

RETIREMENT PLANNING

It's Not About the Money

Research and strategies for transitioning to a happy, healthy, and meaningful retirement, coping with life-style changes/altered expectations, and finding creative new ways to self-reinvent and thrive.

PMEA Summer 2017 Conference – State College – July 19, 2017
Paul K. Fox, PMEA State Retired Member Coordinator

TARGETS

Audience

- Retired,
- Retiring,
- Soon-to-retire...
- Music teachers and other professionals who want to achieve purpose, satisfaction, and peace-of-mind throughout their post-employment years.



Goals of Session - Review...

- Post-employment transitional issues
- Definitions and philosophy of and approaches to retirement
- Strategies for retirement planning
- Activities to achieve a work/life balance and purpose in retirement
- Resources

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WHAT STEP ARE YOU ON?

As for the process of "retiring," where are you?

- Resting and taking an extended vacation?
- Currently mapping out your post-employment "plans?"
- Diving into your "golden years" with a full schedule of activities?
- Seeking new goals and your "life's purpose?"
- Retreating from everything just to "get your head together?"
- Or several of these at different times?



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ADVICE BROUGHT TO YOU BY...



Ken Dychtwald



Robert Delamontagne



Robert Atchley



Dave Hughes



Ernie Zelinski

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“IT’S PARADOXICAL THAT THE IDEA OF LIVING A LONG LIFE APPEALS TO EVERYONE, BUT THE IDEA OF GETTING OLD DOESN’T APPEAL TO ANYONE.”

Andy Rooney



OLD DEFINITIONS OF RETIREMENT

“Seclusion from the world, privacy, withdrawal, the act of going away, retreating, or disappearing.”

– Webster and other online dictionaries

- Based on archaic models of retiring when average life expectancy at birth in the 1800s was 38 and in the 1900s was 47
- In 1880, when Otto Von Bismarck created the first pension plan in Europe selecting the age 65 as “the marker of old age,” most people did not live beyond 45
- No one wants to become “a senior...”

Dychtwald, Ken in “The Longevity Economy” at agewave.com

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- In his recent keynote address, Ken Dychtwald said “most people did not age, they died.”
- He mentions that over the past 1,000 years, people died young, generally of acute infections, accidents, or in childbirth, before they had a chance to get old enough for their bodies to wear out
- 99% of the 100,000 years that humans have walked the planet, the **average life expectancy was... under 18-years-old!**

Dychtwald, Ken in “The Longevity Economy” at agewave.com

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- 99% of the 100,000 years that humans have walked the planet, the average age of life expectancy was under 18
- 2/3 of people who have ever lived over 65 in the entire of history of the world... **are alive today**

Dychtwald, Ken in “The Longevity Economy” at agewave.com

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NEW AND EVOLVING DEFINITIONS

“It's time to retire retirement...”

- “The ‘new retirement’ is not an ending, it's a new beginning, the start of a new life journey of vastly expanded proportion.”
<http://www.icoachdesign.com/info/retirement-book-intro.pdf>
- “Retirement now is mostly about change. And it may not look all that different from what immediately precedes it.” Huffington Post:
http://www.huffingtonpost.com/arianna-huffington/its-time-to-retire-our-definition-of-retirement_b_5774878.html
- “Reinventing yourself for the life you've always wanted.” Steven Price, *How to Survive Retirement*, Skyhorse Publishing, 2015
- “...renewment, aspiement, financial independence, reirement, rest-of-life, second beginnings, financial freedom, and new chapter.”
<http://www.cbsnews.com/news/how-do-you-define-retirement/>

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“RETIREMENT AT SIXTY-FIVE IS RIDICULOUS. WHEN I WAS SIXTY-FIVE, I STILL HAD PIMPLES.”

George Burns

NEW DEFINITION OF RETIREMENT

“Staying Engaged”

- Recent research shows that many “high achievers” don't want to fully retire.
- They take a break, to choose what new paths of work/life balance quests will be fulfilling to them.
- They re-invent themselves!

(Approximately 30% of the sample were considered high achievers. About 1/2 of the sample want 50% partial retirement; and only 6% want to fully retire.)

Dychtwald, K., Ph.D. – *Psychologist & Gerontologist*, 2008

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“AGE IS ONLY A NUMBER, A CIPHER FOR THE RECORDS. A MAN CAN'T RETIRE HIS EXPERIENCE. HE MUST USE IT.”

Bernard Baruch

TYPES OF MUSIC TEACHER RETIREES

“The Good,” “The Very Good,” and “The Ugly!”

