County. Thank you also to resident Betty Sloan who helped organize this event.

Our first Social Committee meeting was held on December 1st and we decorated the clubhouse with Christmas decorations. Thank you to the members that helped – Vonda Schure, Kathy Vasquez, Dawn Mol, Kathleen Creighton and Pat Shenemen.

Our Acacia “Visit with Santa” was held on Sunday, December 4th at the clubhouse from 10am til noon. We had a great turn-out with 27 children and their families totaling about 60 people. The children made crafts and had juice and cookies while waiting for Santa to appear. Santa arrived and gave gifts to all of the children. Afterward there was time for family and individual pictures with Santa. A good time was had by all.

Bunco night was held at the clubhouse on Tuesday, December 6th at 6:30 pm. The hostesses planned a special holiday Bunco Cookie Ball and asked everyone to bring Christmas cookies. They also supplied pizza and beverages for everyone. Our next Bunco night will be on Tuesday, January 3rd. All of Acacia is invited!

An Acacia Adult Holiday Party is being held on Friday, December 30th at the clubhouse from 7 pm to 11 pm. There will be music and games for all! Please bring a dish to share and your own beverage. There will also be a white elephant game for those who want to participate. Bring a wrapped gift of approx. \$10 value. Come out and celebrate the holidays with your neighbors! (No children please.)

“Home Instead” did a nice presentation at our clubhouse on December 5th. If you are interested in getting information on caregivers in your home, you can pick up their brochure in the office.

We are looking to have the clubhouse fireplace fixed so it can be used for parties. Liz has called Ashes, No Flashes twice with no response. Then she called Chicago Fireplace in Burr Ridge and they quoted \$185 for the service call. If it's a minor repair, they will fix it within the service call and no further charge will be incurred. If it requires further diagnosis and repair, then the \$185 service call would be applied to the repair cost and they would provide an estimate prior to repair. Patti suggested we get more quotes.

Recreation Director's Report – Amy Eckert

Tennis/pickleball courts are closed for the season. We are leaving basketball nets up this year.

Grounds Director's Report – read by Amy Eckert

- Completed 8 grounds Service Requests
- Picked up seasonal needs at Menards and Home Depot
- Oversaw the removal of 9 dead, dying or diseased trees by Family Tree Werks and the trimming of 3 others that were too tall for our crew to trim
- Purchased \$298.58 in gas for mowers and carts
- The last day for our seasonal crew members was November 25th

GARBAGE HOLIDAY PICK UP DAYS:

Saturday, December 31st and Saturday, January 7th

Please make sure that all garbage bags and seasonal wrapping are securely tied and if you are putting any loose boxes out, they are under something heavy to avoid having them blow around on pick up days.

Snow Plowing:

Patti has offered to help with coordinating snow plowing this season.

We call the plows when we are expected to get 3" or more of snow (or if it's predicted to be wet heavy snow, we will call at 2"). We will follow the snowplow routes #1 through #4 – they are all available on our website. Also please remember that it can take 8 – 10 hours to complete the whole association once they start. The parking lot at the clubhouse will be cleared before the plows start so if you need to move your car from the driveway you can park in the lot until your driveway is done. If there is a car in the driveway and the plows can't safely plow it, you will be skipped, and we will NOT come back to clear it.

There is a dead tree on Briarwood that needs to be taken down. We have a quote from Family Tree Werks to do the work. There is money in the budget to pay for this.

I move that we accept the quote from Family Tree Werks in the amount of \$695.00 to remove the tree. Amy Eckert, Lyn McMillin 5/0/2.

Townhome Maintenance Director's Report – read by Amy Eckert

- Completed 5 Townhome Service Requests
- Purchased \$209.40 in gas for the truck

Paint Cycle:

We have had complaints from a few residents about the painting on this year's paint cycle being behind schedule – some of this is due to the inability of the contractor to hire people to do the work and some due to the time it takes to get the buildings ready to be painted. This is frustrating to the homeowners that are waiting for work to be completed and to the association as we want the work done sooner. In the past we had included a "finished by" date in the contract but over the past few years this has not been done. Going forward with bids for next year it might be a good idea to add that back into any contract we approve.

