



RavensKeep, LLC

Inclusive Consulting Solutions

Mr. Kevin Timony, Village Manager
Village of Vernon Hills
290 Evergreen Drive
Vernon Hills, Illinois 60061-2904

December 18, 2024

Dear Mr. Timony:

On behalf of RavensKeep LLC, I would like to thank you, the Village Board and Administration for the opportunity to continue partnering with, and assisting the Village of Vernon Hills in assessing, evaluating, and facilitating discussions with Village staff and departments regarding established Diversity & Inclusivity processes, procedures and their relationship to community expectations. Please find below some of the specific activities we covered:

- Reviewed the Village's overall engagement and delivery of services to all stakeholders.
- Reviewed the Village's Communications platforms and the way in which they engaged and informed all members of the community.
- Facilitated meetings with Department heads and interacted with Village staff to obtain updates on programs and initiatives.
- Reviewed Village EEOC Work Force Demographic data and projected changes in an effort to mirror community demographics.
- Remained accessible to community stakeholders to address various concerns such as housing and retail vendor interactions and experiences.
- As an additional way to serve the Vernon Hills community at large, I served as Vice President of the University Center of Lake County Governing Board and will be its Board President in 2025.

Overall, you and the Board should be commended for the mindfulness that your department heads and staff have shown in regards to working towards creating a welcoming and inclusive community!

Respectfully I remain,

Bryan J. Watkins, EdD
Managing Partner
RavensKeep, LLC

2001A WAUKEGAN ROAD SUITE 151, TECHNY, ILLINOIS 60082
(847) 701-5550 * RAVENSKEEP1555@GMAIL.COM

During this past year, the Village of Vernon Hills has continued to be engaged with its Diversity and Inclusion efforts to ensure a welcoming and inclusive community that is equitable in its delivery of services, and utilizes its communications platforms in a manner that connects and is reflective to all members of the community.

Updates

I have had opportunity to visit staff and communicate with members from the Manager's Office several times throughout the year to receive updates on organizational change, recruitment & selection processes, community events, and Village communications. Staff has provided information on these topics as well as information on department and Village projects.

Village Communications

One of the more effective efforts has been the ongoing manner the Village has communicated celebrations, events, accomplishments and public announcements through its online communications vehicle ([see samples from calendar year 2024](#)). The level and type of communication both mirrors and is reflective of the entire community. This is important to note given that, as the way in which words and pictures are portrayed can either reflect and/or celebrate the neighbors we work for and with; or it can unintentionally marginalize certain groups. I commend Village Administration and the Communications Team for making every attempt to embrace and celebrate the diversity of the Village's ever changing population.

Organizational Change – Telecommunications Consolidation

Additionally, in the life of an organization, transitions do occur and along with it comes change whether moderate or significant. However, it is the resilient organization that can chart a path forward, assessing, adapting and rebuilding. One of the major initiatives in progress is an effort to ensure more effective and efficient emergency communications. This project is the consolidation of individual and joint dispatch centers to one centralized unit that will become its own entity. With this initiative, known as Lake Consolidated Emergency Communications (LakeComm), telecommunicators from VHPD will be individually impacted, and this initiative will ultimately impact the Village's overall employee count and diversity of the workforce.

Departmental/Organizational consolidations, while often driven by financial necessity, community needs, or resource optimization, can pose significant challenges to maintaining staff diversity within community police departments. When communities decide to merge/combine operations as is the plan with LakeComm, the resulting larger entity may inadvertently homogenize the original agency workforce, leading to a loss of representation from the diverse communities previously served / represented prior to the consolidation. This observation is noted based upon an analysis of the Village's Work Force Demographic data snapshot both prior to consolidation and the anticipated data snapshot, post consolidation, ([see appendix](#)).

Diversity and Inclusivity 2024 Update

The Vernon Hills Police Department is very aware and prepared to address the impact of change, as it joins with other surrounding communities for the LakeComm Initiative. The police department continues to move toward the objectives of employing law enforcement personnel who mirror community demographics.

Examples of the Police Department and Village initiating proactive measures include: 1) Conducting thorough workforce demographic analyses to identify potential disparities in representation across departments before and after the merger. 2) Developing and implementing equitable recruitment, hiring, and promotion strategies that support the Village's diversity and inclusivity objectives. This has involved targeted outreach to diverse communities, as well as utilizing standardized nationally recognized examination tools. And additional elements may include blind resume reviews, and unconscious bias training for hiring managers.

