

Association for the Improvement of Minorities at the Internal Revenue Service

Officers & Directors:

Felicia Thompkins,
President
Sarah Wilson, First Vice
President
George Seals, Treasurer

Sabrina Anderson,
Conference &
Planning
Roxann Butler,
Fundraising
Fred Crismon,
Membership
Jane Ng, Fair Election
Carolyn Oden, Public
Information
Beverly Ware,
Nominating
Anita Wilson, Programs
& Development

Individual Highlights:

How We Live	2
Writing KSAs	3
Adopted School	4
Thumbs Up	5
News from SER	6

Message from the President

This has been a very busy year for our chapter. We have a new board of directors and officers who have worked diligently. We had many activities such as hosting the Spring Conference, participating in the Breast Cancer Walk and conducting workshops.

Our very own Artie London will be retiring January 3, 2009. We are grateful for the many years of dedicated and outstanding service he provided not only to our chapter but also to the entire AIM-IRS organization. We are happy for the many years Artie served as Chapter President and we wish him well in his new endeavors.

I am excited about being the chapter's president and having the opportunity to work with the officers, directors, and members on new ideas. I encourage you to contact the directors with your suggestions as we look for better ways of doing business and workshop ideas.

We had 102 members for year 2008. October started the kickoff of our 2009 membership drive. I encourage you to renew your membership and talk to others about joining our chapter. We have yet to tap into the skills and talents that our members have to offer the organization to further the development and growth of our chapter. I look forward to seeing your name as a proud AIM-IRS Nashville Chapter member in year 2009.

In year 2009, I would like to start setting challenges for our career and personal growth. I look forward to the challenges enhancing our abilities, talents, and skills.

The month is busy with Christmas Shopping, Holiday Cheer, and Thinking of Others. Let's not forget about ourselves. Take some time to pamper yourself and be rejuvenated as the New Year approaches.

Have a Merry Christmas and a Happy New Year.



Felicia

How We Live by Georae Seals

Presented by Emmanuel Ehiemua, Minority Outreach Coordinator from Alive Hospice On 9/18/2008, a lunch and learn was presented to an attentive audience in Room 170 of the Federal Building at 801 Broadway. The topic discussed was end of life care and preparations thereof. This is an emotional and difficult topic. Unfortunately, the hopes of many people as they seek care near the end of their life not only may conflict with reality but may further be confounded by their desires.

Most people hope that they meet their demise at home in the company of family. The reality is that most people meet their end at a hospital or nursing home. Only 25% achieve their wish to meet their end at home. Though most wish to meet their end at home with family, they understandably do not want to be a burden to their family either.

The only way to try to untangle the web of these difficult decisions is to prepare:

- Learn about your options
- Implement a plan
- Voice your decision
- Engage others

There are several tools to communicate your end of life wishes with a high degree of specificity. In 2004, Tennessee law was revised to recognize more than one written advance directive for health care decision-making; the living will or Advance Care Plan and the Medical Power of Attorney or Appointment of Health Care Agent. Mr. Ehiemua provided a sample Advance Care Plan that allowed for very specific documentation of end of life plans.

He stated that Alive Hospice is a full service provider for end of life care, attending to your medical needs and spiritual needs, if one desires. Hospice care requires a prognosis of 6 months to live from your doctor. Since most people wish to spend their last days at home, Alive Hospice will try to accommodate this wish and this care may be covered by conventional insurance plans while care in the Alive Hospice facility on Patterson Street in Nashville may not be.

The comprehensive and caring attention of the Alive Hospice staff may have an unexpected benefit; you may outlive your doctor's prognosis.

Cancer Walk by Anita Wilson

Fannette Blackmon, Henry Wilson, and Anita Wilson participated in the Cancer Walk on behalf of AIM (Giving back to the community). They dedicated the walk to friends and family. They completed the walk in 1 hour and 10 minutes.

The Chapter gave a monetary donation and we want to thank everyone who donated individually. We hope to get more of our members involved next year.



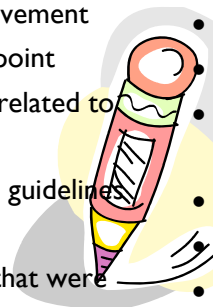
Emmanuel Ehiemua

"The reality is that most people meet their end at a hospital or nursing home."