- People who do not see themselves as retired, just leaving a full-time job of public school music teaching, and moving on to new goals, employment, and/or volunteer work.
- People who know they are retired, are relieved from the stress of day-to-day employment, and now feel ready to fill and complete new “bucket lists,” spend more time with family, travel, and hobbies, and perhaps even explore several new areas/levels/skills in music and education.
- People who know they are retired, are happy to leave the profession, and want nothing to do with any part of music education, PMEA or NAFME.

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MOST FREQUENT MUSIC TEACHER ENCORE CAREERS

“The Very Good...”

Besides babysitting and volunteer work...

1. Higher Education (music education methods, supervision of students teachers, etc.)
2. Music industry/merchandizing
3. Travel/tour leader

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TWO KINDS OF JOB DEPARTURES

Voluntary

- Elective resignation
- Early or full retirement
- Sabbatical/leave of absence
- Vacation



Involuntary

- Forced retirement
- Furlough/layoff
- Suspension/termination
- Re-assignment/displacement
- Downsizing of position or program
- Elimination of position or program



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GOOD AND BAD EMOTIONS

- | | |
|--|---|
| <ul style="list-style-type: none">• Excitement• Joy• Freedom• Accomplishment• Peace of mind• Optimism | <ul style="list-style-type: none">• Ambivalence• Sadness (re: loss/change in professional identity, collegial community)• Anxiety (angst)• Pessimism |
|--|---|

Common to both voluntary and involuntary job departures

Psychologist Dr. Yvette M. Guerrero, University of California

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“THE GREATER PART OF OUR HAPPINESS OR MISERY DEPENDS ON OUR DISPOSITIONS, AND NOT OUR CIRCUMSTANCES.”

Martha Washington



YOU EITHER **LOVE IT** OR **HATE IT!**

“50% of retirees will suffer some form of acute emotional distress. This is potentially a very large problem given the fact that 10,000 people are becoming eligible for Social Security every day for the next 20 years in the US alone.”



Dr. Robert P. Delamontagne in *Retiring Mind*, Fairview Imprints, 2010



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INVOLUNTARY TRANSFERS OR CUTS

The Unhappy Pathway... "Downsized and Out!"

- Music and staff are eliminated from the curriculum or building in which you teach.
- You feel you must retire early to avoid losing existing medical benefits.
- You voluntarily retire from the full-time job, but hope to continue as assistant marching band director (to complete your 30th year). Unrelated to you, a board member withdraws your name from the agenda and you never receive approval.
- The new head coach of the sport in which you have assisted for ten years fires you to bring in his "cronies."
- The secretary (not the administrator himself) informs you that "your services are no longer required" in an extra-curricular assignment you have served for 25+ years.



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STAGES OF GRIEF AND LOSS

Coping with being "kicked to the curb"

1. **Denial** (disbelief, numbness, shock)
2. **Bargaining** (preoccupation with "what could have been," guilt, remorse)
3. **Depression** (sadness, loneliness, emptiness, isolation, self-pity)
4. **Anger** (feelings of helplessness, abandonment)
5. **Acceptance** (emotional resolution, healing)

Same stages as the breakup of a marriage or sudden loss of a loved one!

<http://www.webmd.com/mental-health/mental-health-coping-with-grief>

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“RETIREMENT MAY BE LOOKED UPON EITHER AS A PROLONGED HOLIDAY OR AS REJECTION... BEING THROWN ON TO THE SCRAP-HEAP.”

Simone de Beauvoir



IF YOU DO LOSE YOUR JOB...

Online resources that may help

- *Lifehacker*: “9 Things You Should and Shouldn't Do If You Lose Your Job” by Shannon Smith
<http://lifehacker.com/nine-things-you-should-and-shouldnt-do-if-you-lose-you-509536697>
- *NOLO*: “Losing a Job – Ten Things You Can Do to Make It Less Painful”
<http://www.nolo.com/legal-encyclopedia/losing-job-ten-things-that-help-29761.html>
- *HelpGuide*: “Job Loss and Unemployment Stress” by Melinda Smith, M.A., and Robert Segal, M.A.
<http://www.helpguide.org/articles/stress/job-loss-and-unemployment-stress.htm>
- *National Institute of Mental Health*: “Post-Traumatic Stress Disorder”
<http://www.nimh.nih.gov/health/topics/post-traumatic-stress-disorder-ptsd/index.shtml>

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WHAT IS PTSD?

What does Post Traumatic Stress Disorder feel like?

