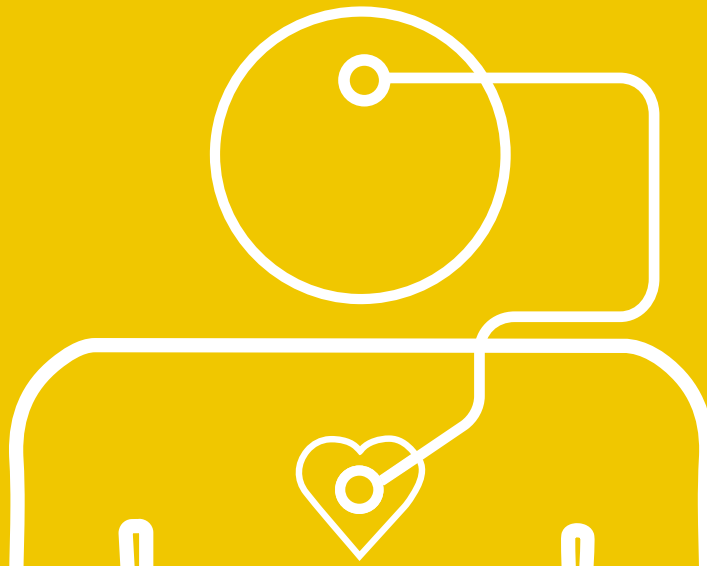




The 30-Year Plan for

RETIREMENT *on* PURPOSE



The 30-Year Plan for a Retirement on Purpose

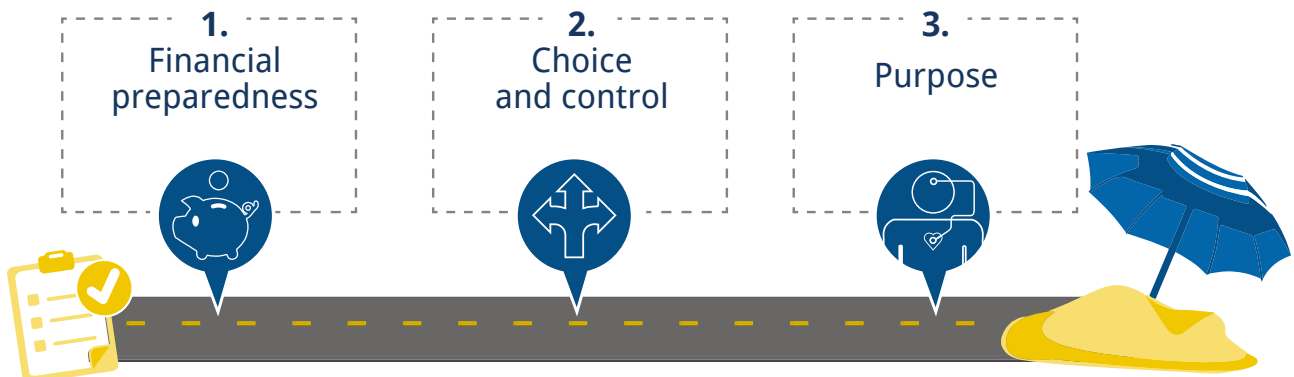


Retirement: (n) re-tire-mint: a major life transition point where one has achieved financial independence and a clear vision of purpose. Occupation becomes choice rather than necessity.

Planning for retirement is much more than saving money. It is a preparation process that requires time, dedication, discipline and contemplation. A few generations ago, retirement planning seemed simpler. One worked for 30 years, usually for the same organization, and by 65 years old, reached the ceremonial finish line. Life expectancies were about 7-10 years. A secure retirement was promised and provided through pensions, healthcare and social security. Time was often spent in year-round sunshine playing tennis, golf, or bridge, and then meeting friends at Tony Roma's for the early bird dinner at 4:30. This time in our history, what has been referred to as the "Golden Years", was golden because of its simplicity and comfort. Retirement was defined by an age and a promise.