The Village Board and Administrative leadership should be commended for the demonstrated efforts over this past year. Initiatives from this program continue to address crucial leadership transitions to recruiting and filling positions throughout the entire organization. And, although there is always more work that can be done, it is quite evident that the community has much to be proud of given that the Village's Diversity & Inclusivity initiatives are clear and present.

Diversity and Inclusivity 2024 Update

EEOC Workforce Demographics

Includes all positions within the Village workforce

Period: Date collected December 2024

Village of Vernon Hills Workforce Demographics through December 3, 2024

Job Category	MALE				Totals
	White	Black	Hispanic	Asian	
Administrators/Officials	8				6
Office & Clerical	4		1		5
Professionals	6				6
Protective Services	25		4	1	32
Service Maintenance	12		6		18
Technicians	4				4
MALE					
TOTALS	59		11	1	71

Job Category	FEMALE				Totals
	White	Black	Hispanic	Asian	
Administrators/Officials					
Office & Clerical	15	1	2		18
Professionals	3				3
Protective Services	4		1		5
Service Maintenance					
Technicians	2				2
FEMALE					
TOTALS	24		3		28

Projected Village of Vernon Hills Workforce Demographics following LakeComm Consolidation

MALE					
Job Category	White	Black	Hispanic	Asian	Totals
Administrators/Officials	8				8
Office & Clerical					
Professionals	6				6
Protective Services	25		4	1	30
Service Maintenance	12		6		18
Technicians	4				4
MALE					
TOTALS	55		10	1	66

FEMALE					
White	Black	Hispanic	Asian	Totals	
9		1		10	
3				3	
4		1		5	
2				2	
FEMALE					
18		2		20	

Diversity and Inclusivity 2024 Update

Sample Communications

Period: January – December 2024

Content from the Village website, Village Voice, cable access and social media platforms.

COMMUNICATIONS (2024)

~ JANUARY 2024 ~

• Martin Luther King / Ali Day Recognition & Education

Posted on January 6, 2021

[ARCHIVED] MLK Day of Service - January 15

On January 15, the nation will mark Martin Luther King Jr. (MLK) Day, which traditionally includes acts of service.

Many organizations will be closed on Monday, January 15 to mark the holiday, with some noting that it should be a day used for community service. (Note that Village offices are open on January 16.)



Examples of organized MLK service activities include the City of Highland Park's 16th Annual Martin Luther King Jr. Day of Service. Activities include a drive-through drop-off collection from 8 to 10:30 a.m. at the HP Recreation Center, 1207 Park Avenue W, Highland Park. Check the HP website for a list of requests.

In Vernon Hills, Lakeview Presbyterian Church, 1100 Lakeview Parkway, will host a Cradles to Crayons collection for children's clothing. Check the Cradles to Crayons website for a list of accepted items. Drop off starts at 12:30 p.m.; Sorting/packing from 2:30 to 4 p.m.

Note that organizations such as Vernon Township Pantry, Sue's Pantry, and other organizations in our area also rely on our generosity. Please consider supporting these and many other wonderful organizations on MLK Day and all year round.

If you are interested in learning more about the MLK holiday and the work of Dr. Martin Luther King Jr., consider the following resources:

- The King Center, Atlanta, Georgia
- National Today, Martin Luther King Day
- The Nobel Peace Prize, 1964, Martin Luther King Jr.
- History.com, Martin Luther King Jr.
- Stanford University, The Martin Luther King Jr. Research and Education Institute

Artwork is provided by The King Center: <https://thekingcenter.org/>

~ FEBRUARY 2024 ~

• Village Marquee signs and communications platforms updated to reflect Black History Month.



Home » News Flash

News

Posted on February 1, 2021

Celebrating Black History Month

February is designated as Black History Month. As we celebrate our community's diversity, we share a few resources...

What is Black History Month?

Black History Month is an opportunity to recognize the contributions of African Americans to the United States and our own community. It also focuses attention on history, starting when enslaved people were first captured and brought from Africa through today's experience.



How did Black History Month begin?

The celebration has roots in Chicago. According to the Association for the Study of African American Life and History (ASALH), in the summer of 1918, University of Chicago alumnus Carter Woodson traveled from Washington, D.C. to Chicago to participate in a national celebration of the 100th anniversary of emancipation sponsored by the state of Illinois. That experience stayed with him as he became a life-long proponent of African American studies, organizing Negro History Week, first held in 1926. This week-long event eventually became Black History Month in 1976. Read the longer history, written by Howard University VP of Program Daryl Michael Scott on the ASALH website.