- It's never ever feeling safe.
- It's never taking a full breath of air in your lungs.
- It's being afraid to close your eyes.
- It's having your gut instincts scream at you to RUN every time someone looks at you.
- It's spending most of your time alone because you are terrified of other human beings, sometimes even your friends.
- It's feeling flawed, bad, marked, stained.
- It's like being in prison.

You cannot self-diagnose PTSD.

If you are suddenly having trouble sleeping, difficulty with relationships, or find yourself feeling significantly depressed or lethargic, visit your health care professional.

Quotes from Erin Schulthies, author of the blog-site Daisies and Bruises
<https://mindyourmind.ca/expression/blog/what-does-post-traumatic-stress-disorder-feel>

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APPROACHES TO RETIREMENT

Scenarios for the Happy Pathway...

- **Continuers** who continued using existing skills and interests;
- **Adventurers** who start entirely new endeavors;
- **Searchers** who explore new options through trial and error;
- **Easy Gliders** who enjoy unscheduled time letting each day unfold;
- **Involved Spectators** who care deeply about the world, but engage in less active ways;
- **Retreaters** who take time out or disengage from life.



Dr. Nancy K. Schlossberg, counseling psychologist

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STAGES OF RETIREMENT

Robert Atchley

1. **Pre-Retirement**
2. Retirement
3. Disenchantment
4. Reorientation
5. Retirement Routine
6. Termination of Retirement

<https://www.youtube.com/watch?v=p8GDIQj8cro>

Ken Dychtwald

1. **Imagination**
2. Anticipation
3. Liberation
4. Re-engagement
5. Reconciliation

<http://www.usatoday.com/story/money/personalfinance/2014/10/12/five-stages-of-retirement/1697570/>

Ameriprise Financials

1. **Imagination** (6-15 years before retirement)
2. Hesitation (3-5 years before)
3. Anticipation (2 years before)
4. Realization (first year of retirement)
5. Reorientation (2-15 years after retirement)
6. Reconciliation (16+ years)

<http://retirementincomejournal.com/issue/september-15-2010/article/the-six-emotional-stages-of-retirement>

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“If you were planning to spend the rest of your life in another country, you would want to learn as much about it as possible. You would read books about the climate, people, history, and architecture. You would talk to people who had lived there. You might even learn a bit of its language. Old age is like another country. You'll enjoy it more if you have prepared yourself before you go.”

B. F. Skinner and Margaret Vaughn in *TIPS Retirement for Music Educators*, MENC 1989

PREPARING FOR RETIREMENT

Prior to retiring, you should make a concerted effort to prepare for "life after work," including:

- Cultivate interests outside work
- Lead a healthier lifestyle
- Revitalize family relationships
- Spend more time with spouse
- Embrace spirituality or meditation
- Nurture friendships and make new friends

Start these years before you retire!



Retire Happy – What You Can Do Now to Guarantee a Great Retirement
USA TODAY/ Nolo Series by Ralph Warner and Richard Stim

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“PREPARATION FOR OLD AGE SHOULD BEGIN NOT LATER THAN ONE’S TEENS. A LIFE WHICH IS EMPTY OF PURPOSE UNTIL 65 WILL NOT SUDDENLY BECOME FILLED ON RETIREMENT.”

Arthur E. Morgan

BEFORE RETIREMENT

1. Sit down with your spouse if you are married and plan ahead carefully.
2. Decide **when** you want to retire. Estimate as accurately as possible what your economic situation will be after you retire.
3. Decide **where** you want to live after you retire.
4. Set some goals regarding **how** you want to spend your retirement time. Focus on your talents and abilities instead of looking at the handicaps that may come with the aging process.
5. Be prepared for change and learn to handle change positively.
6. Be sure your intentions are clearly stated in writing (wills, power of attorneys, living wills, etc.)

TIPS Retirement for Music Educators, MENC 1989

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BEFORE RETIREMENT

"Here is something I firmly believe in when you retire, and I utilized it at the time – still do. **Have a plan!**

"Figure out some idea of what you want to do with the rest of your life after teaching..."

"Just be sure that you have something to do, because to do nothing is just unhealthy for your mind and body."



Chuck Neidhardt in "Advice from the Retirees," *PMEA News*, Summer 2015

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SELF-REINVENTION, PROFILING, AND COMMUNICATION

Are you and your spouse on the same page?

The Enneagram

- *Honey I'm Home & The Retiring Mind* by Robert Delamontagne, PhD
- Definition of personality types and nine unique "E-types"



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Other Self-Assessments

- *Shifting Gears to Your Life & Work After Retirement* by Carolee Duckworth and Marie Langworthy
- Personality Types (Ross Reinhold)
- Myer/Briggs Profile
- HumanMetrics
- Similar Minds
- Career Zone Interest Survey



“YOU DON'T STOP LAUGHING WHEN YOU GROW OLD, YOU GROW OLD WHEN YOU STOP LAUGHING.”

