



NOTICE AND AGENDA FOR
RETREAT
SPECIAL VILLAGE BOARD MEETING
OF THE PRESIDENT AND BOARD OF TRUSTEES
VILLAGE OF MAYWOOD
THURSDAY, MAY 22, 2025 AT 6:00 P.M.
MASONIC TEMPLE BUILDING
200 SOUTH 5TH AVENUE
MAYWOOD, ILLINOIS

THIS MEETING WILL BE CONDUCTED AS AN IN-PERSON MEETING.

Options to watch and listen to the public meeting:
Live Stream at Village Website Home Page via Village Facebook and YouTube platforms:
Go to www.maywood-il.org and click "Video on Demand".

AGENDA

1. **Call to Order**
2. **Roll Call**
3. **Invocation**
4. **Pledge of Allegiance to the Flag**
5. **Approval of Minutes: None.**
6. **Oaths, Reports, Proclamations, Announcements and Appointments**
7. **Finance Management Reports: None**
8. **Village President's Report: None**
9. **Closed Meeting Session:**
 - A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint (5 ILCS 120/2(c)(1)). **[Village Manager Annual Performance Review]**
 - B. **2025 RETREAT OF THE VILLAGE PRESIDENT AND BOARD OF TRUSTEES**
 - 1) Introductory Remarks by Village President Nathaniel George Booker
 - 2) Civility Pledge:
 - a. Discussion of the Illinois Municipal League's Civility Pledge
 - b. Motion to Approve a RESOLUTION ADOPTING THE VILLAGE OF MAYWOOD CIVILITY PLEDGE
 - 3) Introduction of Retreat Facilitator
 - a. Dr. Edith Cheers

1. <https://www.linkedin.com/in/edith-coleman-cheers-8850831a/>
<https://www.linkedin.com/in/edith-coleman-cheers-8850831a/>
2. President and Senior Training Consultant
3. Mind Over Matter Instruction, Inc. (MOMI)
4. <https://momiinc.com/about/>
<https://momiinc.com/about/>

4) Insert Retreat Agenda Topics and Content

- a. Moving Maywood Forward Together
- b. Elements of a Healthy Maywood
- c. Committees, Councils, Commissions, Initiatives, and Focus Areas
- d. Goal Setting

10. **Public Comments:**

11. **Village Manager's Report(s): None**

12. **Village Attorney Report: None**

13. **Trustee Committee Reports: None**

14. **Omnibus Agenda Items: None**

15. **New Business Agenda Item(s): None**

16. **Old Business Agenda Item(s): None**

17. **Board of Trustees Comments/Information**

18. **For Information Only**

19. **Adjournment**

cc: Mayor	Nathaniel George Booker
Trustees:	Isiah Brandon Miguel Jones Melvin L. Lightford, Sr. Aaron Peppers Antonio Sanchez Rahmaan "Ray" Williams
Village Clerk Village Manager	Tori-Love Garron Frank Torres

The above Public Meeting restrictions are authorized by the Open Meetings Act, the CDC directive (social distancing guidelines) and the Illinois Governor's Disaster Proclamations (Restore Illinois Plan), and Executive Orders relating to the COVID-19 pandemic and his implementation of the "Restore Illinois" Plan and the mask mandate for individuals within indoor public places.

MEMORANDUM

TO: Mayor Nathaniel George Booker and Board of Trustees, Village of Maywood
FROM: Michael T. Jurusik
DATE: May 14, 2025
RE: The Illinois Municipal League ("IML") has adopted a Civility Pledge

At the request of Mayor Nathaniel George Booker, I have enclosed the following documents for your review, discussion and action at the Village of Maywood May 22, 2025 Retreat - Special Village Board Meeting:

1. RESOLUTION ADOPTING THE VILLAGE OF MAYWOOD CIVILITY PLEDGE (action item).
 - a. CIVILITY PLEDGE – attached as Group Exhibit "1" to the Resolution.
 - b. Template Signature Page for all of the Village Board Members – attached as Group Exhibit "1" to the Resolution.
 - c. Template Signature Page for each appointed and elected Village official – attached as Group Exhibit "1" to the Resolution.

For background and informational purposes, I have also enclosed the following related materials provided by the IML: (a) IML News Release dated April 20, 2023; (b) IML Civility Pledge - Article dated May 2023; (c) National Institute for Civil Discourse - Engaging Differences - Key Principles and Best Practices; and (d) IML Civility Pledge - 7 Keys to a Respectful Meeting.