Here we are today, just a few generations later, and the landscape of retirement has completely changed. Some might argue it has changed for the worse; some think it has changed for the best. With life expectancies reaching into the mid-late 80's, it's becoming common to see a retirement last 20 or more years. As more people reach their 90's and 100's, retirement can last as long as 40 years. For many, that equates to more time spent in retirement than time invested in the working years preparing for retirement. For those who plan properly, the 20, 30, or 40 years "after work" can have substantial meaning and purpose in one's life. It can allow one to feel incredibly fulfilled by having a massive impact on families and future generations, even more so than the time spent "working" the previous 30 years.

The path to proper planning requires preparation in three areas:





Financial Preparedness

Paying for life in retirement is almost completely on our shoulders now. Pension benefits have virtually vanished in the private sector and they have been significantly reduced in the public sector. Our Social Security and Medicare programs are running on fumes and their future is bleak. Both were social welfare programs created after the Great Depression of the 1930's to keep the elderly (with very short life expectancies) out of poverty. When Social Security and Medicare were created, life expectancies were late 60's and there were nearly 15 people working to support every one person receiving benefits. Now life expectancies are much longer and because of the nearly 80 million baby boomers reaching retirement, the ratio of worker to

retiree has been dramatically reduced to approximately 3:1. Over the next decade or two, this ratio could be reduced to one worker for every one retiree. This will require radical changes to occur in both Social Security and Medicare, if not the complete elimination of one or both as they exist today as a retirement benefit for everyone.

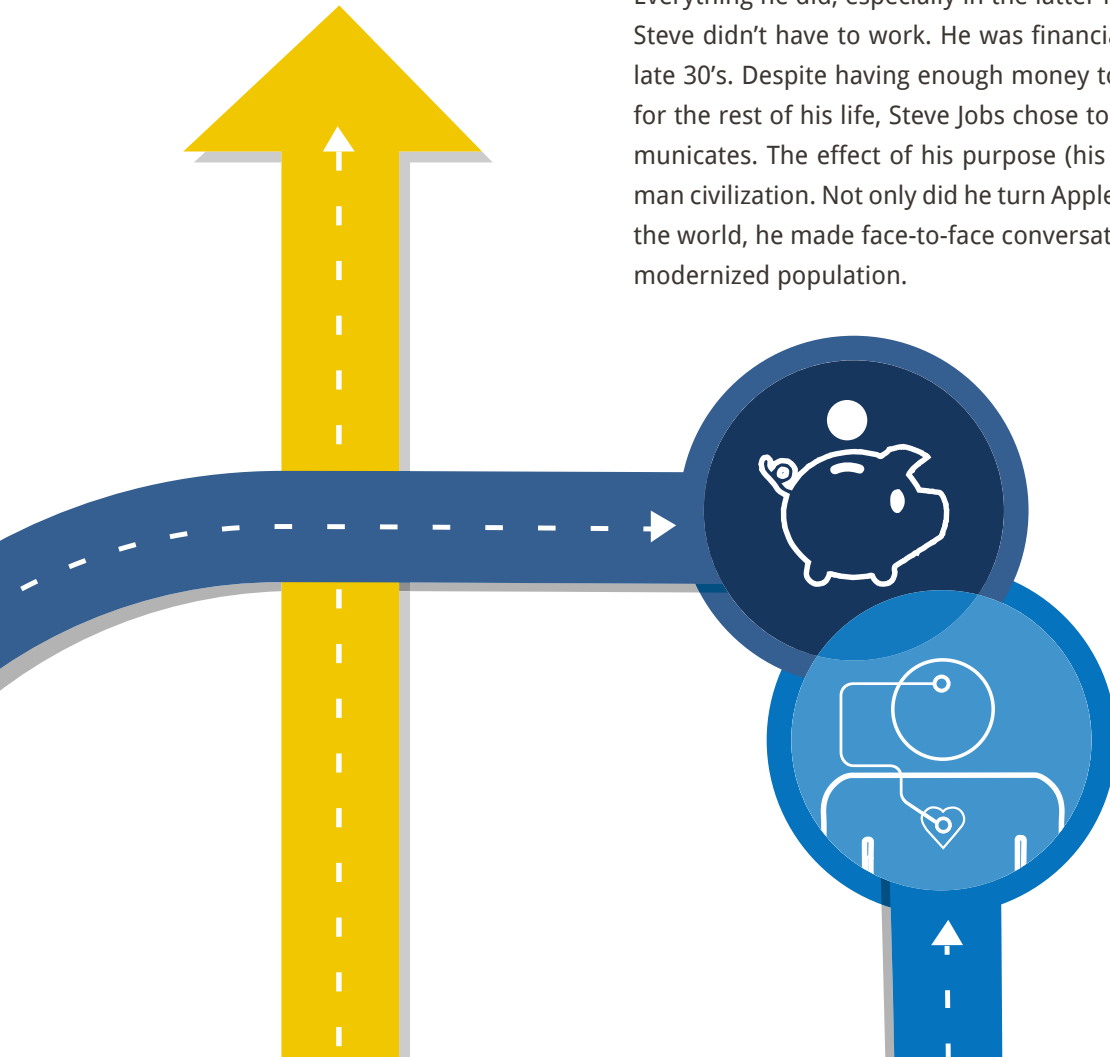
Becoming financially independent is now something we must invest a working lifetime preparing for. For today's 65 year old to live comfortably on \$100,000 per year for the rest of their life (assuming they do not want to work), one would need approximately \$2.5 million saved to minimize the risk of running out of money. For today's 40 year old planning to retire in 25 years, that same \$100,000 lifestyle today will need to be \$200,000 in 25 years just to buy the same stuff (thank you inflation). That will require retirement savings of \$5 million. This is certainly attainable for most people, but it requires the discipline of long-term saving and avoiding the indulgences of overspending on meaningless stuff.