Pictured left to right:
Anita Wilson, Henry
Wilson, and Fannette
Blackmon

Tips for Writing Effective KSAs by Jackie London

- Focus on specific achievement
 - Be precise and to the point
 - Use specific examples related to the KSA
 - What skills, resources, guidelines were used
 - Any special problems that were solved
- 
- Use S.H.A.R.E. model
 - Describe **S**ituation or context
 - Describe **H**indrances or obstacles faced
 - Describe **A**ction taken
 - Describe the **R**esults of that action
 - **E**valuate the experience—what did you learn

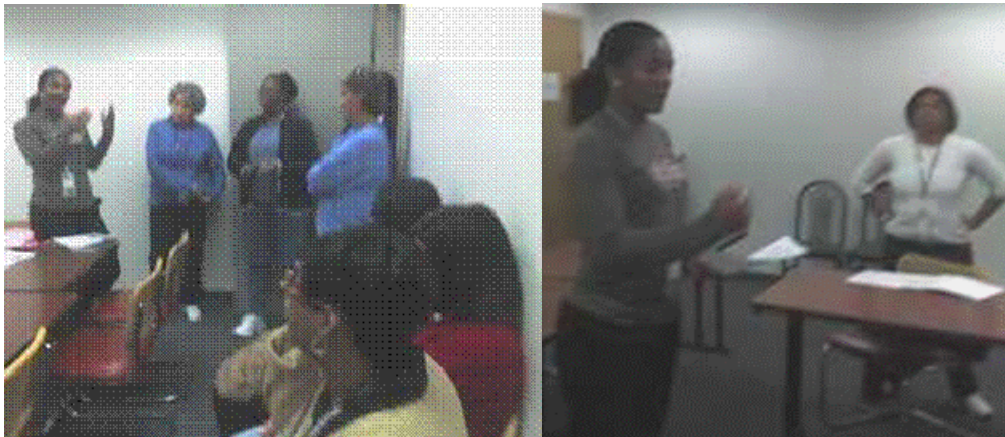
The following link provides additional information:

<http://cs.web.irs.gov/WRITING%20EFFECTIVE%20KSA.doc>

Walking to Stay Fit by Lizette Wilson

Kathy Davis, ACE Certified Personal Trainer, conducted a Walking to Stay Fit workshop at 801 Broadway. The workshop consisted of a 30-minute walk around the downtown Nashville area. Afterwards the group participated in a cool down session with stretching exercises. Kathy shared handouts with the group that contained information on the following: 10,000 Steps a Day—How many steps do you walk each day?; Get a Better Walking Workout: Five walking mistakes to avoid; Pacing your Frequently Asked Questions; and Five Stretching Exercises.

Thirteen employees participated in the walk. Everyone enjoyed the experience so much so it was suggested that we make establish a regular routine as a group to walk.



“How many steps each day do you walk?”

Adopted School Caldwell Enhanced Option School

by Felicia Thompkins

On Saturday, October 18, 2008, a workshop was held with one of our adopted schools - Caldwell Enhanced Option School. Dr. Carlos Comer, Executive Principal, provided a Caldwell Bear Cubs' presentation about the school. The first three to four hours of the school day is uninterrupted instruction of the day. Dr. Comer and his staff must encourage parents to support the children's education. Dr. Comer made up a creed for the school. The students recite the creed everyday. If a child comes to the principal's office, Dr. Comer asks the student if they are living up to the creed.

The Caldwell Creed

I came to school today
 So that success can come my way
 I will treat others with respect
 And on my work, I'll do my best!
 A better world, I'll one day make
 So, this Creed I gladly take!

Fights and verbal disrespect to teachers and students are some of the reasons why the principal has the children in his office. Children are sometimes just angry because of the duties and responsibilities they have at home. Basic needs of the students must be met first. Carpet share time is everyday with the teachers and students.

Dr. Comer discussed the School Wide Discipline and Behavior Plan. Every teacher (with the exception of special areas and resource) displays a behavior bulletin board in the front of their classroom. The board contains a pocket chart with bears as well as a list of school wide rules, student arrival procedures, hallway procedures and cafeteria procedures. Each student has a set of different color construction paper bears displayed in a pocket chart with their name on a label. They begin each day with a brown bear and bears will change if school wide rules are not followed.

School Wide Rules

1. Listen carefully and follow directions and procedures the first time they are given.
2. Show respect and courtesy for the rights, feelings, and property of others.
3. Keep hands, feet, objects, and unkind words to yourself.