Why is Black History Month celebrated in February?

The common thinking is that Carter Woodson chose February because it also honors two Americans who played a key role in shaping black history in the United States. Abraham Lincoln was born on February 12, and Frederick Douglass was born on February 14.

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• During FlavorFest, a marketing initiative intended to support the hospitality sector after the holiday season; the Village promoted local restaurants and celebrated the uniqueness and diversity of independent owners / operators.



COMMUNICATIONS (2024)

- The Village Communications Team has been working with students from a local high school who are working on a project messaging Village Seniors as well as others on issues with the misprescribing of medications as well as adverse reactions when taken multiple medications. The students are part of the Healthcare Occupation Students of America (HOSA) Club, and their participation with the Village is their project, which is being submitted for a consideration by the State for recognition in 2024.



- Throughout the year, the Village shares information on resources offered to veterans and/or their families. This information is shared on Village social media, website, cable access, and directly with veteran service organizations.

Village of Vernon Hills - Government
 Published by Vernon Hills Admin - 11h - 0

The Village of Vernon Hills is proud to recognize veterans through the Vernon Hills Honors Military Banner Program. We are also proud to partner with the Veterans Assistance Commission of Lake County to always ensure support is available to our veterans and their families.

Veterans Assistance Commission of Lake County

VETERANS & FAMILIES:

HELP IS HERE

OUR MISSION is to promote the welfare of honorably discharged veterans of military service and their families through maintaining a positive belief of it through effective and dynamic advocacy and by serving as a central service office for all veterans residing in the County of Lake.

1800 Lakeshore Drive, Suite 200, Gurnee, IL 60031



 BOARD OF DIRECTORS
 1800 Lakeshore Drive
 Gurnee, IL 60031
 (847) 377-3344
 VACC



 U.S. Department of Veterans Affairs
 VETERANS ASSISTANCE COMMISSION

Questions about VA Healthcare?
 Enrollment? Eligibility? Programs?

EVERY 4TH WEDNESDAY OF THE MONTH
10AM-2PM

Starting March 27, 2024

VA Staff will be on-site and available to answer questions, discuss eligibility, provide resources.
 (Bring DD-214 if available)

Veterans Assistance Commission of Lake County
 1790 Nations Dr. Suite 221
 Gurnee, IL 60031


 847-377-3344
 veterans@lakecountyil.gov
 www.vacc.org



COMMUNICATIONS (2024)

~ MARCH 2024 ~

- **The Village Communications Team published an interview with local high school students who are a part of the Healthcare Occupation Students of America (HOSA) Club, focused on providing education regarding the misprescribing of medications and adverse reactions when taking multiple medications.**

Village of Vernon Hills - Government
Published by Vernon Hills Admin · 0 · 5d · 0

Join the Village's Communications Team for a discussion with Adlai E. Stevenson High School students Sheila Pochiraju and Ananya Balu to discuss PRISM, a program the students formed to help create awareness of the misprescribing of drugs and treatments, and its adverse impacts.



YOUTUBE.COM
Vernon Hills Update: PRISM - Advocating for Your Health - 2/24

- **Village facilities made available on March 10, 2024 to a local organization in which a UNICEF fundraiser was conducted.**



- **The Village celebrates special occasions and recognize the diversity of our community.**



COMMUNICATIONS (2024)

~ APRIL 2024 ~

- The Village's Centenarian Program recognizes and celebrates all members of the community 100+ years young!

Village of Vernon Hills - Government

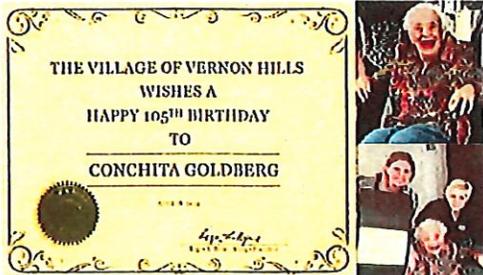
CHEERS TO 105 YEARS!

You may recall that last year, the Village had the honor of celebrating the 104th birthday of Conchita Goldberg, a resident of Brookside II at Vernon Hills - Independent Living.