George Bernard Shaw

7 SECRETS FOR HAPPY RETIREMENT

1. Good health
2. A significant other (spouse)
3. A social network (friends)
4. Avoidance of heavy TV viewing
5. Intellectual curiosity (brain-stimulating hobbies)
6. Not being addicted to achievement ("The more you are defined by your job, the harder it will be to adjust to life without.")
7. Enough money



Sydney Lagier in *US News and World Report*, July 20, 2010

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STRATEGIES FOR RETIREMENT

- Because your brain's reward center likes variety, give yourself an assortment of new or unique experiences.
- Treat first year in retirement as if you are "interning" to give yourself time to readjust and set new expectations.
- Find meaning in new passions, including possibly using your employment skills in a new job or volunteer work.
- "Let your best friends not be the TV, refrigerator or couch. Let your best friends be real people, books, and sports shoes."

Dr. Amit Sood, author of *The Mayo Clinic Guide to Stress-Free Living*

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“OUR PLANS MISCARRY BECAUSE THEY HAVE NO AIM. WHEN A MAN DOES NOT KNOW WHAT HARBOR HE IS MAKING FOR, NO WIND IS THE RIGHT WIND.”

Seneca



AVOID THESE EMOTIONAL “BUMPS”

- **Inferiority complex:** Loss of professional identity or negative self-worth defined by the old job
 - "No one remembers who I am"
 - Return of your ID badge and keys
 - Removal of your web presence, teacher pages, and school e-mail access
 - Fewer opportunities for professional interactions and collegial community
- **Related “inner voice” questions:**
 - “Will I be forgotten after I leave? Did I make a difference?”
 - “Stripped of my work, job title, and paycheck, who am I?”
 - “When all of these are gone, what is left?”



“Surviving Retirement: Avoiding Turmoil, Traumas, Tantrums, and Other Transitional Problems” in the Winter 2015 issue of *PMEA News*

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AVOID THESE EMOTIONAL "BUMPS"

- **Delusions of grandeur:**
 - "I'll help in the hiring of my replacement."
 - "Let me train my replacement..."
 - No, your help is not needed nor wanted.
 - Learn how to say goodbye and stay away.
- **Denial:**
 - "I'm not retired!"
 - You are retired if PSERS and your mom says so!



"Surviving Retirement: Avoiding Turmoil, Traumas, Tantrums, and Other Transitional Problems" in the Winter 2015 issue of *PMEA News*

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SUMMARY: TIPS FOR A SMOOTH TRANSITION

- Pursue meaningful work (i.e. "encore career") and leisure activities/hobbies
- Create new relationships & social ties/network (to people of all ages, cultures, interests-global)
- Learn new skills & professional endeavors
- Become active in projects you couldn't pursue while working
- Consider fulfilling volunteer work if desirable



Dychtwald, K., Ph.D. – *Psychologist & Gerontologist*, 2008

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"RETIREMENT IS THE LAST OPPORTUNITY FOR INDIVIDUALS TO REINVENT THEMSELVES, LET GO OF THE PAST, AND FIND PEACE AND HAPPINESS WITHIN."

Ernie J. Zelinski



THREE BASIC NEEDS

That work fulfills and are essential to retirement:

Finding...

1. Purpose
2. Structure
3. Community



Ernie J. Zelinski in *How to Retire Happy, Wild and Free*, 2016

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FINDING PURPOSE IN RETIREMENT

- To make a difference in people's lives
- To make a contribution
- To find creative expression
- To take part in discovery and challenge
- To help preserve the environment
- To accomplish or achieve a challenging task
- To improve health and well-being



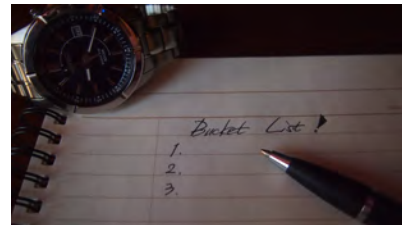
Ernie J. Zelinski in *How to Retire Happy, Wild and Free*, 2016

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BUCKET LISTS



1. Make a list of your life goals.
2. Bring joy to others by helping.
3. Live your dream and find joy in your life.
4. Give credit to those who have helped you.