If adopted by the Village, the enclosed Resolution approves the IML's Civility Pledge and asks that the elected and appointed officials of the Village of Maywood sign the Civility Pledge and adhere to it during all public meetings and in all official actions. Also, the Resolution directs the posting of framed copies of the Civility Pledge and an executed version of the Resolution at the Village Hall at the 40 Madison Street Building and at the Village's Council Chambers at the 125 South 5th Avenue Building, and that the Civility Pledge is posted on the Village's website and social media pages.

If there are any questions, please contact me.

Mike

Enclosures

cc: Tori-Love Garron, Village Clerk (w/ encls.)
Francis Torres, Village Manager (w/ encls.)
Michael A. Marrs, Village Attorney (w/ encls.)
Carlos S. Arévalo, Village Attorney (w/ encls.)



News Release



FOR IMMEDIATE RELEASE
April 20, 2023

Contact:
Brad Cole, Executive Director
(217) 525-1220
BCole@iml.org

Local Officials Pledge to Foster Respect Throughout Illinois *Building Better Communities by Advocating for Civil Engagement*

SPRINGFIELD – The Illinois Municipal League (IML) announced a Civility Pledge at its Spring Board of Directors meeting. The pledge seeks to restore civility in local governments, encourage productive dialogue and build public trust in all of Illinois’ 1,295 cities, villages and towns.

A growing need for civility has become more relevant and significant at all levels of government, but especially at the local level. Residents and elected officials are often faced with challenging and complex issues that can spark strong emotions and create conflict. Adopting the pledge and putting civility at the forefront provides a foundation for effective community conversations.

The pledge reads, *“In the interest of civility, I pledge to promote civility by listening, being respectful of others, acknowledging that we are all striving to support and improve our community and understanding that we each may have different ideas for achieving that objective.”*

“Even in these times of political disagreement, we believe in finding common ground and engaging in civil discussions about community issues that are important to everyone,” said **IML President, Village President Catherine M. Adduci, Village of River Forest**. “The Civility Pledge is a reminder for all municipal officials and constituents to work together in the pursuit of understanding the points of view of others.”

“The Civility Pledge reminds local officials that they can listen to competing views and respect each other,” said **IML First Vice President, Mayor Mark T. Kupsky, City of Fairview Heights**. “If everyone is willing to follow the pledge, it will lead to a greater dialogue and the betterment of each of our communities.”

All officials in Illinois municipalities are encouraged to incorporate the Civility Pledge wherever possible throughout their respective communities. The pledge can be stated before meetings, signed by each member of the city council or posted at city hall to remind everyone of the value of civil behavior. More information and resources are provided at iml.org/civility.

ABOUT THE ILLINOIS MUNICIPAL LEAGUE

The Illinois Municipal League is the statewide association representing local communities throughout Illinois. Founded in 1913, IML has worked continuously for the benefit of all 1,295 municipalities in Illinois to provide a formal voice on matters involving common interests.

###



Civility

BY ILLINOIS MUNICIPAL LEAGUE PUBLIC AFFAIRS STAFF

CIVILITY PLEDGE

For decades, politics and government at all levels have experienced their fair share of division, and we have witnessed individuals on opposite ends of the political spectrum disagree with or dislike individuals on the other side. We have observed the discord and conflict among state and local officials during meetings, and we have seen a rising number of physical encounters erupting across the nation.

With political divisions deepening, there are growing calls for more civility. Therefore, the conversation must shift to how we begin to turn around this trend that often ends in hostility. The Illinois Municipal League (IML) is taking a first step by providing all 1,295 cities, villages and towns with an opportunity to usher in an era of political civility.

IML is proud to introduce a Civility Pledge, which can assist local officials as they focus on bettering their communities. IML encourages all elected and appointed officials to sign the Civility Pledge. The pledge has four parts that explain how individuals can work together to do what is best for the municipality.

The first and second parts of the pledge are listening to and respecting others. Listening is a great communication tool that

allows others to know that you respect their viewpoints, even if you don't agree with them. While you might not agree with their thoughts, it is appropriate to practice civility towards those individuals.

The third and fourth parts are remembering that everyone involved is held equally responsible and accountable for improving their community and developing different ideas that will accomplish that task. Elected and appointed officials are encouraged to foster and build relationships with each other while finding solutions for the betterment of their municipality.