Consequences

Brown bear = Great Day
 1st Offense - Yellow Bear = Warning
 2nd Offense - Red Bear = Time-Out
 3rd Offense - Green Bear = Call/Note home to parent (s)
 4th Offense - Orange Bear = Sent to Principal's office

Dr. Comer implemented a Treat Room for the school. The Treat Room has school items, puzzles, workbooks, and toys. Depending on how many brown bears the student has for the month, they go to the treat room to shop for items. The items in the Treat Room are labeled with the number of brown bears needed to get the item. If someone wants to donate to the school's Treat Room, \$1,000 or less can go to the school with a letter that states the funds can be used at the principal's discretion. You can purchase items for the Treat Room and give them to the school principal.

Our chapter provided Dr. Comer with a monetary donation to Caldwell Enhanced Option School.

"Basic needs of the student must be met."

"The Treat Room has school items, puzzles, workbooks, and toys."

10 Tips to Prevent Holiday Weight Gain

by Kathy Davis, ACE Certified Personal Trainer

10. Do not plan to go on a diet after the New Year! It is a set up and do not work.
9. Stay physically active. Make it a priority on your "To Do List." Time with family.
8. Eat snack before going to holiday parties. Do not go hungry. Drink plenty of water.
7. Plan ahead. Think about where you will be. Make a conscious choice to limit high fat items.
6. Avoid recreational eating. Make one plate of what you really like. Watch your portions. Do not stand or sit near buffet table or food trays.
5. Reduce fat in holiday recipes. Try different recipes. Try to substitute healthier ingredients.
4. Choose beverages wisely. Alcohol is high in calories. Soda in sugar. Try different versions of eggnog.
3. Never skip meals because of a big celebration. It creates famine-feast-famine cycle. Remember to also snack before going or drink a glass of water.
2. Maintain perspective—overeating is not the end of the world. Do not make it a catastrophe.
1. Enjoy Co-workers, friends, and family. Enjoy the Season!



Thumbs Up To:

Hail the Dream

by Beeb Ashcroft, Indie-Music.com, Magazine www.indie-music.com

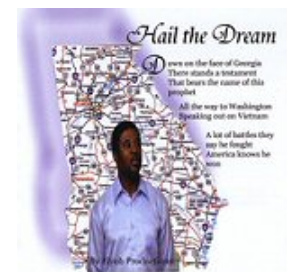
Old school R&B with a gospel flavor, Billy Boyle's *Hail the Dream* is a soulful slice of Americana. Short but sweet, this two-track CD features the title track and "Our Merry Land." A self-taught musician, Boyle uses his talent to express his patriotism and show his love of America. The title track pays tribute to the legacy of Martin Luther King, Jr. This powerful homage urges us to "keep alive the dream," and reminds the listener of the importance of Dr. King's work and his lasting impact.

"Our Merry Land" is a lush, nostalgic blues song. Boyle speaks with hope and optimism as he shares his love of the USA.

*I've heard your national anthem
and I've recited your country creed
My country 'tis of thee sweet land of liberty
what grows from your seed ...*

He croons this, mixing traditional elements with current subject matter, with verses that touch on issues like social security and the economy.

Boyle has a rich voice that was made for soul music. His sincerity shines through, and keeps the patriotic message from sounding mawkish. His songs are well composed and would appeal to anyone with a love for classic rhythm and blues – or a love of the stars and stripes.



"Old School R & B with a gospel flavor, Billy Boyle's Hail the Dream is a soulful slice of Americana."

Nashville Chapter AIM-IRS

P O Box 24544
Nashville, TN 37202

E-mail Articles to
Carolyn Oden:
hazel_i_woman@yahoo.com

Membership Information:
Fred Crismon

Association for the
Improvement of Minorities—
Internal Revenue Service



We're on the Web!

See us:

www.aimirsnashville.tripod.com

News from the Southeast Region

Congratulations to Malcolm Sykes and Sandra Brooks on their recent appointment to the Executive Board of Directors for the Southeast Region. They will begin their duties at the beginning of the calendar year for 2009.

Thumbs Up To:

Artie London
congratulations on your
upcoming retirement in
January 2009.

Linnie Yarbrough
congratulations on his
promotion as Oakland
Territory Manager,
Physical Security and
Emergency
Preparedness, AWSS.

Gloria Diggs
congratulations on her
retirement October 2008.

About Our Organization...

AIM-IRS will:

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

Inspirational Corner

Jesus is the Reason

In Bethlehem, God gave to us
The source of Christmas joy;
A star shown on a miracle:
The virgin birth of a boy.
He was born both God and man,
A Savior for us all,
The way to get to our heavenly home,
If we just heed His call.
So as we shop and spend and wrap
And enjoy the Christmas season,
Let's keep in mind the sacred truth:
Jesus is the reason.

By Joanna Fuchs