<http://www.bucketlist.net> or <http://bucketlist.org/how-it-works>

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“RETIREMENT IS WONDERFUL.
IT’S DOING NOTHING
WITHOUT WORRYING ABOUT
GETTING CAUGHT AT IT.”

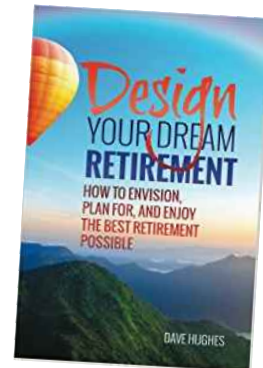
Gene Perret



SEEKING A BALANCE

Four Essential Ingredients to a
Balanced Life

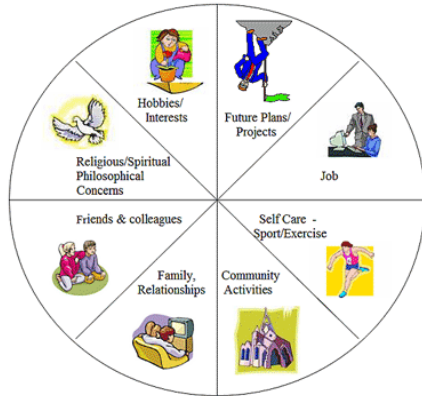
1. Physical activity
2. Mental stimulation
3. Social interaction
4. Personal fulfillment



Hughes, Dave – *Design Your Dream Retirement*, 2015

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WORK/LIFE BALANCE



“The cure for boredom is curiosity. There is no cure for curiosity.” – Ellen Parr

Ernie J. Zelinski in *How to Retire Happy, Wild and Free*

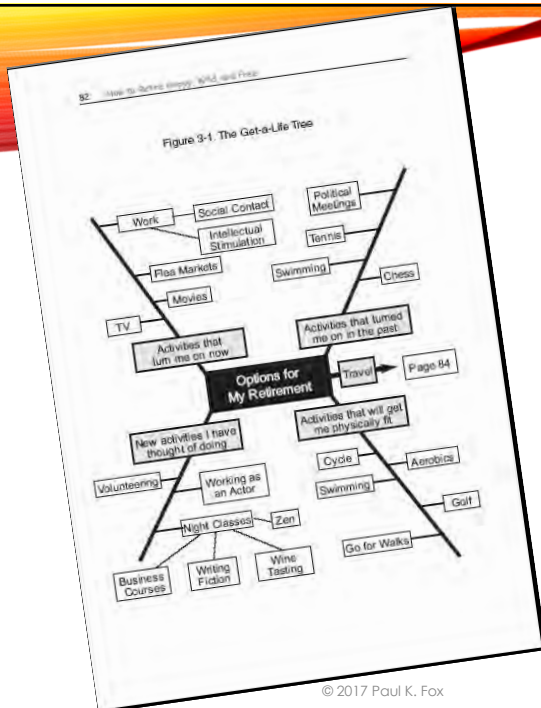
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“GET-A-LIFE” TREE

Things to pursue in retirement...

1. Activities that turn you on now
2. Activities that turned you on in the past (but you have stopped doing)
3. New activities you have thought of doing (but haven't done yet)

Ernie J. Zelinski in *How to Retire Happy, Wild and Free*



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“WE MAKE A LIVING BY WHAT WE GET,
BUT WE MAKE A LIFE BY WHAT WE GIVE.”

Winston Churchill



VOLUNTEERING – GIVING BACK

What does it mean to be **eleemosynary**?

Adjective... defined as “generous, charitable, gratuitous, or philanthropic”

“With a frequently untapped wealth of competencies and experiences, older people have much to give. This fact, coupled with fewer requirements for their time, gives them unique opportunity to assume special kinds of helping roles.”

Mary Baird Carlsen – *Meaning-Making: Therapeutic Processes in Adult Development*, 1988

“Our increased longevity and generally better health has opened our eyes to new and increased opportunities to contribute to the betterment of society through civic, social, and economic engagement in activities we believe in.”

Jo Ann Jenkins, CEO of AARP – *Disrupt Aging*, 2016

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VOLUNTEERS NEEDED!

- Escort at local hospital or nursing home
- Walk dogs at animal shelter
- Serve in charitable fund-raising projects
- Assist food banks and meals-on-wheels agencies
- Enlist as special advocate for abused or neglected children
- Work as hospice volunteer
- Maintain parks, trails, nature habitats, or recreation centers
- Host an international student
- Become a youth director, mentor, or scout leader
- Teach summer school, night classes or Performing Arts workshops
- Give guided tours or lectures as a docent at a local museum
- Apply office management and clerical skills to benefit libraries and other nonprofit associations
- Run a school club (share your hobby)

<http://www.volunteermatch.org/search/?l=pennsylvania>

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RETIREMENT IS PERFECT FOR...

