



*The Association for the Improvement of Minorities in the
Internal Revenue Service
www.aimirs.org*

HISTORY

The Association for the Improvement of Minorities in Internal Revenue Service (AIM-IRS) was founded in October 1969 because of barriers and impediments placed on minority employees seeking career advancement. Black employees from the cities of Washington DC., Baltimore, Wilmington, Philadelphia, Pittsburgh, and Newark convened in Atlantic City, New Jersey, to discuss Equal Employment Opportunities. From that initial meeting, a second seminar was planned for the following spring.

The seminar was organized and those instrumental in formulating the first conference were Wyatt Trent, Thomas Boyd and Raymond Knight. Regional Commissioner, Dean Barron, showed an interest in the organization by attending the conference and sharing his ideas on EEO objectives.

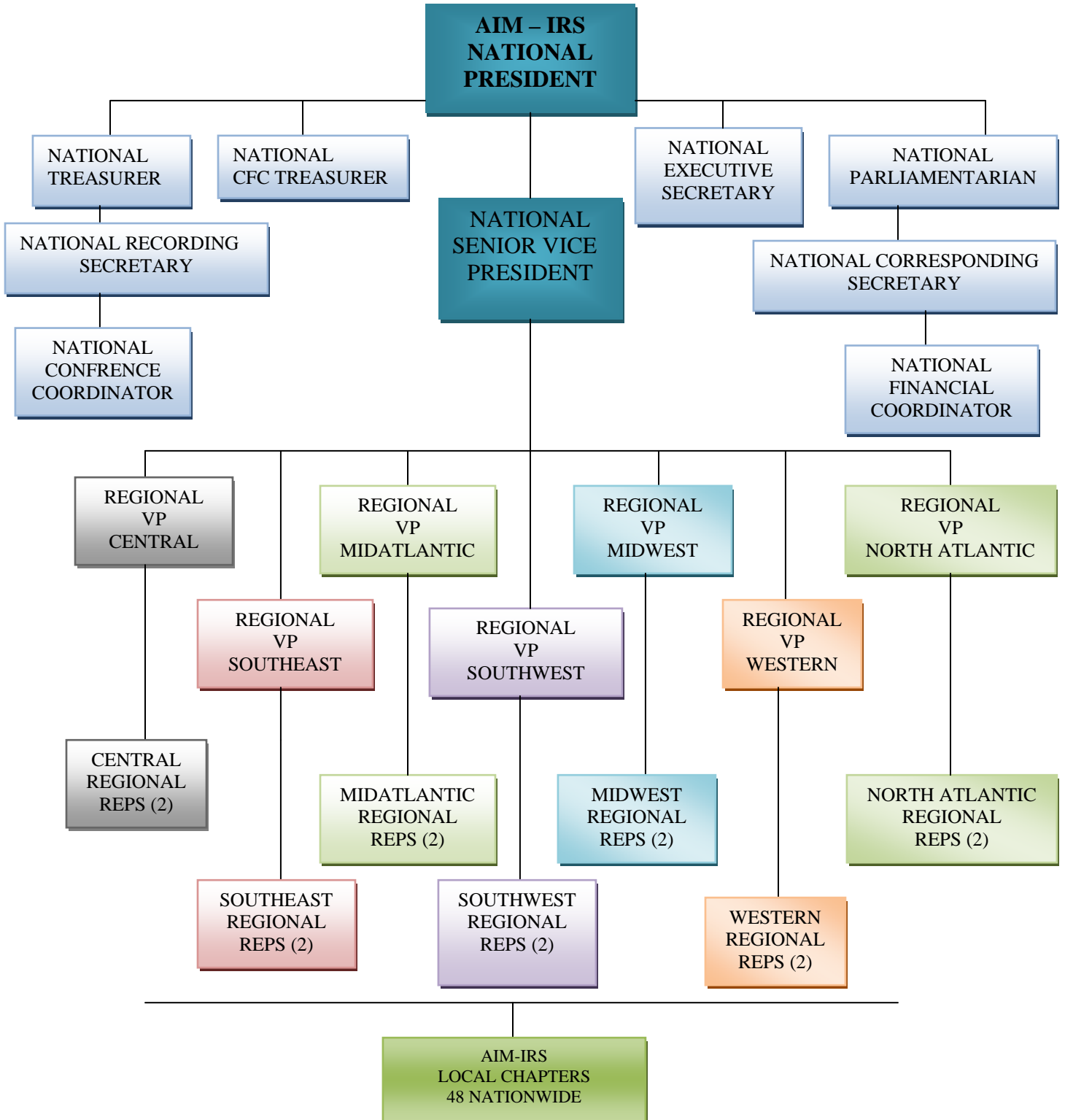
AIM-IRS has been responsible for initiating classes to develop the career and educational needs of minorities. AIM-IRS has sponsored classes on how to pass the Federal Entrance Examination and Pace Test; classes in Tax Research and others on how to enhance and obtain better evaluations from superiors.

