

## Organization Summary of Three Core Programs & Activities

The McCracken County Community Career Endowment (MCCCE), Inc. was established in December 2005 by the late Fred and Peggy Paxton. It was their sincere intent to create an endowment to impact the lives of the African American community of the Paducah/McCracken County area. The Endowment's core programs and activities include: (1) Scholarships & Educational Assistance; (2) An effective Job Bank; (3) and Mentoring-Tutoring.

1. **Scholarships/Educational Assistance**-While our students work hard, the main barrier to furthering and completing their education is financial. For them, financial assistance means going from two jobs to one or making a decision between whether to pay for child care or to go to school at all. All of the students who benefit from scholarships come from right here in the Paducah/McCracken County area. Most of our scholarship recipients remain in our area after graduation. We continue to search for partners willing to help in providing scholarships/educational assistance to more of these deserving students, whose education and training strengthen our community.
2. **Job Bank**-We work to understand the needs of our clients and are working with them to get them into the workforce and are providing specialized training in the areas of resume building, job etiquette (i.e. language, and appearance), interviewing skills, and career counseling. We deliver high quality information, advice and guidance to our clients, using community-based resources such as our colleges/universities and community outreach programs that offer specialized services to promote the success of their career pursuits and employment training. By using realistic measures of self-sufficiency, we advocate workforce diversity through our Job Bank. In addition, we have established a Human Resource Management Network in the Paducah/McCracken County area which enables our agency to liaise between the employer and the client.
3. **Mentoring/Tutoring**-Mentoring has been a practiced art of developing and maintaining positive and helpful human relationships for centuries by every culture in many different ways. A tutor is a great communicator (verbal or non-verbal) that helps increase self-esteem and encourages an individual to learn independently. Although our agency recognized the necessity of Mentoring-Tutoring in our community, we did not initiate new programs; instead, we offered five \$500 grants to established non-profit groups offering mentoring-tutoring programs to the Paducah/McCracken County youth. Many of our Board members serve as mentors in these selected groups. We meet with ministers of our area churches to encourage participation as well as school superintendents to explore how our agency can assist ongoing Mentoring-Tutoring efforts.

The expressed desire of the MCCCE [through these three core programs and activities] is to assist the African American community in locating gainful employment, furthering their education, developing skills that lead to enhanced employment, and improving their social and economic status.

Your financial assistance will provide us additional power and influence to help change the negative cycles of our clients, their families, and our community.