Exercise

"Begin a routine exercise plan, or begin a sport. You don't have to be good at it – just do it for your health. This is a must for retirees because the exercise we got from walking the hall between our room and our mailbox (or elsewhere in the school) is no longer there. It only takes a short while to begin to add the pounds and lose the strength we had while teaching. Also, be sure to begin a regular regimen of seeing your doctor and having a physical check up at least once a year." – Chuck Neidhardt

<https://paulkfoxusc.wordpress.com/2015/07/06/thoughts-on-retirement-exercise-and-balance/>

Babysitting

"Not only is your generous super-competent babysitting services providing ever-so-essential care-taking of your love-ones, 'playing with the kids' is wonderful for your own mood and mental health. 'Keep around young people and you will stay forever young!' However, invest your time wisely. You deserve a life of your own and unstructured time off. It is easy to be taken advantage of, so don't let this childcare schedule dominate everything you do in your retirement."

<https://paulkfoxusc.wordpress.com/2015/12/22/random-acts-and-other-resolutions/>



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“THOSE WHO THINK THEY HAVE NO TIME FOR BODILY EXERCISE WILL SOONER OR LATER HAVE TO FIND TIME FOR ILLNESS.”

Edward Stanley



RETIREMENT IS PERFECT FOR...

Pets

“For me, walking the dogs has become the most amazingly peaceful and reflective activity. It has improved my disposition, calmed my nerves, sharpened my senses, increased my capacity for patience and tolerance, and lowered my blood pressure... If you do not already own a dog or other pet, I strongly encourage you to consider the option of adopting or rescuing a dog! It may be one of the best decisions of your life!”

<https://paulkfoxusc.wordpress.com/2015/07/06/thoughts-on-retirement-exercise-and-balance/>



Travel

“Travel can enhance your retirement significantly since it provides an elevated degree of stimulation, freshness, and pleasure not encountered in your everyday routine and environment. Of course, travel is a great teacher. Regardless of where you go, you can always learn something new.”

Ernie J. Zelinski in *How to Retire Happy, Wild and Free*

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HOBBIES, HOBBIES, HOBBIES...

What you do with your free time is up to you!

origami spelunking larping
noodling kayaking lapidary
sculpting geocaching cosplay

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REVISITING YOUR CREATIVE ROOTS



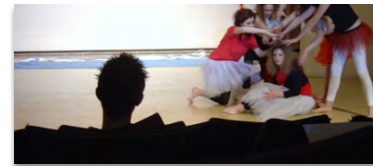
Sing

Community chorus
Church choir
Solo vocalist
Folk, rock, jazz groups



Play an instrument

Community bands or orchestras
Pit orchestras
Solo or chamber music groups
Folk, rock, jazz groups



Do theater

Acting
Dancing
Scenery/make-up
Stage tech

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“MEN DO NOT QUIT PLAYING BECAUSE THEY GROW OLD; THEY GROW OLD BECAUSE THEY QUIT PLAYING.”

Oliver Wendell Holmes

REKINDLING YOUR EXPRESSIVENESS

- Why did you go into music and education in the first place?
- What have you always wanted to play... sing... compose... conduct... create?
- When will you finish your own “Mr. Holland’s Opus” and have it performed?
- When are you going to publish your songs, sonatas, warm-ups, methods, essays on pedagogy, musical plays, halftime shows... or personal memoirs?
- What is your next article, book, method, composition, drumline feature, etc.?
- When will you join a community band, orchestra, chorus or theater group?

Directories of PA community bands, orchestras, choruses, and theater groups are posted on the PMEA website under focus areas/retired members – <http://www.pmea.net/retired-members/>

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SHARING YOUR MUSICAL SKILLS

- Serve as presiding chair or member of the your PMEA planning committee or listening committees for the state music in-service conferences
- Participate as guest lecturer or panel discussion member at a conference, workshop, or college methods program
- Judge local/state adjudication festivals
- Help plan or manage a local PMEA festival or workshop
- Accompany, coach, or guest conduct festivals or school/community groups
- Assist the local music teacher in private teaching, piano playing, marching band charting, sectional coaching, set-up of music technology, instrument repair, etc.
- Write for PMEA or NAFME
- Join and serve on the **Retiree Resource Registry**



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PMEA MODEL: ENGAGING RETIREES