Last week, Village Staff was invited back for Conchita's 105th celebration and she is proof that age is only a number. Conchita's positivity and dynamic sense of humor entertained a room full of people all afternoon.

Please join the Village in wishing Conchita a fabulous year ahead!

If you missed the video from last year's celebration, please feel free to check it out at <https://www.vh.org/CyQ1E3P/>



- Throughout the year, the Village shares information on resources offered to veterans and/or their families. This information is shared on Village social media, website, cable access, and directly with veteran service organizations.

VA |  U.S. Department of Veterans Affairs
Veterans Health Administration

Questions about VA Healthcare?
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Veterans Assistance Commission of Lake County
1790 Nations Dr. Suite 221
Gurnee, IL 60031

 847-377-3344
veterans@lakecountyil.gov
www.vack.org 

COMMUNICATIONS (2024)

~ MAY 2024 ~

- **Military Appreciation Month and Veterans Assistance posted on the Village's social media**



Village of Vernon Hills - Government

1m

May is National Military Appreciation Month!

Throughout this month, we honor the brave men and women who have served and continue to serve our country with valor and dedication. Let's show our gratitude by expressing appreciation for their service, supporting military families, and recognizing the contributions of our veterans and active-duty personnel.

Thank you to all who have served, are serving, and will serve. Your courage and commitment inspire us every day.

Veterans Assistance Commission of Lake County

VETERANS & FAMILIES: HELP IS HERE

OUR MISSION is to promote the welfare of honorably discharged veterans of military service and their families through maximizing all possible benefits through effective and dynamic advocacy and by serving as a central service office for all veterans residing in the County of Lake.

We are a free service to all Veterans and their families. Requesting information is free of charge.



Hawston Hall III
1750 Hollows Drive
Suite 221
Gurnee, IL 60031
Phone: 847-377-3314
VACLC.org

- **The Village's Military Honors Banner Program recognizes Vernon Hills residents who have served, or are currently serving, in the US Armed Forces. The Village then selects twenty veterans to recognize annually, by placing light pole banners throughout the Village. Banners fly from May through November and are then gifted to the veteran or his/her family.**



COMMUNICATIONS (2024)

- The Village shared information on Asian American Heritage Month on the Village website:

Home » News Flash

Home

Posted on: May 1, 2024

AANHPI Heritage Month

May is Asian American and Native Hawaiian/Pacific Islander Heritage Month

Beginning in 1992, the nation officially designated May as Asian American and Native Hawaiian/Pacific Islander (AAHPI) Heritage Month.

Vernon Hills is home to an extremely strong and vibrant community of people who celebrate Asian American, Native Hawaiian and Pacific Islander heritage. In fact, the 2020 US Census report shows more than 26 percent of our responding residents identified themselves as Asian.

The Village joins with the entire nation in recognizing the contributions and importance of this culturally and linguistically-diverse people who represent populations from many countries and islands.

The Village encourages all of us to not only recognize, celebrate and honor this important community, but to learn more about the history and importance of AANHPI Heritage Month.



Resources to Learn More:

- [White House Proclamation](#)
- [History: Asian American and Pacific Islander Heritage Month](#)
- [FAPAC AANHPI Resource Center](#)
- [United States Census Bureau: Asian American, Native Hawaiian and Pacific Islander Heritage Month Fun Facts](#)
- [National Education Association: Teaching Asian and Pacific Islander Heritage](#)

AANHPI 2024 graphic: FAPAC (Federal Asian Pacific American Council)

~ JUNE 2024 ~

- Education and resources regarding Pride Month was shared on the Village website. Additionally, Pride Month flags were displayed on light pole towers throughout the Village recognition and celebration of Pride Month.

Home

Posted on: May 31, 2024

June is Pride Month

The Village of Vernon Hills works to create a welcoming, inclusive, equitable, accepting and safe community for all people. The Village joins with municipalities and organizations around the world in proclaiming June as Pride Month. To best serve the needs of the community and change with a continuing focus on whatever it takes by accepting that "Pride" is as equal as we honor our diversity through this celebration of our LGBTQ+ community.



During the June 7 Village Board Meeting, Trustees will proclaim June 2024 as Pride Month in Vernon Hills.

Thank you to members of the community for their helpful suggestions to encourage an environment of respect, safety and celebration. During June, you will see Pride banners placed on light poles around the Village. Special thanks to the Vernon Hills High School students who helped design these beautiful banners.