Painters are currently working on completing the brown trim on 27 to 53 Westwood. Per the contractor the tan is done first followed by the dark brown because the brown is easier to complete in smaller segments for time.

Coping:

As of 12/8 coping has been completed at 12 -22 Westwood and additional materials have been ordered and were delivered today to complete the remainder of the buildings. Weather is not much of a factor when installing the coping. Also, the buildings at 29-47 Elmwood have additional aluminum work that Acacia has asked the contractor to address before signing off on the portion of the work.

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

Projects approved to start = 2

Projects completed and inspected = 5

Decorations on Townhomes

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

Village Relations Director's Report – Patti Chiappetta

Planning and Zoning Commission: There will be an opening in the Planning and Zoning Commission starting in January 2023. If anyone is interested, please notify Mayor Hinshaw, the staff, a trustee, or a current member of the Planning and Zoning Commission

Wolf Road Update: The village received the newsletter and a copy of the letters that have been sent to the Village Board. The newsletter will be posted to the website. Village has started getting the newsletter out via the many ways that we communicate to the residents and businesses. Letters to those who submitted individual comments should have been sent out. The overall process for the release of all the public comments and letters is that the Village wait until all the comments, responses, petitions, etc., have been submitted to DOT in the Draft Project Development Report before making the comments public. Engineering firm Strand is still working with the County to get the general amendment to the Intergovernmental Agreement (IGA) prepared. This will include the new addition for the work of the Public Involvement Subconsultant. The goal is to have the amendment to the IGA and contract ready for the Village Board Meeting in December. After that it would go the County Board for their approval at their January meeting. After the County approval of the general amendment to the IGA, the Village would begin preparing the Public Involvement Plan (PIP) and coordinating with Illinois Department of Transportation (IDOT). After the PIP has been approved by IDOT, the updated plan today is that the Village will hold the first Corridor Advisory Committee (CAC) meeting in 2023 to gather more community input.

Sidewalks: Main Areas in the Village's Sidewalk Master Plan:

Plainfield Road and Wolf Road: Both are County roads and both are in a Phase 1 Study. The County has stated that they will not be pursuing a 5-lane alternative for Plainfield Road.

Joliet Road: This is a state road. The Village is waiting for the state approval to begin Phase 1 for a sidewalk along Joliet Road.

Acacia Drive Update: The project is almost completed. Some landscaping work will be done next spring. The Village board has had many people tell them that they like how the sidewalk and road look and regret being opposed to the project.

Village Relations Director's Report – Patti Chiappetta

1-294 Tollway Update: Noise walls along the tollway remain on schedule for completion by the end of the year with the exception of an approximate 200-foot section just south of Sacajawea Park. The Village will be working to get any feedback on the trees and landscaping plan back to the tollway by the end of the year.

A meeting was recently held by the members of the Garden Plot Committee along with those who actually planted the flourishing gardens. Registrations for next year's plots are in progress. Renewals will be charged \$35; new registrants will be charged \$100 for the first year.

The annual Christmas Holiday Event will take place on December 18..

Welcome Baskets Report – Peggy Rose Kwiatek

Nothing to report this month. Remember, if you have recently moved to Acacia, you may contact the office and request a welcome basket visit.

Acacia Elections in February – Lyn McMillin

IMPORTANT DATES

January 10 - Submit résumés

February 1 – Mailed ballots arrive about Feb 1st. Ballots can be submitted after February 1st at the clubhouse.

February 28 - In Person voting at the clubhouse

It is now time for Acacia's Annual Elections.

Please remember to submit your resumé or letter of interest to the election committee by January 10, 2023.

There are five positions open:

- (3) three-year terms
- (1) one-year term
- (1) two-year term.

The election will be held on February 28, with ballots mailed by February 1.

When you are submitting your letter or resumé please do not put the position you would like. This is determined by the board after the election. Please consider joining the Acacia Board of Directors, we always want new and interesting ideas to help our community grow.