Retiree Resource Registry R³

PA Lists of Community Bands,
Choirs, Orchestras, and
Amateur Theater Groups

Retired Member Breakfast
& PMEA Info Booth at
Annual State Conference

Articles in *PMEA News* &
Retired Member eNEWS

Representation on
State Executive Board

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RETIREE RESOURCE REGISTRY R³ ADVISORY AREAS

- Accompaniments
- Adjudications
- Arts Advocacy
- Assessments
- Auditions
- Band (EL/MS/HS/Collegiate)
- Booster Groups
- Chamber Music
- Chaperoning (local/All-State)
- Choral (EL/MS/HS/Collegiate)
- Choreography/Dance
- Coaching
- Community Ensembles
- Composing/Arranging
- Conference (Presider/Speaker)
- Core Arts Standards
- Curriculum Writing
- Dalcroze Eurhythmics
- Early Childhood
- Festival Preparation
- Fund-Raising
- General Music (EL/MS/HS)
- Guest Conducting
- Higher Education
- Hosting a Festival
- Instrument Repair
- Instrument Sales
- Jazz (EL/MS/HS/Collegiate)
- Kodaly
- Marching Band
- Mentoring
- Music Appreciation
- Music Theory
- Musicals (EL/MS/HS/Collegiate)
- Orff
- PCMEA and Teacher Training
- Professional Development
- Research
- Strings (EL/MS/HS/Collegiate)
- Technology
- Theatre Tech
- Traveling/Tours
- Voice
- World Drumming
- Writing for PMEA News

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R³ HELP INDEX

Retiree Resource Registry - R³

Help Index

March 16, 2016

Please use this directory as an index to find suitable advisers, consultants, or volunteers printed in the PMEA Retiree Resource Registry (R³) under the Retired Member section of the PMEA website: <http://www.pmea.net/retired-members/>. Pages 2-9 below are listed in order by **subject areas**.

If you have a correction to make on this index, please send your information to paulk.fox.usc@gmail.com

Are you a PMEA retired member and would like to join the registry? Please go to the following link: <https://pmea.wufoo.com/forms/pmea-retiree-resource-survey/>

The R³ and Help Index will be updated periodically to reflect new data received.

ALL RETIREES (+ District #s) in the Registry as of 3/16/16

Edwin Arnold (5)	Ronald Elmer (10)	Bert Moseley (11)	Karl Strang (7)
Carl Barr (7)	Estelle Hartnuff (7)	Maryl May (2)	Bonnie Strang (12)
David Benson (7)	Daniel Henick (2)	Gary McKenna (1)	Dore Strasser (1)
Elizabeth Benson (5)	Ronald Hill (2)	Richard Moore (12)	Mimi Towner (1)
Ralph Hill (1)	Clarence Hopkins (7)	Cynthia Miller-Vogler (16)	Jeff Trivelpiece (1)
Pat Jones (12)	Arlene Kuehler (5)	Richard S. Miller (12)	Steven VanDerhey (11)
David Kuehler (1)	Ben Kula (1)	Anna Skell (7)	Louise Victor (1)
Dale Kuehler (4)	Steve Kuppel (7)	Steve Skell (7)	Richard Victor (1)
Michael Buterbaugh (10)	Priscilla Howard (7)	Charles Soubaluk (11)	Jane Wolf (1)

PMEA Retiree Resource Registry (R³) Help Index



3/16/16

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Accompanist

Carl Barr
Pat Bove
John Devorick
Elizabeth Good
Estelle Hartnuff
Leatha Kieser
Lori Luurtsema
Coleen Renshaw
Nancy Schelkopf
Lillian Stend
Susan Watkins

Adjudications

Edwin Arnold
Carl Barr
David Buetzow
Don Butz
Richard Coulter
Arthur Chodoroff
William Croissant
John Devorick
Ted DiCola
Sue Dieffenbach
Venona Detrick

Adjudications (continued)

Bonnie Strang
Dean Streator
Susan Uzeliemeier
Richard Victor
Paul Walker
Michael R. Wasilko
Harding Whitacre
Janet Yamron
Andrew Yaras
Kathleen Yeater
Tom Zumpella

Arts Advocacy

Carl Barr
David Buetzow
Darla Burkert
Michael Buterbaugh
Arthur Chodoroff
Richard Coulter
Venona Detrick
John Devorick
Ted DiCola
Sue Dieffenbach
Donna Fox