INFORMATION

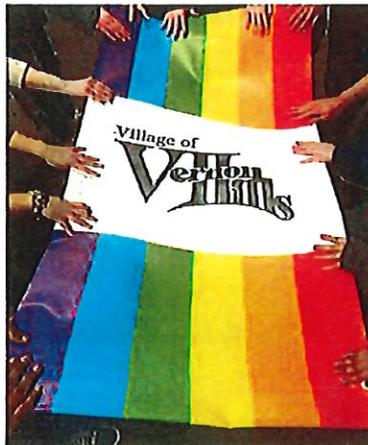
- [Village Pride Message](#)
- [Pride Information for Law Enforcement and Education](#)
- [History: Pride Month 2024](#)
- [Let's Celebrate 50 Years: The History of Pride](#)

SUPPORT

- [LGBTQ+ Council Via Google](#)
- [EQUITY 2024](#)
- [GLAAD](#)
- [Human Rights Campaign: LGBTQ+ Youth Resources](#)
- [PFLAG](#)
- [The Trevor Project](#)

EVENTS

- [Evanston's Pride Parade Calendar](#)
- [Buffalo Grove Pride Parade & Picnic](#) - June 2 at 11 a.m., Buffalo Grove
- [Lake County Pride Fest](#) - June 8 from 2 to 10 p.m., Round Lake Beach
- [Huntley Hill Pride Celebration](#) - June 15 from noon to 5 p.m. in outdoor plaza
- [Chicago Pride Fest](#) - June 22-23, Halsted & Addison, Chicago
- [Chicago Pride Parade](#) - June 30 at 11 a.m.



COMMUNICATIONS (2024)

- The Vernon Hills Police Department hosted the annual James Heier Veterans Fishing Derby at Century Park.



- The Village Board recognized the outgoing 2023 Queens and the newly crowned 2024 Queens at the Village Board Meeting.



- Education and resources regarding Juneteenth were shared on the Village website. Additionally, Juneteenth flags were displayed on light pole towers throughout the Village recognition and celebration of the Juneteenth holiday.

Celebrate Juneteenth

The Village of Vernon Hills will celebrate the Juneteenth federal and state holiday by displaying boulevard banners throughout the Village during the month of June. The burning star on the banners is widely used today as the symbol of Juneteenth. The imagery is attributed to Ben H. Keith, founder of the National Juneteenth Celebration Foundation, and is a tribute to Lisa Jeanne Grant.

The Juneteenth name is a combination of June and fifteenth. This day is also called Freedom Day, Emancipation Day, Jubilee Day or Black Independence Day. The holiday marks the day in 1865 when slaves in Galveston, Texas, finally received word that slavery was abolished.

Juneteenth was first celebrated in 1865. Many states have celebrated Juneteenth holidays for decades – well before the 2021 legislation creating the federal holiday. Juneteenth is also recognized in other countries as a day marking emancipation and freedom from oppression of any type.

Juneteenth is a federal and state holiday in Texas. Banks, post offices and other federal and county buildings will be closed on Wednesday, June 19. Organizations sponsored by the King's Flag Display Act have also been created by flags at half-staff to mark the holiday. Note that Vernon Hills Village Hall and Public Works will remain operational.

Resources to Learn More About Juneteenth

- [Federal Legislation](#)
- [Texas Flag Honors](#)
- [Juneteenth.com](#)
- [History.com: What is Juneteenth?](#)
- [Smithsonian: National Museum of African American History & Culture: Juneteenth - Senses of Freedom](#)



COMMUNICATIONS (2024)

~ JULY 2024 ~

- Anaya Bindal and Jocelyn Bettarelli performed the National Anthem at the 4th of July Parade and Pre-fireworks concert.



- Senator Adriane Johnson joined Village & Park District Trustees, Village Staff and the Vernon Hills Queens for Vernon Hills Days 2024!



- The Jesse White Tumblers joined the Village for the 2024 4th of July Parade.



COMMUNICATIONS (2024)

~ AUGUST 2024 ~

- The Village Communications Team worked with Vernon Hills High School students, Siddharth Avula and Aarav Sheth, who shared information on a service project and initiative to improve the quality of life for persons in need.



~ SEPTEMBER 2024 ~

- Members of the Village's Communications Team participate in the GLMV Chamber of Commerce Women's Network Group, referred to as WOW! (Women of Wonder).