Acacia Office Report – Amy Eckert

After interviewing 6 candidates for the Bookkeeper position, we hired Sharon Kalinoski for the position. Sharon has begun training with Judy to learn what is required of this position.

Electronic motion to hire Sharon Kalinoski as Bookkeeper was taken on November 29, 2022. Amy Eckert, second Diane Voyles – vote 5/1/1

Coupon books for 2023 monthly assessments have been printed and mailed to those residents that use them. If you do not get one and you need one, please call the office or stop in to pick one up.

REMINDER: Effective January 2023 the monthly assessment amount is \$254.00.

If paying by check or cash, please make sure you use this amount.

If your bank sends the check, please make sure you change the amount to \$254.00

If you are on ACH \$254.00 will be drawn on January 15, 2023.

Homeowners Forum

Julie Warren – Stratford

Julie asks who the Maintenance supervisor is? Answer – Jose.

Alberta Mytys – Cascade

Alberta states that when she is looking for a board, she looks for a group that will consider what is best for Acacia. Did the board consider the problems that would be caused by the consequences? Amy states the vote was 6 to retain, 2 to terminate, and 1 absent. Alberta thinks the board made the best decision for Acacia.

Patrick Ferguson – Elmwood Court

Patrick states that his driveway was sealcoated the summer of 2021 and it continues to have major cracks. Two weeks after sealcoating Patrick approached Jose and expressed his concern that our contractor was using sub-par materials.

Julie Wright – Stratford

Julie asks if we know the source of the fire on Stratford? A neighbor reports that it was the result of a laser cutter being used in the garage which misfired and shot through the garage door landing on the cars in the driveway. No injuries were reported. The Association reached out to them to see if they needed assistance. The residents indicated they were doing alright and not in need of anything at this time.

Jack Brandush – no address given

Jack notes that the names and titles of the board members used to be on the Acacia website, but they are no longer published. Liz explains it was an oversight and can be remedied. He asks how much of the discussion detail will be published in the minutes.

Jody Davidson – Sweetwood

Jody asks if our Financials are on the website. Amy answers they are not on the website because they are available in the office for inspection by residents. She also asks if Bunco parties, and Santa visit are paid for by the association. Amy explained that Bunco is paid for by the attendees, but that the Visit from Santa and Family Fun days are paid for from association funds.

Homeowners Forum

Cleo Walters – Nacona Lane

Cleo has two questions:

- What is the status of converting to aluminum siding on the townhomes? Per Amy, this project is on pause and part of an on-going discussion. We do not have cost estimates for this project, and she hopes the next Townhome maintenance director can research this.
- What is happening with the old telephone boxes which are falling over on the property. Amy explains that each box is owned by a utility or cable company, and they are responsible for removing or fixing them. She suggests looking at the box to determine ownership and contact the appropriate company for removal/repair.

Alberta Mytys – Cascade

Is it true that Jose repaid the money used for rebates? Yes. Amy notes that our lawyers told them not to discuss closed session business, but she will reveal in this case.

Is it true that Jose apologized to all the board members? Yes.

Melissa – Cascade

Melissa asks if there is an employee handbook for Acacia that defines appropriate behavior and grounds for termination. Amy responds that we do have an Employee Handbook, but she will need to investigate to see if something like that is included.

Maureen Lang – Cascade

Maureen tells of the time their refrigerator went out after being away and Jose helped them remove it. He also put in a railing when her husband needed one.

Letter from Bobbette Pulliam to the Board

To Acacia Board Members and the Acacia Community,

First, thank you to Joe Consolo for his dedication and commitment to our community! Joe's willingness to run for and be a member of the Acacia Board is not only greatly appreciated but is to be commended. It is concerning to me, and many others, that his resignation leaves our community without the advocacy, leadership, knowledge base and strength of character he offers. His desire to remove himself from any unlawful, deceptive and/or irresponsible behavior by others is honorable and understandable. However, his continued presence on the board would provide us much more than his resignation offers. We hope he will reconsider his resignation and remain a member of the Acacia Board to support our board/community and provide us with the additional comfort of knowing we continue to be in good hands.