Auditions

Edwin Arnold
Carl Barr
David Buetzow
Arthur Chodoroff
David Cree
William Croissant
Venona Detrick
John Devorick
Ted DiCola
Sue Dieffenbach
John Feigh
Elizabeth Good
Estelle Hartnuff
David Henick
Clarence Hodges
Ben Holte
Todd Hunter
Folkert Kadyk
Daniel Kershetsky
Otis Kitchen
Bret Mascaro
Richard S. Miller
Charles Neidhardt
William Penderziatt

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SAMPLE R³ DIRECTORY ENTRY

Name: Brenda Williams
Contact Info: 724-312-2130 (Cell), wwilliams@comcast.net
Retired from what Institution(s): Rochester Area School District
Years of Service: 35 **Month/Yr. of Retirement:** June 2015

Professional Accomplishments, Awards, etc.:
Past President of District 5

Job Assignments Throughout Career:
K-6 General Music, Sr. High Chorus, Jr. High Chorus (6,7 & 8), 5th grade Chorus, Elementary Instrumental Lessons and Band, Sr. High Band (Marching & Concert), Music History, Humanities, 7&8 grade general music

Areas You Would Be Willing to Serve as an Advisor, Consultant or Volunteer (please check all that apply):

ES Band
MS Band
HS Band
ES Choral
MS Choral
HS Choral
ES General Music
MS General Music

Other Areas You Would Be Willing to Serve as an Advisor, Consultant or Volunteer (please check all that apply):
Auditions
Festival Participation

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SAMPLE R³ DIRECTORY ENTRY

Name: Robert Reid
Contact Info: 614-881-7027 (Cell), rreid@mercyhurst.edu
Retired from what Institution(s): Wattsburg Area School District
Years of Service: 34 **Month/Yr. of Retirement:** June 2013

Professional Accomplishments, Awards, etc.:
D-2 executive Board Member 29 years-V Pres, Pres, C/I Chair, Secretary, Treasurer, Jr High Citation of Excellence, 3 time PMEA All-State Local Host

Job Assignments Throughout Career:
K-12 General MS/HS Choir MS/HS Band Theater Orchestra Marching Band

Current Activities Related to Music/Music Education:
Director of Athletic Bands at Mercyhurst University in Erie PA

Subjects of Expertise You Would Be Willing to Help a New Teacher or Transfer:
Any Instrumental/Marching related

I am interested in:
Attending PMEA Conferences, Participating in PMEA Workshops, Guest Lecturing, Guest Conducting, Panel Discussions

Areas You Would Be Willing to Serve as an Advisor, Consultant or Volunteer (please check all that apply):

MS Band
HS Band
Collegiate Band
HS Musicals

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THE GURUS OF RETIREMENT

- Dave Bernard <http://lovebeingretired.com/>
- Dave Hughes <http://retirefabulously.com/>
- Ken Dychtwald <http://agewave.com/>
- Kathy Merlino <https://kathysretirementblog.com/>
- Jean Potuchek <https://stepintofuture.wordpress.com/>
- Barbara Torris <http://www.retireinstyleblog.com/>
- Marie Villeza <http://elderimpact.org/>
- Ernie Zelinski <http://www.retirement-cafe.com/>

A community of writers have shared their challenges and successes for their personal up-and-down emotional passage to retirement...

Archived at <https://paulfoxusc.wordpress.com/for-retirees/>

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SAMPLE BOOK RESOURCES

Reference Manuals

- *How to Retire Happy, Wild and Free* by Ernie Zelinski
- *Disrupt Aging* by JoAnn Jenkins
- *TIPS: Retirement for Music Educators* by A. Verne Wilson
- *Happy Retirement: The Psychology of Reinvention* by Kenneth S. Shultz
- *Design Your Dream Retirement* by Dave Hughes

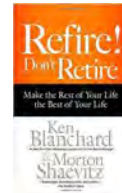
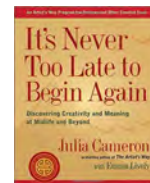
Tutorials

- *It's Never Too Late to Begin Again* by Julia Cameron
- *The Artist's Way* by Julia Cameron



Narratives/Stories

- *Refire! Don't Retire* by Ken Blanchard and Morton Shaevitz
- *Look Ma, Life's Easy* by Ernie Zelinski



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ADDITIONAL RESOURCES



For-Retiree Website

- **Online handout:** *The Ultimate Resource Guide/Bibliography for Music Teacher Retirees*
- **Blogpost:**
<https://paulkfoxusc.wordpress.com/for-retirees/>
- **PMEA Retired Member website:**
<http://www.pmea.net/retired-members/>
- **PMEA Retired Member Coordinator:**
 - Paul K. Fox
 - 412-596-7937
 - paulkfox.usc@gmail.com

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