Everyone is on the same team, even with differing political opinions, striving to accomplish the broad objective of making a community better. This pledge is meant to ensure that communication remains open, honest and transparent. It aims to cultivate trust through building positive and productive relationships.

President Abraham Lincoln closed his first Inaugural Address by saying, "We are not enemies, but friends. We must not be enemies. Though passion may have strained, it must not break our bonds of affection." Those words still ring true today, and now is the time for local officials in communities across Illinois to lead the charge in promoting and improving civility.

BY THE NUMBERS:

63% of voters believe that the decreasing amount of respect and civility in our political systems is an extremely or very serious threat to democracy.

21% of voters said political division is one of the most important issues facing the country.

2022 polls from the Georgetown Institute of Politics and Public Service.

SUGGESTED IDEAS FOR INCORPORATING THE CIVILITY PLEDGE:

- Have all elected and appointed officials individually sign the pledge.
- Have all members of the council or board sign the pledge together.
- Post the pledge at municipal buildings.
- State the pledge after the Pledge of Allegiance at public meetings.

More information and materials to help municipalities incorporate the civility pledge can be found at iml.org/civility.

Self Evaluation Services

The Illinois Municipal League (IML) provides self-evaluation services that allow officials in cities, villages and towns to meet in closed session to explore solutions to internal and external challenges.

The Illinois Open Meetings Act generally requires all meetings of municipalities to be open to the public. However, one of several exceptions allows the corporate authorities to meet in closed session for the subjects of "self-evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member." 5 ILCS 120/2(c)(16)

IML staff is available to attend an authorized closed session discussion or meeting. The discussion may address internal communications and relationships, meeting and business processes, roles of members and staff, ethical rules and conflicts of

interests. A wide array of matters may be discussed and resolved using this process.

In addition to IML staff, in some circumstances, the municipality must retain a session facilitator that is capable of leading the meeting and assisting the participants in goal setting for that particular municipality. While IML may be able to assist in the preparation for the session, the selection of an appropriate facilitator is the municipality's responsibility and some discussions may need to be conducted in open session.

STEPS FOR SELF EVALUATION SERVICES:

DEVELOP A CONSENSUS

In order for the meeting to be successful, all members of the council or board must attend and participate. That commitment from the elected officials must be obtained in advance.

ENGAGE IML

IML staff will travel to your community on a pre-arranged date, subject to availability. The fee for this service is \$500, which includes handbooks and materials that will be provided to participants. The municipality may be expected to reimburse IML for additional direct travel and/or lodging expenses.

CHOOSE A FACILITATOR

Select a qualified facilitator to assist in goal setting. The need for the meeting may arise from any number of events or circumstances; the right facilitator can make all the difference. The municipality is responsible for all costs incurred by a facilitator, if needed.

If your municipality is a member of IML and is interested in more information about IML self evaluation services, please email inquiry@iml.org.



Key Principles and Best Practices

Engaging in conversations across the divide opens doors to finding common ground and moves our country toward a more perfect union. Our programs convey several key principles and best practices that are critical to connecting across divides, including: **Empathy** instead of vitriol; **Listening for Understanding** instead of hearing to overpower; and **Humility** instead of all-knowing. Reflect on those that speak to you, or recall a compelling personal experience.

Engaging Differences Constructively is Valuable:

- There's an intrinsic satisfaction when we successfully connect across divides. It fulfills some of the best of what it is to be human.
- Practically, how well we engage differences influences concrete outcomes. Failing to engage differences constructively can be enormously costly and painful for us as individuals and as a nation. On the other hand, engaging differences constructively can lead to new insights and better decisions. Drawing on the range of experience and perspective can feed innovative solutions that leave us all better off in tangible ways.
- Engaging differences constructively is essential to achieving the more perfect union that we all want. James Madison argued that because the American republic is so large and diverse, broad support could only be achieved on principles of "justice" and the "common good." The base of each party is only about one-third of the country. More than 40% of Americans consider themselves independents. It will never work for one-third to impose their will on the rest. We have to work together to find measures that can attract broad support for our system to function and to reach the wisest decisions.