MISSION

The purpose of the Association for the Improvement of Minorities is to educate and develop our members to their fullest career and personal potential, and instill in them the highest degree of confidence in their abilities in a manner that is free from negative influence and discriminatory policies and practices. To achieve that purpose, we will:

- A. Educate and counsel our members as to opportunities for career and personal advancement:
- B. Foster Equal Employment Opportunity;
- C. Provide a Self-Help network to further the general welfare of our members
- D. Promote local and community wide services that assist individuals seeking career and educational support;
- E. Cooperate with all government agencies and other organizations in taking lawful actions to ensure the removal of discriminatory policies and practices.

**ASSOCIATION FOR THE IMPROVEMENT OF MINORITIES
IN THE INTERNAL REVENUE SERVICE
ORGANIZATIONAL CHARTS
NATIONAL**



EXECUTIVE COMMITTEE

POSITION	# of People
EXECUTIVE COMMITTEE:	
National President	1
National Senior Vice President	1
Immediate Past National President	1
Regional Vice President	7
NATIONAL STAFF:	
Nat'l Executive Secretary	1
Nat'l Corresponding Secretary	1
Nat'l Recording Secretary	1
Nat'l Treasurer	1
Nat'l CFC Treasurer	1
Nat'l ABMTS Finance Coordinator	1
Nat'l Parliamentarian	1
Total	17

REGIONS

POSITION	# of People
REGIONAL COUNCIL:	
Regional Vice President (RVP)	1
Regional Representatives	2
Immediate Past RVP	1
STAFF:	
Secretary	1
Treasurer	1
Parliamentarian	1
Total	7
REGIONS	
Central	3
Mid Atlantic	8
Midwest	4
North Atlantic	3
Southeast	10
Southwest	6
Western	5
Total	39

CHAPTER

VOTING MEMBERSHIP

Executive Committee

**PRESIDENT and
Chair of the
Board**

Advisory Committee
Immediate Past President

(Standing Committees)

Treasurer

**1st Vice President for
External Affairs**

**2nd Vice President for
Intra Chapter Affairs**

Secretary

**Finance /
Budget**

**Legal /
Legislative
Review**

**Program /
Development**

**Public Information
and History**

Fundraising

Issue/Research

**Evaluations,
Scholarships &
Awards**

Nominating

**Conference
Planning**

By Laws

**Fair
Elections**

Membership

(Special Committees)

[Empty Box]

[Empty Box]

[Empty Box]

[Empty Box]

[Empty Box]

NATIONAL COMMITTEES

- **ADVISORY COMMITTEE - Past National Presidents & Vice Presidents**
- **ASSET MANAGEMENT COMMITTEE**
- **AUDIT COMMITTEE**
- **AUDIT TEAM**
- **NATIONAL AWARDS**
 - **BOBBY WYCHE AWARD** – for personal dedication to the organization. Nominees should have served the organization above and beyond the call of duty and serve as role models for other members.
 - **WYATT TRENT AWARD** – recognizes organizational excellence. Nominees should have made a contribution which has had a positive impact on the organization.
 - **EQUAL EMPLOYMENT OPPORTUNITY (EEO) MERITORIOUS AWARD** – recognizes contributions to Equal Employment Opportunity which have a national impact on the Service and/or AIM-IRS.
 - **CHAPTER OF THE YEAR AWARD** - recognizes individual chapters for their outstanding contributions to furthering the mission, goals and objectives of the organization.

- **BUSINESS RESUMPTION COMMITTEE**
- **BYLAWS COMMITTEE**
- **COMBINED FEDERAL CAMPAIGN (CFC) COMMITTEE**
- **DISASTER RELIEF COMMITTEE**
- **FAIR ELECTION COMMITTEE**
- **NATIONAL MARKETING & COMMUNICATIONS COMMITTEE**
- **MENTORING COMMITTEE (FLYER ATTACHED)**
- **NOMINATION COMMITTEE**
- **SUCCESSION PLANNING**
- **VOLUNTARY INCOME TAX ASSISTANCE (VITA) COMMITTEE**
- **NATIONAL SCHOLARSHIPS**

MODESTINE HAYNES Memorial Scholarship

Modestine Haynes began her IRS career as a GS-2 Clerk Stenographer in Chicago. She held numerous non-supervisory and supervisory positions including, Secretary, Quality Control, Tax Examiner, Senior TSR, Manager – Taxpayer Service, Collection Section Chief, Assistant Branch Chief, and Chief, Training and Development Branch. At age 22, she was the youngest employee ever to hold a supervisory position in the Chicago District.