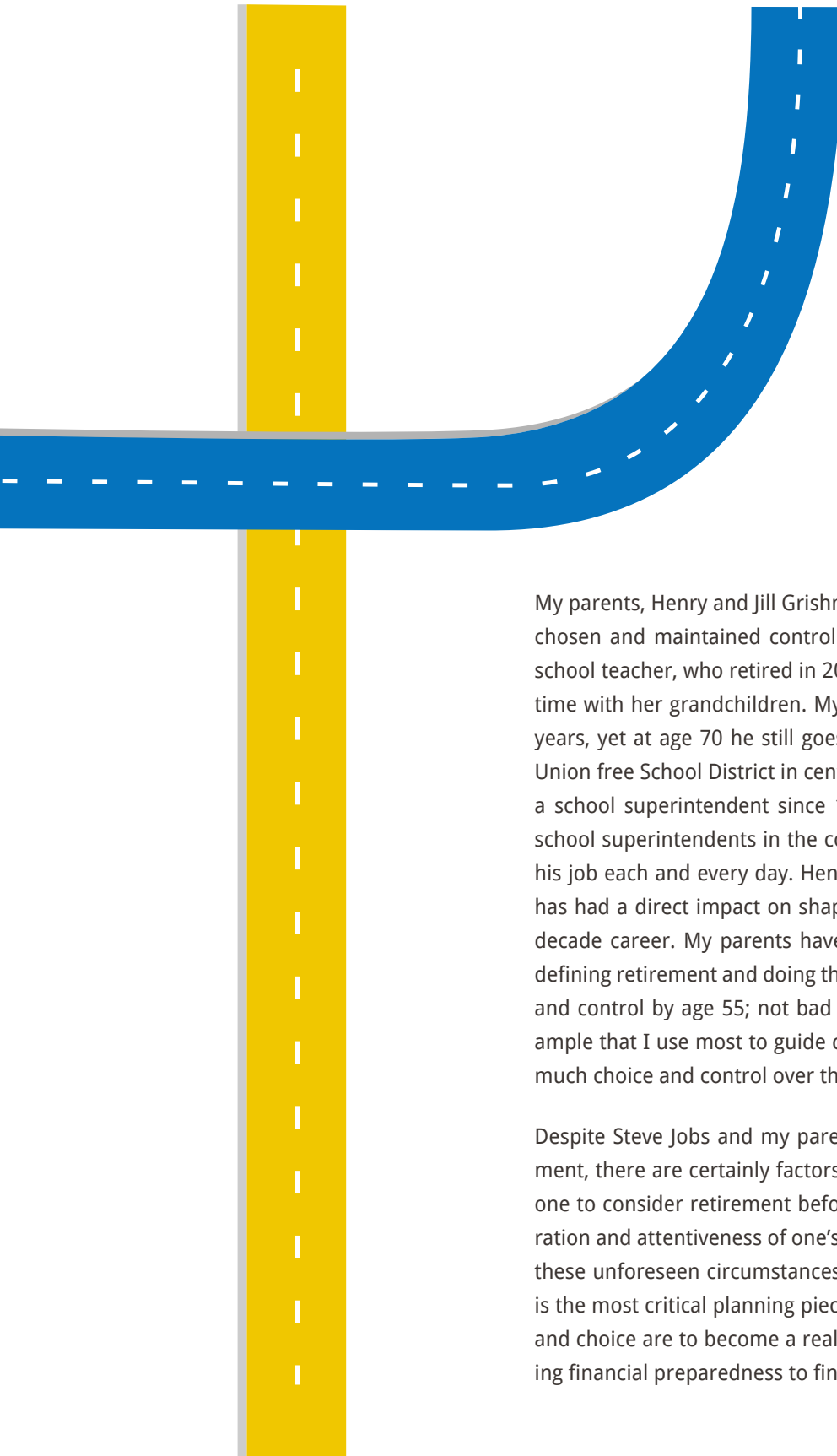


Choice and Control

Retirement can be a choice and it can happen on your terms; doing it when you want to, how you want to, and where you want to. Retirement is also something that needs to be completely redefined based your own personal meaning. Years ago, retirement meant “nothingness”; a few rounds of golf, a gold watch, and then you were gone. Today, retirement could be the most significant moment in one’s life, especially if it happens on purpose. Planning for choice and control becomes a reality when we can define why we want to retire.

Steve Jobs is a great example of someone who was retired at a very young age. Everything he did, especially in the latter half of his life, was all about choice. Steve didn’t have to work. He was financially prepared for retirement by his late 30’s. Despite having enough money to sit on a beach sipping margaritas for the rest of his life, Steve Jobs chose to transform the way the world communicates. The effect of his purpose (his “why”) has been felt all across human civilization. Not only did he turn Apple into the most valuable company in the world, he made face-to-face conversation a reality for nearly all of Earth’s modernized population.





My parents, Henry and Jill Grishman are also retired. Like Steve Jobs, they have chosen and maintained control over their retirement. My mother, Jill, was a school teacher, who retired in 2010 to care for her parents and to spend more time with her grandchildren. My father, Henry, has been retired for nearly 15 years, yet at age 70 he still goes to his office almost every day at the Jericho Union free School District in central Nassau County, New York. Henry has been a school superintendent since 1977, and is currently one of longest serving school superintendents in the country. He is the best at his craft and he loves his job each and every day. Henry is very clear on his why, and as a result, he has had a direct impact on shaping the lives of thousands of kids over a four decade career. My parents have been such incredible role models for me in defining retirement and doing the necessary things to be in a position of choice and control by age 55; not bad for a couple of school teachers! It is their example that I use most to guide clients in defining their why, and preserving as much choice and control over their own retirement.