Listening for Understanding:

- Listening is one of the most fundamental skills for engaging differences constructively.
- During conversations many of us have a tendency not to truly listen. We may hear their first comments and make assumptions about where the conversation will go, or we may be thinking about how we will counter their points.
- To Listen for Understanding, it helps to enter the conversation with curiosity and an open mind to really listen to what the other person is saying. It can help to ask respectful, clarifying questions for the purpose of learning rather than to invalidate the merit of the other person's perspective. It can also help to reflect back to the other side in your own words and ask if you've understood.



Empathy:

- We engage differences more constructively when we put ourselves in another person's shoes, when we see things from another person's point of view.
- It helps to be able to see the other person not as a stereotype of a political label but as a fellow human and American who wants our country to reach its full potential.

Humility:

- We engage differences more constructively when we recognize that other reasonable and moral people can reach different conclusions than we do.
- When we recognize that don't know everything we can benefit from hearing different insights from others.

Conscience:

- Respecting and empathizing with a different perspective is not the same as agreeing with it.
- We engage differences more constructively when we combine understanding and respecting others' perspectives with honoring the dictates of our own conscience.

Principled Advocacy:

- Empathy and Humility are different than going along to get along or abandoning one's own convictions.
- Simply accommodating others' views with which we genuinely disagree violates our own conscience and robs them of the opportunity to benefit from our honest views.
- We engage differences more constructively when we make our case on the merits without resorting to attacks on the character of those with different views or seizing on trivial missteps or misstatements they make.

Common Ground:

- As we engage our differences, it's important to remember and articulate our common ground.
- Because it's easy to fixate on our differences, it helps to acknowledge shared values, aspirations, and experience and to call out points of agreement.
- We've always had our disagreements. We've never fully realized our ideals. Still, we share a commitment to perfecting the promise of American self-government.





7 Keys to a Respectful Meeting

We can all help improve respect and civility in our community.

To help achieve this goal, our expectations are that we will:

- 1. Listen attentively.**
Stay in the moment. Pay attention to what is being said instead of thinking ahead to what you want to say in response.
- 2. Respect the opinions of others.**
You don't have to agree. Respect that others have their own experiences that shape their opinions.
- 3. Keep an open mind.**
Take time to weigh all sides of an issue.
- 4. Give constructive comments, suggestions, and feedback.**
Before you speak, ask yourself if what you have to say is helpful, civil, or necessary.
- 5. Avoid personal attacks.**
Getting personal doesn't advance the conversation, and it doesn't build a positive reputation.
- 6. Remember the things we have in common.**
Start with what you agree on. You may have less disagreement than you thought.
- 7. Value the people, process, and results.**
If others are willing to discuss difficult issues, show appreciation for their participation and the results.

For You to Consider

- In what other meetings could you use these expectations?
- Are people in leadership positions being good role models of respectful behavior?
- Are there any additional expectations that would be beneficial for your group to add?

RESOLUTION NO. R-2025-__

**A RESOLUTION ADOPTING
THE VILLAGE OF MAYWOOD CIVILITY PLEDGE**

WHEREAS, the President and Board of Trustees of the Village of Maywood (the "Village"), a duly incorporated and existing home rule Illinois municipal corporation, recognize that the public exchange of diverse ideas, viewpoints and robust debate are essential to democratic self-governance; and

WHEREAS, the Village President and Board of Trustees of the Village, as elected officials of the Village, recognize the importance of engaging in free and spirited debate, while maintaining the highest standards of civility, honesty and mutual respect; and

WHEREAS, the Illinois Municipal League ("IML") has adopted a Civility Pledge which encourages the core tenets of civility; and

WHEREAS, the Civility Pledge states, "In the interest of civility, I pledge to promote civility by listening, being respectful of others, acknowledging that we are all striving to support and improve our community and understanding that we each may have different ideas for achieving that objective." A copy of the IML's Civility Pledge and the Signature Page for all of the Village Board members to sign and the Signature Page for each appointed and elected Village official to sign are attached to this Resolution as **Group Exhibit "1"** and made a part hereof; and

WHEREAS, pursuant to their home rule powers and authority as provided by Article VII (Local Government), Section 6 (Powers of Home Rule Units) of the State of Illinois Constitution of 1970 and the applicable laws of the Illinois Municipal Code (65 ILCS 5/) and in order to publicly declare a commitment to civil discourse and to express concern for the common good and wellbeing of all residents of the Village, the Village President and Board of Trustees of the Village have determined that the approval and adoption of this Resolution and the IML's Civility Pledge for the Village of Maywood is protective of the health, welfare and safety of and in the best interests of the Village, its residents, property owners, local businesses and the public.

NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF MAYWOOD, COOK COUNTY, ILLINOIS, AS FOLLOWS:

SECTION 1: Incorporation. Each Whereas paragraph above is incorporated by reference into this Section 1 and made a part hereof as material and operative provisions of this Resolution.

SECTION 2: Approval and Adoption of Civility Pledge. The Village President and Board of Trustees of the Village approve and adopt for the Village the IML's Civility Pledge attached hereto as **Group Exhibit "1"**.

SECTION 3: Request For Each Appointed And Elected Village Official To Sign The Civility Pledge. The elected and appointed officials of the Village of Maywood are asked to sign the Civility Pledge and adhere to it during all public meetings and in all official actions.

SECTION 4: Posting of the Civility Pledge and Retention of Signed Signature Pages. Upon approval of this Resolution, the President and Board of Trustees of the Village further authorize and direct the Village Clerk or the Village Manager, or their designees, to arrange for the posting of framed copies of

the Civility Pledge and an executed version of this Resolution at the Village Hall at the 40 Madison Street Building and at the Village’s Council Chambers at the 125 South 5th Avenue Building, and that the Civility Pledge and an executed version of this Resolution be posted on the Village’s website and social media pages. The Village Clerk’s Office shall retain copies of this Village Board approved Resolution and the executed Signature Pages signed by the Village Board Members and the Signature Pages signed by the appointed and elected Village officials for record retention purposes.

SECTION 5: Effective Date. This Resolution shall be in full force and effect from and after its adoption and approval as provided by law.

ADOPTED the 22nd day of May, 2025, pursuant to a roll call vote as follows:

AYES: _____

NAYS: _____

ABSENT: _____

APPROVED on the 22nd day of May, 2025, by the Village President of the Village of Maywood, and attested by the Village Clerk on the same day.

Nathaniel George Booker, Village President

ATTEST:

Tori-Love Garron, Village Clerk

(SEAL)

Group Exhibit "1"

Civility Pledge

And

**Civility Pledge Signature Page
for
Village Board Members**

And

**Civility Pledge Signature Page
for
Individual Appointed and Elected Village Officials**

(attached)

Civility Pledge

In the interest of civility, I pledge to promote civility by listening, being respectful of others, acknowledging that we are all striving to support and improve our community and understanding that we each may have different ideas for achieving that objective.

iml.org/civility



Civility Pledge

In the interest of civility, I pledge to promote civility by listening, being respectful of others, acknowledging that we are all striving to support and improve our community and understanding that we each may have different ideas for achieving that objective.

Aldersperson/Trustee/Councilman

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Aldersperson/Trustee/Councilman

Aldersperson/Trustee/Councilman

Aldersperson/Trustee/Councilman

Mayor/Village President/Town President

City/Village/Town Clerk

Date



Civility Pledge

In the interest of civility, I pledge to promote civility by listening, being respectful of others, acknowledging that we are all striving to support and improve our community and understanding that we each may have different ideas for achieving that objective.

iml.org/civility

Signature

Title

Date



STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

CLERK'S CERTIFICATE

I, Tori-Love Garron, Village Clerk of the Village of Maywood, in the County of Cook and State of Illinois, certify that the attached document is a true and correct copy of that certain Resolution now on file in my Office, and is entitled:

RESOLUTION NO. R-2025 - _____

**A RESOLUTION ADOPTING
THE VILLAGE OF MAYWOOD CIVILITY PLEDGE**

which Resolution was passed by a roll call vote of the Board of Trustees of the Village of Maywood at a Special Village Board Meeting on the 22nd day of May, 2025, at which meeting a quorum was present, and approved by the President of the Village of Maywood on the 22nd day of May, 2025.

I further certify that the vote on the question of the passage of said Resolution by the Board of Trustees of the Village of Maywood was taken by Ayes and Nays and recorded in the minutes of the Board of Trustees of the Village of Maywood, and that the result of said vote was as follows, to-wit:

AYES: _____

NAYS: _____

ABSENT: _____

I do further certify that the original Resolution, of which the foregoing is a true copy, is entrusted to my care for safekeeping, and that I am the lawful keeper of the same.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Village of Maywood, this 22nd day of May, 2025.

Tori-Love Garron, Village Clerk

[SEAL]