Upon retirement, she was very active in volunteer and missionary work including tutoring children in reading, preparing and distributing Christmas food baskets, organizing a clothing drive that accumulated a large van of items for distribution in Georgia and Jamaica, and fundraising for various worthy causes. She also served on the Board of Directors for Substance Abuse Services, Inc.

Mrs. Haynes was one of the founders of the AIM Chapter in Chicago. She served as National Treasurer and National Senior Vice-President. She remained an active member until her death in 1990.

SHIRLEY RAY Memorial Scholarship

Shirley Corrine Ray was born in Selma, Alabama on July 22, 1935. Nurturing and mentoring became a way of life for Shirley, as she exemplified the importance of community involvement and helping your fellow man. She graduated from Commerce High School in Detroit in 1952. She attended Wayne State University and later graduated from Oakland University with a degree in Accounting.

At the Internal Revenue Service she held position as Revenue Agent, Revenue Agent Group Manager, and Equal Opportunity Officer. She was a classroom instructor and often taught tax classes during VITA season as well as working as a VITA volunteer. She was involved in the formation of the Michigan Chapter of AIM-IRS where she served on the Board of Directors for many years. She served as the first National Executive Secretary of AIM-IRS 1986-1995. She provided resources to help AIM members and encourage minority employees to use AIM to further their career goals. Shirley worked tirelessly, and in her unusual supportive way, she used it to help family members, co-workers, and others reach their goals.

After retirement, Shirley immediately decided to pursue her dream project. Recognizing a need for disadvantage children to have computers in their homes, Shirley would purchase new computers out of her own pocket and donate them to children who demonstrated a need but couldn't afford one. She worked with TechTown restoring donated computers and distributing them to inner city children.

The Shirley Ray Scholarship was established in 2012 to acknowledge Shirley's strong commitment to education of inner city youth, Community outreach and AIM. Her leadership in Detroit led to other chapters taking the torch and establishing similar partnerships educate to inner city youth on computer skills.

ANNUAL BUSINESS MEETING AND TRAINING SEMINAR

The Annual Business Meeting and Training Seminar (ABMTS) is a function of the national body and serves to showcase the activities of the organization, as well as, provide a forum for:

- A. The conduct of National business as determined and prescribed by the National President.
- B. The provision of specific National President directed training as mandated by the socio-economic climate and the expressed needs of affiliate chapter members, and
- C. The exchange of ideas, opinions, and experience in support of a socio-professional networking system.

To ensure accountability, appropriate scope, and direction, the National Conference Committee will have oversight responsibilities for all ABMTS activities. The committee will consist of the National President, Senior Vice-President, Regional Vice-President for the region in which the ABMTS is to be held, the National Conference Coordinator(s), the National Hotel Negotiator, the National Financial Coordinator, and any other person deemed necessary by the National President. The National Conference Coordinator(s) and National Financial Coordinator will be appointed by the National President.

All revenue generated in connection with, and the proceeds resulting from the ABMTS belong to the National Board of Directors. Any exceptions must be agreed to in writing by the National President prior to the beginning of the seminar.

During the week of the ABMTS, members of the National Board of Directors will have specific duties and responsibilities as designated by the National President. These duties and responsibilities will include assisting with registration, resolving problems generating from registration, souvenir sales, and any other ABMTS assignments that are deemed necessary.

CAMP



AIM-IRS PROVIDES CAREER ASSISTANCE

The AIM-IRS National Career Assistance Mentoring Program (C.A.M.P) is one way to identify your goals, develop a plan to achieve them and sharpen your communication skills to get the job you want. It's a nine month structured program that is delivered by your local chapter and supported by the AIM-IRS National Mentoring Committee.

If you have questions, please contact committee members within your region or the committee chairs. The CAMP Handbook provides detailed information about the program. For more information, go to www.aimirs.org and click the "Mentoring" link.



Combined Federal Campaign

Participant

Official Organizational Name and #:

National Steering Committee of the
Association for the Improvement of
Minorities in the IRS

10143



NATIONAL EXECUTIVES

PRESIDENT

JaRita S. Johnson

SENIOR VICE PRESIDENT

James E. Kent II

IMMEDIATE PAST PRESIDENT

Nesbit Parker

TREASURER David Hines

EXECUTIVE SECRETARY Marilyn Toney

REGIONAL VICE-PRESIDENTS

Gwenda Carter-Louis - CENTRAL

Darlene Griffin – MID ATLANTIC

Sirlena Johnson - MIDWEST

Denise Brown-McZinc - NORTH ATLANTIC

Estelle Davis-Varnado - SOUTHEAST

Monica Hayes - SOUTHWEST

Cheryl Green - WESTERN