Despite Steve Jobs and my parents' ability to choose and control their retirement, there are certainly factors outside of one's control that can force someone to consider retirement before they are ready. However, long-term preparation and attentiveness of one's true unique abilities can minimize the burden these unforeseen circumstances can place on a forced decision to retire. This is the most critical planning piece that should be well-defined if having control and choice are to become a reality. The key element to this planning is attaching financial preparedness to finding purpose.



Purpose

Many retirees, as well as people in their 30's, 40's and 50's working toward retirement, struggle most with the emotional and social changes that comes with the transition into retirement. Retirement is no longer about "nothingness". It's a stage of life that can often outlast one's working years. Therefore, investing the proper time to reflect on "what's next" is a critical part of the retirement planning process.

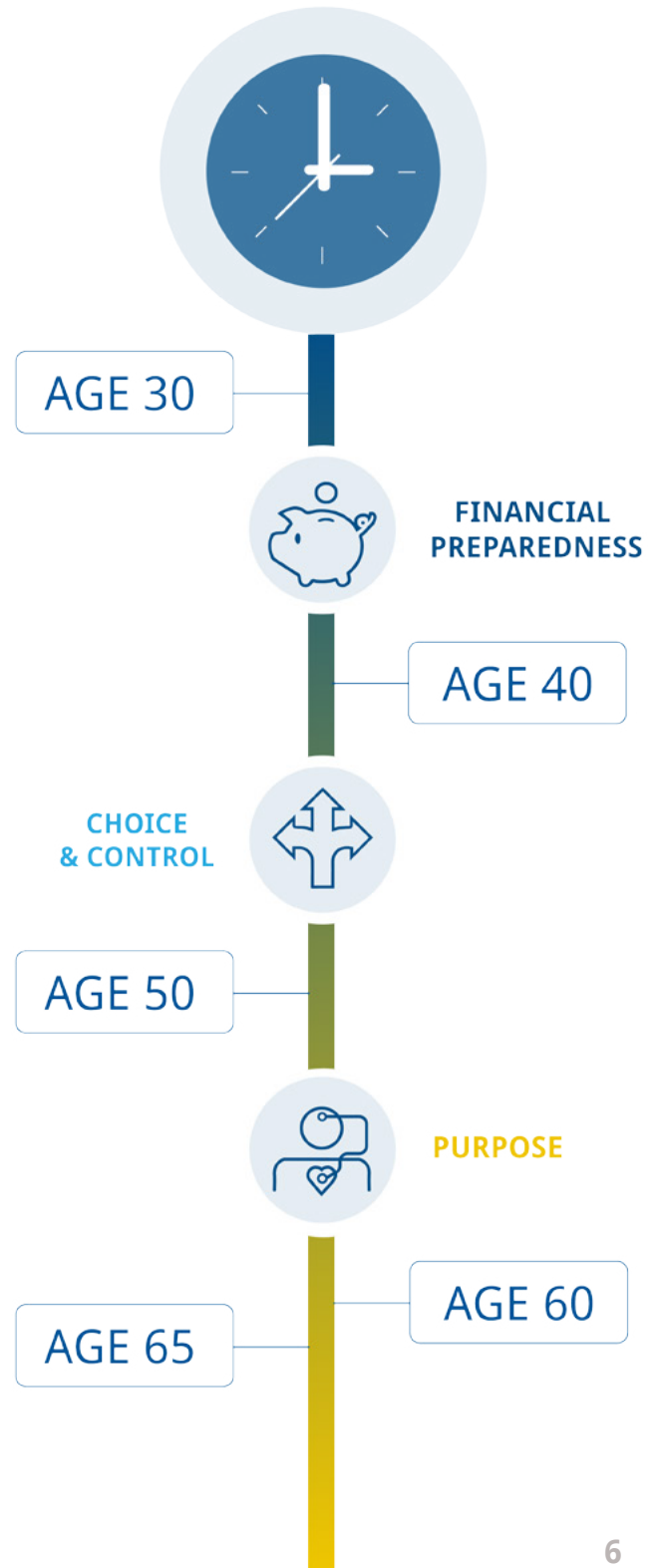
In our wealth management practice, we help clients define **True Wealth** by taking families through a proprietary process called the **GGI Wealth FORMation ProcessSM**. Our process allows clients to measure their True Wealth in four major categories: **Family, Occupation, Recreation and Money**. In short, the **Family** category is about defining the most important people in one's life and becoming acutely aware of the impact they have on one's happiness. We'll come back to **Occupation**, as that is the key part of the purpose work that needs to happen prior to retirement. **Recreation** is the category that defines the fun in life; what one enjoys doing most with the people one cares about most. **Money** is the category where we identify and document one's belief system about money; how money serves the most important aspirations one has in life. We also establish the steps necessary to accumulate and protect the amount of money identified to support one's True Wealth.