Regarding the situation with Jose – although he absolutely should not have used the rebates for personal acquisitions, he is paying restitution, has lost the income of the year-end bonus, will not receive a pay raise for the coming year and is on probation. Everyone deserves a second chance – and with Jose under such intense scrutiny, any new misstep would quickly be identified and result in his dismissal. He has provided us with many years of hard work and kindnesses – yes, he made a huge mistake but perhaps this has been a learning experience for him – and others.

Whether Jose's involvement with a resident's finances is illegal is purely speculative at this time. It is probably best to leave the determination to the state and legal teams to ascertain if a crime has been committed. Although it certainly looks inappropriate – Jose's livelihood should not rest on the appearance of impropriety.

Employee matters should be kept confidential from our Acacia community as a whole – but they need to be discussed and decided by the entire board – not a select few. The situations involving Jose were definitely mishandled. Secrecy and partial communication are unfair to everyone. However, President Eckert and Treasurer Voyles deserve the opportunity to reset, make the appropriate changes and move forward: A new start with new guidelines and renewed trust for the new year.

During this season of hope and peace – let us come together with forgiveness, second chances and kindness toward one another.

Bobbette Pulliam
39 Heatherwood Court

Letter from Ed & Karen Auer to the Board

Various materials have been circulated thru Acacia indicating that a personnel matter has arisen and was addressed by the board. We will not be able to attend the meeting tonight but wish to make the following points:

- 1) This matter was initially discussed in executive session and should have remained there. HOA board members were well within their rights addressing this in a closed session. The results of these discussions should never have been distributed outside the process. HOA members did not have the right to this information.
- 2) Certain HOA members felt it imperative to circulate this information via hand delivered mail and in a public internet forum. This was totally inappropriate and most likely actionable by those indicated by name and/or title.
- 3) The material circulated calls for the resignation of board members and out maintenance chief. Are those same people willing to serve on the board or attempt to find someone with equal competence and skill to replace our long time, experienced maintenance supervisor?
- 4) Our maintenance supervisor has been accused of stealing. If he used the rebates he received for his own personal use did he do it willingly or did he receive implied consent to do so from a former board member? If the latter, then we can understand his actions. If the former he should be asked to refund the alleged \$700 and be subject to the other penalties proposed by the board.

Our bottom line is that Jose cannot be easily replaced. He has experience that would take years for another person to acquire in managing this operation. He is irreplaceable in this day and age when any good help is difficult to find.

If it is decided that Jose should be terminated then those who speak the loudest against him should be responsible for screening and recommending new applicants. It should be their responsibility to resolve the issue they so loudly protest against.

Ed and Karen Auer
1 Elmwood Drive

New and On-Going Business

Joe Consolo resigned from the Board on November 14, 2022.

Judy Strawn is retiring at the end of December. The Board would like to thank her for her years of service and wish her the best in her retirement.

Motion to close Open Session and go to Executive Session – Amy Eckert, Patti Chiappetta 5/0/2.

Motion to close Executive Session – Amy Eckert, Patti Chiappetta 5/0/2.

Motion to approve salary changes and bonuses for year-round employees– Amy Eckert, Lyn McMillin 5/0/2.