- The Village shared information on community events and resources in multiple languages. Information regarding upcoming SWALCO events shared on Village Communications platforms.

Household Chemical Waste Collection Event	Evento de recolección de residuos químicos domésticos
<h3 style="color: #004a99;">Vernon Hills</h3> <p>Vernon Hills Metro Station 75 E Highway 45, Vernon Hills, IL 60061 Saturday, October 19, 2024 8:00 AM to 2:30 PM BY APPOINTMENT ONLY</p> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p style="text-align: center; color: #004a99;">Accepted Materials</p> <ul style="list-style-type: none"> <li style="width: 50%;">• Antifreeze & Coolant <li style="width: 50%;">• Household Appliances <li style="width: 50%;">• Automotive Fluids <li style="width: 50%;">• Household Paints <li style="width: 50%;">• Fluorescent Light Bulbs <li style="width: 50%;">• Dishwasher Detergent <li style="width: 50%;">• Household Batteries <li style="width: 50%;">• Household Aerosols <li style="width: 50%;">• Household Bleach <li style="width: 50%;">• Gasoline & Petroleum </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p style="text-align: center; color: #004a99;">Not Accepted</p> <ul style="list-style-type: none"> <li style="width: 50%;">• Motor Oil <li style="width: 50%;">• Air Conditioner <li style="width: 50%;">• Household Appliances <li style="width: 50%;">• Household Paints <li style="width: 50%;">• Household Bleach <li style="width: 50%;">• Household Aerosols <li style="width: 50%;">• Household Batteries <li style="width: 50%;">• Household Appliances <li style="width: 50%;">• Household Paints <li style="width: 50%;">• Household Bleach <li style="width: 50%;">• Household Aerosols <li style="width: 50%;">• Household Batteries </div> <p style="text-align: center; font-size: small;">Appointments required. Register using this QR code.</p> <div style="display: flex; justify-content: center; align-items: center;"> </div> <p style="text-align: center; font-size: x-small;">(647) 377 4950 swalco.org</p>	<h3 style="color: #004a99;">Vernon Hills</h3> <p>Vernon Hills Metro Station 75 E Highway 45, Vernon Hills, IL 60061 Sábado 19 de octubre de 2024 De 8:00 a. m. a 2:30 p. m. CON CITA ÚNICAMENTE</p> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p style="text-align: center; color: #004a99;">Materiales aceptados</p> <ul style="list-style-type: none"> <li style="width: 50%;">• Antifreeze & Coolant <li style="width: 50%;">• Household Appliances <li style="width: 50%;">• Automotive Fluids <li style="width: 50%;">• Household Paints <li style="width: 50%;">• Fluorescent Light Bulbs <li style="width: 50%;">• Dishwasher Detergent <li style="width: 50%;">• Household Batteries <li style="width: 50%;">• Household Aerosols <li style="width: 50%;">• Household Bleach <li style="width: 50%;">• Gasoline & Petroleum </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p style="text-align: center; color: #004a99;">Materiales no aceptados</p> <ul style="list-style-type: none"> <li style="width: 50%;">• Motor Oil <li style="width: 50%;">• Air Conditioner <li style="width: 50%;">• Household Appliances <li style="width: 50%;">• Household Paints <li style="width: 50%;">• Household Bleach <li style="width: 50%;">• Household Aerosols <li style="width: 50%;">• Household Batteries <li style="width: 50%;">• Household Appliances <li style="width: 50%;">• Household Paints <li style="width: 50%;">• Household Bleach <li style="width: 50%;">• Household Aerosols <li style="width: 50%;">• Household Batteries </div> <p style="text-align: center; font-size: small;">Con cita previa. Use este código QR para registrarse.</p> <div style="display: flex; justify-content: center; align-items: center;"> </div> <p style="text-align: center; font-size: x-small;">(647) 377 4950 swalco.org</p>

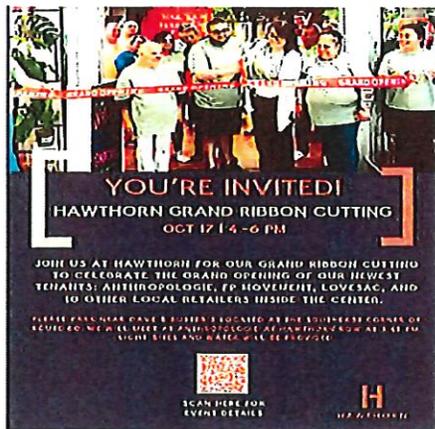
COMMUNICATIONS (2024)

~ OCTOBER 2024 ~

- The Village shared information regarding Hispanic Heritage Month.