Occupation is the category of True Wealth that is often simpler to define in the working years of life. Occupation is about how one outwardly shares their unique abilities for the benefit of their family, their community, and the entire world. Occupation is expressed in a variety of ways; working, volunteering, and coaching youth sports, to name a few. Occupation is a key ingredient in one's overall happiness and fulfillment in life. As one approaches retirement this can become more difficult to define. People are often challenged to figure out what's next as one transitions from "have to" mode to "want to" mode.

Purpose work becomes an important component to the retirement planning process, as it ties the three parts of planning into one holistic definition of Retirement. This can often take years of hard work and self-examination. With proper planning and coaching, one's true purpose will show up and all of the pieces of retirement will fall into place. When one is clear on who they are, what they're supposed to do, and why they're supposed to do it, choice, control, financial preparation, and purpose all come together to create a dynamic plan that leads to a retirement of happiness, gratification, and significance.

This is no small task. The biggest mistake made in the Retirement Planning years is developing a belief that retirement planning is simply about saving money. That could not be farther from the truth. Putting all three pieces in place happens at different points in life, with some definite overlap. Creating the 30 Year Plan for a Retirement on Purpose looks like this: (See timeline at right)

Financial planning and preparation generally begins around 30 years old. If done correctly and consistently, this should take approximately 25 years to complete. Purpose work usually begins around 40. For some clients, having a well-defined purpose in retirement can happen quickly, sometimes as soon as five years or less. For most, purpose work is a 10-20 year process of clearly defining one's unique abilities and exploring how those abilities can be applied to 80% or more of the time spent in occupation. Once one has established financial preparedness and is clear on their purpose, choice and control over **why** retirement, **when** retirement, **how** retirement, **who** retirement, and **what** retirement all become crystal clear.



There is great satisfaction in this moment. For many, this is the greatest victory in life. It is most common to experience this moment somewhere between 55-65 years old, however it can happen sooner (it happened for me at age 38).

This moment can create a feeling of satisfaction and self fulfillment that can extend way beyond any previous accomplishment, including marriage and raising kids. This definition of "Retirement" is available to anyone who chooses consciously to build their 30 Year Plan. Retirement is no longer provided to us. We must choose to create our "golden years". It takes planning, dedication, discipline, persistence, and time. It also takes a real pro by your side to guide you; a wealth coach, to help you stay accountable to enjoying the journey and achieving the ultimate success in life; a retirement on purpose.

Guiding others on this journey has become my occupation. And I do it on purpose.

— Matthew Grishman

For more information on how you can plan for a retirement on purpose, contact:



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Matthew Grishman is the Co-Founder & Chief Marketing Officer of 401k Masters, LLC. He is also a Principal & Wealth Advisor at Gebhardt Group, Inc. Matthew has 19 years of experience guiding families, entrepreneurs, and athletes through the complexities of financial planning and living their life's true purpose.

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