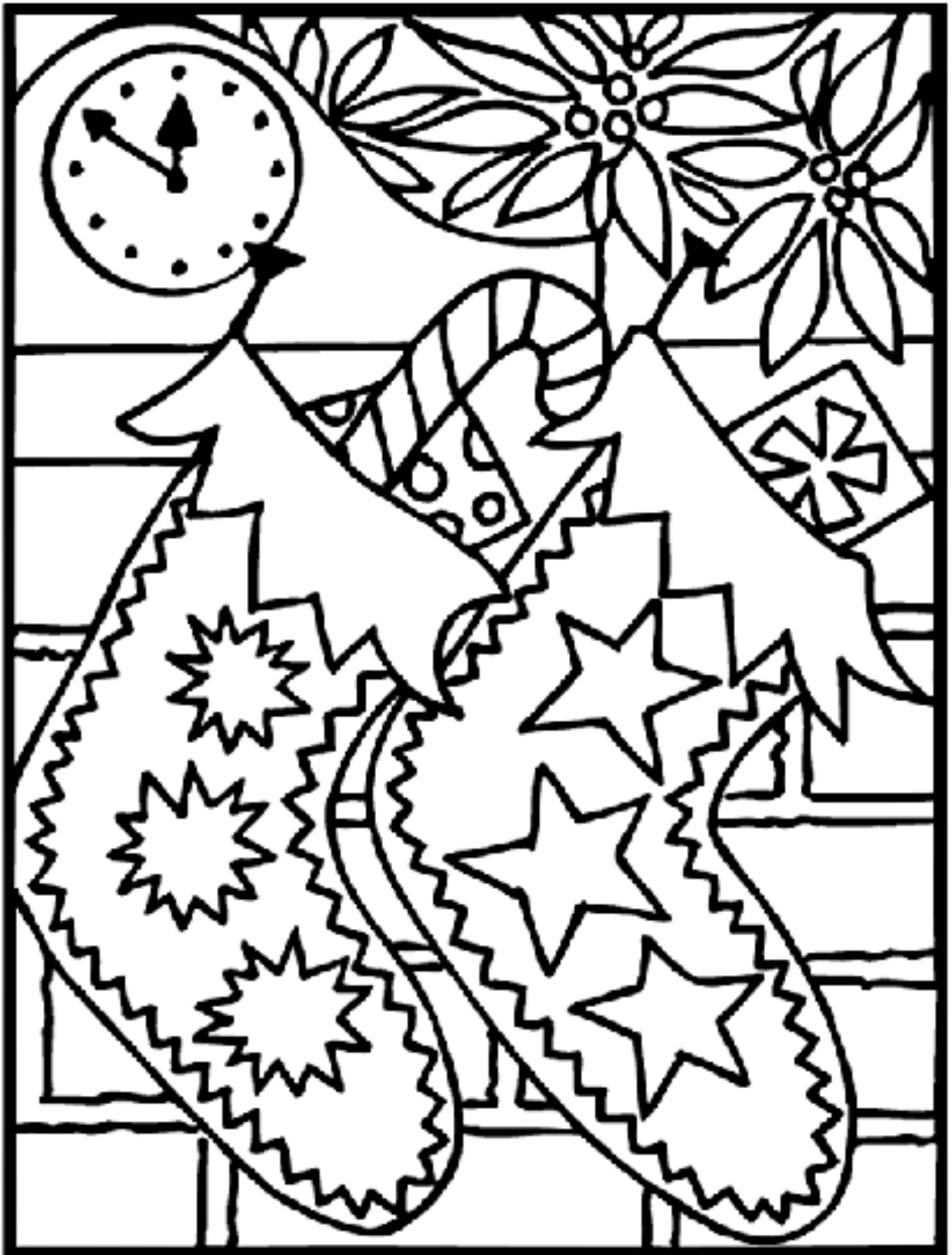
Motion to close Open Session – Patti Chiappetta, Amy Eckert 5/0/2.

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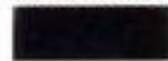
Interior
Wood
Grain
Dark
Oak



Interior
Wood
Grain
Light
Oak

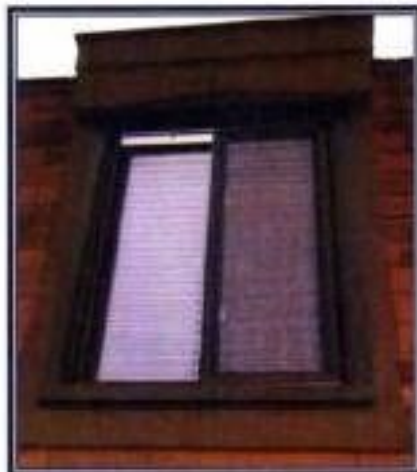


Exterior Bronze



Other color combinations
available upon request

Exterior Cocoa



Actual Acacia Project
Photos