- On October 17, the Village will participate in the Grand Ribbon Cutting at Hawthorn Row. The invitation highlights the diversity of businesses within Hawthorn Mall.



- On October 30, the Vernon Hills Seniors Organization hosted a Halloween party for members.

Village of Vernon Hills - Government
Posted by VTC H3M311
October 30, 2024
Happy Halloween from the Vernon Hills Seniors Organization
To learn more about the services and programming available to Seniors in Vernon Hills, please visit <http://www.vernonhills.org/011/Seniors-Center>.



COMMUNICATIONS (2024)

~ NOVEMBER 2024 ~

- The Village participated in a number of Veterans Day activities, recognizing those who served.

Village of Vernon Hills - Government
Published by Jeff Memeseth
November 11, 2024

On this Veterans Day, we extend our deepest gratitude to the brave men and women who have served our nation.

To all our veterans, we say thank you. Thank you for your selflessness, dedication, and the countless hours spent away from home and loved ones.

Vernon Hills is home to over 500 veterans. In partnership with the American Legion Vernon Post 1247, the Village created the Vernon Hills Honors Military Banner Program. Eligible residents are honored with a boulevard banner featuring their name, image, and branch of service.

Banners are displayed from Memorial Day to Veterans Day, and at the end of the year, banners are retired and gifted to the service members and/or family.

For additional information to include application process, please visit: <https://www.vernonhills.org/212/Military-Banners>

To the men and women in uniform past present and future, the Village of Vernon Hills is thinking of you on this day and thankful for your service.

#VeteransDay

Village of Vernon Hills - Government
Published by Vernon Hills
November 11, 2024

Earlier this morning, Hawthorn School District 73 Middle School South hosted their annual Veterans Day Breakfast where Veterans were treated to a performance by the Chorus, Orchestra and Band, followed by student interviews of Veterans, to learn of their service. Thank you to Hawthorn Middle School South and Student Council for hosting a Veterans Day celebration event and breakfast. Additionally, thank you to Principal Robert Hattke for coordinating this event.

And most importantly, thank you to the brave men and women who have served our country with courage and dedication. Your sacrifices have made our freedom possible, and for that, we are forever grateful.



- The Village held its annual Holiday Lights Celebration, celebrating the holidays of various religions.

Village of Vernon Hills - Government
Published by Jeff Memeseth
November 30 at 6:41 PM - 2024

Thank you to all who joined us for the Holiday Light Celebration at Century Park!

While temperatures were frigid, it was a beautiful evening and No Manches Mexican Grill warmed guests with hot chocolate and coffee.

Thank you to the Countryside Fire Protection District along with our finest from the Vernon Hills Police Department for the escort.

Special thanks to Rust-Oleum for the use of their parking lot, our partners at the Vernon Hills Park District, and Vernon Hills Public Works for the beautiful display.

We wish everyone a safe and happy holiday season!



COMMUNICATIONS (2024)

~ DECEMBER 2024 ~

- **Army Veteran Stanley Spillar, was a member of the Class of 2024 Vernon Hills Military Honors Banner Program. Due to Mr. Spillar's ailing health, Village Staff along with members of the American Legion Post 1247 presented Mr. Spillar with his military banner.**

Village of Vernon Hills - Government
11310 S. 1st Street
10/13/2024

The Vernon Hills Honors military banner program provides an opportunity for persons who served in the U.S. Armed Forces to be recognized with a bronze and banner commemorating their military service. At the conclusion of the display period, banners are gifted to the veteran and/or family. Unfortunately, Stanley Spillar was unable to attend the scheduled event to receive his banner, so members from the Village and local American Legion Post 1247 visited Stanley at his residence and presented him his banner. Stanley served as a medic during WWII in the European theater and was also recently recognized as a Centennialist.

In addition to giving Stanley his military banner, Chief Pat Hais issued Stanley a commemorative Vernon Hills Police Department patch that states and recognizes military service and Army football gear in preparation for the upcoming Army - Navy college football game.

Thank you to American Legion - Vernon Hills Post 1247 for supporting this initiative and your continued service to our community.



- **The Vernon Hills Senior Organization hosted their annual Holiday Gala.**

